

WONDER FOUNDATION

England & Wales · Charity number 1148679

Details

Status	Registered
Legal form	Charitable company
Company number	07921757
Registered	2012-08-22
Register	View on the Charity Commission register

Contact

Address	C/O Baytree Centre 300-302 Brixton Road London SW9 6AE
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Website	www.wonderfoundation.org.uk

Activities

Objects: 4.1 The charity's objects ("Objects") are specifically restricted to the following:4.1.1 The advancement of education amongst, but not exclusively, women and girls by developing or improving the necessary knowledge or skills for living a fulfilled, safe, healthy or self-sufficient life;4.1.2 The prevention or relief of poverty amongst, but not exclusively, women and girls;4.1.3 The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other disadvantage in particular, but not exclusively, women and girls affected by exploitation, domestic abuse and forced marriages;4.1.4 Promotion of efficiency and effectiveness in the charitable activities of not-forprofit organisations, voluntary groups and charities working for the benefit of the public.

Activities: 1: Empowering Women through supporting/creating healthcare & education initiatives in the UK and overseas so that they can exit poverty2: Instigating Social Change through engaging with beneficiaries, experts, policymakers, donors and contributors3: Sharing Best Practice and learning among our partners to improve operational & management efficiencies, maximizing resource use & impact.

Classification

- **How:** Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** The General Public/mankind

Geography

- Bolivia
- Brazil
- Cameroon
- Congo (Democratic Republic)
- El Salvador
- Guatemala
- Honduras
- India
- Ivory Coast
- Kazakhstan
- Kenya
- Lebanon
- Lithuania
- Nigeria
- Philippines
- Spain
- Sweden
- Uganda
- Venezuela
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,446,709	£1,428,831	£925,017	11
2024-03-31	£1,409,564	£1,402,328	£909,638	10
2023-03-31	£1,829,024	£1,692,083	£908,081	8
2022-03-31	£954,489	£896,376	£762,928	7
2021-03-31	£998,650	£577,119	£704,816	4

Trustees

Name	Role	Appointed
Raphaella Gabrasadig	Chair	2019-01-18
Alejandra Fabrega		2014-01-21
Ekene Obianuju OKONKWO		2013-02-04
Julie Anne Hudtohan		2024-04-16
Kirtana Raj		2021-03-23
MODUPE DA SILVA		2012-04-16
Uzoma Gilbert Ebubechukwu Igboaka		2017-06-25

WONDER FOUNDATION

England & Wales - Charity number 1148679

Accounts

Company registration number: 7921757

Charity registration number: 1148679

WONDER Foundation

(A company limited by guarantee)

Annual Report and Financial Statements
for the Year Ended Year Ended 31 March 2025

WONDER Foundation

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Trustees' Report

1. Reference and Administrative Details

Chair Raphaella Gabrasadig (16th April 2024)

Trustees

Alejandra Fabrega

Modupe Da-Silva (Treasurer)

Uzoma Igboaka

Ekene Ngwuocha

Kirtana Raj

Julie Hudtohan (16th April 2024)

Charity Registration Number 1148679

Company Registration Number 7921757

Registered Office

300-302 Brixton Road, London, SW9 6AE.

Auditor

Goldwins, 75 Maygrove Road, West Hampstead, London, NW6 2EG.

Bankers

HSBC Bank PLC, Lion House, 25 Islington High Street, London, N1 9LI.

CCLA Investment Management, 1 Angel Lane, London, EC4R 3AB.

2. Governance and Management of WONDER Foundation

Governing Document

WONDER Foundation is a company limited by guarantee incorporated on 24 January 2012 (Company No. 7921757) and registered charity (Charity No. 1148679). The charity is governed by its Memorandum and Articles of Association, most recently updated on 21 March 2023. WONDER has no share capital, and the liability of each member in the event of winding-up is limited to £1.

Governing Body

The charity is overseen by the **Board of Trustees**, which holds legal responsibility for the charity's activities and compliance. The Board meets quarterly and as needed in response to strategic or operational developments. Trustees serve on a voluntary basis.

The Board appoints new Trustees based on skills and experience needed to strengthen our mission and ensure representation of the communities we serve. The onboarding process includes meetings with the Chair and senior team, and an induction covering our strategy, governance, financial statements, safeguarding policies, and responsibilities.

WONDER is committed to high standards of governance. We regularly review our governance practices against the Charity Governance Code, and recent updates to our governing documents reflect our intention to strengthen oversight and effectiveness.

Trustees and Officers

The Trustees who served during the financial year and up to the date of this report were:

- **Raphaella Gabrasadig**, Chair (from April 2024)
- **Alejandra Fabrega**
- **Modupe Da-Silva**, Treasurer
- **Uzoma Igboaka**
- **Ekene Ngwuocha**
- **Kirtana Raj**
- **Julie Hudtohan** (from April 2024)

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Trustees' Report

WONDER Foundation recognises the importance of an engaged, diverse, and skilled Board to fulfil our mission effectively. In line with best practice, the Board reviews its composition annually to ensure it reflects the lived experience, professional expertise and geographic representation relevant to the communities we serve.

We continue to prioritise diversity in trustee recruitment and are proud to have a majority-female Board with a range of cultural backgrounds and experience in education, migration, social development, and finance. We remain committed to ensuring that our governance structures reflect the voices of the communities we support.

Trustee attendance at Board meetings in 2024–2025 was 80%, and there was no turnover of Trustees during the reporting period. All Trustees actively contributed to strategic discussions and oversight through quarterly Board meetings and participation in working groups.

As a small charity, WONDER Foundation does not operate standing board committees. Instead, the full Board maintains oversight across all areas of governance and strategy. Ad hoc working groups may be established to support specific strategic initiatives, such as safeguarding evaluations or system reviews.

Executive Leadership

The **Senior Management Team (SMT)**, under delegated authority from the Board, is responsible for the day-to-day management of WONDER Foundation. The SMT includes a Chief Executive and key departmental leads in programmes, fundraising, and advocacy.

The SMT is supported by a wider team of programme and operational staff, and by over 60 volunteers. WONDER prioritises staff wellbeing, flexible working, and professional development through training and mentoring.

Risk Management

The Trustees recognise their duty to manage and mitigate risk and have robust systems in place, including:

- A regularly updated **risk register** categorising risks by likelihood and impact.
- Risk assessments for travel, events, and overseas partnerships.
- Clear safeguarding policies tailored to local contexts.
- Financial and operational controls embedded in daily procedures.

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- Crisis management plans and data protection policies.

In 2025, WONDER dedicated over 100 hours to strengthening safeguarding systems with partners.

Commitment to Safeguarding

Safeguarding is central to WONDER's mission. We work with vulnerable women and girls, including those affected by conflict, displacement, and poverty. Our safeguarding framework is embedded in all levels of the organisation and aligned with the standards of the Charity Commission and our donors.

We support local partners in developing their own safeguarding policies and reporting mechanisms, and we facilitate ongoing training for staff and mentors. This year, we introduced a new peer-learning forum to help partners respond to complex safeguarding challenges collaboratively.

Commitment to Inclusion

WONDER believes that diverse leadership and inclusive practices lead to better outcomes for the women and girls we serve. Our Board and SMT reflect a range of lived experiences, professional backgrounds, and cultures. Staff engage in regular learning on inclusive practice, trauma-informed approaches, and ethical leadership. We seek feedback from stakeholders and communities to keep ourselves accountable.

Public Benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Environmental Impact

At WONDER Foundation, caring for people means caring for the planet too. While our core mission is to empower women and girls, we're also committed to working in a way that's sustainable and responsible.

We're based at the Baytree Centre, where we rent a single office and share facilities. In 2024, Baytree reported total direct emissions of 3,561 kg CO₂e—well below the average for

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similar-sized organisations. Given our small footprint, our share of this is minimal. But that doesn't stop us from playing our part.

Here's how we keep our impact low:

- We meet with international partners online and only travel when essential.
- We operate digitally to minimise printing and waste.
- We share space instead of running our own office.
- We support Baytree's sustainable practices—like no on-site parking, waste reduction, and efficient energy use.

Looking ahead, we're exploring options like using renewable energy in future premises and encouraging sustainability across our partner network.

Empowering women to lead means leading by example—locally and globally.

3. The Change We Want to See

We work across Africa, Asia, Latin America and Europe to support women and girls who are more likely to remain trapped in poverty, face violence, and lack choices without access to education. Through trusted, long-term partnerships with local, women-led organisations, we deliver tailored education, skills training and mentoring – helping thousands of women and girls thrive.

The 2025 Annual Report for WONDER Foundation highlights a year of meaningful progress and expanded impact. This year, we reached over 20,000 women and girls in 20 countries. Over 5,000 have completed accredited training programmes. Because we instill a deep sense of significance and self-worth, the women we work with go on to share their skills and knowledge, reaching a further 16,000 people through grassroots outreach. And we know the ripple effects go even further. Of those who completed skills training, 75% increased their income within six months, often by as much as 90–100%.

Objects and Aims

As set out in our governing document, the charity's objects (**Objects**) are specifically restricted to the following:

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- The advancement of education amongst, but not exclusively, women and girls by developing or improving the necessary knowledge or skills for living a fulfilled, safe, healthy, or self-sufficient life.
- The prevention or relief of poverty amongst, but not exclusively, women and girls.
- The relief of those in need by reason of youth, age, ill-health, disability, financial hardship, or other disadvantage in particular, but not exclusively, women and girls affected by exploitation, domestic abuse, and forced marriages.
- Promotion of efficiency and effectiveness in the charitable activities of not-for-profit organisations, voluntary groups, and charities working for the benefit of the public.

Our Mission

WONDER stands for the Women's Network for Development and Educational Resources. For over a decade we have worked to develop a network of women-led charities all focused on the same goal: to give women and girls across the world the knowledge, skills, opportunities and networks they need to exit poverty for good and bring others with them.

Our Vision

A world where each woman and girl recognises her significance and reaches her potential.

4. Objectives, Strategies and Activities: How We Achieve Change

About Our Partners

We currently work with NGOs in 20 countries across Africa, Asia, Europe and Latin America, focusing on local educational projects that have meaningful, long-term impact on the lives of women and girls. Together our aim is to give women and girls the tools they need to thrive in whatever space is important to them, whether work, family, business, community or friendship. This is made possible through quality education, mentoring and skills-based training within empowering and nurturing spaces in the community. Our partners are:

- Run by women for women
- Local, targeted projects
- Building personal agency and helping women to discover their significance

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About Our Approach

WONDER's approach revolves around six core pillars that form the basis of our projects. We partner with local organisations that align with these principles to steer our efforts and bring about meaningful change.

Quality Education: Through both vocational programmes and educational settings, we help women and girls strengthen and develop technical skills as well as a sense of agency by building their confidence and ability to set goals.

Accompaniment and Mentoring: By pairing quality education with mentoring, women and girls realise their dignity and value. This allows them to become leaders in their own lives and role models to others in their families and communities.

Investing in Local, Women-Led Partners: We work with carefully chosen local woman-led partners who share our values and mission of empowering women and girls through education. We listen to and amplify their expertise and invest in their capacity to respond to local needs.

Empowering Spaces: Our partners deliver projects in nurturing spaces that make women and girls feel comfortable and safe, so that they can feel valued, focus on their studies and develop a sense of community.

Access to Good Work: Our partners ensure that they set women up for success. We work to raise employment standards and ensure that women and girls recognise and claim their rights in the workplace.

Family Engagement: Families have the potential to be the strongest supporters of women and girls, but they can also place significant responsibilities and expectations on them. We encourage family engagement to build support for women and girls and empower them to lift up those around them in sustainable ways.

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Theory of Change

A world where each woman and girl recognises her significance and reaches her potential.



5. Achievements and Performance

Where We Work

- This year, we worked in 20 countries with 36 local partners:
- Africa (7 countries, 17 partners): DR Congo, Nigeria, Kenya, Cote D'Ivoire, Uganda, South Africa and Cameroon.
- America (5 countries, 6 partners): Bolivia, El Salvador, Guatemala, Venezuela, Honduras.
- Asia (4 countries, 8 partners women): India, Kazakhstan, Lebanon, Philippines.
- Europe (4 countries, 5 partners): Poland, Spain, Sweden, UK.

Our Impact in 2025 at a Glance

- 20,439 girls and women directly reached, alongside their communities, 9,077 women received formal education, 2,645 participants who were mothers received training.
- 5,199 students completed accredited training, 4,301 students received a scholarship, and 4,895 students received formal mentoring.
- 90% of women in the projects shared their learning with others, whether their community, or by volunteering.
- 100% of the students increased their income after graduation, 41% doubled and 46% more than doubled their income within 6 months after graduation.
- 795 mentors actively mentored participants, 290 staff members received mentoring training, and there were 1,187 volunteers in our programmes.
- 249 family engagement events and activities.

Strategic Objectives

This year we focused on three strategic objectives:

- Empowering Women and Girls
- Policy and Advocacy
- Strengthening Delivery Partners' Capabilities

We have detailed below with examples how each of these objectives was achieved.

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Strategic Objective: Empowering Women and Girls

WONDER supports women and girls to build brighter futures through quality education and one-to-one support. We help them grow into leaders in their own lives, families and communities.

We do this by providing scholarships for vocational training, along with life, business, and employability skills. Mentoring is a key part of our approach, helping women to grow in confidence over time. As they build their skills and income, they also build belief in themselves.

When a woman feels valued, she begins to see the value she brings to others. Her confidence grows not just from her own progress, but also those around her, often our students support their families (children, siblings, parents). We want women and girls to know they matter, take pride in their achievements, and to find purpose and dignity in their work and lives.

Project Focus: MOLAMBO: Empowering Women Through Healthcare Training in the Philippines.

This project is funded by the Merck Family Foundation.

In rural Cebu, many women face life without suitable education, stable jobs, or access to healthcare. Single mothers, out-of-school girls, and indigenous Badjao women are especially vulnerable, excluded from mainstream opportunities and caught in cycles of poverty.

Cebu's Badjao community, sometimes known as "sea nomads" face extreme marginalisation. Moving to the city to escape conflict, their way of life and lack of formal education did not prepare them for urban living. MOLAMBO offers them a rare chance to change their trajectory.

MOLAMBO, which means "to bloom" in Cebuano, is giving 100 women the chance to rebuild their futures through TESDA-accredited healthcare training, emotional support, and practical placements in hospitals and community settings. It is delivered by WONDER in partnership with the Banilad Center for Professional Development (BCPD).

Who We Support

100 women in Cebu over 2 years of whom:

- 60% out-of-school girls
- 30% single mothers

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- 10% Badjao women
- 10,000+ community members reached through health outreach

What We Do

- One-year healthcare training, certified by TESDA (Technical Education and Skills Development Authority)
- Weekly mentoring to support emotional well-being
- Work placements in real hospital settings
- Accommodation and travel for rural and Badjao students
- Medical outreach events for underserved communities

What We've Achieved So Far

- 50 students enrolled across two cohorts
- 23 out-of-school girls, 7 single mothers, 2 Badjao students
- First cohort completed classroom learning and began placements in Feb 2025
- 102 people reached through first outreach mission – including children and elderly patients
- Flexible policies introduced to support mothers balancing childcare and studies

Our Students and Local Leaders Say

“Before this course, I sold bags to survive, and I didn't survive but seemed to have no other choice. I come from a rural area and never finished school; all my friends were in similar situations. I've watched my community suffer without healthcare. Now I know what I want to be, and how I can help. I am excited that my studies will also allow me to have a dignified life, to look after my family, and through my job to look after my people. Thank you for this opportunity” Caryl, 22, Badjao student

“I've always dreamed of working in a hospital. This programme gave me a chance to fulfil my dream and improve my family's life.” Angela, 28, student

“This programme is helping to address the shortage of healthcare workers while training a group of skilled, caring professionals who are committed to their communities. These partnerships are essential for improving healthcare in the Philippines. They strengthen local health services and give women from disadvantaged backgrounds the chance to build better futures.” Beth Lopez, Director of BCPD.

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Outcomes We're Working Towards

- Women secure stable jobs, 90%+ expected to gain employment within 6 months of graduating
- Increased earnings, participants likely to earn 4–5× more than in informal jobs
- Boosted confidence and well-being, early mentoring results show strong personal growth
- Stronger family futures, single mothers supported to re-engage in education and childcare
- Healthier communities, outreach missions provide vital services in remote areas
- More inclusive healthcare, Badjao women given rare access to formal training and careers

What's Next

- Cohort 3 launches June 2025 with increased Badjao participation
- More hospital partnerships to expand placements
- Deeper integration of mentoring and flexible learning
- Outreach work scaled to reach more remote communities

Project Focus: Strengthening Futures, Côte d'Ivoire: Empowering women through Skills, Confidence and Community

This project is with the support of Baillie Gifford

In Abidjan, Côte d'Ivoire, hundreds of women and girls face high barriers to education and employment. Many come from low-income backgrounds, with limited access to further training or jobs. This project, funded by Baillie Gifford, is changing that.

Through ***Strengthening Futures***, 200 women are gaining the skills, confidence and support they need to take control of their future. They're training in hospitality, learning how to start and grow businesses, and receiving one-to-one mentoring to boost self-belief and resilience.

What's the challenge?

Many young women in Abidjan struggle to access quality training or jobs. Without support, they face long-term unemployment and limited prospects. But with the right tools, they can thrive, and help others to thrive too.

What are we doing?

We're helping 200 women build their futures through:

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- 👤 Vocational training in hospitality
- 💼 Business and digital skills
- English and communication support
- 💞 One-to-one mentoring

With personalised guidance and strong role models, these women are gaining the confidence to lead, in their homes, workplaces and communities.

📊 What have we achieved so far?

- ✓ 131 young women in hospitality training
- ✓ 50 women completed business skills course
- ✓ New partnerships with leading hotels
- ✓ English and digital support introduced
- ✓ Mentors trained and active

More women are speaking up, applying for jobs, and even launching small businesses.

💡 What difference will it make?

📊 180 women increase their income

🏠 1,200+ indirect beneficiaries in local communities

🏠 Stronger local partner (Yarani) ready to reach more women in future projects.

🎉 Why it matters

A success story from Yarani School, Côte d'Ivoire

My name is Madame Belekissa. I'm a mother of three, and like many women I know, I've worked hard to provide for my family. I trained as a cashier but couldn't find steady work. I always loved cooking, but I didn't know how to turn that into something more. When I heard about Yarani School, I saw a chance to change things. I enrolled in their business skills training programme, not quite sure what to expect—but determined to make it count. Early in the course, I had an idea: what if I started preparing meals at home and taking orders online? Each morning before class, I would cook and deliver meals to local workers and families. It was tough, but I believed in what I was doing. As the weeks went on, the support I received from my teachers gave me the confidence to grow. They helped me shape my idea into a real business. I learned how to cost my products, manage orders, and market myself online. Bit by bit, things started to change. Today, I'm running a small online restaurant from

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home. I've gone from selling 15 meals a day to more than 100, and my income has grown eightfold. Most importantly, I can now look after my three children the way I've always wanted—with stability, love and pride. Yarani didn't only give me skills. It gave me belief in myself. And that changed everything.

Strategic Objective: Policy and Advocacy

Making Sure Migrant Girls Can Go to School in the UK

In 2023, WONDER published research on migrant girls missing out on education in the UK. Building on that, with support from ROSA charity, we listened closely to the voices of 19 girls and mothers from Eritrea, Egypt, Colombia, the Dominican Republic, Nicaragua and Ecuador.

They told us how hard it is to get into school: confusing systems, no one to explain the rules, and language and digital barriers. We turned their stories into three short films to help others understand what they are facing. Then, we launched a campaign. At its heart was a simple ask: that every local authority should have a Family Liaison Officer who can stand with families, guide them through the school admissions process, and ensure children don't lose out on their right to an education.

This campaign has reached national audiences and is ongoing. We've been invited to share our learning at the 2025 NATECLA Conference, which brings together ESOL teachers across the UK.

Strengthening Youth Work: Engaging Families and Youth Workers

WONDER has worked with young people and youth workers for over a decade. But again and again, we saw something missing: many youth projects weren't involving the people who matter most in a young person's life, their family. Or if they were, there wouldn't be enough time or training to do it well.

With support from the Sir Halley Stewart Trust, we're in year two of a research project to change this. Over 120 youth workers, parents, young people, and other stakeholders have taken part in interviews, focus groups, and surveys. We've also reviewed global research on what works. This summer, we'll publish guidance for youth workers, followed by a report and short films based on what we found. Insights from both these projects have fed into government consultations on the National Youth Strategy, Children's Wellbeing and Education Bill, and the Child Poverty Strategy.

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Strategic Objective: Strengthening Delivery Partners' Capabilities

Supporting Ukrainian Families Divided by War

Three years into the war, many Ukrainian women in our PONTES project in Poland are still raising children alone while their husbands remain in Ukraine. This long separation puts huge strain on families affecting relationships, parenting, and children's wellbeing.

We carried out research to understand how best it is to support couples separated by war or migration. Children do better when both parents are involved, even from a distance, and couples need support to stay connected, manage stress, and prepare for reunification.

We're now piloting a new project, led by Ukrainian professionals in Poland and Ukraine, offering psychosocial support to help couples co-parent well across borders and keep their families strong.

Strengthening Mentoring in Ivory Coast and the Philippines

We've continued to strengthen mentoring in schools through our global partnerships, because we know how vital it is for girls' success, both in school and beyond. This year, schools in the Philippines have taken their mentoring to the next level, and our partner Yarani in Côte d'Ivoire has introduced the approach for the first time.

Mentoring helps girls grow in confidence, build goals for their future, and feel seen and supported. But it also opens the door to difficult conversations. As trust builds, many students begin to share serious challenges they face at home, including neglect, poverty, and violence.

That's why we're working closely with schools to strengthen safeguarding and put clear support systems in place for both students and mentors.

In 2025, we launched a peer-learning forum where mentoring leads meet regularly to share real-life cases, learn from one another, and improve their practice together.

We're also creating new training focused on mental health, to help mentors manage stress and avoid burning out, so they can keep showing up and consistently for the girls who need them most.

Keeping Girls Safe

Safeguarding protects girls from harm at home, at work, in school, and in their communities. Without it, even the best education or mentoring can't succeed. That's why we've continued working with partners to strengthen safeguarding across all our projects.

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In Nigeria, we helped improve coordination between careers teams, safeguarding leads, and mentors, so that risks are identified early and no girl slips through the cracks.

In Cameroon, Guatemala, Nigeria, and the Philippines, we're supporting teams to develop safeguarding policies that reflect real local risks and challenges. In Poland and Côte d'Ivoire, partners have finalized strong new policies that meet both national laws and international good practice.

Effective safeguarding isn't just a policy; it's what allows girls to feel safe, build trust, and stay focused on their future.

Strengthening Financial Systems

Our partner TEWA in Kilifi, Kenya has continued to receive tailored support to improve its financial systems, ensuring transparency, accountability, and readiness for future growth.

Strong financial systems matter because they protect the organisation and the people it serves. They reduce the risk of errors or misuse, give donors confidence, and make it easier to plan, report, and grow sustainably. For a grassroots organisation like TEWA, this means being able to manage more funding, support more women and girls, and build long-term impact with confidence.

Key Organisational Learnings

WONDER is proud to have engaged in collaborative initiatives with global practitioners and experts. These partnerships provide invaluable opportunities for us and our partners to leverage diverse experiences and insights for mutual benefit.

Over the past year, WONDER has deepened its understanding of what it takes to support women and girls to thrive, not just survive. Here's what we've learnt:

- Trauma-informed approaches work best when they are embedded across all levels not just in mentoring, but in leadership, planning, and evaluation. Our partners who have embraced this holistically see the strongest results.
- Real change takes time, trust, and flexibility. Our most successful programmes are built on relationships, and adapt to women's realities, whether that means childcare challenges, unstable incomes, or limited digital access.
- Peer networks are powerful. When women support each other, through group mentoring, savings circles, or shared learning, outcomes improve, confidence grows, and impact lasts longer.

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- Our model is cost-effective and scalable, but only with strong local partners. The success of our projects depends on investing in grassroots leaders, listening to their insights, and strengthening their organisations.
- Funders want more than good stories; they want evidence. We've improved our data systems, clarified our Theory of Change, and begun sharing learnings more proactively to show how and why our work makes a difference.
- Being small is a strength, but it demands discipline. With a lean team, clear priorities and strong systems are essential. We have decided to focus on impact and financial health before we decide to grow to new partners.

6. Financial Review

We are happy to report that our total revenue in the year ending March 2025 was £1,446,709 resulting in a net income of £15,379 at year-end.

Fundraising and Ethical Giving

WONDER Foundation is committed to raising funds ethically, transparently, and in line with the values of dignity and empowerment that underpin our mission. We rely on a diverse range of income sources — including individual donors, corporate partners, and charitable trusts — and continue to prioritise building long-term relationships rooted in shared purpose.

We do not employ third-party professional fundraisers or commercial participators. All our fundraising activities are carried out by our in-house team, supported by volunteers and trustees where appropriate.

We are registered with the Fundraising Regulator and adhere to the Code of Fundraising Practice. We take our duty of care to supporters seriously and aim to ensure that all communications are clear, respectful and free from undue pressure. We also monitor supporter feedback carefully.

In the financial year ending March 2025:

- WONDER received **no fundraising complaints**.
- We have systems in place to ensure data privacy, compliance with donor wishes, and opt-outs from future communications.
- We continue to improve the donor experience by simplifying the online giving journey and ensuring our communications are meaningful and transparent.

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We remain committed to stewarding our donors with care and using every pound raised effectively to support women and girls to thrive.

Funding Sources

2024-2025 was an effective fundraising year for WONDER. This was primarily due to generous direct donations from Corporates and Individuals, Trusts & Foundations. We have minimised the number of events we have run, as they demand a lot of work from a very small team and distract us from our mission. We have improved our fundraising tools on the website, made our user journey simple and thus successfully increased the number of individual donors supporting us.

We continue to be supported by several corporates. Collaborations like this enable us to both raise vital funds for our cause and raise awareness of our work.

Policy on Reserves

The trustees would like to ensure the reserves remain between 8 and 12 months of average operating costs, including financial commitments such as salaries and rent, and disbursements from unrestricted funds to beneficiaries and projects. A typical funding cycle is 8-12 months so maintaining reserves in line with this permits WONDER to ensure continuation of operations if there is an external funding delay or shortfall. The reserves are fully expendable and used for the benefit of our beneficiaries. Our reserves policy and the approach to reserves management are regularly reviewed and monitored. The trustees will keep the Financial Reserves Policy under review. As of 31 March 2025, our reserves were £574,371, which represents 10 months of expenditure.

Principal Risks and Uncertainties

The trustees are responsible for ensuring that WONDER Foundation has an appropriate system of financial and other controls designed to safeguard the assets of the charity and maintain the integrity of the accounting records. While internal controls provide reasonable, but not absolute, assurance against errors or fraud, day- to-day controls, including accounting procedures, are delegated by the trustees to the senior management team (SMT). The trustees are committed to maximising the proportion of income used for charitable purposes while balancing the need to attract and retain high-calibre staff to maintain and grow income, ensuring all funds are safeguarded.

Processes to manage risk include:

- A risk register that captures all material risks identified, ranked by likelihood and impact.

WONDER Foundation

Trustees' Report

- Risk appraisals for all events and overseas trips to identify, evaluate, and manage risks.
- Multi-year planning and budgeting.
- Regular reporting of performance to date and forecasts to the end of the year.
- Policies and guidance notes covering significant risk areas.
- Crisis management plans.

The Finance working group monitors the steps taken by SMT to manage and mitigate risks and reports to the Board. Key risks managed by WONDER Foundation include:

1. **Economic and Political Environments:** The global and UK economies have faced severe shocks, including the pandemic, the war in Ukraine, and Brexit. These events have impacted on our funding. We are focusing on diversifying our income sources to support and scale our work with a particular focus next year on broadening individual donor base. Our agile fundraising team have strong relationships with donors, including large foundations and corporates, and have been crucial in raising vital funds during these times.
2. **Safeguarding:** Protecting individuals who come into contact with our organisation, including staff, programme participants, volunteers, and supporters, is paramount. We meet the expectations of the Charity Commission and key donors and are mindful of the significant risk of reputational damage. Compliance with safeguarding standards is a top priority. We have spent 700 hours working with specific partners to ensure they are well resourced in this area and we are looking to expand our focus on this next year.
3. **Management & Leadership Diversity:** A lack of diversity can result in poor decision-making and lower staff engagement. We have structured our SMT and Board to include diverse perspectives which reflect the needs of the local communities that we serve.
4. **Staff Capacity, Turnover, and Well-being:** As a values-driven organisation, we prioritise our staff's well-being. We offer flexible working arrangements and have implemented a comprehensive benefits programme focusing on development and well-being. Our hybrid working model supports a healthy work-life balance.
5. **Operating in High-Risk Areas:** Our mission involves supporting marginalised women in conflict-affected countries. Local partners with extensive experience manage safety and security, and staff travel only when deemed reasonably safe. Detailed risk assessments and crisis management plans are in place.

WONDER Foundation

Trustees' Report

The trustees are satisfied with the measures taken to mitigate these risks.

Aims and Key Objectives for the Future Period

During the 2024-2025 year, WONDER has experienced significant growth in operations, projects, and team capacity. We remain dedicated to empowering more women and girls by scaling our projects sustainably and strengthening support for our local partners. To achieve this, we are focusing on the following initiatives in the next 3 years:

- Strengthening science-based mentoring & executive function development across 10 partner organisations based on research from Harvard's Center of the Developing Child.
- Expand entrepreneurship and financial literacy training to five additional countries, building on successful pilots in Kenya and Ivory Coast. Ensure 70% of participants complete training and report improved financial stability. Expand digital skills and AI training across partner organisations to equip young women for 21st-century careers.
- Develop a structured family engagement framework to ensure 80%+ of women and girls have family or community support reinforcing their education and employment pathways.
- Building the capacity of women-led organisations for long-term sustainability for 30+ women-led local partners.
- Implement a refined, adaptable framework for scaling mentoring, business skills, and vocational training across our 24-country network. Prioritise data collection and impact measurement to refine best practices and increase scalability.

Disclosure of Information to Auditor

Each trustee has taken steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Statement of Responsibilities

The trustees (who are also the directors of WONDER Foundation for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts

WONDER Foundation

Trustees' Report

have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on^{29/07/2025} and signed on its behalf by:



.....

Raphaella Gabrasadig (Chair)

WONDER Foundation

Independent Auditor's Report to the members of Wonder Foundation

Opinion

We have audited the financial statements of Wonder Foundation (the 'Charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its income and expenditure for the year then ended:
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

WONDER Foundation

Independent Auditor's Report to the members of Wonder Foundation

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

WONDER Foundation

Independent Auditor's Report to the members of Wonder Foundation

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will

WONDER Foundation

Independent Auditor's Report to the members of Wonder Foundation

always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

WONDER Foundation

Independent Auditor's Report to the members of Wonder Foundation

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:
[www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton
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8 August 2025

Anthony Epton (Senior Statutory Auditor)

for and on behalf of

Goldwins Limited

Statutory Auditor

Chartered Accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

WONDER Foundation**Statement of financial activities** (incorporating an income and expenditure account)**For the year ended 31 March 2025**

				2025	2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income from:					
Donations and legacies	3	435,975	148,214	584,189	628,665
Charitable activities	4	72,931	756,756	829,687	766,905
Investments	5	32,833	-	32,833	13,994
Total income		541,739	904,970	1,446,709	1,409,564
Expenditure on:					
Raising funds	6	75,418	-	75,418	67,048
Charitable activities	6	371,551	981,862	1,353,413	1,335,280
Total expenditure		446,969	981,862	1,428,831	1,402,328
Net income / (expenditure) before net gains / (losses) on investments		94,769	(76,891)	17,878	7,236
Net gains / (losses) on investments		(2,499)	-	(2,499)	(5,679)
Net income / (expenditure) for the year	7	92,270	(76,891)	15,379	1,557
Transfers between funds		(4,987)	4,987		-
Net income / (expenditure) before other recognised gains and losses		87,283	(71,904)	15,379	1,557
Net movement in funds		87,283	(71,904)	15,379	1,557
Reconciliation of funds:					
Total funds brought forward		487,088	422,550	909,638	908,081
Total funds carried forward		574,371	350,646	925,017	909,638

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Notes to the financial statements.

WONDER Foundation
Balance sheet

Company no. 7921757

As at 31 March 2025

	Note	£	2025 £	2024 £
Current assets:				
Debtors	12	2,244	30,000	
Cash at bank and in hand		930,935	897,045	
		<u>933,179</u>	<u>927,045</u>	
Liabilities:				
Creditors: amounts falling due within one year	13	(8,162)	(17,407)	
		<u>(8,162)</u>	<u>(17,407)</u>	
Net current assets			<u>925,017</u>	<u>909,638</u>
Total net assets less current liabilities			<u>925,017</u>	<u>909,638</u>
The funds of the charity:	16			
Restricted income funds			350,646	422,550
Unrestricted income funds:				
General funds		574,371	487,088	
		<u>574,371</u>	<u>487,088</u>	
Total unrestricted funds			<u>574,371</u>	<u>487,088</u>
Total charity funds			<u>925,017</u>	<u>909,638</u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 29/07/2025 and signed on their behalf by



Raphaella Gabrasadig
Chair

WONDER Foundation
Statement of cash flows

For the year ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities	17	1,057	-172,071
Net cash provided by / (used in) operating activities			
Cash flows from investing activities:			
Dividends, interest and rents from investments		32,833	13,994
Net cash provided by / (used in) investing activities		32,833	13,994
Change in cash and cash equivalents in the year		33,890	(158,077)
Cash and cash equivalents at the beginning of the year		897,045	1,055,122
Cash and cash equivalents at the end of the year	18	930,935	897,045

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The financial statements have been prepared on a going concern basis.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Key judgements that the charitable company has made which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

1 Accounting policies (continued)

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

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

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services, undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis which are an estimate, based on staff time, of the amount attributable to each activity.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

m) Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise.

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

1 Accounting policies (continued)

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

l) Pensions

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

2 Detailed comparatives for the statement of financial activities (prior year- 2024)

	Note	Unrestricted funds £	Restricted funds £	2024 Total funds £
Income from:				
Donations and legacies	3	471,323	157,342	628,665
Charitable activities	4	-	766,905	766,905
Investments	5	13,994	-	13,994
Total income		485,317	924,247	1,409,564
Expenditure on:				
Raising funds	6	67,048	-	67,048
Charitable activities	6	300,753	1,034,527	1,335,280
Total expenditure		367,801	1,034,527	1,402,328
Net income / (expenditure) before net gains / (losses) on investments	7	117,516	(110,280)	7,236
Net gains / (losses) on investments		(5,679)	-	(5,679)
Net income / (expenditure) for the year		111,837	(110,280)	1,557
Transfers between funds		(179,532)	179,532	-
Net movement in funds		(67,695)	69,252	1,557
Reconciliation of funds:				
Total funds brought forward		554,783	353,298	908,081
Total funds carried forward		487,088	422,550	909,638

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

3 Income from donations and legacies

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Donations from companies and trusts	96,276	107,315	203,591	180,107
Donations from individuals	164,880	40,899	205,779	202,634
Donations - Other	132	-	132	719
Gift aid reclaimed	22,745	-	22,745	20,140
Grants from other charities	149,349	-	149,349	225,065
Donation in kind	2,593	-	2,593	-
Total income from donations 2025	435,975	148,214	584,189	628,665
Total income from donations 2024	471,323	157,342	628,665	

4 Income from charitable activities

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Grants & donations	72,931	756,756	829,687	766,905
Total income from charitable activities 2025	72,931	756,756	829,687	766,905
Total income from charitable activities 2024	-	766,905	766,905	

5 Income from investments

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Interest receivable on bank deposits	32,833	-	32,833	13,994
Total income from investments 2025	32,833	-	32,833	13,994
Total income from investments 2024	13,994	-	13,994	

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

6 a. Analysis of expenditure

	Charitable activities					
	Cost of raising funds £	Policy and advocacy £	Strengthening Delivery Partners capability £	Empower women and girls £	2025 Total £	2024 Total £
Staff costs (Note 8)	72,958	94,435	90,464	191,355	449,212	372,152
Direct cost						
Charitable expenses	1,177	12,128	26,293	912,296	951,894	994,494
Support cost						
Rent & rates	480	1,440	3,240	6,240	11,400	4,800
Office costs	26	77	77	335	515	85
Utilities	47	140	140	605	932	901
Bank charges	28	144	84	440	696	752
Legal & professional	19	57	57	247	380	2,791
Dues & subscriptions	64	342	192	832	1,430	5,180
IT costs	319	956	956	4,141	6,372	15,173
Audit & accountancy fees	300	900	900	3,900	6,000	6,000
Total expenditure 2025	75,418	110,619	122,403	1,120,391	1,428,831	1,402,328
Total expenditure 2024	67,048 0	127,618	141,530	1,066,132		

Of the total expenditure, £506,861 was unrestricted (2024: £367,801) and £921,970 was restricted (2024: £1,034,527).

b. Analysis of expenditure from previous reporting period

	Charitable activities				
	Cost of raising funds £	Instigating social change £	Sharing good practice £	Empower women and girls £	2024 Total £
Staff costs (Note 8)	59,829	99,444	112,179	100,700	372,152
Direct cost					
Charitable expenses	6,185	20,847	20,456	947,006	994,494
Support cost					
Rent	200	200	200	4,200	4,800
Office costs	-	-	20	65	85
Utilities	-	411	-	490	901
Bank charges	-	163	66	523	752
Legal & professional	56	54	2,293	388	2,791
Dues & subscriptions	(9)	3,907	108	1,174	5,180
IT costs	187	1,092	4,708	9,186	15,173
Audit fees	600	1,500	1,500	2,400	6,000
Total expenditure 2024	67,048	127,618	141,530	1,066,132	1,402,328

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

7 Net income/ (expenditure) for the year

This is stated after charging / crediting:

	2025	2024
	£	£
Auditors' remuneration (excluding VAT):		
Audit	4,000	4,000
Other services	1,000	1,000
	<u>5,000</u>	<u>5,000</u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	398,607	332,130
Social security costs	35,778	28,725
Employer's contribution to defined contribution pension schemes	14,827	11,297
	<u>449,212</u>	<u>372,152</u>

No employee earned more than £60,000 during the year (2024: nil).

The total employee benefits including national insurance and pension contributions of the key management personnel were £27,383 (2024: £25,899).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

No trustees have received any reimbursed expenses or any other benefits from the charity during the year or in the previous year.

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025	2024
	No.	No.
Raising funds	2	1
Charitable activities	7	7
Support	2	2
	<u>11</u>	<u>10</u>

10 Related party transactions

There were no related party transactions in the year or in the previous year.

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

12 Debtors

	2025 £	2024 £
Other debtors	2,244	-
Prepayments	-	30,000
	2,244	30,000

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Taxation and social security	-	9,623
Other creditors	2,162	1,784
Accruals	6,000	6,000
	8,162	17,407

14 Pension scheme

The charity operates workplace pension scheme. As at the year end, it has a pension liability £2,162 which is paid in April 2025.

15 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds £
Current assets	582,533	-	350,646	933,179
Current liabilities	(8,162)	-	-	(8,162)
Net assets at the end of the year	574,371	-	350,646	925,017

Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Current assets	504,495	-	422,550	927,045
Current liabilities	(17,407)	-	-	(17,407)
Net assets at the end of the year	487,088	-	422,550	909,638

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

16 Movements in funds

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
BCPD-Philippines	-	84,062	(84,299)	237	-
Baytree Centre - UK	-	94,500	(17,100)	-	77,400
Etsosang - South Africa	6,000	-	(6,000)	-	-
Fluerir Yarani Cayat	55,850	66,689	(63,763)	-	58,776
FPTI - Philippines	140	45,974	(23,212)	-	22,902
Fundacion Sirama - El Salvador	-	69,474	(69,474)	-	-
ISSI - DR Congo	30,095	17,577	(47,647)	1,250	1,275
Junkabal - Guatemala	734	126,772	(123,389)	-	4,117
Kamalini - India	7,969	6,395	(10,800)	-	3,564
KFCSED - Kazakistan	17,500	-	(17,115)	-	385
Kisumu- Kenya	-	7,758	(3,487)	3,500	7,771
Kumulisa - Uganda	26,395	96,993	(66,558)	-	56,830
Lantana- Nigeria	14	2,400	-	-	2,414
Mairin - Honduras	5,000	-	(5,000)	-	-
Mwangaza II - Kenya	20,234	-	(19,888)	-	346
Mwangaza- Kenya	32,588	-	(32,553)	-	35
National Lottery- UK	-	19,750	(9,747)	-	10,003
Pearlcrest - Uganda	-	12,100	(12,100)	-	-
Pirineos - Venezuela	15,000	-	(15,000)	-	-
Pontes- Poland	132,507	28,887	(129,213)	-	32,181
Prodes-Lebanon	-	4,549	(3,767)	-	782
Voices from the Frontline /Rosa - UK	7,000	-	(6,834)	-	166
Sendas-Bolivia	10,000	-	(10,000)	-	-
Sir Halley Stewart Trust - UK	25,186	27,775	(23,546)	-	29,415
Sorawell - Cameroun	97	9,060	(9,057)	-	100
Turing - Congo	6,726	1,664	(8,296)	-	94
Wavecrest - Nigeria	22,797	52,776	(54,675)	-	20,898
Yarani - Ivory Coast	718	129,816	(109,343)	-	21,191
Total restricted funds	422,550	904,971	(981,862)	4,987	350,646
Unrestricted funds:					
General funds	487,088	541,739	(446,970)	(7,486)	574,371
Other recognised gains/(losses)	-	-	(2,499)	2,499	-
Total unrestricted funds	487,088	541,739	(449,469)	(4,987)	574,371
Total funds	909,638	1,446,709	(1,431,330)	-	925,017

Purposes of restricted funds

The specific purposes for which the funds are to be applied are as follows:

All the restricted funds are projects to support women and girls in the specific country or area as per the fund titles. The work in each area is as described in the trustees annual report.

The transfer from the General fund to the restricted funds is to support the ongoing project activities.

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

Movements in funds (prior year- 2024)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
ADEC - Brazil	1,454	-	(1,454)	-	-
Baytree Centre PIMCO -UK	-	98,500	(98,500)	-	-
Baytree - UK	-	22,161	(22,161)	-	-
Care - Sweden	-	11,615	(11,615)	-	-
CECFOR	-	-	(6,914)	6,914	-
Condoray - Peru	5,000	-	(5,000)	-	-
Etsosang - South Africa	16,000	-	(10,000)	-	6,000
Fatima IV- Slovenia	-	-	(11,373)	11,373	-
Fluerir Yarani Cayat	-	76,325	(20,475)	-	55,850
FPTI - Philippines	1,939	45,611	(49,764)	2,354	140
Fundacion Sirama - El Salvador	-	100,471	(100,471)	-	-
ISSI - DR Congo	-	7,924	(15,000)	37,171	30,095
Junkabal - Guatemala	-	37,240	(36,506)	-	734
Kamalini - India	6,000	8,600	(13,631)	7,000	7,969
KFCSED - Kazakistan	9,000	-	(57,409)	65,909	17,500
Kianda - Kenya	-	-	(4,791)	4,791	-
Kumulisa - Uganda	14,968	105,005	(93,578)	-	26,395
Lantana- Nigeria	200	4,814	(5,000)	-	14
Mairin - Honduras	3,000	-	(7,000)	9,000	5,000
Mwangaza II - Kenya	742	36,067	(16,575)	-	20,234
Mwangaza- Kenya	46,624	137,192	(151,228)	-	32,588
National Lottery- UK	-	10,000	(10,000)	-	-
Nawa- Nigeria	-	-	(10,020)	10,020	-
Pirineos - Venezuela	10,000	-	(10,000)	15,000	15,000
Pontes- Poland	227,576	18,753	(113,822)	-	132,507
Prodes-Lebanon	4,995	-	(4,995)	-	-
Rosa - UK Fund for Women and Girls	-	7,000	-	-	7,000
Senara - Spain	-	17,887	(17,887)	-	-
Sendas-Bolivia	-	-	-	10,000	10,000
Sir Helley Stewart	-	27,775	(2,589)	-	25,186
Sorawell - Cameroun	-	14,674	(14,577)	-	97
Turing - Congo	-	6,726	-	-	6,726
Wavecrest - Nigeria	5,800	69,048	(52,051)	-	22,797
Yarani - Ivory Coast	-	60,859	(60,141)	-	718
Total restricted funds	353,298	924,247	(1,034,527)	179,532	422,550
Unrestricted funds:					
General funds	554,783	485,317	(367,801)	(185,211)	487,088
Other recognised gains/(losses)	-	-	(5,679)	5,679	-
Total unrestricted funds	554,783	485,317	(373,480)	(179,532)	487,088
Total funds	908,081	1,409,564	(1,408,007)	-	909,638

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2025

17 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2025 £	2024 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	15,379	1,557
Dividends, interest and rent from investments	(32,833)	(13,994)
(Increase)/decrease in debtors	27,756	(30,000)
Increase/(decrease) in creditors	(9,245)	(129,634)
Net cash provided by / (used in) operating activities	1,057	(172,071)

18 Analysis of cash and cash equivalents

	At 1 April 2024 £	Cash flows £	Other changes £	At 31 March 2025 £
Cash in hand	897,045	33,890	-	930,935
Total cash and cash equivalents	897,045	33,890	-	930,935

Analysis of cash and cash equivalents (prior year)

	At 1 April 2023 £	Cash flows £	Other changes £	At 31 March 2024 £
Cash in hand	1,055,122	(158,077)	-	897,045
Total cash and cash equivalents	1,055,122	(158,077)	-	897,045

19 Operating lease commitments

The charity has no future minimum lease payments under non-cancellable operating leases.

20 Legal status of the charity

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

C/O Baytree Centre
300 - 302 Brixton Road
London
SW9 6AE

WONDER FOUNDATION

England & Wales - Charity number 1148679

Accounts

Company registration number: 7921757

Charity registration number: 1148679

WONDER Foundation

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

WONDER Foundation

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WONDER Foundation
Reference and Administrative Details

Chair Raphaella Gabrasadig
Ami Encarnacion (resigned as Trustees Chair on the 20/11/2023)

Trustees Alejandra Fabrega
Modupe Da-Silva
Uzoma Igboaka
Ekene Ngwuocha
Kirtana Raj
Julie Hudtohan (appointed on 16/04/2024)

Charity Registration Number 1148679

Company Registration Number 7921757

Registered Office 300 - 302 Brixton Road
London
SW9 6AE

Auditor Goldwins
75 Maygrove Road
West Hampstead
London
NW6 2EG

Bankers HSBC Bank PLC
Lion House
25 Islington High Street
London
N1 9LI

CCLA Investment Management
1 Angel Lane
London
EC4R 3AB

WONDER Foundation Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Alejandra Fabrega Modupe Da-Silva Uzoma Igboaka Ekene Ngwuocha Kirtana Raj Julie Hudtohan (appointed on 16/04/2024)
Chair:	Raphaella Gabrasadig Ami Encarnacion (resigned as Trustees Chair on the 20/11/2023)

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and registered charity. It was incorporated on 24 January 2012 and is operated under the rules of its memorandum and articles of association dated 21 March 2023. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

WONDER Foundation

Trustees' Report

Introduction

The 2024 Annual Report for WONDER Foundation highlights a year of significant achievements and strategic growth. This year we reached 21,057 women and girls across 23 countries, of whom 4,570 completed accredited training. There were notable increases in the number of mothers participating in our projects which has over doubled, and there has also been an increase of almost 20% of the number of volunteers and staff actively mentoring participants, with 259 staff members receiving mentoring training. Our efforts have led to a majority of students more than doubling their income after graduation, demonstrating the tangible impact of our projects. Furthermore, we have maintained a healthy income and appropriate reserves to ensure sustainability. Moving forward, we aim to enhance our individual donor base, continue to grow our successful partnerships and further embed mentoring, while deepening our commitment to safeguarding policies across all projects.

Objects and aims

As set out in our governing document, the charity's objects ("Objects") are specifically restricted to the following:

1. The advancement of education amongst, but not exclusively, women and girls by developing or improving the necessary knowledge or skills for living a fulfilled, safe, healthy, or self-sufficient life.
2. The prevention or relief of poverty amongst, but not exclusively, women and girls.
3. The relief of those in need by reason of youth, age, ill-health, disability, financial hardship, or other disadvantage in particular, but not exclusively, women and girls affected by exploitation, domestic abuse, and forced marriages.
4. Promotion of efficiency and effectiveness in the charitable activities of not-for-profit organizations, voluntary groups, and charities working for the benefit of the public.

Our Mission

At WONDER Foundation, our mission is to empower women, girls, and their communities through access to quality education so they can transform their lives and exit poverty for good.

Our Vision

- Women and girls are empowered to make informed life choices and lead the way in their own personal development.
- Education is recognized as a quality investment and a long-term solution for solving poverty.
- Personal growth is recognized as a process that takes time and can be supported through mentoring. Every person is valued, and their dignity is respected.
- Development projects celebrate local knowledge and aim to learn from and listen to the communities they serve.
- Families are regarded as a fundamental support system, and their positive economic and social impact is recognized.

WONDER Foundation Trustees' Report

Objectives, strategies, and activities

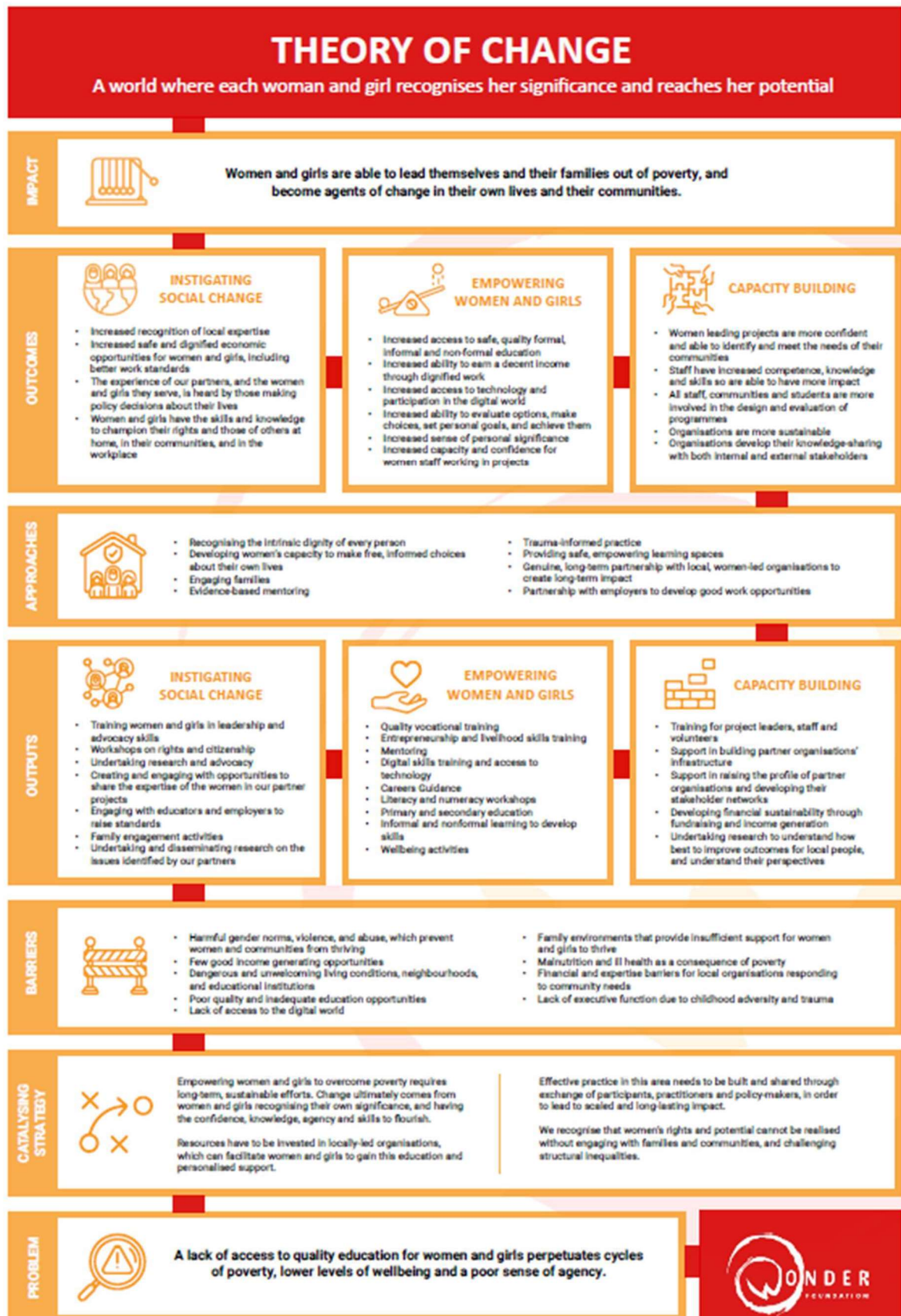
How We Achieve Change

WONDER's approach revolves around six core pillars that form the basis of our projects. We partner with local organizations that align with these principles to steer our efforts and bring about meaningful change.

1. **Quality Education:** Our education projects recognize that quality education is not just about being in the classroom. Through both traditional school settings and vocational programs, we help women and girls strengthen and develop skills, such as confidence and goal setting, that improve day-to-day life in a sustainable way.
2. **Accompaniment and Mentoring:** The lived experiences of women and girls in our programs often mean they do not have access to the resources they need to succeed both during and following their education. By pairing quality education with mentoring, we give women and girls a sense of dignity and self-worth so they can become leaders in their own lives and role models to others in their families and communities.
3. **Investing in Local, Women-Led Partners:** We work with carefully chosen local women-led organizations who share our mission of empowering women and girls through education. We listen to their expertise and invest in their capacity to respond to local needs and deliver transformative and sustainable education projects.
4. **Empowering Spaces:** We recognize that poor infrastructure and unsafe environments act as direct barriers to education. Our partners deliver projects in spaces that make women and girls feel comfortable and safe, so they can feel valued, focus on their studies, and develop a sense of community.
5. **Sustainable Employment:** We want the women and girls we work with to find safe, stable employment once they finish their education. Our partners ensure that their programs set women up for success, either by providing business opportunities or developing in-demand skills. We work with industry partners to raise employment standards and ensure women and girls recognize and claim their rights in the workplace.
6. **Family Engagement:** Families are both a support system for women and girls and often a responsibility for them to look after. It is, therefore, critical to consider the family's role in the learning, opportunities, and aspirations of women and girls. We encourage family support and engagement in education, which leads women and girls to invest their learning back into supporting other family members.

WONDER Foundation Trustees' Report

Our Theory of Change



WONDER Foundation Trustees' Report

Public Benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and Performance

Where We Work

This year, we worked in 23 countries with 35 local partners:

- **Africa (7 countries, 8,384 women):** Cameroon, DR Congo, Ivory Coast, Kenya, Nigeria, South Africa, Uganda
- **Americas (7 countries, 3,549 women):** Bolivia, Brazil, El Salvador, Guatemala, Honduras, Venezuela, Peru
- **Asia (4 countries, 4,331 women):** India, Kazakhstan, Lebanon, Philippines
- **Europe (5 countries, 4,793 women):** Poland, Slovenia, Spain, Sweden, UK

Our Impact in 2023-24 at a Glance

- 21,057 girls and women directly reached, alongside their communities, 13,006 women received formal or informal education, 4,577 participants who were mothers received training
- 4,570 students completed accredited training, 4,130 students received a scholarship and 5,292 students received formal mentoring
- 74% of the students were able to more than double their income after graduation, and the remaining 26% were able to increase their income by 50%
- 826 mentors actively mentored participants, 259 staff members received mentoring training and there were 1,159 volunteers
- 357 family engagement events and activities

WONDER Foundation Trustees' Report

Strategic Objective: Empowering Women & Girls

WONDER works to empower women and girls through quality education and personal support. Our objective is to facilitate their development into leaders within their own lives, families, and communities. This work is done through the provision of scholarships for vocational training, employability, life, and business skills training, and mentoring. Not only does this give women the opportunity to increase their income, but it also fosters and nurtures their self-esteem over time.

When a woman feels valued and valuable, she believes in her own ability to make a positive change by helping others. She gains a sense of dignity that comes from not only her own personal success but also in supporting others around her so that they may also succeed. Through a spirit of significance, we aim to provide women and girls not only with the means to earn an income but to find personal satisfaction and a sense of accomplishment in their lives.

Project Focus: A Second Chance for Women in El Salvador with Sirama

In San Salvador, the capital city of El Salvador, many women are trapped in gang-controlled areas and, consequently, face significant challenges and dangers. They have limited education opportunities, which restrict job prospects, trapping them in poverty and pushing them towards dangerous and exploitative activities such as prostitution and involvement in human trafficking networks, where they can experience violence, sexual abuse and forced gang involvement.

Our partner in El Salvador, Fundación Sirama, runs one vocational training school in two locations which support vulnerable women and girls through training and personal support. Located in the centre of San Salvador, in the municipality of Soyapango - both of which are considered to be among the most dangerous areas of the country and where poverty is rife - they attract women in vulnerable situations and offer them an alternative training in which they can grow both humanly and professionally.

Our project, ALBA, aims to equip, accompany, and empower 50 marginalised women affected by gang violence, trafficking, and dangerous employment (including prostitution) in San Salvador. The project provides mentoring, counselling, and personal support, combined with quality vocational training in catering, dressmaking and beauty.

The holistic project aims to establish stronger networks to build collaboration. Many women are trapped in extreme situations in dangerous areas of the city; therefore, it is essential to build up local networks among faith institutions and NGOs to encourage women to participate in the project safely. Currently, Sirama is working with a congregation of nuns 'Fraternidad del Camino,' who are given safe passage by the gang members. The goal is to support the women to find dignified employment, be safe and free, and exit the cycle of abuse. As a result, the project will have a long-term impact for future graduates beyond the grant.

"Before coming to Sirama I was depressed, I could not do anything and I was living with my parents, adding to their burden. For 20 years I had been taking care of my only son with special needs and a rare syndrome. My life had not been easy, I needed money, and I ended up shaming myself to support my son. My son died 2 years ago; I was 35. I felt lost and alone and hopeless. It is at this moment that my friend told me about Sirama. I started here last year. I feel so different now. I feel I have a new purpose. I have studied beauty and baking. I have already started working and earning, and thanks to my mentor started planning my own business. She has been very patient with me supporting me and helping me to be determined and achieve my monthly goals. Sirama also helped me access counselling. The counselling helped me deal with negative thoughts and anger. I still miss my son a lot. However, I have hope, I know I have a future I can look forward to and here I have also made new amazing friends."

Diana, El Salvador

WONDER Foundation Trustees' Report

"For me it has been a great personal impact because it has made me discover that not all life is an obstacle, there is also a self-love and sometimes because of those obstacles we stop perceiving it. I want to have peace in my life, but I also want the people around me to have peace and have that sense of peace in everything around us. I am very attached to my son, and my son now asks me "mommy what do you put in the meat", now I'm being the teacher and he's the student, so it has strengthened my relationship with him much more. Siramá is a place where they teach us to recover the love that we sometimes lose in ourselves, and they give us back a lot of trust. From the morning, they open those doors for us it is like a second home where we feel much more valued than I think in our own home. When we have lost that hope of being able to achieve something, here we are taught to recover that faith. They make us believe in ourselves."

Jackeline, El Salvador

Project Focus: Supporting Midwifery Education in the DRC

Empowering women leaders to become agents of change is one of the most powerful things that we can do.

That is why over the last two years, in partnership with the Institut Supérieur en Sciences Infirmières (ISSI) in Kinshasa, WONDER has supported the creation of the first accredited midwifery training course in the Democratic Republic of Congo (DRC) and trained the very first cohort of 13 officially qualified midwives in the country.

In DRC, maternal and neonatal health outcomes are among the worst in the world. Delivering quality healthcare services is a challenge as there are only 0.6 midwives, physicians, or nurses for every 1,000 inhabitants. In March 2022, when this project began, in the DRC there was no accredited midwifery training delivered to the international level that allows midwives to work independently and safely or to gain the skills to train and supervise others.

These midwives are now training other nurses in their healthcare setting to improve infant and maternal healthcare outcomes. One such story comes from Monkole Hospital where three of the graduates are working. In January 2024, a baby who was initially born weighing only 500 grams (just over one pound (lb)) left hospital, healthy and alive, for the first time in history in the DRC. The survival rate for babies weighing only 500 grams is extremely low anywhere in the world given that the average newborn weight is around 3,000 grams, so the fact that this child survived in Monkole in the DRC is a testament to the quality of care and competence.

One of the midwives in Obstetrics and Gynaecology at Monkole Hospital, Kinshasa, Marie Louise, recognised that the programme enhanced her skills, making her better able to meet her patients' needs. *"Since the beginning of the project, I have learnt to do my work better. A midwife who is trained in this way is able to reduce the maternal and neonatal mortality rate. It is very important to take care of pregnant women in our country to ensure that everything goes smoothly, and that no woman or child dies while giving birth."*

Since completing the programme, Marie Louise has taken on more responsibility.

"I'm increasingly taking on the full role of the midwife and not just a nurse midwife... I supervise up to 5 nurses every day, and even trainee doctors or specialised doctors, as they often rely on our significant experience as midwives. I can train at least 20-30 people a month, depending on their level of study."

We are now preparing to support the delivery of the next 2-year programme, also for qualified nurses, which will be entirely locally led. Teaching of this course will be led by graduates from the last course, who already have received training in effective teaching methods, having previously taught on ISSI's established Bachelor and master's level courses.

WONDER Foundation Trustees' Report

Strategic Objective: Instigating Social Change

WONDER empowers women involved in our local projects, alongside experts, policymakers, donors and contributors, to instigate social change. Decisions made by others significantly impact the lives of women and girls, especially those in vulnerable circumstances. Empowering them to advocate for issues affecting themselves and their communities is therefore crucial. Our work in this area aims to comprehend and tackle the broader context affecting women and girls, including participating in policy dialogues and engaging with influential stakeholders.

Capacity Building: Our Research into Migrant Girls' Access to Education in the UK

In 2022, WONDER received a research grant from the Blagrave Trust to investigate the national barriers faced by young migrant girls arriving in the UK.

On the 18th of July 2023, WONDER launched our report, “Invisible or Ignored: The Long Road to Education for Migrant Girls in England”, in the UK House of Commons, hosted by Sarah Champion MP, which examined the obstacles migrants girls face to accessing education when they arrive in England, and made recommendations on how we can change the system so that they can access the education they need and have a legal right to access to education, which is a fundamental entitlement for all children. Through our partnership with the Baytree Centre, we know that for many vulnerable migrant children, initial access to education is delayed because of complex school application processes. Navigating these procedures demands proficient English, digital literacy, and the ability to navigate the complex UK education system. Unfortunately, migrant children and their families often lack the necessary capacity and support to overcome these hurdles.

Even after securing a school placement, young migrants frequently encounter inadequate educational support. Schools struggle to provide tailored assistance such as one-on-one guidance, trauma-informed teaching methods, and induction programmes, particularly for girls. Consequently, numerous migrant girls in England are enduring prolonged periods without access to the education they rightfully deserve.

The case of Mariam who was welcomed by the Baytree Centre with her three daughters in January 2023 exemplifies this perfectly. The family was fleeing intense persecution in their home country where they were an ethnic minority with no rights. Arriving in the UK, they were referred to Baytree by a refugee hostel, seeking assistance to navigate their new environment and overcome substantial barriers to integration, including language and education.

Upon their arrival, Mariam, who had never been allowed an education due to her ethnic background, and her daughters faced immediate challenges. Their level of English was non-existent, and the children found it impossible to enrol in any school, due to the complexity of the education system. The Baytree Centre – which has provided support to teenage migrant girls living in South London since 2008 – engaged with the family, starting with Mariam who began attending English classes and receiving coaching and IAG (information, advice and guidance) to help navigate their new life.

Her three daughters were enrolled in Baytree's Into School Programme, learning English, Maths, and acquiring basic skills through various integration sessions. Both mother and daughters spent at least 4 days at Baytree per week attending classes and receiving 1-2-1 attention. Despite their lack of English and previous education, the daughters became close friends with other girls in their program.

The family's hard work and Baytree's support led to significant improvements in their confidence and language skills. In January 2024, the family was relocated outside London. Although leaving Lambeth and the supportive community they had found there was difficult, they welcomed the opportunity. They moved into a decent house, and importantly, all the children are now attending school in their new city.

WONDER Foundation Trustees' Report

“Thanks to Baytree I was able to learn English, to present my case and that of my sisters in Parliament in front of 4 MPs and other notable people! Most importantly I was able to be accepted into a school and settle in my new country. Despite having received so many rejections trying to get into school, I felt we had done the right thing by moving to the UK because Baytree made us feel visible and that we mattered. Even though the schools were not taking me or my sisters, I was able to speak in Parliament in front of all these powerful people. It was an amazing moment in my life!”

Fatima, Mariam’s daughter

Strategic Objective: Sharing Best Practice

We have confidence that our partners are experts in the work they do, and have knowledge that is valuable to others, including their local stakeholders, academics, and policymakers. We work to share their knowledge and amplify the voices of both the women leading our projects, and the women and girls that they serve. Additionally, we provide training to our partners so they can increase their impact and become even more sustainable. Women at the front line often have less time or opportunity to access training and/or learn how similar organizations are adapting to emerging challenges. Our work aims to address this.

Capacity Building: South to North Collaboration

We are proud to be facilitating the transfer of best practice between our partners and particularly experts from the Global South sharing their expertise with the North.

The Mwangaza project has made remarkable strides in supporting village businesswomen through business skills, counselling, and mentorship. At the heart of this initiative, a select group of mentors underwent specialized training. This equipped them to guide small business owners, enabling these women to enhance their business acumen and navigate life's challenges with increased confidence.

Grace is a graduate of Kimlea Girls Technical Training Centre in Kenya. She faced difficult challenges before receiving a scholarship. Prior to this support, her parents struggled to meet the financial demands of educating Grace and her younger siblings. The burden of multiple school fees weighed heavily on them. However, the scholarship not only alleviated this financial strain but also provided Grace with a valuable opportunity to pursue education without causing additional stress for her parents.

Beyond the acquisition of practical skills, the mentorship component of Grace’s training played a pivotal role. The guidance she received was not confined to career development; her principal, Miss Gikandi, served as a supportive force in addressing Grace’s personal challenges. In conversation with her, she reflected, “I’d like to thank her because of how she was to me and to the others.”

A testament to the programme's success is the formation of peer support groups by the participants, which persist even after completing the programme, highlighting the lasting impact of this community-driven approach.

However, replicating the Mobility Mentoring model in northern Europe has presented challenges for some of our partners, including a scarcity of mentors, language barriers, and significant cultural differences. Comparatively, the Kenyan model, underway in the Mwangaza project, is predicated on mutual mentorship among the women themselves, is adaptable and effective.

Evelyn Tiren, our projects and social impact manager in Kenya, facilitated a workshop for our partners in Poland, Spain, Slovenia, and Sweden. Her insights and experiences are paving the way for these countries to embrace and tailor the mentoring approach, demonstrating the programme's versatility and potential for broader application.

WONDER Foundation Trustees' Report

WONDER Learnings

WONDER is proud to have engaged in collaborative initiatives with global practitioners and experts. These partnerships provide invaluable opportunities for us and our partners to leverage diverse experiences and insights for mutual benefit.

Collaborating with the Greenlight Movement

This year, we began our collaboration with the Greenlight Movement, which has developed the “Greenlight” social methodology and metric to measure, understand, and evidence projects’ social impact. This approach helps people progress out of poverty by empowering them to understand and map their own choices – which is complimentary to the EMPATH mentoring methodology WONDER uses.

We will be piloting their impact measurement tool as part of the Kumulisa project, a project we started in 2022 in partnership with Kyoga Foundation, in Uganda. The Greenlight team will train Kyoga Foundation to use the tool, and WONDER will use the metric to measure, understand, and evidence the Kumulisa project’s impact.

Kumulisa is empowering 300 women in Entebbe, Kampala, and its surrounding rural areas, by providing them with business and vocational skills training, as well as mentoring to help them find good work opportunities in the hospitality sector. With this, the women will increase their confidence, sense of agency, and overall health and wellbeing.

Demonstrating Our Work in Mobility Mentoring at the EMPATH Conference

Mentoring provides a tailored approach to education and empowerment for the women and girls who participate in our programs. WONDER is deliberate in ensuring our mentoring programs are adapted to suit the local environment and adopted in a professional way by local partners.

In 2020, we initiated a partnership with EMPATH to formalise our mentoring efforts. Globally recognized for its coaching methodology, EMPATH operates on the principle that everyone's journey out of poverty is unique – a vision that we closely align with. We aim to shift thinking from merely providing human services to fostering human development, aiming to establish sustainable paths to economic and social advancement for all.

Through this collaboration, we gained access to EMPATH's training and resources, which we subsequently tailored and shared with our partners. Consequently, our partners have had the opportunity to evaluate and enhance our mentoring practices.

“My mentor has helped me face and resolve my worries. She has helped me to come up with income-generating ideas so as to raise money for my upkeep. She made me see that I could make good use of any skills I have.” - Achen, Uganda

“Mobility Mentoring has been such a powerful tool for WONDER and our partners. What is amazing is that Mobility Mentoring doesn't look at women as people with deficits, but as women who already have strengths and achievements and capacities that they can build upon once they recognize them. It builds women's capacities by always recognizing their existing capacities.” - Olivia Darby

In March 2024, WONDER attended the EMPATH conference, a two-day public conference in Boston where policymakers, academics, practitioners, and philanthropists from all over the world came together to discuss topics relating to economic mobility.

WONDER Foundation

Trustees' Report

Olivia Darby, WONDER's Chief Programmes Officer, reflected on the model's application through the Fanikisha program in the Mwangaza project in Kenya - a livelihood project with the goal of empowering 800 marginalized Kenyan women and girls by improving their income-generating capacity and confidence.

"It was great to be at the conference to learn from practitioners and experts about their experience of what makes mentoring impactful and essential to the success of the typically very vulnerable women that they are also working with. Learning from experts on how to use the Mobility Mentoring tools more impactfully and strategically was inspiring. It's humbling to show our application of the tools and methodology that has been thought through so carefully by the EMPATH team back to them, and to gain their perspectives and insights into our work. I cannot wait for more opportunities to learn from and collaborate with them, and to enable other organizations, as well as more WONDER partners, to benefit from the Mobility Mentoring model." - Olivia Darby

Through the Fanikisha program - an outreach program supporting rural women with business, financial management, and culinary skills training - we incorporated mentoring as a tool for reinforcing the training content to ensure:

- Mastery.
- An avenue for creating support groups for the women.
- The sustainability of the program outcomes post-Fanikisha.

To date, we've empowered 600 women living in poverty from Kiambu and Nairobi Counties. After 6 months of training:

- 84% of the women either secured employment, started, or expanded their existing income-generating activities.
- 81% of the women experienced an increase in their income ranging from 25% to over 100%.
- 66% of vocational training graduates obtained jobs, resulting in improvements in their levels of self-esteem and self-confidence.

Financial Review

We are happy to report that our total revenue in the year ending March 2024 was £1,409,564, resulting in a net income of £1,557 at year-end.

Funding Sources

2023-24 was an effective fundraising year for WONDER. This was primarily due to generous direct donations from Corporates and Individuals, Trusts & Foundations. We have minimised the number of events we have run, as they demand a lot of work from a very small team and distract us from our work. We have improved our fundraising tools on the website, made our user journey simple and thus successfully increased the number of Individual donors supporting us.

We continue to be supported by several corporates. Collaborations like this enable us to both raise vital funds for our cause and raise awareness of our work.

Policy on Reserves

The trustees would like to ensure the reserves remain between 8 and 12 months of average operating costs, including financial commitments such as salaries and rent, and disbursements from unrestricted funds to beneficiaries and projects. A typical funding cycle is 8-12 months so maintaining reserves in line with this permits WONDER to ensure continuation of operations if there is an external funding delay or shortfall. The reserves are fully expendable and used for the benefit of our beneficiaries. Our reserves policy and the approach to reserves management are regularly reviewed and monitored. The trustees will keep the Financial

WONDER Foundation Trustees' Report

Reserves Policy under review as part of the Business Plan process. As of 31 March 2024, our reserves were £487,088 which represents 10 months of expenditure.

Principal Risks and Uncertainties

The trustees are responsible for ensuring that WONDER Foundation has an appropriate system of financial and other controls designed to safeguard the assets of the charity and maintain the integrity of the accounting records. While internal controls provide reasonable, but not absolute, assurance against errors or fraud, day-to-day controls, including accounting procedures, are delegated by the trustees to the senior management team (SMT). The trustees are committed to maximizing the proportion of income used for charitable purposes while balancing the need to attract and retain high-caliber staff to maintain and grow income, ensuring all funds are safeguarded.

Processes to manage risk include:

- A risk register that captures all material risks identified, ranked by likelihood and impact.
- Risk appraisals for all events and overseas trips to identify, evaluate, and manage risks.
- Multi-year planning and budgeting.
- Regular reporting of performance to date and forecasts to the end of the year.
- Policies and guidance notes covering significant risk areas.
- Crisis management plans.

The Finance Committee monitors the steps taken by SMT to manage and mitigate risks and reports to the Board. Key risks managed by WONDER Foundation include:

- **Economic and Political Environments:** The global and UK economies have faced severe shocks, including the pandemic, the war in Ukraine, and Brexit. These events have impacted on our funding. We are focusing on diversifying our income sources to support and scale our work with a particular focus next year on broadening individual donor base. Our agile fundraising team have strong relationships with donors, including large foundations and corporates, and have been crucial in raising vital funds during these times.
- **Safeguarding:** Protecting individuals who come into contact with our organization, including staff, programme participants, volunteers, and supporters, is paramount. We meet the expectations of the Charity Commission and key donors and are mindful of the significant risk of reputational damage. Compliance with safeguarding standards is a top priority. We have spent 200 hours working with specific partners to ensure they are well resourced in this area and we are looking to expand our focus on this next year.
- **Management & Leadership Diversity:** A lack of diversity can result in poor decision-making and lower staff engagement. We have restructured our SMT and Board to include diverse perspectives which reflect the needs of the local communities that we serve.
- **Staff Capacity, Turnover, and Well-being:** As a values-driven organization, we prioritize our staff's well-being. We offer flexible working arrangements and have implemented a comprehensive benefits programme focusing on development and well-being. Our hybrid working model supports a healthy work-life balance.
- **Operating in High-Risk Areas:** Our mission involves supporting marginalized women in conflict-affected countries. Local partners with extensive experience manage safety and security, and staff travel only when deemed reasonably safe. Detailed risk assessments and crisis management plans are in place.

The trustees are satisfied with the measures taken to mitigate these risks.

WONDER Foundation Trustees' Report

Plans for Future Periods

Aims and Key Objectives for the Future Period

During the 2023-24 year, WONDER has experienced significant growth in operations, projects, and team capacity. We remain dedicated to empowering more women and girls by scaling our projects sustainably and strengthening support for our local partners. To achieve this, we are focusing on the following initiatives:

Strengthening Financial and Capacity Building Support

We plan to appoint an Individual Giving Fundraiser to deepen relationships with existing donors and attract new ones. Additionally, we have strengthened our programmes team by hiring an International Programmes Manager and a plan to hire a Latin America Mentor Manager. Expanding our base of individual supporters and enhancing our team capacity is essential for sustainable growth. Through clear communication and showcasing real results, we aim to support more women and girls in accessing quality education and opportunities to exit poverty.

Pioneering Research and Advocacy

We are committed to addressing the challenges faced by our project participants. Following our successful research on out-of-school migrants in 2023, we received a grant from the Sir Halley Stewart Trust to study how UK youth work programmes can effectively engage migrant parents and their children. Additionally, a grant from Rosa will further our campaign on education access for migrant girls in the UK. We aim to influence youth work practices and improve outcomes for young people by sharing our research with stakeholders.

Excellence in Mentoring

Mentoring is crucial for effective education. We have introduced EMPATH evidence-based mentoring in 11 partner organisations and plan to expand to two more in 2024-25. We are committed to ongoing training and support, and we aim to appoint a mentoring lead for Latin America to join our specialist staff (as mentioned above).

Championing Safety and Wellbeing

WONDER has enhanced and implemented safeguarding policies across our projects internationally. Our focus for next year includes:

1. Developing systems to improve workplace safety for young women in vocational programmes.
2. Strengthening partners' safeguarding policies, particularly in Ivory Coast, Uganda, and Poland.
3. Providing mental health training for mentors and programme leaders to ensure the wellbeing of staff and students.

Leading Digital Innovation

Digital tools enable us to maximise efficiency and impact. This year, we launched our Salesforce CRM, streamlining operations and improving donor communication. We are also building the digital capacity of our partners, ensuring they have the skills and infrastructure to leverage technology effectively. Additionally, we are developing digital literacy programmes for our students, preparing them for the workplace and self-learning.

These initiatives reflect our ongoing commitment to empowering women and girls and creating sustainable change. Thank you for your continued support as we strive to make a meaningful impact.

WONDER Foundation Trustees' Report

Disclosure of Information to Auditor

Each trustee has taken steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Statement of Responsibilities

The trustees (who are also the directors of WONDER Foundation for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

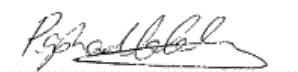
Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 31/07/2024 and signed on its behalf by:



Raphaella Gabrasadig (Chair)

WONDER Foundation

Independent Auditor's Report to the Members of WONDER Foundation

Opinion

We have audited the financial statements of Wonder Foundation (the 'Charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

WONDER Foundation

Independent Auditor's Report to the Members of WONDER Foundation

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

WONDER Foundation

Independent Auditor's Report to the Members of WONDER Foundation

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton
.....

1/08/2024

Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

WONDER Foundation
Statement of financial activities (incorporating an income and expenditure account)
For the year ended 31 March 2024

				2024	2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income from:					
Donations and legacies	3	471,323	157,342	628,665	1,045,808
Charitable activities	4	-	766,905	766,905	780,170
Investments	5	13,994	-	13,994	3,046
Total income		485,317	924,247	1,409,564	1,829,024
Expenditure on:					
Raising funds	6	67,048	-	67,048	49,358
Charitable activities	6	300,753	1,034,527	1,335,280	1,642,725
Total expenditure		367,801	1,034,527	1,402,328	1,692,083
Net income / (expenditure) before net gains / (losses) on investments		117,516	(110,280)	7,236	136,941
Net gains / (losses) on investments		(5,679)	-	(5,679)	8,212
Net income / (expenditure) for the year	7	111,837	(110,280)	1,557	145,153
Transfers between funds		(179,532)	179,532	-	-
Net income / (expenditure) before other recognised gains and losses		(67,695)	69,252	1,557	145,153
Net movement in funds		(67,695)	69,252	1,557	145,153
Reconciliation of funds:					
Total funds brought forward		554,783	353,298	908,081	762,928
Total funds carried forward		487,088	422,550	909,638	908,081

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in notes to the financial statements.

WONDER Foundation
Balance sheet

Company no. 7921757

As at 31 March 2024

	Note	£	2024 £	2023 £
Current assets:				
Debtors	12	30,000	-	
Cash at bank and in hand		897,045	1,055,122	
		<u>927,045</u>	<u>1,055,122</u>	
Liabilities:				
Creditors: amounts falling due within one year	13	(17,407)	(147,041)	
		<u>(17,407)</u>	<u>(147,041)</u>	
Net current assets			909,638	908,081
			<u>909,638</u>	<u>908,081</u>
Total net assets less current liabilities			909,638	908,081
			<u>909,638</u>	<u>908,081</u>
The funds of the charity:	16			
Restricted income funds			422,550	353,298
Unrestricted income funds:				
Designated funds				
General funds		487,088	554,783	
		<u>487,088</u>	<u>554,783</u>	
Total unrestricted funds			487,088	554,783
			<u>487,088</u>	<u>554,783</u>
Total charity funds			909,638	908,081
			<u>909,638</u>	<u>908,081</u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 31/07/2024 and signed on their behalf by



Raphaella Gabrasadig
Chair

WONDER Foundation
Statement of cash flows

For the year ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities	17	(172,071)	39,918
Net cash provided by / (used in) operating activities			
Cash flows from investing activities:			
Dividends, interest and rents from investments		13,994	3,046
Net cash provided by / (used in) investing activities		13,994	3,046
Change in cash and cash equivalents in the year		(158,077)	42,964
Cash and cash equivalents at the beginning of the year		1,055,122	1,012,158
Cash and cash equivalents at the end of the year	18	897,045	1,055,122

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2024

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The financial statements have been prepared on a going concern basis.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Key judgements that the charitable company has made which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

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

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2024

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services, undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis which are an estimate, based on staff time, of the amount attributable to each activity.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

m) Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

l) Pensions

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2024

2 Detailed comparatives for the statement of financial activities (prior year- 2023)

	Note	Unrestricted funds £	Restricted funds £	2023 Total funds £
Income from:				
Donations and legacies	3	730,140	315,668	1,045,808
Charitable activities	4	-	780,170	780,170
Investments	5	3,046	-	3,046
Total income		733,186	1,095,838	1,829,024
Expenditure on:				
Raising funds	6	(49,358)	-	(49,358)
Charitable activities	6	(299,779)	(1,342,946)	(1,642,725)
Total expenditure		(349,137)	(1,342,946)	(1,692,083)
Net income / (expenditure) for the year	7	384,049	(247,108)	136,941
Transfers between funds		(397,551)	397,551	-
Net income / (expenditure) before other recognised gains		(13,502)	150,443	136,941
Other recognised gains and losses				
Other gains/losses		8212	-	8212
Net movement in funds		(5,290)	150,443	145,153
Reconciliation of funds:				
Total funds brought forward		560,073	202,855	762,928
Total funds carried forward		554,783	353,298	908,081

3 Income from donations and legacies

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Donations from companies, trusts and similar proceeds	75,375	104,732	180,107	205,132
Donations from individuals	150,024	52,610	202,634	380,918
Donations - Other	719	-	719	-
Gift aid reclaimed	20,140	-	20,140	23,138
Grants from other charities	225,065	-	225,065	436,620
Total income from donations 2024	471,323	157,342	628,665	1,045,808
Total income from donations 2023	730,140	315,668	1,045,808	

4 Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Grants & donations	-	766,905	766,905	780,170
Total income from charitable activities 2024	-	766,905	766,905	780,170
Total income from charitable activities 2023	-	780,170	780,170	

5 Income from investments

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Interest receivable on bank deposits	13,994	-	13,994	3,046
Total income from investments 2024	13,994	-	13,994	3,046
Total income from investments 2023	3,046	-	3,046	

WONDER Foundation
Notes to the financial statements

For the year ended 31 March 2024

6 a. Analysis of expenditure

	Charitable activities					
	Cost of raising funds £	Instigating social change £	Sharing good practice £	Empower women and girls £	2024 Total £	2023 Total £
Staff costs (Note 8)	59,829	99,444	112,179	100,700	372,152	346,512
Direct cost						
Charitable expenses	6,185	20,847	20,456	947,006	994,494	1,294,938
Fundraising Expenses	-	-	-	-	-	7,059
Support cost						
Rent	200	200	200	4,200	4,800	12,750
Office costs		-	20	65	85	4,524
Utilities		411		490	901	897
Bank charges		163	66	523	752	507
Legal & professional	56	54	2,293	388	2,791	9,055
Dues & subscriptions	(9)	3,907	108	1,174	5,180	5,042
IT costs	187	1,092	4,708	9,186	15,173	6,389
Audit & accountancy fees	600	1,500	1,500	2,400	6,000	4,410
Total expenditure 2024	67,048	127,618	141,530	1,066,132	1,402,328	1,692,083
Total expenditure 2023	49,358	138,874	148,155	1,355,696		

Of the total expenditure, £367,801 was unrestricted (2023: £349,137) and £1,034,527 was restricted (2023: £1,342,946).

b. Analysis of expenditure from previous reporting period

	Charitable activities				
	Cost of raising funds £	Instigating social change £	Sharing good practice £	Empower women and girls £	2023 Total £
Staff costs (Note 8)	40,149	113,724	116,119	76,520	346,512
Direct cost					-
Charitable expenses	2,000	18,828	7,702	1,266,408	1,294,938
Fundraising Expenses	7,059				7,059
Support cost					
Rent	-	-	-	12,750	12,750
Office costs	-	1,650	2,874	-	4,524
Utilities	-	417	480	-	897
Bank charges	-	272	217	18	507
Legal & professional	-	1,506	7,549	-	9,055
Dues & subscriptions	150	2,272	2,620	-	5,042
IT costs	-	-	6,389	-	6,389
Audit fees	-	2,205	2,205	-	4,410
Total expenditure 2023	49,358	140,874	146,155	1,355,696	1,692,083

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2024

7 Net income/ (expenditure) for the year

This is stated after charging / crediting:

	2024	2023
	£	£
Auditors' remuneration (excluding VAT):		
Audit	4,000	4,000
Other services	1,000	-
	<u>5,000</u>	<u>-</u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	332,130	314,841
Social security costs	28,725	26,885
Employer's contribution to defined contribution pension schemes	11,297	4,786
	<u>372,152</u>	<u>346,512</u>

No employee earned more than £60,000 during the year (2023: nil).

The total employee benefits including national insurance and pension contributions of the key management personnel were £25,899 (2023: £23,162).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

No trustees have received any reimbursed expenses or any other benefits from the charity during the year or in the previous year.

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024	2023
	No.	No.
Raising funds	1	1
Charitable activities	7	5
Support	2	2
	<u>10</u>	<u>8</u>

10 Related party transactions

There were no related party transactions in the year or in the previous year.

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2024

12 Debtors

	2024 £	2023 £
Prepayments	30,000	-
	30,000	-

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Taxation and social security	9,623	-
Other creditors	1,784	-
Accruals	6,000	9,924
Deferred income	-	137,117
	17,407	147,041

Deferred income

Deferred income comprises of grants and donations.

	2024 £	2023 £
Balance at the beginning of the year	137,117	256,230
Amount released to income in the year	(137,117)	(256,230)
Amount deferred in the year	-	137,117
Balance at the end of the year	-	137,117

14 Pension scheme

The charity operates workplace pension scheme. As at the year end, it has a pension liability £1,784 which is paid in May 2024.

15 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds £
Current assets	504,495	-	422,550	927,045
Current liabilities	(17,407)	-	-	(17,407)
Net assets at the end of the year	487,088	-	422,550	909,638

Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Current assets	701,824	-	353,298	1,055,122
Current liabilities	(147,041)	-	-	(147,041)
Net assets at the end of the year	554,783	-	353,298	908,081

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2024

16 Movements in funds

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
ADEC - Brazil	1,454	-	(1,454)	-	-
Baytree Centre PIMCO -UK	-	98,500	(98,500)	-	-
Baytree - UK	-	22,161	(22,161)	-	-
Care - Sweden	-	11,615	(11,615)	-	-
CECFOR	-	-	(6,914)	6,914	-
Condoray - Peru	5,000	-	(5,000)	-	-
Etsosang - South Africa	16,000	-	(10,000)	-	6,000
Fatima IV- Slovenia	-	-	(11,373)	11,373	-
Fluerir Yarani Cayat	-	76,325	(20,475)	-	55,850
FPTI - Philippines	1,939	45,611	(49,764)	2,354	140
Fundacion Sirama - El Salvador	-	100,471	(100,471)	-	-
ISSI - DR Congo	-	7,924	(15,000)	37,171	30,095
Junkabal - Guatemala	-	37,240	(36,506)	-	734
Kamalini - India	6,000	8,600	(13,631)	7,000	7,969
KFCSED - Kazakistan	9,000	-	(57,409)	65,909	17,500
Kianda - Kenya	-	-	(4,791)	4,791	-
Kumulisa - Uganda	14,968	105,005	(93,578)	-	26,395
Lantana- Nigeria	200	4,814	(5,000)	-	14
Mairin - Honduras	3,000	-	(7,000)	9,000	5,000
Mwangaza II - Kenya	742	36,067	(16,575)	-	20,234
Mwangaza- Kenya	46,624	137,192	(151,228)	-	32,588
National Lottery- UK	-	10,000	(10,000)	-	-
Nawa- Nigeria	-	-	(10,020)	10,020	-
Pirineos - Venezuela	10,000	-	(10,000)	15,000	15,000
Pontes- Poland	227,576	18,753	(113,822)	-	132,507
Prodes-Lebanon	4,995	-	(4,995)	-	-
Rosa - UK Fund for Women and Girls	-	7,000	-	-	7,000
Senara - Spain	-	17,887	(17,887)	-	-
Sendas-Bolivia	-	-	-	10,000	10,000
Sir Helley Stewart	-	27,775	(2,589)	-	25,186
Sorawell - Cameroun	-	14,674	(14,577)	-	97
Turing - Congo	-	6,726	-	-	6,726
Wavecrest - Nigeria	5,800	69,048	(52,051)	-	22,797
Yarani - Ivory Coast	-	60,859	(60,141)	-	718
Total restricted funds	353,298	924,247	(1,034,527)	179,532	422,550
Unrestricted funds:					
General funds	554,783	485,317	(367,801)	(185,211)	487,088
Other recognised gains/(losses)	-	-	(5,679)	5,679	-
Total unrestricted funds	554,783	485,317	(373,480)	(179,532)	487,088
Total funds	908,081	1,409,564	(1,408,007)	-	909,638

Purposes of restricted funds

The specific purposes for which the funds are to be applied are as follows:

All the restricted funds are projects to support women and girls in the specific country or area as per the fund titles. The work in each area is as described in the trustees annual report.

The transfer from the General fund to the restricted funds is to support the ongoing project activities.

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2024

Movements in funds (prior year- 2023)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Chocolonely - Ivory Coast	-	22,226	(22,226)	-	-
ADEC - Brazil	1,454	-	-	-	1,454
An Nawras - Lebanon	1,030	-	(1,035)	5,000	4,995
Baytree Centre PIMCO -UK	-	90,000	(90,000)	-	-
Baytree - UK	342	23,124	(23,466)	-	-
Beeing and belonging -EU	4,532	-	(14,152)	9,620	-
Care - Sweden	-	12,119	(12,119)	-	-
Condoray - Peru	-	-	-	5,000	5,000
Etsosang - South Africa	-	-	(5,000)	21,000	16,000
Fatima III - Slovenia	-	-	(14,637)	14,637	-
FPTI - Philippines	6,296	39,212	(55,033)	11,464	1,939
Fundacion Sirama - El Salvador	-	-	(26,000)	26,000	-
ISSI - DR Congo	53,634	10,618	(122,864)	58,612	-
Junkabal - Guatemala	1,890	70,445	(98,313)	25,978	-
Kamalini - India	3,357	2,100	(8,000)	8,543	6,000
KFCSED - Kazakistan	2,997	20,439	(38,285)	23,849	9,000
Kianda - Kenya	-	3,795	(3,795)	-	-
Komati - South Africa	-	3,693	(3,693)	-	-
Kumulisa - Uganda	-	125,013	(175,005)	64,960	14,968
Lantana- Nigeria	3,640	1,800	(15,240)	10,000	200
Mairin - Honduras	-	-	-	3,000	3,000
Mwangaza II - Kenya	-	56,673	(55,931)	-	742
Mwangaza- Kenya	5,232	256,169	(214,777)	-	46,624
Pirineos - Venezuela	-	6,238	(8,718)	12,480	10,000
Pontes- Poland	103,637	279,332	(155,393)	-	227,576
Prodes-Lebanon	-	-	(10,009)	10,009	-
Project GROW - EU/Africa	6,399	15,302	(21,701)	-	-
Senara - Spain	-	18,726	(18,726)	-	-
Sorawell - Cameroun	-	18,596	(32,609)	14,013	-
Tewa - Kenya	-	-	(30,000)	30,000	-
Turing - Congo	-	8,499	(17,551)	9,052	-
Wavecrest - Nigeria	1,744	10,240	(26,182)	19,998	5,800
Yarani - Ivory Coast	6,671	1,479	(22,486)	14,336	-
Total restricted funds	202,855	1,095,838	(1,342,946)	397,551	353,298
Unrestricted funds:					
General funds	560,073	733,186	(349,137)	(389,339)	554,783
Other recognised gains/(losses)	-	8,212	-	(8,212)	-
Total unrestricted funds	560,073	741,398	(349,137)	(397,551)	554,783
Total funds	762,928	1,837,236	(1,692,083)	-	908,081

WONDER Foundation
Notes to the financial statements
For the year ended 31 March 2024

17 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	1,557	145,153
Dividends, interest and rent from investments	(13,994)	(3,046)
(Increase)/decrease in debtors	(30,000)	9,000
Increase/(decrease) in creditors	(129,634)	(111,189)
Net cash provided by / (used in) operating activities	(172,071)	39,918

18 Analysis of cash and cash equivalents

	At 1 April 2023 £	Cash flows £	Other changes £	At 31 March 2024 £
Cash in hand	1,055,122	(158,077)	-	897,045
Total cash and cash equivalents	1,055,122	(158,077)	-	897,045

Analysis of cash and cash equivalents (prior year)

	At 1 April 2022 £	Cash flows £	Other changes £	At 31 March 2023 £
Cash in hand	1,012,158	42,964	-	1,055,122
Total cash and cash equivalents	1,012,158	42,964	-	1,055,122

19 Operating lease commitments

The charity has no future minimum lease payments under non-cancellable operating leases.

20 Legal status of the charity

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
C/O Baytree Centre
300 - 302 Brixton Road
London
SW9 6AE

WONDER FOUNDATION

England & Wales - Charity number 1148679

Accounts

Company registration number: 7921757

Charity registration number: 1148679

WONDER Foundation

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023

WONDER Foundation

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WONDER Foundation

Reference and Administrative Details

Chairman	Ami Encarnacion
Trustees	Alejandra Fabrega Modupe Da-Silva Raphaella Gabrasadig Uzoma Igboaka Ekene Ngwuocha Kirtana Raj
Charity Registration Number	1148679
Company Registration Number	7921757
Registered Office	C/O Baytree Centre 300 - 302 Brixton Road London SW9 6AE
Auditor	Goldwins 75 Maygrove Road West Hampstead London NW6 2EG
Accountants	Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL
Bankers	HSBC Bank PLC Lion House 25 Islington High Street London N1 9LI

WONDER Foundation

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Alejandra Fabrega
	Modupe Da-Silva
	Raphaella Gabrasadig
	Uzoma Igboaka
	Ekene Ngwuocha
	Kirtana Raj

Chairman:	Ami Encarnacion
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Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 24 January 2012. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

WONDER Foundation

Trustees' Report

Major risks and management of those risks

Funding sources

2022-23 was an effective fundraising year for WONDER. This was primarily due to generous direct donations from corporate and individuals, trusts and foundations. We have minimised the number of events we have run, as they demand a lot of work from a very small team and distract us from our purpose. We have improved our fundraising tools on the website, made our user journey simple and thus successfully increased the number of individual donors supporting us.

We continue to be supported by several corporates. Collaborations like this enable us to both raise vital funds for our cause and raise awareness of our work.

Objects and aims

As set out in our governing document the charity's objects ("Objects") are specifically restricted to the following:

1. The advancement of education amongst, but not exclusively, women and girls by developing or improving the necessary knowledge or skills for living a fulfilled, safe, healthy or self-sufficient life;
2. The prevention or relief of poverty amongst, but not exclusively, women and girls;
The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other
3. disadvantage in particular, but not exclusively, women and girls affected by exploitation, domestic abuse and forced marriages;
4. Promotion of efficiency and effectiveness in the charitable activities of not-for-profit organisations, voluntary groups and charities working for the benefit of the public.

Our Mission

At WONDER Foundation, our mission is to empower women, girls and their communities through access to quality education so they can transform their lives and exit poverty for good.

Our Vision

Women and girls are empowered to make informed life choices, and lead the way in their own personal development.

Education is recognised as a quality investment, and a long-term solution for solving poverty.

Personal growth is recognised as a process that takes time, and can be supported through mentoring. Every person is valued and their dignity is respected.

Development projects celebrate local knowledge, and aim to learn from and listen to the communities they serve.

Families are regarded as a fundamental support system, and their positive economic and social impact is recognised.

WONDER Foundation

Trustees' Report

Objectives, strategies and activities

How We Achieve Change

WONDER's approach to creating impact centres around six key pillars that serve as the foundation for our projects. We collaborate with partners who share this approach to guide our work and achieve meaningful change.

Quality Education

Our education projects recognise that quality education is not just about being in the classroom. Through both traditional school settings and vocational programmes, we help women and girls strengthen and develop skills, such as confidence and goal-setting, that improve day-to-day life in a sustainable way.

Accompaniment and Mentoring

The lived experiences of women and girls in our programmes often mean they do not have access to the resources they need to succeed both during and following their education. By pairing quality education with mentoring, we give women and girls a sense of dignity and self-worth, so they can become leaders in their own lives, and role models to others in their families and communities.

Investing in Local Women-led Partners

We work with carefully chosen, local woman-led who share our mission of empowering women and girls through education. We listen to their expertise, and invest in their capacity to respond to local needs and deliver transformative and sustainable education projects.

Empowering Spaces

We recognise that poor infrastructure and unsafe environments act as direct barriers to education. Our partners deliver projects in spaces that make women and girls feel comfortable and safe, so that they can feel valued, focus on their studies, and develop a sense of community.

Sustainable Employment

We want the women and girls we work with to find safe, stable employment once they finish their education. Our partners ensure that their programmes set women up for success, either by providing business opportunities or developing in demand skills. We work with industry partners to raise employment standards, and ensure women and girls recognise and claim their rights in the workplace.

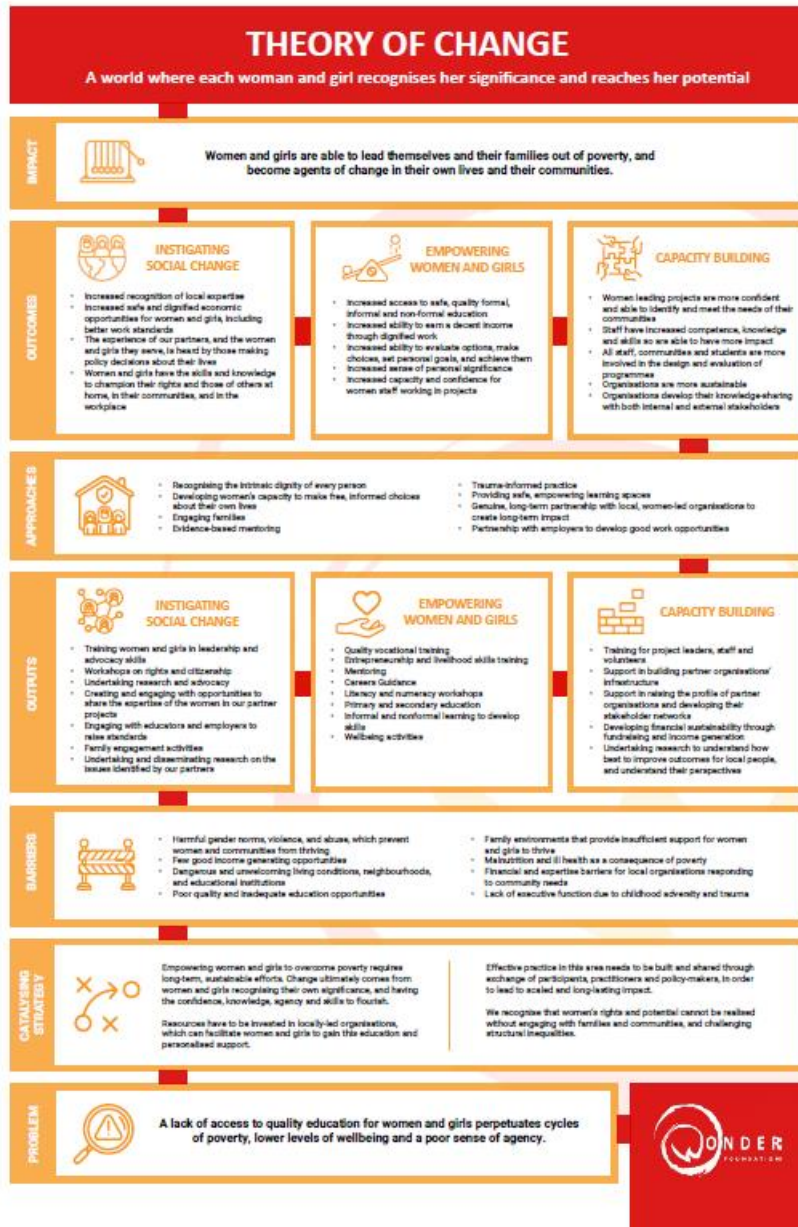
Family Engagement

Families are both a support system for women and girls, and often a responsibility for them to look after. It is therefore critical to consider the family's role in the learning, opportunities and aspirations of women and girls. We encourage family support and engagement in education, which leads women and girls to invest their learning back into supporting other family members.

WONDER Foundation

Trustees' Report

Our Theory of Change



WONDER Foundation

Trustees' Report

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

Where We Work

We worked in 19 countries (7 Africa, 3 America, 4 Asia, 5 Europe) with 30 local Partners:

Country		Continent
1	Cameroon	Africa
2	DRC	Africa
3	Ivory Coast	Africa
4	Kenya	Africa
5	Nigeria	Africa
6	South Africa	Africa
7	Uganda	Africa
8	El Salvador	America
9	Guatemala	America
10	Venezuela	America
11	India	Asia
12	Kazakhstan	Asia
13	Lebanon	Asia
14	Philippines	Asia
15	Poland	Europe
16	UK	Europe
17	Slovenia	Europe
18	Spain	Europe
19	Sweden	Europe

Our impact in 2022-23

22,769 girls, women reached, alongside their communities (+21% from Last Year [LY])

4,249 students completed accredited training (+17% from LY)

5,960 students received a scholarship (+100% from LY)

5,442 students received formal mentoring (+13% from LY)

WONDER Foundation

Trustees' Report

10,837 women received formal or informal education (+17% from LY)
87% of girls graduated from courses (vocational training and business skills) and increased their salaries
693 mentors actively mentored participants
245 family engagement events and activities
3,224 students/ participants received business skills or entrepreneurship training
116 staff in partner organisation received mentoring and/or training from WONDER
1,208 volunteers
2,223 mothers received training

The Impact of Covid-19

In 2022/2023, COVID-19 has continued to have an impact on our partners and the lives of our staff and the women and girls around the world we work to support. While many of us welcomed the loosening of restrictions and relative return to normality towards the end of the year, the pandemic has widened education gaps for girls and threatens to reverse much of the progress made in recent years to improve access to education. While WONDER's finances have not been negatively affected by the pandemic, many of our partners and the students we support have experienced increased financial pressure. Many are related to the pandemic, including a loss in business or income, illness within the family and additional costs, for example in purchasing sanitisation resources to protect students, staff and family members. On the other hand, we also see how, after COVID-19, the hospitality industry is slowly recovering in many of the countries where we work. This fills us with hope as it makes it worthwhile for our students to pursue their studies knowing that a job in the sector is now a possibility. WONDER, along with our partners, remains committed to our work in empowering women and girls through education and vocational training to ensure they recover from the financial and emotional hardships caused by COVID-19.

Strategic Objective: Empowering Women and Girls

WONDER works to empower women and girls through education and personal support so they can become leaders in their own lives, in their families and in their communities. This work includes providing scholarships for vocational training, employability and skills training, and mentoring. Not only does this give women the opportunity to increase their income, but it also fosters their sense of confidence and self-worth over time. When women see that they are significant, their ability to make positive change in their own lives, and for those around them, is magnified.

Supporting Ukrainian Refugees in Poland

Following the outbreak of the war in March 2022, WONDER began a project with our partner, Pontes, which aims to address the longer-term needs and integration of Ukrainian women and children living in Poland. The project provides activities tailored to helping each woman integrate into Polish society and recover from trauma. These include Polish language classes, 1-2-1 mentoring, psychological support, employability support, safe spaces for women to meet, cultural activities, information, advice and guidance about what is on offer to them in Poland, as well as awareness-raising and support to prevent them from getting into dangerous situations (trafficking, abusive landlords and employers).

The project's impact will facilitate 600 Ukrainian women's integration into Poland, and improve the organisational capacity and learning of effective integration measures. In the long term, these 600 women can become agents of change within their families and communities, thereby improving the long-term integration effects on society. As an example, Irene, a Ukrainian doctor who fled Kyiv with her 2 daughters, is now employed by our partners as the outreach and wellbeing coordinator for the project.

WONDER Foundation

Trustees' Report

One of the project highlights is the growth of Pontes as an organisation, thanks to support and capacity building from WONDER. This means they are able to continue and expand this and other projects beyond the project cycle. Working towards this outcome is part of our ethos in investing in local expertise.

Supporting Women into Employment and Business: Mwangaza Project, Kenya

Mwangaza is a three-year livelihoods project with the goal of equipping, accompanying, and empowering 800 marginalised women in Kenya. This 3-year project adopts a whole-person approach to women improving their income-generating capacity, confidence, and sense of self, breaking the cycle of poverty for them and their families. The name Mwangaza means the first light in the dawn, a symbol of hope in Swahili.

We are in the second year of the project, and 350 women have already graduated the 8-month business skills project. 86% of the participants began or expanded their businesses within the 6 months of graduating. 200 young women received scholarships to work in three hospitality training colleges: Kibondeni College, Nairobi; Kimlea Training Centre, Limuru; and Tewa Training Centre, Kilifi. The majority are still finishing their course and will shortly begin their industry placements. 47 have been offered jobs and started working. Here is a selection of some of the employers, which include some of Kenya's premier hospitality employers: Fairmont Kenya Safari, Movenpick Hotel, Sheraton, Vipingo Ridge, Serena Beach Hotel, Kentmere Club, Limuru Country Club, Sovereign Suites.

Employers have given very positive feedback about the students. The dual training, they have received helps them to adapt easily to the work environment. They have strong communication skills, and a high sense of responsibility, working without supervision.

Supporting Women into Employment and Business: Kumulisa Project, Uganda

Building on the success of the Mwangaza Project in Kenya, we were awarded a grant for Kumulisa Project in Uganda. Our partner, Kyoga Foundation, will work with us to support 300 women in Uganda by providing them with business and vocational skills training, as well as mentoring to help them find good work opportunities.

We started the project in October 2022, and we have three key objectives:

- Expanding the capacity of Pearlcrest Training Institute by including day students, which will help the college become more sustainable. Pearlcrest, in Entebbe, offers high-quality hospitality management training to develop skills which are in high demand locally. Currently, the college only caters for boarding students, which limits the number of girls who can benefit from the course. Through enrolling day students, the project will double its student intake which will allow more girls to attend, and make the college more financially viable.
- Introducing a new business skills training programme, following the successful curriculum used in the Mwangaza Project in Kenya. The 8-month business skills course has many modules which cover bookkeeping, marketing, social media and digital marketing, Business plan development, debt management and avoiding loans, Market research and business longevity, among others. The women also form support groups and have access to mentoring and counselling. The project has been hugely successful in Kenya, inspiring us to bring it to Uganda!
- Providing mentoring training to the team in Uganda. As we have done in Kenya and elsewhere, we will support our partner to create a successful mentoring system.

WONDER Foundation

Trustees' Report

Supporting Migrant Women in the UK

In 2022, WONDER increased our support of our UK partner, The Baytree Centre. Baytree's work in empowering migrant women and girls is vital to helping them feel included and part of the wider community in South London. Individual support helps these women find the confidence and skills they need to thrive in all aspects of their lives.

Many of the women who come to Baytree have experienced war, conflict, persecution, poverty, abuse, and other forms of trauma in their countries of origin, during their journeys to the UK or in the UK. Baytree adopts a trauma-informed approach that considers the emotional and psychological impact of trauma on individuals. This approach is based on the understanding that trauma can have far-reaching effects on an individual's wellbeing, including their mental health, physical health, relationships, and overall sense of self.

Central to this approach is the recognition that each person's experience of trauma is unique, and that healing and recovery are ongoing processes. Baytree provides a safe and supportive environment, one-to-one mentoring, and individualised support, to help women thrive.

By focusing on language and digital skills, employability, family stability, and financial literacy, Baytree is helping to break down the barriers that prevent migrant women from fully integrating into their new surroundings. Moreover, by training women from similar ethnic backgrounds to the students to become mentors, the Baytree Centre is fostering a sense of community and belonging. These women can then support and encourage others in their community to become more involved and engaged, which can lead to stronger social connections and a more cohesive society overall.

Midwifery Training in DR Congo

In partnership with Institut Supérieure en Sciences Infirmières (ISSI), WONDER Foundation launched a midwifery training project in the Democratic Republic of Congo (DRC). The aim of the project is to reduce maternal and infant mortality in the DRC by training fully qualified and motivated midwives with the right competencies. Additionally, it is laying the framework for future midwives to follow this course.

In the DRC maternal and neonatal health outcomes are among the worst in the world. Midwifery is not regulated, which means there is no process for assessing the quality of training courses or institutions or holding educators and practitioners to even basic standards. It is likely that most midwives have insufficient training to be practising, which presents a danger to mothers and infants.

So far:

- 14 trainees have completed their first-year exams and qualified for their second year of studies
- 14 trainees have completed placements, consolidating their learning
- 100 people, including trainees, trainers and clinical practitioners, have increased understanding of the importance of midwifery and the role of the professional midwife

WONDER Foundation

Trustees' Report

Strategic Objective: Instigating Social Change

WONDER instigates social change through engagement with the women in our local projects, experts, policymakers, donors and contributors. The lives of women and girls, particularly those in vulnerable positions, are affected by decisions made by others. It is empowering for them to see that they can advocate on the issues that affect them and their communities. Our work in this area seeks to understand and address the wider context in which women and girls live, including engaging in policy conversations, and talking to those in positions of influence.

Researching the Challenges to Education Faced by Migrant Girls: Into School Project, UK

Our partner in London, The Baytree Centre, developed the Into School Project to support out of school 14-18-year-old migrant girls who have recently arrived in the UK. The programme was founded in response to referrals from social workers and others seeking opportunities for these young women. It was hoped that the programme would become redundant as Baytree liaised with schools and the London local authority (Lambeth) to highlight the gaps that these girls, and other children, faced that were preventing them from starting school. Fourteen years later the programme is still much needed and underfunded, and many young people across the country require access to similar support.

WONDER has been awarded our first research grant to better understand the scale of the problem on a national level, and put together recommendations for how we can change the system to be more supportive of migrant girls arriving without networks (or with limited networks) in the UK. The report will be launched in the UK Parliament in June 2023.

Being and Belonging: Spain, Poland, Latvia, Slovenia, and UK

Being and Belonging was a youth solidarity project led by young people to engage their peers, decision-makers, and influencers in discussions around migrant integration by posing two simple questions: “who am I to you?” “who are you to me?” Our work with young people aims to help them understand human dignity in a practical way empowering them to create a better world by acquiring knowledge, developing critical thinking, and creating practical solutions.

Current policies often place the burden of “integration” solely upon migrants. This one-dimensionally presents integration as the ability to function, as opposed to flourish, in a society. The Being and Belonging project addressed this problem by supporting young people affected by migration - which is most of us! - to successfully use their voices to affect change.

450 young people worked together over the course of this programme to share their ideas on how to make migrants feel more welcome in their communities through practical and actionable means. They participated in two international events and ten national workshops, leading to the development of three policy proposals.

WONDER Foundation

Trustees' Report

Opportunities to Share our Expertise on Women's Education

The Full Face of Humanity: Women in Leadership for a Just Society: UNESCO

In October 2022, Olivia Darby, WONDER's Chief Programmes Officer, was invited to present at this conference co-organised by Caritas Internationalis and the Holy See, under the patronage of UNESCO: <https://vimeo.com/815078052>

The event raised awareness about the barriers women face in society due to poverty, violence, and lack of access to education, to demonstrate how women's empowerment works to break down these barriers, to propose a way forward for concrete action, and to create the necessary synergies between these organisations and other key stakeholders to achieve these shared goals.

Olivia shared the importance of placing the human person at the centre of all development projects and how recognising their dignity and our shared humanity must be the starting point for lasting change.

The MIT Migration Summit 2023

Olivia Darby, our Chief Programmes Officer, has also been invited to join a panel about Women in Education at the 2023 Migration Summit organised by MIT. The Migration Summit is a month-long global convening designed to build bridges between diverse communities of displaced learners, universities, companies, nonprofits and NGOs, social enterprises, foundations, philanthropists, researchers, policymakers and employers around the key challenges and opportunities for refugee and migrant communities.

Strategic Objective: Sharing Best Practice

We have confidence that our partners are experts in the work they do, and have knowledge that is valuable to others, including their local stakeholders, academics, and policy makers. We work to share their knowledge, and amplify the voices of both women leading our projects, and the women and girls that they serve. Additionally, we provide training to our partners so they can increase their impact and become even more sustainable. Women at the front line often have little time or opportunity to access training or to understand how similar organisations are adapting to emerging challenges. Our work aims to address this.

Developing our Mentoring Practice

Mentoring has always been a key part of WONDER Foundation's work. Through mentoring, a trained advisor partners with participants in our programmes to provide them with a space to set goals and think about their future. Over time, the mentee can acquire the resources, skills, and sustained behaviour changes necessary to improve her sense of self and agency. In 2020, we began partnering with EMPATH to formalise our work in mentoring. EMPATH is known worldwide for its coaching approach, which is founded on the belief that each person's route out of poverty is different. We share their ambition to create a movement to shift thinking from human services to human development, and to create lasting pathways to economic and social mobility for all.

During 2022-23, we significantly expanded our mentoring programme by:

- Publishing and Sharing Best Practice:
Hiring two local mentoring consultants: Jackie Wambua to support our African partners, and Federica Saez to support our partners in Latin America. Their role is to develop mentoring practice with our partners, supporting them to adapt WONDER's materials for their local contexts, create and share mentoring resources, raise awareness on the importance of mentoring, and encourage a wider uptake of good mentoring in education projects supporting women and girls.
- Training women in five countries (Kenya, Uganda, Cameroon, UK, and Guatemala) in mentoring. The mentoring consultants are training local coordinators to build local expertise and support structures which last in communities.

WONDER Foundation

Trustees' Report

- Conducting an ongoing large-scale evaluation of the role of mentoring in our projects in Kenya to produce evidence-based research on the impact of mentoring.
- Report: 'Feeling Significant, Building Change: Why Mentoring is Important'.
- Report: 'Mobility Mentoring Impact Report 2022-23
- Animation: 'Why Mentoring is Key to Empowering Women and Girls'
- Joining EMPATH's Advisory Board. WONDER was invited to join the Advisory Board which was a recognition of our work and gives us the opportunity to have an impact on a bigger scale, exchanging ideas and experiences with other members.

Capacity Building with other Partners: Other Activities

- Led a communications workshop in Uganda to help Pearlcrest with their outreach/recruitment goals and understand how to better market themselves in order to get more students to register
- Working one-on-one with communications manager from The Baytree Centre to strengthen their social media and newsletter strategy to meet their fundraising goals
- Provided storytelling workshops to our partners in Africa, in order to improve their reputations as experts in women's empowerment
- Participated in a three-day workshop in Italy with seven of our partners to develop fundraising capacity.
- Led a workshop in Kenya with six of our partners to further their knowledge of how to set up and sustain social impact projects
- Supporting the digitisation process of Women's Board (one of our partners in Nigeria)
- Continuing our in-depth work supporting our partners in strengthening their safeguarding practices, processes and policies with the help of Martin Punaks.

Financial review

Our total revenue in 2023 was £1,829,024 leaving us with a healthy net income of £145,153 at year-end.

Policy on reserves

The Trustees would like to grow the reserves to between 3 and 12 months of operating costs. The reserves are fully expendable and used for the benefit of our beneficiaries. The Board monitors our financial position at least quarterly and ensures that we have adequate funding to fulfil our continuing obligations. The trustees will keep the Financial Reserves Policy under review as part of the Business Plan process. As of 31 March 2023, our reserves were £554,783 which represents 4 monthly expenditure.

WONDER Foundation

Trustees' Report

Principal risks and uncertainties

Funding sources

2022-23 was an effective fundraising year for WONDER. This was primarily due to generous direct donations from Corporates and Individuals, Trusts & Foundations. We have minimised the number of events we have run, as they demand a lot of work from a very small team and distract us from our work. We have improved our fundraising tools on the website, made our user journey simple and thus successfully increased the number of Individual donors supporting us.

We continue to be supported by several corporates. Collaborations like this enable us to both raise vital funds for our cause and raise awareness of our work.

Plans for future periods

Aims and key objectives for future periods

During the 2022/23 year, our operations, projects, and team have grown significantly. We are committed to building on this success in the coming year. To achieve this, we aim to undertake the following initiatives:

- Expanding our work in Latin America: thanks to funding from J&K Wonderland and we have funding for three years to support women living in urban poverty and violence to access livelihoods training and move onto a better life.
- Hiring a Programmes Manager to provide more time and support to our 23 partners as our projects grow in scope and scale: with 40 live projects varied in size and complexity, it is essential to provide our partners with adequate support and resources. We have an increasing number of large-scale multi-partner projects, and to continue improving our practice and aiding capacity building, project evaluation, and design, we will be hiring a dedicated Programmes Manager. This role will enable us to provide our partners with more time and support, helping us to achieve our goals more effectively.
- Building on the success of our mentoring programme: we will work with 3 partners to replicate and refine our mentoring model, safeguarding human dignity, and training more partners, coordinators, and mentors. By sharing our expertise and knowledge, we aim to create a greater impact for every one of the women and girls in the projects we currently have and those to come in future years.
- Expanding our advocacy and communication efforts to increase awareness of our work and help create a more equitable society: we believe that our partners' work and experiences need to be brought to a wider audience, including policymakers, stakeholders, and other NGOs. We plan to publish more reports (including the upcoming Into School research to be presented in Parliament) to share effective practices that help women leave poverty and realise a sense of their significance. By reaching a wider audience, we aim to create positive change for the public good.

Our plans for the upcoming year will enable us to continue our work effectively, providing our partners with the support they need to create a brighter future for the women and girls they serve.

WONDER Foundation

Trustees' Report

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Statement of Responsibilities

The trustees (who are also the directors of WONDER Foundation for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including

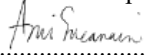
its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 02/08/2023 and signed on its behalf by:


.....

Ami Encarnacion

Chairman

WONDER Foundation

Independent Auditor's Report to the Members of WONDER Foundation

Opinion

We have audited the financial statements of Wonder Foundation (the 'Charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

WONDER Foundation

Independent Auditor's Report to the Members of WONDER Foundation

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

WONDER Foundation

Independent Auditor's Report to the Members of WONDER Foundation

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

.....
Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

7/08/2023

WONDER Foundation

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	2	730,140	315,668	1,045,808	698,519
Charitable activities	3	-	780,170	780,170	255,944
Investment income	4	3,046	-	3,046	26
Total income		<u>733,186</u>	<u>1,095,838</u>	<u>1,829,024</u>	<u>954,489</u>
Expenditure on:					
Raising funds	5	(49,358)	-	(49,358)	(2,971)
Charitable activities	6	<u>(299,779)</u>	<u>(1,342,946)</u>	<u>(1,642,725)</u>	<u>(889,749)</u>
Total expenditure		<u>(349,137)</u>	<u>(1,342,946)</u>	<u>(1,692,083)</u>	<u>(892,720)</u>
Net income/(expenditure)		384,049	(247,108)	136,941	61,769
Transfers between funds		(397,551)	397,551	-	-
Other recognised gains and losses					
Other gains/losses		<u>8,212</u>	<u>-</u>	<u>8,212</u>	<u>(3,656)</u>
Net movement in funds		(5,290)	150,443	145,153	58,113
Reconciliation of funds					
Total funds brought forward		<u>560,073</u>	<u>202,855</u>	<u>762,928</u>	<u>704,815</u>
Total funds carried forward	12	<u><u>554,783</u></u>	<u><u>353,298</u></u>	<u><u>908,081</u></u>	<u><u>762,928</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 12.

The notes on pages 22 to 32 form an integral part of these financial statements.

WONDER Foundation

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	2	459,974	238,545	698,519
Charitable activities	3	-	255,944	255,944
Investment income	4	26	-	26
Total income		<u>460,000</u>	<u>494,489</u>	<u>954,489</u>
Expenditure on:				
Raising funds	5	(2,240)	(731)	(2,971)
Charitable activities	6	<u>(173,265)</u>	<u>(716,484)</u>	<u>(889,749)</u>
Total expenditure		<u>(175,505)</u>	<u>(717,215)</u>	<u>(892,720)</u>
Net income/(expenditure)		284,495	(222,726)	61,769
Transfers between funds		(10,527)	10,527	-
Other recognised gains and losses				
Other gains/losses		<u>(3,656)</u>	<u>-</u>	<u>(3,656)</u>
Net movement in funds		270,312	(212,199)	58,113
Reconciliation of funds				
Total funds brought forward		<u>289,761</u>	<u>415,054</u>	<u>704,815</u>
Total funds carried forward	12	<u><u>560,073</u></u>	<u><u>202,855</u></u>	<u><u>762,928</u></u>

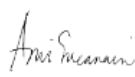
The notes on pages 22 to 32 form an integral part of these financial statements.

WONDER Foundation
(Registration number: 7921757)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Current assets			
Debtors	9	-	9,000
Cash at bank and in hand	10	1,055,122	1,012,158
		<u>1,055,122</u>	<u>1,021,158</u>
Creditors: Amounts falling due within one year	11	<u>(147,041)</u>	<u>(258,230)</u>
Net assets		<u>908,081</u>	<u>762,928</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	12	353,298	202,855
Unrestricted income funds			
Unrestricted funds		<u>554,783</u>	<u>560,073</u>
Total funds	12	<u>908,081</u>	<u>762,928</u>

These accounts are prepared in accordance with special provisions of part 15 of The Companies Act relating to small companies and constitute the annual accounts required by The Companies Act 2006.

The financial statements on pages 18 to 32 were approved by the trustees, and authorised for issue on .02/08/2023... and signed on their behalf by:



 Ami Encarnacion
 Chairman



 Modupe Da-Silva
 Trustee

The notes on pages 22 to 32 form an integral part of these financial statements.

WONDER Foundation

Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash income		145,153	58,113
Adjustments to cash flows from non-cash items			
Investment income	4	<u>(3,046)</u>	<u>(26)</u>
		142,107	58,087
Working capital adjustments			
Decrease/(increase) in debtors	9	9,000	(9,000)
(Decrease)/increase in deferred income	11	<u>(111,189)</u>	<u>256,090</u>
Net cash flows from operating activities		39,918	305,177
Cash flows from investing activities			
Interest receivable and similar income	4	<u>3,046</u>	<u>26</u>
Net increase in cash and cash equivalents		42,964	305,203
Cash and cash equivalents at 1 April		<u>1,012,158</u>	<u>706,955</u>
Cash and cash equivalents at 31 March		<u><u>1,055,122</u></u>	<u><u>1,012,158</u></u>
Reconciliation of net cash flow to movement in net funds			
Increase in cash		42,964	305,203
Net funds at 1 April 2022		<u>1,012,158</u>	<u>706,955</u>
Net funds at 31 March 2023		<u><u>1,055,122</u></u>	<u><u>1,012,158</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 22 to 32 form an integral part of these financial statements.

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

WONDER Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

- 1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);
- 2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and
- 3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Donations from companies, trusts and similar proceeds	84,637	120,495	205,132	180,450
Donations from individuals	185,745	195,173	380,918	254,849
Gift aid reclaimed	23,138	-	23,138	13,050
Grants, including capital grants;				
Grants from other charities	436,620	-	436,620	250,170
	<u>730,140</u>	<u>315,668</u>	<u>1,045,808</u>	<u>698,519</u>

3 Income from charitable activities

	Restricted funds £	Total 2023 £	Total 2022 £
Grants & donations	<u>780,170</u>	<u>780,170</u>	<u>255,944</u>

4 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>3,046</u>	<u>3,046</u>	<u>26</u>

5 Expenditure on raising funds

	Direct costs £	Allocated support costs £	Total 2023 £	Total 2022 £
Costs of generating donations and legacies	<u>40,149</u>	<u>9,209</u>	<u>49,358</u>	<u>2,971</u>

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2023 £
Instigating social change	113,724	25,150	138,874
Sharing good practice	116,119	32,036	148,155
Empower women and girls	1,355,696	-	1,355,696
	<u>1,585,539</u>	<u>57,186</u>	<u>1,642,725</u>

	Activity undertaken directly £	Activity support costs £	2022 £
Instigating social change	39,565	89,063	128,628
Sharing good practice	125,569	27,696	153,265
Empower women and girls	607,856	-	607,856
	<u>772,990</u>	<u>116,759</u>	<u>889,749</u>

	Unrestricted General funds £	Restricted funds £	Total 2023 £	Total 2022 £
Rent	12,750	-	12,750	9,000
Office costs	4,524	-	4,524	1,522
Utilities	897	-	897	-
Charitable expenses	26,530	1,266,408	1,292,938	680,106
Bank charges	489	18	507	569
Salaries, Pension, PAYE & NI	229,843	76,520	306,363	188,603
Legal & professional	13,465	-	13,465	2,400
Dues & subscriptions	4,892	-	4,892	110
IT costs	6,389	-	6,389	7,439
	<u>299,779</u>	<u>1,342,946</u>	<u>1,642,725</u>	<u>889,749</u>

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2023 £	2022 £
Audit fees excludes VAT	<u>4,000</u>	<u>-</u>

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

8 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	314,841	174,847
Social security costs	26,885	10,927
Pension costs	4,786	2,829
	<u>346,512</u>	<u>188,603</u>

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2023 No	2022 No
Average number of employees	<u>8</u>	<u>5</u>

8 (2022 - 5) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £4,786 (2022 - £5,835).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £23,162 (2022 - £21,943).

Wonder Foundation raised salaries in 2023 by 10% to meet the rate of inflation and help staff cost-of-living crisis.

9 Debtors

	2023 £	2022 £
Prepayments	<u>-</u>	<u>9,000</u>

10 Cash and cash equivalents

	2023 £	2022 £
Cash on hand	313	-
Cash at bank	<u>1,054,809</u>	<u>1,012,158</u>
	<u>1,055,122</u>	<u>1,012,158</u>

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

11 Creditors: amounts falling due within one year

	2023 £	2022 £
Deferred income	147,041	258,230

12 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds						
<i>General</i>						
General	560,073	733,186	(349,137)	(397,551)	8,212	554,783
Restricted funds						
Chocolonely - Ivory Coast	-	22,226	(22,226)	-	-	-
ADEC - Brazil	1,454	-	-	-	-	1,454
An Nawras - Lebanon	1,030	-	(1,035)	5,000	-	4,995
Baytree Centre PIMCO - UK	-	90,000	(90,000)	-	-	-
Baytree - UK	342	23,124	(23,466)	-	-	-
Beeing and belonging - EU	4,532	-	(14,152)	9,620	-	-
Care - Sweden	-	12,119	(12,119)	-	-	-
Condoray - Peru	-	-	-	5,000	-	5,000
Etsosang - South Africa	-	-	(5,000)	21,000	-	16,000
Fatima III - Slovenia	-	-	(14,637)	14,637	-	-
FPTI - Philippines	6,296	39,212	(55,033)	11,464	-	1,939
Fundacion Sirama - El Salvador	-	-	(26,000)	26,000	-	-
ISSI - DR Congo	53,634	10,618	(122,864)	58,612	-	-
Junkabal - Guatemala	1,890	70,445	(98,313)	25,978	-	-
Kamalini - India	3,357	2,100	(8,000)	8,543	-	6,000
KFCSED - Kazakhstan	2,997	20,439	(38,285)	23,849	-	9,000
Kianda - Kenya	-	3,795	(3,795)	-	-	-
Komati - South Africa	-	3,693	(3,693)	-	-	-
Kumulisa - Uganda	-	125,013	(175,005)	64,960	-	14,968
Lantana- Nigeria	3,640	1,800	(15,240)	10,000	-	200
Mairin - Honduras	-	-	-	3,000	-	3,000
Mwangaza II - Kenya	-	56,673	(55,931)	-	-	742
Mwangaza- Kenya	5,232	256,169	(214,777)	-	-	46,624
Pirineos - Venezuela	-	6,238	(8,718)	12,480	-	10,000

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2023 £
Pontes- Poland	103,637	279,332	(155,393)	-	-	227,576
Prodes-Lebanon	-	-	(10,009)	10,009	-	-
Project GROW - EU/Africa	6,399	15,302	(21,701)	-	-	-
Senara - Spain	-	18,726	(18,726)	-	-	-
Sorawell - Cameroun	-	18,596	(32,609)	14,013	-	-
Tewa - Kenya	-	-	(30,000)	30,000	-	-
Turing - Congo	-	8,499	(17,551)	9,052	-	-
Wavecrest - Nigeria	1,744	10,240	(26,182)	19,998	-	5,800
Yarani - Ivory Coast	6,671	1,479	(22,486)	14,336	-	-
Total restricted funds	<u>202,855</u>	<u>1,095,838</u>	<u>(1,342,946)</u>	<u>397,551</u>	<u>-</u>	<u>353,298</u>
Total funds	<u>762,928</u>	<u>1,829,024</u>	<u>(1,692,083)</u>	<u>-</u>	<u>8,212</u>	<u>908,081</u>

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
<i>General</i>					
General	289,761	460,000	(179,161)	(10,527)	560,073
Restricted					
ADEC - Brazil	-	5,000	(3,546)	-	1,454
An Nawras - Lebanon	1,030	-	-	-	1,030
Baytree Centre PIMCO - UK	-	54,000	(54,000)	-	-
Baytree - UK	1,127	1,000	(1,785)	-	342
Beeing and belonging - EU	28,122	-	(23,590)	-	4,532
Care - Sweden	-	5,003	(5,003)	-	-
Fatima - EU	-	-	(9,871)	9,871	-
FPTI - Philippines	2,193	53,203	(49,100)	-	6,296
ADEFOR - DRC Congo	-	10,000	(10,000)	-	-
ISSI - DR Congo	3,109	63,852	(13,327)	-	53,634
#Iwill - UK	6,867	-	(6,867)	-	-
Junkabal - Guatemala	1,301	51,961	(51,372)	-	1,890
ZUNIL - Guatemala	-	10,000	(10,000)	-	-
Kamalini - India	19,107	-	(15,750)	-	3,357
KFCSED - Kazakhstan	9,725	-	(6,728)	-	2,997
Lantana- Nigeria	840	2,800	-	-	3,640
Liziba - Congo	-	10,000	(10,000)	-	-
Mairin - Honduras	-	10,000	(10,000)	-	-
Mwangaza- Kenya	272,774	-	(267,542)	-	5,232
NAWA - Nigeria	-	10,000	(10,000)	-	-
Pearlcrest - U	-	5,000	(5,000)	-	-
Pontes- Poland	-	118,446	(14,809)	-	103,637
Project GROW - EU/Africa	66,187	14,911	(74,699)	-	6,399
Tewa - Kenya	2,672	-	(2,672)	-	-
Wavecrest - Nigeria	-	11,744	(10,000)	-	1,744
Yarani - Ivory Coast	-	26,524	(19,853)	-	6,671
Object - EU	-	-	(656)	656	-
PIRINEOS - Venezuela	-	10,000	(10,000)	-	-
Turing Foundation	-	21,046	(21,046)	-	-
Total restricted funds	<u>415,054</u>	<u>494,490</u>	<u>(717,216)</u>	<u>10,527</u>	<u>202,855</u>
Total funds	<u><u>704,815</u></u>	<u><u>954,490</u></u>	<u><u>(896,377)</u></u>	<u><u>-</u></u>	<u><u>762,928</u></u>

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

The specific purposes for which the funds are to be applied are as follows:

All the restricted funds are projects to support women and girls in the specific country or area as per the fund titles. The work in each area is as described in the trustees annual report.

The transfer from the General fund to the restricted funds is to support the ongoing project activities.

13 Analysis of net assets between funds

	Unrestricted		2023
	General	Restricted	Total funds
	£	£	£
Current assets	701,824	353,298	1,055,122
Current liabilities	(147,041)	-	(147,041)
Total net assets	<u>554,783</u>	<u>353,298</u>	<u>908,081</u>

	Unrestricted		2022
	General	Restricted	Total funds
	£	£	£
Current assets	818,303	202,855	1,021,158
Current liabilities	(258,230)	-	(258,230)
Total net assets	<u>560,073</u>	<u>202,855</u>	<u>762,928</u>

14 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

C/O Baytree Centre
300 - 302 Brixton Road
London
SW9 6AE

15 Auditor's remuneration

During the period, the fees payable to the charity's auditor, was as follows:

	2023	2022
	£	£
Audit fee excluding VAT	4,000	-
	<u>4,000</u>	<u>-</u>

WONDER Foundation

Notes to the Financial Statements for the Year Ended 31 March 2023

16 Taxation

The charity is a registered charity and is therefore exempt from taxation.

17 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year or in the previous year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year or in the previous year.

18 Related party transactions

There were no related party transactions in the year or in the previous year.

WONDER FOUNDATION

England & Wales - Charity number 1148679

Accounts

Annual Report

For the Year Ended 31st March 2022



Registered charity number- 1148679



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Letter From Our Chair

The last year has been one of growth and innovation for WONDER, as our partners have risen to unexpected challenges including the ongoing threat of the COVID-19 pandemic, and later in the year, the Ukraine war.

Our success in fundraising, including through new digital channels, has allowed us to develop and fund more partner projects than ever before, and to consolidate new partnerships in Venezuela, Uganda, Sweden and Nigeria.

We are delighted to have achieved ambitious goals that we thought would take much longer to realise. This includes launching the first digital learning platform for nursing in the DR Congo with our long standing partner, ISSI. We have

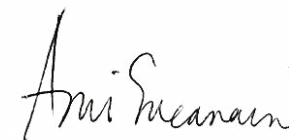
also built the first accessible online resource for female youth workers who are supporting women and girls in Africa. We launched youth-led resources on safe migration in Côte d'Ivoire and Nigeria. We have worked with experts to launch evidence-based mentoring training in Kenya and Cameroon, the first application of this methodology on the continent. Additionally, we have developed robust, locally-appropriate safeguarding policies and procedures with our partners in 5 countries, training leaders across our

projects.

We have continued to respond swiftly and effectively to the issues identified by our partners. This year, this has included rebuilding the roof of our partner project in Cebu, Philippines, which was damaged during Typhoon Odette. We worked with our long standing partner, Pontes, to respond to the first waves of refugees crossing into Poland on the second day of the war in Ukraine. Building on our past experience supporting Ukrainian women in Poland, we have already helped over 100,000 people, and our long-term education programme began in May.

On top of this, we continue our ongoing support of our partners even as schools have battled lockdowns and the challenges of ensuring that students return

to complete their studies. Our partners work hard to empower young women through education, build their skills and competences for employment, and give them the tools to lift themselves and their families out of poverty. The personalised support we offer is fundamental to achieving this.



Ami Encarnacion
Chair

About WONDER

Our Mission

At WONDER Foundation, our mission is to empower women, girls and their communities through access to quality education so they can transform their lives and exit poverty for good.

The Change We Want To See



Women and girls are empowered to make informed life choices, and lead the way in their own personal development.



Education is recognised as a quality investment, and a long-term solution for solving poverty.



Personal growth is recognised as a process that takes time, and can be supported through mentoring. Every person is valued and their dignity is respected.



Development projects celebrate local knowledge, and aim to learn from and listen to the communities they serve.



Families are regarded as a fundamental support system, and their positive economic and social impact is recognised.

How We Achieve Change

WONDER achieves change by basing our projects on six pillars, which guide our work with our partners who share this approach:

1 Quality Education

Our education projects recognise that quality education is not just about being in the classroom. Through both traditional school settings and vocational programmes, we help women and girls strengthen and develop skills, such as confidence and goal-setting, that improve day-to-day life in a sustainable way.

2 Accompaniment and Mentoring

The lived experiences of women and girls in our programmes often mean they do not have access to the resources they need to succeed both during and following their education. By pairing quality education with mentoring, we give women and girls a sense of dignity and self-worth, so they can become leaders in their own lives, and role models to others in their families and communities.

3 Investing in Local Women-led Partners

We work with carefully chosen, local woman-led who share our mission of empowering women and girls through education. We listen to their expertise, and invest in their capacity to respond to local needs and deliver transformative and sustainable education projects.

4 Empowering Spaces

We recognise that poor infrastructure and unsafe environments act as direct barriers to education. Our partners deliver projects in spaces that make women and girls feel comfortable and safe, so that they can feel valued, focus on their studies, and develop a sense of community.

5 Sustainable Employment

We want the women and girls we work with to find safe, stable employment once they finish their education. Our partners ensure that their programmes set women up for success, either by providing business opportunities or developing in-demand skills. We work with industry partners to raise employment standards, and ensure women and girls recognise and claim their rights in the workplace.

6 Family Engagement

Families are both a support system for women and girls, and often a responsibility for them to look after. It is therefore critical to consider the family's role in the learning, opportunities and aspirations of women and girls. We encourage family support and engagement in education, which leads women and girls to invest their learning back into supporting other family members.

Where We Work

Our impact in 2021-2022

18,792

girls, women and their communities reached

3,644

students who completed accredited training

2,979

students who received a scholarship

4,797

students who received formal mentoring

9,730

women received formal or informal education

80%

of students increased their income and that of their family



EUROPE

7 countries, 8 partners, 1,495 women reached

We work in Italy, Latvia, Poland, Spain, Slovenia, Sweden, and the UK

ASIA

4 countries, 4 partners, 2,685 women reached

We work in India, Kazakhstan, Lebanon, and the Philippines

LATIN AMERICA

4 countries, 7 partners, 3,410 women reached

We work in Brazil, Guatemala, Honduras, and Venezuela

AFRICA

7 countries, 14 partners, 11,202 women reached

We work in Cameroon, Cote d'Ivoire, DRC, Kenya, Nigeria, South Africa, and Uganda

The Impact of COVID-19

In 2021/2022, COVID-19 has continued to have an impact on the lives of our partners, our staff, and the women and girls around the world we work to support. While many of us welcomed the loosening of restrictions and relative return to normal towards the end of the year, the pandemic has widened education gaps for girls and threatens to reverse much of the progress made in recent years to improve access to education.

While WONDER's finances have not been negatively affected by the pandemic, many of our partners and the students we support have experienced an increase in financial pressures, due to various pandemic-related factors including: a loss in business, an illness in the family, and/or the necessity of purchasing sanitisation resources to protect students and staff.

WONDER, along with our partners, remains committed to our work in empowering women and girls through education and vocational training to ensure they recover from the financial and emotional hardships caused by COVID-19.





Strategic Objective: Empowering Women and Girls

WONDER works to empower women and girls through education and personal support so they can become leaders in their own lives, in their families and in their communities. This work includes providing scholarships for vocational training, employability and skills training, and mentoring. Not only does this give women the opportunity to increase their income, it also fosters their sense of confidence and self-worth over time. When women see that they are significant, their ability to make positive change in their own lives, and for those around them, is magnified.



Delivering Digital Nurse Training in the DRC

'I like that there is something for those of us who are far from Kinshasa. I already learnt in this course already how to break the chain of transmission in COVID.'

Kabulo,
2021 student

In 2021, thanks to funding from the Turing Foundation, ISSI launched the Democratic Republic of Congo's (DRC) first digital training platform and learning management system for nurse training.

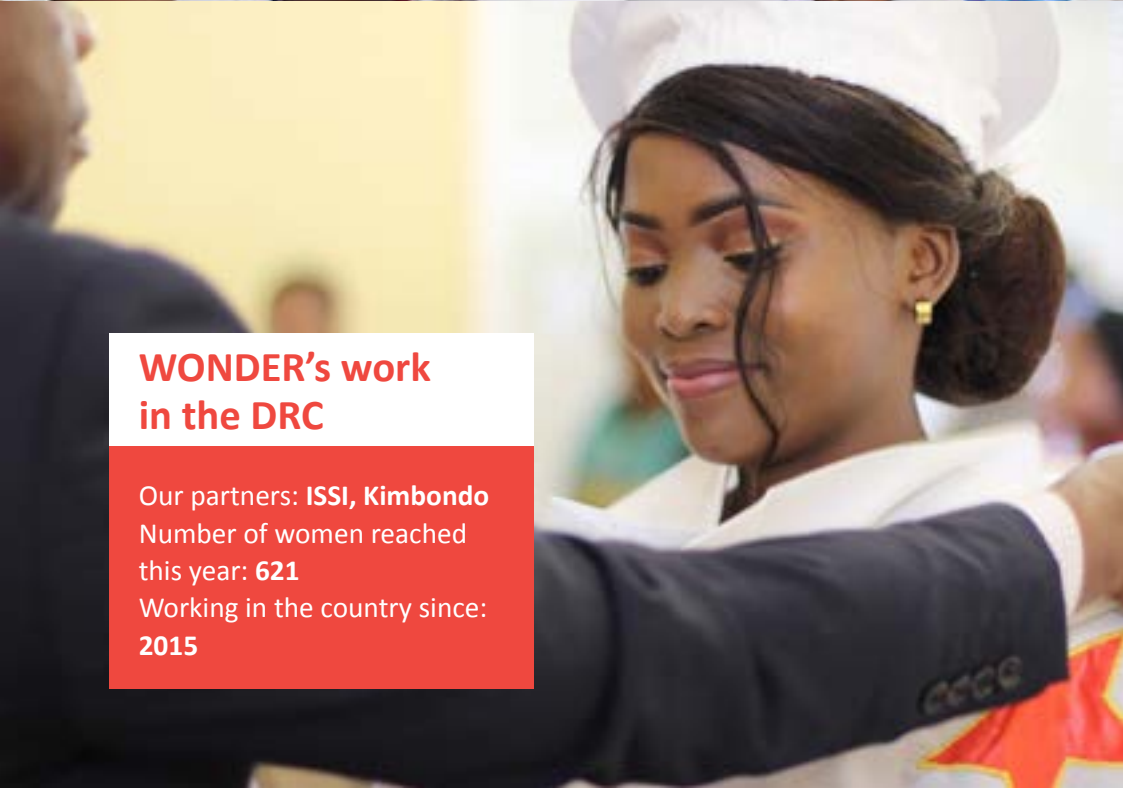
The quality of healthcare in the DRC is very poor, as there is an inadequate investment in the healthcare system, combined with a "brain drain" as many educated professionals move abroad. As a result, there is a national average of 4.8 trained nurses per 10,000 citizens. Within this context, a large number of nurses who are working have had inadequate training, which means they may unintentionally present a danger to their patients. Additionally, the road networks in the DRC are terrible, making it difficult for nurses in training to travel to education centres.

The digital training platform was designed to address these needs. The first course, 'Hygiene and Emergency Training' covered the fundamentals of nursing : hospital hygiene, resuscitative care, and nursing management in a crisis. The course uses minimal downloads and data, and follows interactive learning methods including videos and quizzes to keep participants engaged.

We aim to develop a widely available system for nurses around the DRC to raise the standards of nursing in the country.

WONDER's work in the DRC

Our partners: ISSI, Kimbondo
Number of women reached this year: **621**
Working in the country since: **2015**



Providing Livelihood Skills to Women and Girls in Kenya

'Mwangaza in Kiswahili means light, and it has given light to the lives of these young women.'

Lynda Kasina,
Kibondeni College Principal

Mwangaza is a three-year livelihood project with the goal of empowering marginalised Kenyan women and girls by improving their income-generating capacity and confidence. For this project, we are working with Kianda Foundation at its three schools: Tewa, Kimlea and Kibondeni College.

Women and adolescent girls in Kenya face a number of barriers to education, as many have suffered serious trauma, bereavement, and even violence and abuse. Their families often do not see the value in investing in their education, resulting in low confidence. Without access to education or training, women's opportunities are extremely limited.

Mwangaza is empowering 800 women with the tools they need to break the cycle of poverty for themselves and their families. The project provides one-to-one mentoring and formal skills development including business skills, industry-specific skills, financial skills, literacy and numeracy skills.



WONDER's work in Kenya

Our partners: **Kianda Foundation (Kibondeni; Kimlea; Tewa)**
Number of women reached this year: **6,535**
Working in the country since: **2015**

Empowering Young Women in the Philippines

'If there is one thing that this school has taught me, it is that if I work hard enough, and not forget those who helped me in my journey, I can achieve my dreams. I would like to take this opportunity to thank the sponsors of Punlaan School. You helped build this school for all the dreaming students who couldn't afford it.'

Kaerich,
Punlaan Scholar 2021



WONDER's work in the Philippines

Our partners: FPTI (Banilad; Punlaan; Anihan)

Number of women reached this year: **1,340**

Working in the country since: **2013**

Our partner FPTI provides a dual-training programme in hospitality and food production, coupled with effective mentoring, personal development and work attitudes training. Over the years, close to 100% of graduates have secured full-time employment within months of graduation. We are funding 463 scholarships across FPTI's three schools.

In December 2021, the school in Cebu was partly destroyed by Typhoon Odette, and many students were left homeless due to heavy flooding. Working with our local contact, WONDER supplied food packages for families while also supporting the rebuild of the school roof and students' accommodations.

Corporate Partner Highlight: Empowering Migrant Women with PIMCO

PIMCO Foundation has partnered with WONDER for the second year in a row to support and empower migrant women based in London, delivered through our existing partnership with the Baytree Centre.

This project has increased Baytree's capacity, giving 150 women the skills to thrive. This is accomplished through one-to-one mentoring, development of local language skills, digital skills, employability, family stability and financial literacy. The project is also training women in London who share an ethnic background with participants to be mentors, and become agents of change in their communities.

In addition to their financial support, Pimco employees have donated approximately over 75 volunteer hours to support WONDER's work this year. The impact of these hours has been fantastic and includes supporting the creation of vital care packages for women at Baytree, and the launch of the inaugural PIMCO and WONDER mentoring partnership, which has seen members of the PIMCO team paired with our youth leaders around the world.



WONDER's work in the UK

Our partner: **The Baytree
Centre**

Number of women reached
this year: **800**

Working in the country since:
2012

Strategic Objective: Instigating Social Change

WONDER instigates social change through engagement with the women in our local projects, experts, policymakers, donors and contributors. The lives of women and girls, particularly those in vulnerable positions, are affected by decisions made by others. It is empowering for them to see that they can advocate on the issues that affect them and their communities. Our work in this area seeks to understand and address the wider context in which women and girls live, including engaging in policy conversations, and talking to those in positions of influence.



Encouraging Safe Migration Through Education

The ForSUD project educated young people in Nigeria and the Côte d'Ivoire on the dangers of irregular migration, and provided quality vocational training as an alternative for young people seeking better futures. WONDER staff assisted in the delivery and evaluation of this project by supporting our established partners in the Côte d'Ivoire (Yarani) and Nigeria (Women's Board), alongside PFP Akatio and the project lead, Fondazione ELIS. This project was funded by the Italian government.

In the final year of the project, WONDER worked with a group of ten young Ivorians and twenty young Nigerians to co-produce accessible online content so that they could make informed, safer decisions about seeking opportunity abroad. The websites brighterfutures.ng and aventuriers.ci were launched in January 2022, and have received positive feedback.

We also worked with the partners involved to consolidate learning from the project, informing their future strategies. For example, this work has influenced our Nigerian partners' future income-generating plans, as well as their commitment to working with local industry partners to ensure that their students get well-paid, fair work after graduating. Equally, these partners are committed to working continuously to educate students and their communities on the risks of migration, and local alternative routes to success.

Being and Belonging: Engaging Young People to Build Welcoming Communities

Being and Belonging is an EU-funded project designed to give diverse groups of young people the chance to share and reflect on the challenges faced by young migrants in Europe, and better understand what can be done to support them.

To bring young people together, WONDER ran a week-long policy and advocacy programme in July 2021 featuring workshops with expert speakers. This event encouraged young people to develop policy ideas that could make integration possible.

Being and Belonging has benefited from bringing our partners together to engage young people. In November 2021, we welcomed our partners from Poland and Latvia to a conference on the experiences of Polish and Latvians migrants in the UK. The conference also discussed the challenges that home countries face due to the loss of young workers, and the unique experiences that young Poles and Latvians face if they decide to return 'home'.



Supporting Ukrainian Women Arriving in Poland

With the outbreak of war in Ukraine, millions of women and children fled to Poland, the closest neighbouring country.

Polish people mobilised in astonishing ways to welcome and support the immediate needs of arriving refugees. With our partner Pontes, WONDER provided emergency assistance including coordination of eight lorry deliveries, providing essential items to an estimated 100,000 people by June 2022. We also supported the journeys of 2,000 refugees to Italy and Spain, while organising accommodation for 100 families and supporting 30 women to find jobs in Poland.

Our work in Poland has now turned from emergency aid to long-term support. Building on experience from our previous FATIMA project in Poland, we will deliver with Pontes a long-term support programme for women and children to rebuild their lives and recover from trauma. This will include Polish language classes, one-to-one mentoring, psychological support, employability support, cultural activities, guidance for what opportunities are available for them in Poland, and awareness-raising to prevent exploitation.



WONDER's working in Poland

Our partner: **Pontes**
Number of women reached this year: **600**
Work in the country since: **2018**

Strategic Objective: Sharing Best Practices

We have confidence that our partners are experts in the work they do, and have knowledge that is valuable to others, including their local stakeholders, academics, and policy makers. We work to share their knowledge, and amplify the voices of both women leading our projects, and the women and girls that they serve. Additionally, we provide training to our partners so they can increase their impact and become even more sustainable. Women at the front line often have little time or opportunity to access training, or understand how similar organisations are adapting to emerging challenges. Our work aims to address this.



Project GROW: Creating Resources for Youth Workers

The EU- funded Project GROW has seen us facilitate sharing of knowledge and ideas, both between and within our partner organisations in South Africa, Nigeria, Kenya and Italy. The programme has deepened our understanding of the challenges that our partners, their staff, and the young women they work with face, and the innovative ways they address them.

These insights have seen us work together to produce an online resource (growskills.africa) for women across Africa seeking to start programmes for young women and girls in their neighbourhoods, and for continued investment in our partner organisations' teams. This is the first accessible platform for youth work resources in Sub-Saharan Africa, specifically designed to be low-data and mobile-first.

We have also worked with our African partners to develop locally-appropriate, robust safeguarding policies, work we are continuing to develop and to extend to other partners. This has been possible thanks to our expert consultant, Martin Punaks.

In March 2021, we had a final conference with youth organisation leaders and youth workers in Kenya, including partners from South Africa, Nigeria, Kenya, Italy and the UK. This was a chance to summarise learning from the last two and half years, and to make plans for our continued collaboration in this area.

Expanding Our Work on Mentoring

From the beginning, WONDER has placed an enormous importance on and allocated resources to the individual attention each woman and girl attending our projects receives. This is reflected in our emphasis on mentoring. Mentoring is embedded in all of our projects, however, we have formalised this work in the past year by joining the EMPATH network, following our partner, the Baytree Centre's, success in adopting EMPATH methods.

EMPATH is a neuro-science based mentoring programme that can be adapted to local contexts. When designing the Mwangaza project with our Kenyan partners, we identified together that strengthening their mentoring methodology and being able to better record impact was a priority. A member of their staff, Jackie Wambua, trained in the EMPATH methods and began to implement this work across the Mwangaza locations.

Jackie has now joined our team as a mentoring consultant for our African partners. Following the success of Mwangaza, we saw that it was a priority for Sorawell, in Cameroon, to improve the personal support offered to their students, so that they had better outcomes both whilst studying and after graduation. Jackie worked remotely with Sorawell over several months to understand their needs, and to implement EMPATH. She has continued this work with our Nigerian partners, who also identified that reinforcing the support offered to young women in their projects was a route to better and more measurable outcomes.



Project Research in Guatemala

COVID affected our partners' work in many ways, and led them to explore how to diversify the courses they offered, and better serve the needs of their communities.

Junkabal in Guatemala City had identified the need for trained home-carers for the sick and elderly, another route into well-paid work for women with limited schooling but the desire to study. To determine whether this was viable, WONDER worked with Junkabal to prepare questionnaires to understand the needs, to inform the curriculum and discover if this was a sustainable employment opportunity for local women. We then analysed this data so that Junkabal could make a decision.

With this research, Junkabal has chosen to take the course forward, and has secured funding to do this. We look forward to learning more from the results of this programme in the following year.



WONDER's work in Guatemala

Our partners: **Junkabal, Zunil**

Number of women reached this year: **1,017**

Working in the country since: **2013**

A lot has happened in 10 years!

100,782

women and girls
empowered

35

local, women-led
partners

23

different countries
around the world

**This year, we celebrated our tenth anniversary.
We'd like to thank everyone for the support they've shown us over the last decade!**





Celebrating 10 Years of WONDER Volunteers

From the early days of WONDER, volunteers have been integral to our work. As we approached our 10-year anniversary, we wanted to celebrate the achievements of our volunteers and thank them for their contributions to our work empowering women and girls.

In a wonderful new relationship with Paul Hastings LLP, we were joined by many past and present volunteers at the Paul Hastings central London offices, to showcase our volunteers' significant impact over the years.

There are so many ways individuals and groups of volunteers can and have contributed to our work, including through research, writing, fundraising, content creation, administrative support and advocacy. We were delighted to have this opportunity to hear from their experiences while volunteering at WONDER, and learn how they have since used the skills they developed with us in their own careers.

Our volunteers are very important to us, and we are extremely grateful for their time and commitment.



Structure, Management and Governance

Governing document

WONDER Foundation is registered under the Companies Act 1985 as a company limited by guarantee and not having capital divided by shares.

The company was incorporated on 24 January 2012 and is a registered charity constituted as a limited company under the Memorandum and Articles of Association. The charity registration number is 1148679 and the company registration number is 7921757.

Trustee induction and training

The Trustees maintain a good working knowledge of charity and company law and best practice by attendance of charity and company courses run by external providers. New Trustees received a personalised induction into their role.

Organisation

The company is organised such that the Trustees meet every three months to manage its affairs. The Trustees are members from a variety of backgrounds with relevant professional experience. The Chair, Vice-Chair and Finance Director meet on a bi-monthly basis. The daily operations are the responsibility of the Executive Director, who reports formally to two appointed Trustees on a monthly basis and quarterly to the Board of Trustees. There are separate committees for Finance, Personnel and Fundraising. These meet as and when required.

Recruitment and appointment of trustees

The Chair is a Director appointed by the Board of Directors who may at any time revoke such appointment. The Chair has no functions or powers except those conferred by the articles or delegated to him or her by the directors. The Board of Trustees have power to appoint additional Directors/Trustees as it considers fit to do so, however, they must retire at the subsequent Annual General Meeting (AGM) and be reappointed by the members. Additionally members can propose new directors in advance of the AGM in accordance with the steps set out in the Memorandum and Articles.

At the first AGM all the directors were required to retire from office unless by the close of the meeting the members had failed to elect sufficient directors to hold a quorate meeting of the directors. The Trustees in office in the year 2021-2022 are set out on page 34 of the Annual Report. At each subsequent AGM one third of the directors or, if their number is not three or a multiple of three, the number nearest to one-third, must retire from office.

The Trustees have no beneficial interest in the company other than as members. The Trustees are also directors of the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of winding up.

Reserves policy

The Trustees consider it prudent to maintain an adequate level of unrestricted reserves and are working towards ensuring that there is a minimum level of three months expenditure in the general funds and a maximum of a year.

Risk management

The Trustees have examined the major strategic and operational risks which the Charity faces and confirm that systems are in place to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

Public benefit statement

The Trustees confirm that in accordance with Section 4 of the Charities Act 2006, they have due regard to the public benefit guidance published by the Charities Commission. They confirm that the activities of the Charity are for the benefit of the public in general.

Signed on 16th August 2022



Ami Encarnacion
Chair



Independent examiner's report to the trustees of Wonder Foundation Charitable Company ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2021 which are on pages 33-42.

Responsibilities of trustees and independent examiner

The trustees, who are also the directors of the company for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants (ACCA). Having satisfied myself that the company charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under s. 144 of the 2011 Act;
- follow the procedures laid down in the Directions given by the Charity Commission under s. 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the company charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual

items or disclosures in the accounts, and explanations sought from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with s. 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of s. 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed on 16th August 2022



Ransford Grey FCCA, MBA, B.Sc. (Hons)
The Financial Warehouse Company
Chartered Certified Accountants (ACCA)
First Floor 11- 13 Station Road Swanley BR8 8ES

Statement of Financial Activities

for the year ended 31st March 2022

	Note	Restricted	Unrestricted	Total Funds 2022	Total Funds 2021
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and Legacies (inc Gift Aid)	2	238,545	209,830	448,375	426,815
Grants	3	255,944	250,170	506,114	571,835
Total Income and Endowments		494,489	460,000	954,489	998,650
EXPENDITURE ON					
Raising Funds					
Fundraising	4	731	2,240	2,971	239
Charitable Activities	5	716,484	176,921	893,405	576,880
Total Resources Expended		717,215	179,161	896,376	577,119
Transfers between funds	6	10,527	(10,527)	-	-
Net Income/(Expenditure)		(212,199)	270,312	58,113	421,531
Reconciliation of Funds					
Total Funds brought forward		415,054	289,761	704,815	283,284
Total Funds carried forward		202,855	560,073	762,928	704,815

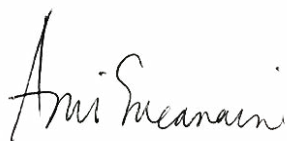


Balance Sheet

for the year ended 31st March 2022

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 16th August 2022



Ami Encarnacion



Modupe Da Silva

	Note	2022 £	2021 £
CURRENT ASSETS			
Prepayments		9,000	-
Cash at bank and in hand	7	1,012,158	706,956
		1,021,158	706,956
CURRENT LIABILITIES	8		
Other Creditors		258,230	2,140
		258,230	2,140
NET ASSETS		762,928	704,816
FUNDS			
Unrestricted Funds			
General Funds	9	560,073	289,761
Total Unrestricted Funds		560,073	289,761
Restricted Funds	9	-	-
ISSI - DR Congo		53,634	3,109
Yarani - Cote d'Ivoire		6,671	-
Junkabal - Guatemala		1,890	1,301
Lantana - Nigeria		3,640	840
FPTI - Philippines		6,296	2,193
Kamalini - India		3,357	19,107
An Nawras - Lebanon		1,030	1,030
Wavecrest - Nigeria		1,744	-
KFCSED - Kazakhstan		2,997	9,725
Project GROW - EU/Africa		6,399	66,187
#Iwill - UK		-	6,867
B F F BAYTREE CTC - UK		342	1,127
Being and Belonging - EU		4,532	28,122
Mwangaza - Kenya		5,233	272,774
Pontes - Poland		103,637	-
Tewa - Kenya		-	2,672
ADEC- Brazil		1,454	-
Total Restricted Funds		202,855	415,054
TOTAL FUNDS		762,928	704,815

Cashflows

for the year ended 31st March 2022

		2022 TOTAL FUNDS £	2021 TOTAL FUNDS £
Cashflows from Operating Activities			
Net income/(expenditure) for the reporting period (as per the statement of financial activities) financial activities)	10	58,113	421,531
Adjustments for:			
Depreciation Charges		-	-
Dividends, interest and rents from investments		-	-
Loss/(profit) on the sale of fixed assets		-	-
(Increase)/decrease in stocks		-	-
(Increase)/decrease in debtors		-	-
Increase/(decrease) in creditors		256,091	(4,300)
Change in cash and cash equivalents in period		314,204	417,231
Cash and cash equivalents at the beginning of the period	11	706,955	289,724
Cash and cash equivalents at the end of the period		1,021,159	706,955



Notes to the Accounts

1. Accounting Policies

(a) Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102) preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

(b) Company Status

The Charity is a company limited by guarantee. The members of the company are the trustees named on page 34. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

(c) Fund Accounting

- Restricted Funds are those Funds subject to specific conditions by donors.
- Unrestricted Funds are those funds available for use at the discretion of the board of trustees to achieve any charitable purpose that falls within Wonder Foundation's charitable objectives.

(d) Income and Endowments

Income is accounted for on a receipts basis, or when legal entitlement occurs, receipt is certain and the amount can be quantified with reasonable accuracy. Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost.

(e) Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Costs of generating funds include direct expenditure and overhead costs to support fundraising activities. Expenditure to support main objects of the charity are shown separately in Charitable Activities.

(f) Taxation

Wonder Foundation has charitable status and therefore is not liable to pay taxation fees. All UK VAT is applied to the relevant line of expenditure and is not recovered.

(g) Volunteers and Staff

Work in the office is undertaken by 7 members of staff, 1.5 consultants and several volunteers who give their time free of cost. The financial implication of these voluntary contributions are not reflected in the financial statements.

(h) Foreign Currencies

General policy on foreign currency is to use the actual exchange rates as per the conversion reflected on the bank account or cash transaction. The policy is then adapted where necessary to meet the specific requirements of the funders.

(i) Reserves

Our reserves are £560,073 (2021- £289,761) which represent 7 months (2021- 6 months) of our annual expenditure including commitment to our beneficiaries. We would like to build reserves up to 12 months. The trustees will review the reserves policy every year to ensure it is fair and appropriate to our work, commitments to beneficiaries and legal obligations.

2. Donations & Legacies

	Restricted	Unrestricted	Total Funds 2022	Total Funds 2021
	£	£	£	£
Donations - Individuals	113,539	141,309	254,849	227,346
Donations - Corporate	125,005	55,445	180,451	176,852
Interest	-	26	26	6
Gift Aid Recovered	-	13,050	13,050	22,611
Total	238,545	209,830	448,376	426,815

4. Raising Funds

	Restricted	Unrestricted	Total Funds	2021
	£	£	£	£
Fundraising Expenses	731	2,240	2,971	239
Total	731	2,240	2,971	239

3. Income from Charitable Activities - Grants

	Restricted	Unrestricted	Total Funds	2021
	£	£	£	£
#Iwill - UK	-	-	-	10,000
B F F BAYTREE CTC - UK	1,000	-	1,000	4,118
Beeing and belonging - EU	-	-	-	28,122
Nuerses - Congo	58,230	-	58,230	24,510
Kamalini - India	-	-	-	15,915
Tewa - Kenya	-	-	-	9,000
Fatima - EU	-	-	-	94,775
Mwangaza - Kenya	-	-	-	272,774
Wavecrest College - Nigeria	11,000	-	11,000	12,195
Project Red:Glow - EU	-	-	-	88,771
Wonder Foundation - UK	-	230,170	230,170	10,655
Object - EU	-	-	-	1,000
ADEC- Brazil	5,000	-	5,000	-
Adefor_kimbondo- DR Congo	10,000	-	10,000	-
ZUNIL- Guatemala	10,000	-	10,000	-
Liziba- Congo	10,000	-	10,000	-
Mairin - Honduras	2,056	-	2,056	-
Yarani - Ivory Coast	25,256	-	25,256	-
Junkabal - Guatemala	44,550	-	44,550	-
Pontes - Poland	10,000	-	10,000	-
NAWA - Nigeria	10,000	-	10,000	-
Pearlcrest - Uganda	5,000	-	5,000	-
FPTI - Philippines	32,806	-	32,806	-
Sisters of the Holy Cross- UK	-	20,000	20,000	-
Turing Foundation	21,046	-	21,046	-
Total	255,944	250,170	506,114	571,835

5. Charitable Activities

Instigating Social Change

	Restricted	Unrestricted	Total Funds (£)	2021
	£	£	£	£
Rental hire	-	-	-	-
Charitable Expenses	89,063	-	89,063	185,990
Volunteer Expenses	-	-	-	589
Office Costs	-	-	-	560
Salaries	39,565	-	39,565	73,835
Dues & Subscriptions	-	-	-	405
IT Costs	-	-	-	4,065
Legal & professional	-	-	-	1,200
Total	128,628	-	128,628	266,644

Advocacy and Education in the UK

	Restricted	Unrestricted	Total Funds (£)	2021
	£	£	£	£
Charitable Expenses	56,503	-	56,503	38,991
Fundraising Expenses	-	-	-	-
Office costs	127	-	127	162
Salaries	3,469	20,000	23,469	9,561
Bank charges	9	-	9	-
IT Costs	1,812	-	1,812	-
Total	61,920	20,000	81,920	48,714

Overseas Projects for training of women

	Restricted	Unrestricted	Total Funds	2021
	£	£	£	£
ADEC- Brazil	3,546	-	3,546	-
ADEFOR – DRC Congo	10,000	-	10,000	-
ZUNIL- Guatemala	10,000	-	10,000	-
CARE -Sweden	-	-	-	-
Nurses - Congo	13,327	-	13,327	42,584
Liziba- Congo	10,000	-	10,000	-
Mairin - Honduras	10,000	-	10,000	800
Yarani - Ivory Coast	19,853	-	19,853	10,285
Junkabal - Guatemala	51,372	-	51,372	6,936
Kamalini - India	15,750	-	15,750	9,745
KFCSED - Kazakhstan	6,728	-	6,728	14,284
Tewa - Kenya	2,672	-	2,672	9,000
Lantana - Nigeria	-	-	-	2,435
Mwangaza - Kenya	267,542	-	267,542	-
NAWA - Nigeria	10,000	-	10,000	-
Wavecrest College - Nigeria	10,000	-	10,000	28,621
Pearlcrest - Uganda	5,000	-	5,000	-
FPTI - Philippines	49,100	-	49,100	36,625
PIRINEOS - Venezuela	10,000	-	10,000	-
Turing Foundation	21,046	-	21,046	-
Project Tormenta Coban - Guatemala	-	-	-	2,251
Total	525,936	-	525,936	163,566

Sharing Good Practice

	Restricted	Unrestricted	Total Funds	2021
	£	£	£	£
Rent & Service Charge	-	9,000	9,000	-
Premises Costs - Repairs, Renewals and Safety	-	-	-	130
Charitable Expenses	-	8,604	8,604	2,490
Volunteer Expenses	-	-	-	1,173
Bank Charges	-	560	560	192
Office Costs	-	1,395	1,395	394
Salaries	-	81,560	81,560	90,253
Legal & Professional	-	2,400	2,400	804
Subscriptions	-	110	110	674
IT Costs	-	5,627	5,627	1,872
Exchange Gain/Loss	-	3,656	3,656	(26)
Pension	-	5,835	5,835	-
PAYE & NI	-	38,174	38,174	-
Total	-	156,921	156,921	97,956
TOTAL CHARITABLE ACTIVITIES' EXPENDITURE	717,216	179,161	896,375	576,880

6. Transfer between funds

	2022	2021
	£	£
WONDER (UR)	10,527	261
Nigeria Wavecrest	-	(114)
Ivory Coast	-	(147)
Fatima EU	(9,871)	-
Object - EU	(656)	-
Total	-	-

7. Cash at Bank and In Hand

	2022	2021
	£	£
Bank	1,011,845	706,643
Bank Float	313	313
Total	1,012,158	706,956
Prepayments	9,000	-

8. Creditors

	2022	2021
	£	£
Social Security Costs (PAYE & NI)	-	-
Independent Examiner Fee	2,000	2,140
Rental hire	-	-
Deferred income	256,230	-
Total	258,230	2,140

9. Movement of Restricted Funds

	Balance at 1 April 2021	Movements in Incoming Resources	Expended	Transfers from Unrestricted Funds	Balance at 31 March 2022
	£	£	£	£	£
ISSI - DR Congo	3,109	63,852	13,327	-	53,634
Yarani - Ivory Coast	-	26,524	19,853	-	6,671
Junkabal - Guatemala	1,301	51,961	51,372	-	1,890
Lantana - Nigeria	840	2,800	-	-	3,640
FPTI - Philippines	2,193	53,203	49,100	-	6,296
Kamalini - India	19,107	-	15,750	-	3,357
Fatima - EU	-	-	9,871	9,871	-
An Nawras - Lebanon	1,030.00	-	-	-	1,030
Wavecrest - Nigeria	-	11,744	10,000	-	1,744
KFCSED - Kazakhstan	9,725	-	6,728	-	2,997
Object - EU	-	-	656	656	-
Project GROW - EU/Africa	66,187	14,911	74,699	-	6,399
#Iwill - UK	6,867	-	6,867	-	-
B F F BAYTREE CTC - UK	1,127	1,000	1,785	-	342
Baytree Centre PIMCO - UK	-	54,000	54,000	-	-
Being and Belonging - EU	28,122	-	23,590	-	4,532
Mwangaza - Kenya	272,774	-	267,542	-	5,232
Pontes - Poland	-	118,446	14,810	-	103,637
Tewa - Kenya	2,672	-	2,672	-	-
ADEC- Brazil	-	5,000	3,546	-	1,454
ADEFOR – DRC Congo	-	10,000	10,000	-	-
ZUNIL- Guatemala	-	10,000	10,000	-	-
CARE- Sweden	-	5,003	5,003	-	-
Liziba- Congo	-	10,000	10,000	-	-
Mairin - Honduras	-	10,000	10,000	-	-
NAWA - Nigeria	-	10,000	10,000	-	-
Pearlcrest - Uganda	-	5,000	5,000	-	-
PIRINEOS - Venezuela	-	10,000	10,000	-	-
Turing Foundation	-	21,046	21,046	-	-
Total	415,054	494,490	717,216	10,527	202,855
WONDER (UR - general funds)	289,761	460,000	179,161	(10,527)	560,073
Total Funds	704,815	954,490	896,376	-	762,928

10. Cashflows

	2022 Total Funds	2021 Total Funds
	£	£
Net movement in funds for the reporting period	58,113	421,531
Adjustments for:		
Depreciation Charges	-	-
Dividends, interest and rents from investments	-	-
Loss/(profit) on the sale of fixed assets	-	-
(Increase)/decrease in stocks	-	-
(Increase)/decrease in debtors	-	-
Increase/(decrease) in creditors	256,091	(4,300)
Change in cash and cash equivalents in period	314,204	417,231
Cash and cash equivalents at the end of the period	706,955	289,724
	1,021,159	706,955

11. Analysis of Cash and Cash Equivalents

	2022 Total Funds	2021 Total Funds
	£	£
Cash in hand	1,012,158	706,956
Notice deposits	-	-
Overdraft facility	-	-
Total cash and cash equivalents	1,012,158	706,956

Legal and Admin Details

Our trustees

WONDER is proud to have a diverse board of excellent professionals to lead our work.

Ami Encarnacion (Chair)

Alejandra Fabrega (Vice-Chair)

Modupe Da-Silva (Treasurer)

Raphaella Gabrasadig

Uzoma Igboaka

Ekene Ngwuocha

Kirtana Raj

Our team

WONDER has a team of passionate paid staff and project consultants who work to deliver our vision. Those who have worked with us this year are:

Staff and Consultants:

Olive Ahmed

Nicole Bayes-Fleming

Taitum Caggiano

Gabriele Canavan

Chloe Clarke

Francesca Colombo

Izzy Cumming-Bruce

Olivia Darby (Company Secretary)

Paola Delmonaco

Carmen Gonzalez (CEO)

Blanca Gutierrez

Julia Jockelson

Federica Saez

Camille Thiot-Lafond

Brigitta Van Bilderbeek

Jackie Wambua

Our Advisors

WONDER staff consult our expert advisors to provide knowledge and skills and inform our work.

Manuela Balliet (Health, Cote d'Ivoire)

Elizabeth Beh (HR)

Maria Calderon (Guatemala and Central America)

Lorena Ghigo (HR)

Dr Lucy Nyaguthii Gikonyo

(Kenya, Tourism and Hospitality)

Botagoz Hopkinson (Kazakhstan)

Julie Hudtohan (HR and

Philippines)

Dr Olive Nsababera (Research,

Migrants and Refugees)

Dr Belinda Nwosu (West Africa,

Hospitality, Employability Skills)

Dr Brenda Osieyo (Public Health)

Marion Osieyo (Sustainability)

Our Volunteers

Emily Allen

Pankhuri Anand

Raja Assembek

Lea Barry

Bianca Belli

Greta Sanna

Clara Castello

Jeanne Carric

Amanda Carthy

Kenenna Chukwuma

Soyan Daniel

Jinelle Dlima

Kayla Dumbuya

Kamina Dumbuya

Lucy Forster

Phoebe Fisher

Ashley Groves

Sophie Harris

Fflur Jones

Dowon Kim

Carys Larwood

Poorvika Mehra

Maria Montes

Alice Norga

Chinelo Obi

Freya Partington

Anyia Patel

Imogen Perry

Alysha Rajabali

Will Sampson

Isabel Sanchez

Charlot Schneider

Gloria Tergat

Freya Thompson

Audrey Tipson

Valentina Uccioli

Our Partners

Africa Partners

Association pour le Développement et le

formation (DRC)

AFEDI Association Africaine pour l'Education et

l'Instruction asbl (DRC)

Association pour le Développement Intégral de

la Personne (Cameroon)

Association pour le Développement Social et

Culturel (Côte D'Ivoire)

Association pour la Promotion de la Femme

(Cameroon)

Centre Congolais de Culture de Formation et

de Développement (DRC)

Education et Développement (Cote d'Ivoire)

Kianda Foundation (Kenya)

Komati Foundation (South Africa)

Kyoga Foundation (Uganda)

Nigerian Association for Women's

Advancement (Nigeria)

Nurisha Trust (Kenya)

Women's Board - Educational Cooperation

Society (Nigeria)

Americas Partners

Associação de Desenvolvimento Educativo e Cultural (Brazil)

La Asociación Hondureña para la Promoción

Educativa (Honduras)

Asociación Servicios Universitarios y de

Extensión Educativa (Guatemala)

Fundación Junkabál (Guatemala)

Centro Cultural Pirineos (Venezuela)

Asia Partners

Foundation for Professional Training, Inc.

(Philippines)

Kazakhstan Foundation for Cultural, Social and

Educational Development (Kazakhstan)

Protsahan Trust (India)

Prodes (Lebanon)

Education and Development Initiatives (India)

Europe Partners

Changing Aspirations into Realities by

Education (Sweden)

Fondazione ELIS (Italy)

Fundacija Sursum (Slovenia)

Fundacion Canfranc (Spain)

Fundacion Senara (Spain)

Kopienas Attīstības Centrs (Latvia)

Stowarzyszenia Pontes (Poland)

Porta Nevia - Fondazione Rui (Italy)

The Baytree Centre (UK)

Our Funders*

EU – Erasmus +

The National Lottery Fund: Awards for All

James Tudor Foundation

Turing Foundation

* This is an abbreviated list, to respect the privacy of those who have asked to remain anonymous.

Our Corporate Partners

CUMO London

David & Charles Publishing

Electroneum

Executive Insight Group

Five Bees Ltd

French Connection

Guinea Pig Fieldwork Ltd

Made.com

My Language Connection

Oneractive

PIMCO

QueenMee

Romulo restaurant

Sunday in Brooklyn

Thought Clothing

Registered Office

The Baytree Centre, 300 Brixton Road, London, SW9 6AE

Independent Examiner

Ransford Grey, The Financial Warehouse Company Ltd. (FWCO), Chartered Certified Accountants, 11-13 Station Road, Swanley, BR8 8ES

Bankers

HSBC Bank PLC, Lion House, 25 Islington High Street, London, N1 9LI

Company Registration Number: 7921757

Charity Registration Number: 1148679

Report Designed By

Sakshee Singh



Since WONDER was established as a charity in 2012, we have worked with 35 partners in 23 countries to empower 100,782 women and girls through quality education and training.

Get in touch

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SW9 6AE

Visit us online

www.wonderfoundation.org.uk
Twitter: @wonderfdn
Instagram: @wonderfoundation
LinkedIn: WONDER Foundation



WONDER FOUNDATION

England & Wales - Charity number 1148679

Accounts

WONDER Foundation Annual Report

1 April 2020 to 31 March 2021



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Dear Friends

The chaos and unpredictability of the last year has deepened our partnerships with the amazing woman-led organisations we work with across the world. Working together to prepare and respond to the pandemic, especially at a time when their staff, teachers and students were becoming more confident using online technology has shortened the distance between us. This has deepened our ongoing dialogue with partners, and made WONDER more aware, and more responsive, to their emerging needs.

We have been impressed by the efforts our partners have made to continue serving their communities during the pandemic. They have moved classes online overcoming barriers such as lack of digital data and devices. When lockdowns have closed schools or imposed curfews, our partners have addressed students' immediate needs. They have adapted their curriculums to respond to changes in industry and prepare women and girls for the post-COVID world.

The WONDER team's own resilience and creativity has come into its own in the last year. Izzy started working with us just as the pandemic hit, helping us to have our most successful fundraising year to date. Dominyka moved home to Lithuania, and our former colleague, Francesca, stepped into her role. Three trustees left after long service- Julie Hudtohan, now our Philippines advisor, and Jojean Porte, and Carmen Gonzalez who is now our CEO. Kirtana Raj joined the board, bringing new eyes to our strategic vision. Our ability to respond quickly and effectively to our partners has been possible thanks to our volunteers' diligence and perseverance, working remotely from several countries.

We were successful in securing funds for our largest project to date, Mwangaza, which will train 800 women and girls in Kenya. We successfully completed the EU-funded Red:GLOW project, which built support for marginalised young women through youth work in Europe. We are harnessing that learning to capacity build four youth organisations in the African continent through an EU-funded Project GROW. These experiences have led us to deepen work to create locally-effective, safeguarding protocols. We have been able to build on the success of FATIMA through our continued work with partners Baytree and Na Reja (Poland) and the start of the MIRIAM project.

All of the lessons of the last year have highlighted the importance of mentoring and the impact it has to steer our students through challenging times. We are delighted

to have formalised our partnership with EMPATH, a US mentoring model based on Harvard research, to reinforce our partners' mentoring practice.

As Chair, I am delighted to present this report to you. The year ahead looks no less uncertain, but we are confident that the foundations laid in the last year will help our partners help many more women and girls thrive and look at the future with confidence.

Yours,



Ami Encarnacion
Chair

About WONDER

OUR MISSION

WONDER Foundation is a charity organisation empowering women, girls and their communities through access to quality education, so that they can exit poverty for good.

OUR VISION

A future where women and girls are empowered to make informed life choices and lead the way in their own personal development. A future where quality education and rewarding work is the key to ending poverty. Where education is recognised as a long term investment and solution. A future where every person is valued and their dignity are respected. Where personal growth is as a recognised process that takes time and can be supported through mentoring. A future where development celebrates local knowledge and aims to learn from communities. A future where stable families are regarded as a basic support system, and their positive economic and social impact is recognised.





OUR PILLARS

WONDER's approach is based on six key pillars that guide our work with our partners. Offering women and girls access to quality education and sustainable work looks different in each of our projects, so we work with partners who share our approach, and who incorporate the following elements:

- **Quality education:** We support local projects that educate girls in traditional school settings, as well as vocational training programmes that equip women with the knowledge and skills that good local employers are looking for. This allows young women to find quality and better-paid employment.
- **Mentoring:** We recognise that providing access to resources is not enough. When quality education is paired with mentoring, we give women and girls the tools and resilience to adapt their skills to every new situation they face, to be leaders in their own lives, and to be role models for others in their families and communities.
- **Sustainable employment:** If education is to lead to sustained change, it must link into good opportunities. To this end, our partners work to ensure training leads into fair employment or business development with opportunities for future growth. Our partners work with industry to raise employment standards and ensure that training meets employers' skills gaps.
- **Family engagement:** Families are our immediate support system. It is therefore critical to consider their role in women and girls' learning, opportunities, and aspirations. We work with our partners to encourage family engagement in education, wherever possible. Additionally, we encourage the women and girls we work with to invest their learning back into their families.
- **Empowering spaces:** We recognise that we all learn best when we feel safe, welcome and valued. We also know that poor infrastructure and unsafe environments act as direct barriers to girl's education. Our partners deliver projects, where possible, in places that make women and girls feel comfortable and safe so that they can focus on their education and self-development.
- **Investing in local women-led partners:** We work with carefully chosen local, woman-led partners who share our mission of empowering women and girls through education. We rely on their expertise to respond to local needs and deliver community centred and sustainable education projects.

Our Impact in 2020 - 2021

20,097

women, girls and their communities reached, which is 78% more than last year.

1,683

women and girls completed accredited training and despite COVID-19, 50% still increased their family income.

6,010

women and girls supported through quality education and training online.

14,087

women, girls and their families helped after being heavily affected by COVID-19.





The Impact of COVID - 19

COVID-19 has affected each of our partners' work as well as our own. Since the first lockdown, our team has been predominantly working from home, and we have adapted our work practices to ensure that our team communication is still strong. An unforeseen advantage of COVID-19 has been our partners' increased or new confidence with working remotely, and how this has improved and deepened our work together.

Our own costs have not materially changed, and our finances have not been negatively affected. On the other hand, our partners have seen increased financial pressures – students have depleted what they had saved towards their living and learning costs, our partners have strived to keep paying staff salaries whilst their own incomes have fallen. There have also been additional costs for them in meeting the standards set locally for re-opening, for example sanitization stations. When our own, or joint, projects have been affected by COVID-19, we have worked with our funders or adapted delivery.

- Our EU Erasmus + funded projects, OBJECT and Being and Belonging, were both affected by COVID. Extensions were requested and granted for both, so that in-person delivery could take place as planned in the project design.
- Our EU Erasmus + funded project, Red:GLOW, was amended. As our second international youth conference couldn't take place new, local, online activities were proposed to the funder, and these changes were approved and delivered.
- Our EU Erasmus+ funded project, Project GROW, was suspended for 6 months as international meetings of partners were not possible. The project resumed in August 2021.

Whilst we were concerned that the pandemic's economic impact would decrease donations from individual donors and funders, many of whom adjusted their strategies to extend funding for projects already supported pre-pandemic, our fundraising in the last year has been strong. We have worked to diversify our income over the last few years, and have collaborated more closely than ever with the partners to co-produce programmes that met their needs and funders' criteria.

We have engaged as many skilled volunteers to help us as ever. With remote working allowing us to recruit volunteers from our partners' countries as well as across the UK. We have worked hard to keep them motivated and to encourage their own learning goals at a time when many felt isolated and discouraged. Each cohort has given us feedback to improve our remote volunteering practice.

WONDER's financial year started at the time the UK COVID-19 cases were rising rapidly, culminating at a UK lockdown on 23 March 2020. Management and team had to adjust swiftly to working from home, The

Senior Management team (SMT) at WONDER was able to meet with staff remotely to motivate and monitor their performance. As the UK was in a national lockdown, the SMT was also quick to take the decision to give up the office space and made some key savings on rent. Furthermore, at the start of the COVID-19 crisis, the sad decision was taken to furlough the fundraising team as it was not possible to organise any fundraising events. Despite this, WONDER's income has increased slightly. However, the SMT is aware that fundraising takes time and will recruit a new team as the pandemic eases.

WONDER was very fortunate to have increased its reserve over the last 12 months, with most of our supporter's donations remaining unchanged. Throughout the pandemic, WONDER was able to meet all its obligations without financial stress, therefore, the Trustees have a reasonable expectation that WONDER has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

As part of WONDER's risk mitigation strategy, trustees are now playing an active part in the organisation and risk is being discussed at SMT meetings.



Where We Worked

In 2020 - 2021

*In 2020/2021, WONDER worked with **27** partners in **18** countries to bring quality education and training to **6,010** women and girls and COVID-19 support to **14,087** women and their families.*



Africa

Africa: 2,103 women supported of which 426 completed accredited training, 6,335 women and their families received COVID-19 support, 10 partners, 6 countries, 13 projects

Cote d'Ivoire: 228 women supported, of whom 41 completed accredited training, 2 partners, 2 delivery partners 1 project.

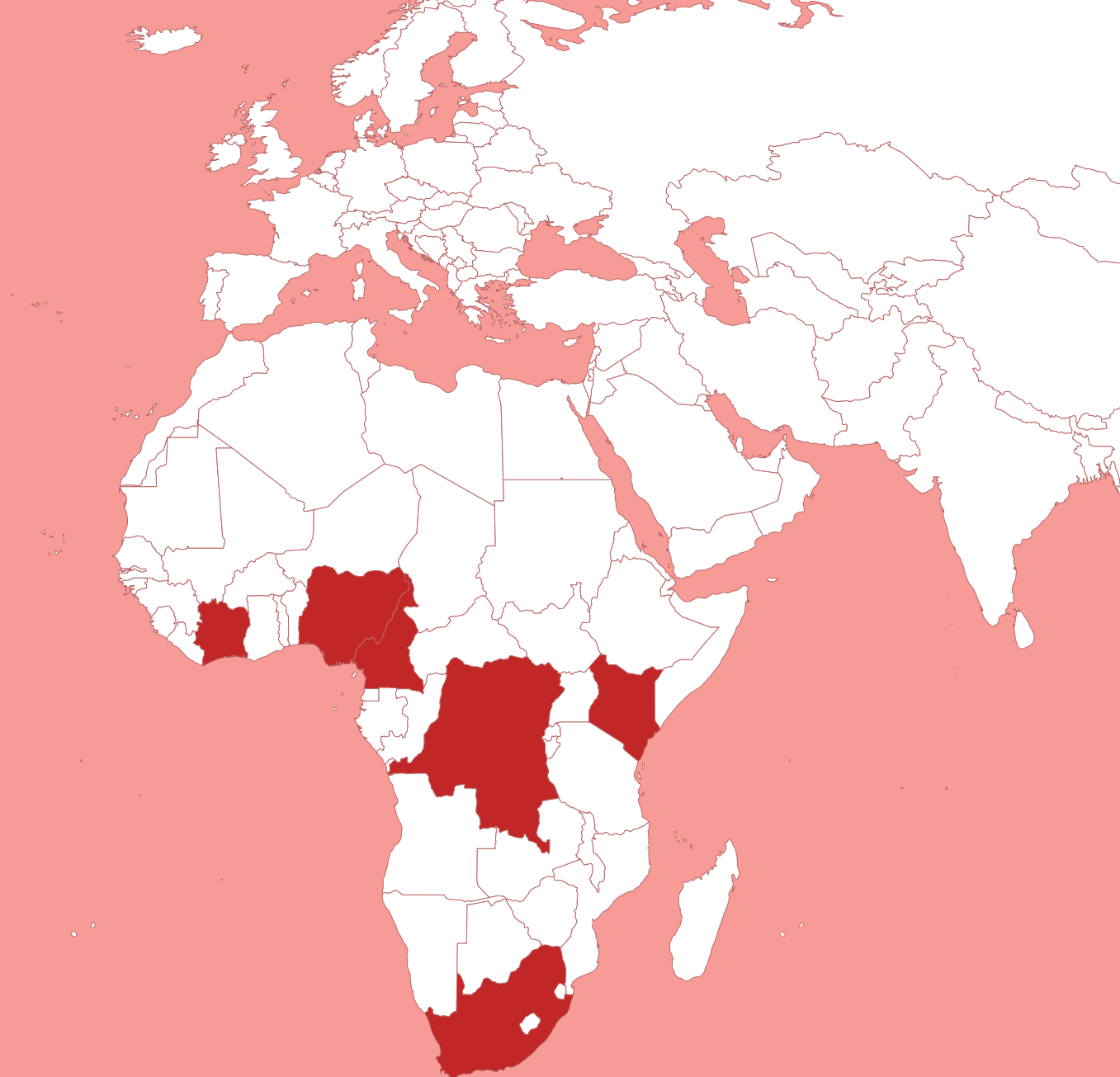
DR Congo: 150 women supported, of whom 35 completed accredited training, 600 women and their families received COVID-19 support, 1 partner, 1 delivery partner, 4 projects.

Nigeria: 889 women supported, of whom 127 completed accredited training, 1,855 women and their families received COVID-19 support, 2 partners, 10 delivery partners, 4 projects

Kenya: 391 women supported of whom 105 completed accredited training, 3,880 women and their families received COVID-19 support, 2 partners, 4 delivery partners, 3 projects

Cameroon: 142 women supported, 2 partner, 2 delivery partners

South Africa: 303 women supported, of whom 118 completed accredited training, 1 partner, 1 delivery partner, 1 project



Asia

Asia: 759 women supported, of which 348 completed accredited training, 7,642 women and their families received COVID-19 support, 4 partners, 3 countries, 8 projects.

India: 104 women supported, of whom 25 completed accredited training, 6,720 women and their families received COVID-19 support, 2 partners, 2 delivery partners, 2 projects

Kazakhstan: 175 women, of whom 163 completed accredited training, 1 partner, 1 delivery partner, 2 projects

Philippines: 480 women supported, of whom 160 completed accredited training, 922 women and their families received COVID-19 support, 1 partner, 3 delivery partners, 4 projects

Europe

Europe: 2,373 women supported, of whom 759 completed accredited training, 10 partners, 6 countries, 18 projects

Poland: 250 women supported, of whom 6 completed accredited training, 3 partners, 3 project

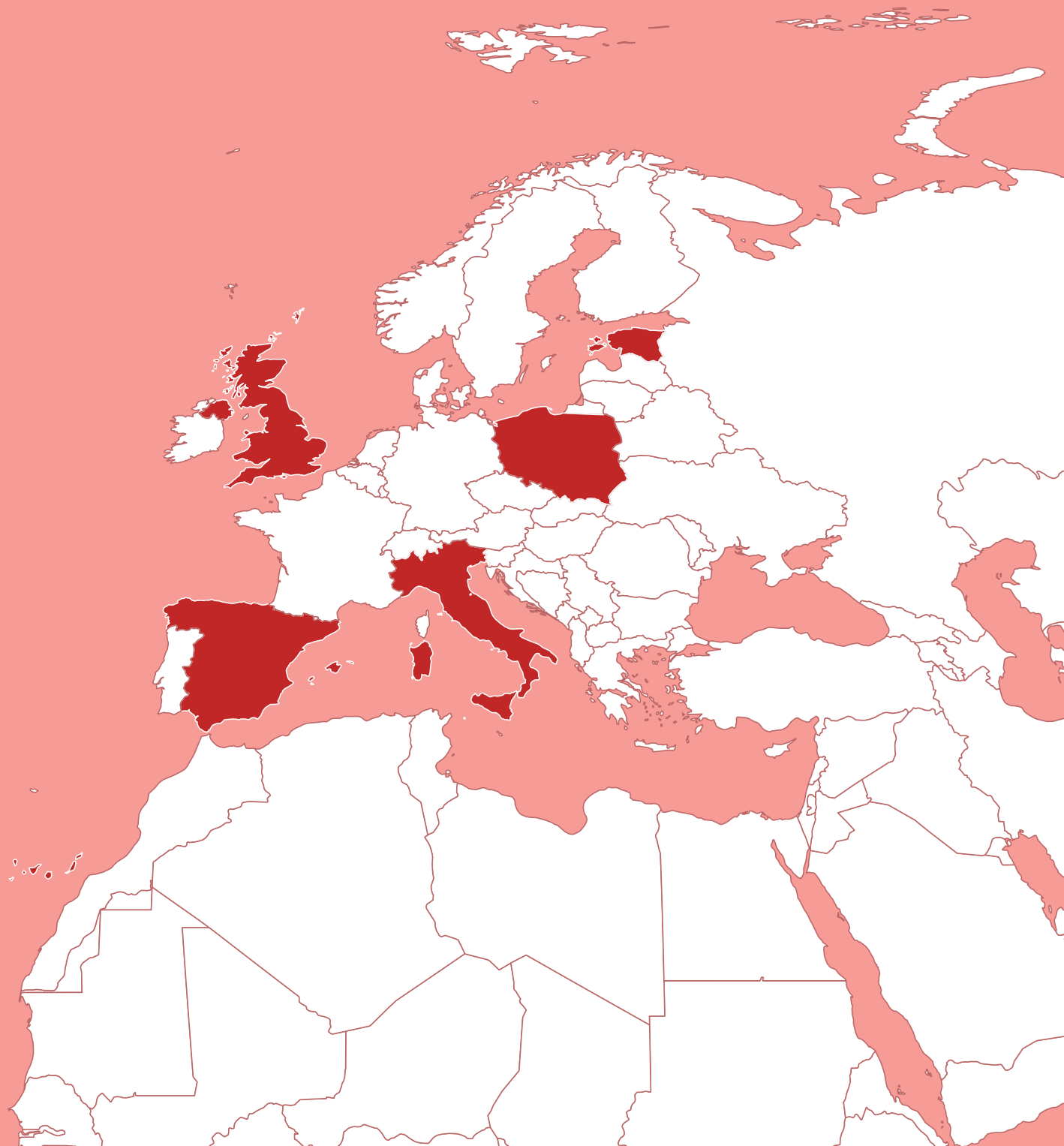
Italy: 389 women supported, 2 partners, 3 projects

Spain: 544 women supported, of whom 156 completed accredited training, 1 partner, 3 projects

UK: 700 women supported, of whom 110 benefitted from a special COVID emergency fund for families, 590 completed accredited training, 1 partner, 4 projects

Slovenia: 83 women supported, of whom 7 completed accredited training, 2 partners, 2 delivery partners, 3 projects

Latvia: 407 women supported, 1 partner, 1 delivery partner 2 projects





Where we worked 2020 – 2021

Americas

South/Central America: 775 women supported, of whom 150 completed accredited training, 3 partners, 3 countries, 4 projects

Guatemala: 625 women supported, of whom 150 completed accredited training, 1 partner, 2 projects

Honduras: 50 women supported, 1 partner, 1 delivery partner, 1 project

Brazil: 100 women supported, 1 partner, 1 project

Strategic Objective 1:

Empowering Women and Girls

“We empower women and girls by working with our local partners across the globe to provide access to quality education, and gives them the skills, resources, and support to exit poverty.”



PARTNER HIGHLIGHT: KUMBEL, KAZAKHSTAN

With WONDER's support, our partner Kumbel began work in 2020 upskilling local State Vocational School teachers and schoolgirls. Self-confidence and self-esteem are low amongst Kazakhstan's schoolgirls, leading to a high suicide rate. Further, teaching methods and curricula are outdated, failing to prepare students for the world of work. Kumbel designed programmes to address these issues.

COVID-19 meant that teachers couldn't attend their training programme in-person. Furthermore, many were struggling to deliver classes to their students online. The programme adapted to their needs, not only moving teacher training online so that teachers from across Kazakhstan could enrol for the first time, but also helping teachers to adapt to remote teaching. Teachers shared their insights and experiences, helping each other to adapt to pandemic teaching, which enabled them to better support their students. Each teacher enrolled also shared what they learned with colleagues, multiplying the impact of the training.

Kumbel has also engaged 23 young women in this programme. Through social and emotional learning and mentoring, the project supported the students' mental health, as well as their motivation to continue their education in these challenging times.





PARTNER HIGHLIGHT: THE BAYTREE CENTRE, UNITED KINGDOM

Our work with the Baytree Centre has continued in the last year, building on our successful collaboration in the EU-funded FATIMA project which ended in 2019. With funding from PIMCO, we have worked with Baytree to provide integration help to 108 vulnerable migrant women. This work will continue until December 2021. As Baytree persevered in offering personal support to students during the pandemic, we assisted them by offering small grants to meet essential needs. These grants helped 49 students and their families at a time where many had lost their jobs due to COVID-19 and had increased bills due to the need to educate children from home.

In addition, we helped Baytree to multiply the support they offer through their amazing community of volunteers. Through our work, Terra Firma donated £90,000 to fund volunteering at Baytree. They have seen the numbers of volunteers rise as they moved help for women and girls online during the pandemic.



PARTNER HIGHLIGHT: KAMALINI, INDIA

Our partner Kamalini empowers women in Delhi and Haryana through education and mentoring. Despite lockdowns and school closures for much of 2021, Kamalini still trained 76 women. These students undertook various courses. These included computer applications, garment construction and design, professional housekeeping, financial literacy and digital literacy. Throughout this period, 28 students also received mentoring. Despite the challenges of COVID-19, 23 women at Kamalini received externally examined accreditations.

Graduates were able to use their skills during the COVID-19 pandemic. One started a YouTube channel to share her knowledge and promote her services. A tailoring graduate shared her skills with her neighbours.

Acknowledging the work of Kamalini, the local government engaged them to provide emergency help to 220 families affected by COVID-19. They also delivered awareness-raising and screening for 6,500 households in local villages in Haryana.



PARTNER HIGHLIGHT: THE FOUNDATION FOR PROFESSIONAL TRAINING INCORPORATED (FPTI) SCHOOLS, PHILIPPINES

FPTI has a glowing track record of training young women to enter the country's growing hospitality and tourism industry. The work experience students gain in industry during their studies has made them very employable.

COVID-19 affected both the industry and the ability for students to do their work experience. But, the FPTI team worked hard to identify new training and graduate opportunities in businesses that were thriving during COVID-19. As a result, employment rates of FPTI graduates have fallen only slightly compared to the industry as a whole. The strong alumni network has also seen graduates sharing job opportunities in their networks. Some graduates used their skills to start home delivery businesses during the pandemic, using Facebook to advertise their products.

In the last year, FPTI has provided essential financial aid to 556 students and their families. It has also upskilled 9 teachers in online learning techniques. With WONDER's help, FPTI also loaned 359 tablets to students so they could learn from home. In the last year, WONDER has also contributed to the new Punlaan school building and provided support to five students affected by the 2020 Super typhoon Rolly.



TESTIMONY: JUNKABAL, GUATEMALA

Due to ongoing dialogue with Junkabal during the pandemic, we identified that many parents were not enrolling their youngest children in Junkabal, at a time when the state-funded schools were not offering any education whilst schools were closed. We offered funding to Junkabal to top up the fees of those students whose families were struggling most, these families coming from one of the poorest areas of Guatemala City. Maria, Project Office Manager for Junkabal, said:

“WONDER has helped us have more impact this year by helping us support our most vulnerable students to continue in our school. Without WONDER’s support, we feel like many families would have taken their kids out of school out of desperation and financial need. Thanks to WONDERs funding we have not had a significant decrease in enrolment, we have been able to benefit 505 students with the

TESTIMONY: WAVECREST COLLEGE, NIGERIA

Adedayo is studying at Wavecrest College of Hospitality, in Nigeria, and dreams of having her own restaurant one day. The skills she is learning, she explained, “will help my dreams become a reality”. From an early age, Adedayo knew she wanted to continue her education for as long as she could. “I started working as a house help after my secondary school to raise some money to move forward with education all by myself as my parents did not have the financial capacity to help me move on with my education”, she told WONDER.

Continuing her education during the pandemic has been a struggle for Adedayo. She finds learning online difficult: “I am not able to follow the online classes regularly because sometimes I may not have money to buy data on my phone, sometimes there is no electricity to power and charge my phone”. She added that “not going to school physically has made me want to give up my education”. But, thanks to the encouragement of her mentor she is continuing her studies despite the challenges she is facing.

Adedayo and other young women in financial hardship are receiving scholarships. “I will make my supporters proud by doing my possible best in my education.” With WONDER’s help, Wavecrest provided Adedayo and other young women in her situation with a scholarship to continue their education, despite COVID-19.



Strategic Objective 2:

Instigating Social Change

We help instigate social change through engagement with the women in our local projects, experts, policymakers, donors and contributors.



COMMUNITY PROJECT HIGHLIGHT: STUDENTS EMPOWERING THEIR COMMUNITIES

Lantana College, our local partner in Nigeria, is committed to helping their students share their learning with others. On completing the first year of their vocational training programme, students prepare and deliver Community Service Projects in their own communities.

They were still able to do this, despite the pandemic. With support from their teachers and mentors, these projects have enabled students to consolidate their skills and develop their sense of citizenship. Further, they clearly demonstrate the benefit of young women's leadership and training to the wider community.

This year the projects included sharing cooking techniques and recipes with women, who could then prepare this food for sale to help their families at a time when Nigeria's unemployment, already high, has risen.





COMMUNITY EVENT HIGHLIGHT: THE FUTURE OF WORK FOR WOMEN WEBINAR SERIES

In 2020 WONDER started our #FutureofWork webinar series. Due to our new technological skills thanks to the pandemic, we realised that we could bring our partners' voices, experiences and expertise directly to our supporters and others interested in our work. So far, we have highlighted:

- The challenges facing young women in Kenya's Coast, where our project Tewa is located. During COVID-19, the area was greatly affected because of its dependence on tourism. Our panel also discussed how we can create opportunities for students and alumni to thrive and hope for the future.
- The impact of digital access on women and girls and the challenges they have faced to stay connected during the pandemic. Our panel gave us their unique perspective on the barriers women and girls in our projects have faced to continue learning remotely in the last year.
- The role of vocational education in empowering women and girls in Sub-Saharan Africa, and how this has changed in light of the COVID-19 pandemic. As hospitality is a key industry that many of our projects train young women to enter, understanding its benefits and shortcomings has been a key consideration for us in the last year.

See our previous reports building on what we have learnt from these discussions here: www.wonderfoundation.org.uk/our-work/research-and-publications

INSIGHT REPORT: THE FUTURE OF WORK FOR YOUNG WOMEN IN KILIFI

The pandemic has magnified the gender inequalities that affect girls' education. Students at Tewa Training Centre, WONDER's partner school, haven't had access to the tools they need to continue their education. Classrooms closed and increased responsibilities at home make returning to education a challenge.

As sources of income dried up when the pandemic hit, some of Tewa's students and alumni set up their own businesses. It became clear that the skills and knowledge, combined with ongoing support from mentors in some cases, meant that Tewa students, past and present, were better equipped than their peers in adapting to the emerging challenges.

This report explores the situation of women in Kilifi on Kenya's coast. Additionally, it explores the local social, cultural and economic barriers to women's success and that of their families. It provides a compelling case for why equipping women with a diverse skillset in business management and self-employment, alongside hospitality and tourism training, will equip vulnerable young women with the tools they need to be self-sustaining in a fragile marketplace post-COVID.

[Download and read the full report here.](#)



CORPORATE PARTNER HIGHLIGHT: EMPOWERING YOUNG WOMEN IN POLAND WITH SODEXO

Sodexo chose us as one of their volunteering partners in 2021. Through WONDER, Na Reja our partner in Poland engaged volunteers from Sodexo to teach English online to school girls and school leavers, helping to boost their confidence and improve their ability to get a good job – Na Reja built on the experience of WONDER’s partner, Baytree, to develop effective support for young people using Zoom.

Na Reja noted the improvement to migrant young women’s self-assurance at a time when many of the migrant girls had been isolated and separated from their parents abroad for long periods, due to COVID-19 and other challenges. Na Reja organized ten workshops with local experts, bringing together Polish and migrant young women. The project will continue in the next academic year.

One of the participants, Eva, tells us how the project has helped her:

“The girls and I heard for ourselves a lot of useful information, namely: how to develop, how and where to apply for admission to universities, how to draw up a resume, how to write a letter to the employer. We’ve recently chosen our mentors. This is a person who helps you to develop and recognize your skills, and also answers your questions. In the midst of everyday life, Saturday is like a ray of sunshine for me, because on this day we have the workshops and I have the opportunity to meet with my mentor.”

IN ADDITION, WE HAVE:

- Trained 20 women in the Philippines and Korea to become agents of change in their communities. In both countries, these women who are inspired by WONDER Foundation’s work, want to start small local projects to get women into work
- Supported a UK Somali-led organisation to create change around school exclusions within their community
- Helped our partner, the Institut Supérieur en Sciences Infirmières (ISSI), in the Democratic Republic of the Congo to share their important work during COVID-19 in Chatham House’s magazine, “World Affairs”



Strategic Objective 3:

Sharing Best Practice

We share best practice and learning with our partners to help improve their operational efficiency and management, and maximise their impact and use of funds.



CAPACITY BUILDING HIGHLIGHT: TRAINING YOUTH WORKERS TO MODEL LEADERSHIP

Our EU-funded Erasmus+ project, Red:GLOW ended in 2020. WONDER, (the project lead) and our partners in the UK, Italy, Latvia, Poland, Slovenia and Spain reached 1000 young women and youth workers in the project's second and final year. The project adapted to COVID-19, delivering support and opportunities for skills development and citizenship for young women online during COVID-19. The experience of these youth workers and the delivery of the leadership and volunteering programmes in each of the countries led to the completion and dissemination of these programmes for others to use through partners' networks.

Through our collaboration over the two years of the project our distilled learning was developed into resources and reports. The first was a guide for youth workers working with young women in Europe, which shared youth workers' and young people's experience in promoting active citizenship and inclusive leadership opportunities.

The second was a policy report that provided an overview of the challenges facing young women in the EU. It detailed the importance of investing in quality youth work to enable young women, especially those with fewer opportunities, to thrive at work, in education, and as citizens. All these resources were published in English, Italian, Latvian, Polish, Slovenian and Spanish, and videos were made to accompany them.



CAPACITY BUILDING HIGHLIGHT: SUPPORTING OUR PROJECTS TO LOOK AT POST-COVID TRAINING STRATEGIES

Many of WONDER's partners offer hospitality training, and we have been happy to support this, given the growth in tourism and hospitality industries in these countries. COVID-19 has severely disrupted global and local tourism, and many of our students and alumni face uncertain futures in this industry. We have worked with our partners, where they have requested it, to consider options for how to address this. As many of the students and alumni have harnessed their cookery skills at this time to start small food businesses, often delivery services, we are working with partners to embed business training, including social media- essential in countries such as Kenya and the Philippines, alongside the accredited vocational training already on offer. Even in the best circumstances, there is uncertainty, and this dual approach will ensure that our alumni can always generate a good income and have more options.

Secondly, our partner, Yarani in Côte d'Ivoire, has offered assistant nurse training for several years, building on existing staff expertise in hygiene and nutrition from the hospitality programmes. Their alternative accredited training offer opens a new world of opportunities to women with only primary level education after one year of training. We have been able to share this experience with our partners in the Philippines and Guatemala. We have funded a strategic report into FPTI's work in the Philippines, to see whether they could offer health-care courses in future, broadening their training offer and extending their help to new groups of women and girls. We are supporting our partners in Guatemala to learn from Yarani, and are providing research support to enable them to see whether assistant nurse or similar training would offer good routes to self-sufficiency for women in Guatemala City.

CAPACITY BUILDING HIGHLIGHT: EMPOWERING AFRICAN YOUTH WORKERS TO PREPARE YOUNG WOMEN FOR THE FUTURE

We have continued to work with partners in Kenya, Nigeria and South Africa to develop resources for female youth workers in Africa. This EU-funded project, GROW, is aimed at growing and strengthening the capacity of five NGOs across Europe (UK and Italy) and Africa (Nigeria, Kenya and South Africa) working to empower young women through the sharing of best practice between organisations. Launched in 2019, this innovative project will empower 1000 young women from disadvantaged backgrounds living in the UK, Italy, Nigeria, South Africa and Kenya, and train 80 youth workers who support them. Youth work has little recognition in Sub-Saharan Africa receives and little government help. Project GROW seeks to improve the quality and recognition of youth work, non-formal learning and volunteering in the region and enhance their synergies and complementarities with the labour market and society.

Due to changes and delays to the project imposed by COVID-19, including not being able to travel to understand each other's work in a local context, we have strengthened our remote working and learning practices. This time has also strengthened organisations' digital youthwork, and understanding of online safeguarding, which was always a goal of the project. As a response to this exchange of knowledge we have developed innovative safeguarding training for the partners which will be delivered in 2021/22. With an expert facilitator, they will produce protocols for their own use and toolkits that can inspire other local organisations to adopt locally-appropriate, effective safeguarding practices.



CAPACITY BUILDING HIGHLIGHT: PREVENTING UNSAFE MIGRATION IN WEST AFRICA

Working with our partners, ELIS in Italy, Cote d'Ivoire and Nigeria, we have supported them to prevent young people from unsafe migration. Through mentoring and training of staff, we have continued to work with our partners, Yarani in Abidjan and the four Women's Board Schools in Nigeria, to deliver vocational training that leads to good jobs. In the last year they have trained 228 young women in Cote d'Ivoire, and 879 women in Nigeria.

In Autumn 2020 we trained 30 young leaders to become activists on unsafe migration. We upskilled university students and graduates in campaigning, advocacy, ethical story collection and telling. They also received training from local experts on the realities and warning signs of trafficking and unsafe migration. Since then, they have

used these skills to raise awareness amongst peers and in their communities, and have built staff awareness of the scale of young people's desires to migrate, regardless of their background. We are co-producing online safe migration resources with the young leaders, building on this work, which will launch in Autumn 2021.

We have enhanced the capacity of the project stakeholders, including our local partners' own local partners in this project, to share information and learning. This has seen us co-ordinate and develop the process for bi-lingual meetings, led by local partners, as well as local sharing in each country. Project leaders have strengthened skills in consultation, reflection and improved feedback within their organisations.



Structure, Management and Governance

Governing document

WONDER Foundation is registered under the Companies Act 1985 as a company limited by guarantee and not having capital divided by shares.

The company was incorporated on 24 January 2012 and is a registered charity constituted as a limited company under the Memorandum and Articles of Association. The charity registration number is 1148679 and the company registration number is 7921757.

Trustee induction and training

The Trustees maintain a good working knowledge of charity and company law and best practice by attendance of charity and company courses run by external providers. New Trustees received a personalised induction into their role.

Organisation

The company is organised such that the Trustees meet every six months to manage its affairs. The Trustees are members from a variety of backgrounds with relevant professional experience. The chair, vice-chair and finance director meet on a bi-monthly basis. The daily operations are the responsibility of the Executive Director, who reports formally to two appointed Trustees on a monthly basis and quarterly to the board of Trustees. There are separate committees for Finance, Personnel and Fundraising. These meet as and when required.

Recruitment and appointment of trustees

The Chair is a Director appointed by the Board of Directors who may at any time revoke such appointment. The Chair has no functions or powers except those conferred by the articles or delegated to him or her by the directors. The Board of Trustees have power to appoint additional Directors/Trustees as it considers fit to do so, however, they must retire at the subsequent Annual General Meeting (AGM) and be reappointed by the members. Additionally members can propose new directors in advance of the AGM in accordance with the steps set out in the Memorandum and Articles.

At the first AGM all the directors were required to retire from office unless by the close of the meeting the members had failed to elect sufficient directors to hold a quorate meeting of the directors. The Trustees in office in the year 2020-2021 are set out on page 42 of the Annual Report. At each subsequent AGM one third of the directors or, if their number is not three or a multiple of three, the number nearest to one-third, must retire from office.

The Trustees have no beneficial interest in the company other than as members. The Trustees are also directors of the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of winding up.

Reserves policy

The Trustees consider it prudent to maintain an adequate level of unrestricted reserves and are working towards ensuring that there is a minimum level of three months expenditure in the general funds and a maximum of a year.

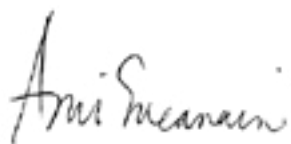
Risk management

The Trustees have examined the major strategic and operational risks which the Charity faces and confirm that systems are in place to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

Public benefit statement

The Trustees confirm that in accordance with Section 4 of the Charities Act 2006, they have due regard to the public benefit guidance published by the Charities Commission. They confirm that the activities of the Charity are for the benefit of the public in general.

Signed on 16th August 2021



Ami Encarnacion

Chair



Independent examiner's report to the trustees of Wonder Foundation Charitable Company ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2021 which are on pages 33-42.

Responsibilities of trustees and independent examiner

The trustees, who are also the directors of the company for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants (ACCA). Having satisfied myself that the company charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under s. 144 of the 2011 Act;
- follow the procedures laid down in the Directions given by the Charity Commission under s. 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the company charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and explanations sought from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with s. 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of s. 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed 16th August 2021



Ransford Grey FCCA, MBA, B.Sc. (Hons)
The Financial Warehouse Company
Chartered Certified Accountants (ACCA)
First Floor 11- 13 Station Road Swanley BR8 8ES

Statement of Financial Activities

for the year ended 31st March 2021

	Note	Restricted (£)	Unrestricted (£)	Total Funds 2021 (£)	Total Funds 2020 (£)
Income and Endowments from					
Donations and Legacies (inc Gift Aid)	2	221,696	205,119	426,815	251,200
Other Trading Activities					
Fundraising	3				70
Sundry	4				3,219
Income from Charitable Activities					
Grants	5	561,180	10,655	571,835	184,773
Total Income and Endowments		782,876	215,774	998,650	439,262
Expenditure on					
Raising Funds					
Fundraising	6	133	106	239	17,419
Charitable Activities	7	478,925	97,955	576,880	348,358
Total Resources Expended		479,058	98,061	577,119	365,777
Transfers between funds	8	261	(261)		
Net Income/(Expenditure)		304,079	117,452	421,531	73,485
Reconciliation of Funds					
Total Funds brought forward		110,975	172,309	283,284	209,798
Total Funds carried forward		415,054	289,761	704,815	283,284

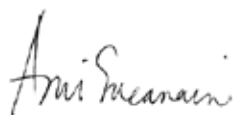


Balance Sheet

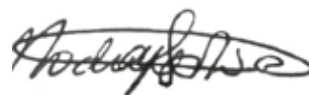
for the year ended 31st March 2021

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 16th August 2021



Ami Encarnacion



Modupe Da Silva

	Note	2021 (£)	2020 (£)
Current assets			
Cash at bank and in hand	9	706,956	289,724
		706,956	289,724
Current liabilities	10		
Other Creditors		2,140	6,442
Net assets		704,816	283,284
Funds			
Unrestricted Funds			
General Funds		289,761	172,309
Total Unrestricted Funds		289,761	172,309
		2021	2020
Restricted Funds	11		
ISSI -- DR Congo		3,109	1,490
Junkabai -- Guatemala		1,301	883
Lantana -- Nigeria		840	1,069
FPTI -- Philippines		2,193	29
Kamalini -- India		19,107	125
Los Sauces -- Honduras			800
An Nawras -- Lebanon		1,030	
Project Red: GLOW -- EU			10,944
Wavecrest -- Nigeria			438
KFCSED -- Kazakhstan		9,725	
Object -- EU			18,980
Project GROW -- EU/Africa		66,187	69,627
National Lottery -- UK			6,589
#Iwill -- UK		6,867	
B F F BAYTREE CTC -- UK		1,127	
Being and belonging -- EU		28,121	
Mwangaza -- Kenya		272,774	
Tewa -- Kenya		2,672	
Total Restricted Funds		415,054	110,975
Total Funds		704,816	283,284

Cashflows

for the year ended 31st March 2021

		2021 Total Funds £	2020 Total Funds £
Cashflows from Operating Activities:			
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	12	421,531	73,485
Adjustments for:			
Depreciation Charges			
Dividends, interest and rents from investments			
Loss/(profit) on the sale of fixed assets			
(Increase)/decrease in stocks			
(Increase)/decrease in debtors			
Increase/(decrease) in creditors		(4,300)	(728)
Change in cash and cash equivalents in period		417,231	72,757
Cash and cash equivalents at the beginning of the period		289,724	216,967
Cash and Cash equivalents at the end of the period	13	706,955	289,724



Notes to the financial statements

1. ACCOUNTING POLICIES

(a) Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102) preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

(b) Company Status

The Charity is a company limited by guarantee. The members of the company are the trustees named on page 39. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

(c) Fund Accounting

Restricted Funds are those Funds subject to specific conditions by donors.

Unrestricted Funds are those funds available for use at the discretion of the board of trustees to achieve any charitable purpose that falls within Wonder Foundation's charitable objectives.

(d) Income and Endowments

Income is accounted for on a receipts basis, or when legal entitlement occurs, receipt is certain and the amount can be quantified with reasonable accuracy. Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost.

(e) Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Costs of generating funds include direct expenditure and overhead costs to support fundraising activities. Expenditure to support main objects of the charity are shown separately in Charitable Activities.

(f) Taxation

Wonder Foundation has charitable status and therefore is not liable to pay taxation fees. All UK VAT is applied to the relevant line of expenditure and is not recovered.

(g) Volunteers and Staff

Work in the office is undertaken by 4 members of staff, 1 consultant and several volunteers who give their time free of cost. The financial implication of these voluntary contributions are not reflected in the financial statements.

(h) Foreign Currencies

General policy on foreign currency is to use the actual exchange rates as per the conversion reflected on the bank account or cash transaction. The policy is then adapted where necessary to meet the specific requirements of the funders.

(i) Reserves

WONDER Foundation is building its reserves and by 31st March 2021 held £287,622, this represents 4 months of operating expenses.

2. DONATIONS & LEGACIES

	Restricted (£)	Unrestricted(£)	Total Funds (£)	2020 (£)
Donations -- Individuals	120,812	106,535	227,346	119,639
Donations -- Corporate	100,634	76,218	176,852	119,010
Interest		6	6	
Gift Aid Recovered	250	22,361	22,611	12,551
Total	221,696	205,119	426,815	251,200

3. FUNDRAISING

	Restricted (£)	Unrestricted(£)	Total Funds (£)	2020 (£)
Christmas Cards				70
Total				70

4. SUNDRY

	Restricted (£)	Unrestricted(£)	Total Funds (£)	2020 (£)
Foreign exchange gain				1,288
Miscellaneous				1,923
Total				3,219

5. INCOME FROM CHARITABLE ACTIVITIES -- GRANTS

	Restricted (£)	Unrestricted(£)	Total Funds (£)	2020 (£)
#Iwill -- UK	10,000		10,000	
B F F BAYTREE CTC -- UK	4,118		4,118	
Being and Belonging -- EU	28,122		28,122	
Nurses -- Congo	24,510		24,510	16,700
Kamalini -- India	15,915		15,915	
Tewa -- Kenya	9,000		9,000	
Fatima -- EU	94,775		94,775	
Mwangaza -- Kenya	272,774		272,774	
Wavecrest College -- Nigeria	12,195		12,195	
Project Red: GLOW -- EU	88,771		88,771	
Wonder Foundation -- UK		10,655	10,655	
Fundation Canfranc -- Spain				7,405
Object -- EU	1,000		1,000	27,112
Project GROW -- EU/Africa				123,556
National Lottery -- UK				10,000
Total	561,180	10,655	571,835	184,773

6. RAISING FUNDS

	Restricted (£)	Unrestricted(£)	Total Funds (£)	2020 (£)
Fundraising Expenses	133	106	239	17,419
Total	133	106	239	17,419

7. CHARITABLE ACTIVITIES

Enterprise Skills (EU)

	Restricted (£)	Unrestricted(£)	Total Funds (£)	2020 (£)
Rental hire				230
Charitable Expenses	185,990		185,990	80,006
Volunteer Expenses	589		589	1,378
Office Costs	560		560	147
Salaries	73,835		73,835	115,405
Dues & Subscriptions	405		405	
IT Costs	4,065		4,065	11,870
Legal & professional	1,200		1,200	
Total	266,645		266,645	209,106

Advocacy Education in the UK

	Restricted (£)	Unrestricted(£)	Total Funds (£)	2020 (£)
Charitable Expenses	38,991		38,991	
Volunteer Expenses				417
Office costs	162		162	
Salaries	9,561		9,561	11,128
Total	48,714		48,714	11,545

Overseas Projects for training of women

	Restricted (£)	Unrestricted(£)	Total Funds (£)	2020 (£)
Nurses -- Congo	42,584		42,584	22,553
Mairin -- Honduras	800		800	5,000
Yarani -- Ivory Coast	10,285		10,285	5,000
Junkabal -- Guatemala	6,936		6,936	2,701
Kamalini -- India	9,745		9,745	5,000
KFCSED -- Kazakhstan	14,284		14,284	
Tewa -- Kenya	9,000		9,000	10,000
Lantana -- Nigeria	2,435		2,435	
Wavecrest College -- Nigeria	28,621		28,621	4,873
FPTI -- Philippines	36,625		36,625	10,805
Project Tormenta Coban -- Guatemala	2,251		2,251	
Total	163,566		163,566	65,932

Charitable Activities in the UK

	Restricted (£)	Unrestricted (£)	Total Funds (£)	2020 (£)
Rent & Service Charge				8,700
Premises Costs -- Repairs, Renewals and Safety		130	130	
Charitable Expenses		2,490	2,490	7,902
Volunteer Expenses		1,173	1,173	2,349
Bank Charges		192	192	262
Office Costs		394	394	2,773
Salaries		90,253	90,253	32,353
Legal & Professional		804	804	1,068
Subscriptions		674	674	194
IT Costs		1,872	1,872	547
Safety				
Exchange Gain/Loss		-26	-26	17
Total		97,955	97,955	56,775
Total Charitable Activities' Expenditure	478,925	97,955	576,880	343,358

8. TRANSFER BETWEEN FUNDS

	2021 (£)	2020 (£)
WONDER (UK)	261	
Wavecrest College - Nigeria	(114)	
Yarani - Ivory Coast	(147)	(20)
Fatima - EU		11,222
An Nawras - Lebanon		(34)
Total		11,177

9. CASH AT BANK AND IN HAND

	2021 (£)	2020 (£)
Bank	706,643	289,411
Bank Float	313	293
Total	706,956	289,704

10. CREDITORS

	2021 (£)	2020 (£)
Social Security Costs (PAYE & NI)		4,441
Independent Examiner Fee	2,140	2,000
Total	2,140	6,441

11. MOVEMENT OF RESTRICTED FUNDS

	Balance at 1 April 2020 (£)	Movements in Incoming Resources (£)	Expended (£)	Transfers from Unrestricted (£)	Balance at 31 March 2021 (£)
ISSI -- DR Congo	1,490	44,203	42,584		3,109
Yarani -- Ivory Coast		10,139	10,285	147	
Junkabal -- Guatemala	883	7,354	6,936		1,301
Lantana -- Nigeria	1,069	2,206	2,435		840
FPTI -- Philippines	29	38,788	36,624		2,193
Kamalini -- India	125	28,727	9,745		19,107
Los Sauces -- Honduras	800		800		
Fatima -- EU		94,775	94,775		
An Nawras -- Lebanon		1,030			1,030
Project Red:Glow -- EU	10,944	133,641	144,585		
Wavecrest -- Nigeria	438	28,068	28,620	114	
KFCSED -- Kazakhstan		24,009	14,284		9,725
Object -- EU	18,980		18,980		
Project GROW -- EU/Africa	69,627		3,439		66,188
National Lottery -- UK	6,589		6,589		(0)
#Iwill -- UK		10,000	3,133		6,867
B F F BAYTREE CTC -- UK		4,118	2,991		1,127
Baytree Centre PIMCO -- UK		36,000	36,000		
Beeing and belonging -- EU		28,122			28,122
Mwangaza -- Kenya		272,774			272,774
Na Raja -- Poland		5,000	5,000		
Project Tormenta Coban -- Guatemala		2,250	2,250		
Tewa -- Kenya		11,672	9,000		2,672
	110,975	782,876	479,056	261	415,055
WONDER (UK -- general funds)	172,309	215,773	98,061	(261)	289,761
Total Funds	283,283	998,648	577,119		704,815



12. CASHFLOW

	2021 Total Funds (£)	2020 Total Funds (£)
Net movement in funds for the reporting period	421,531	73,485
Adjustments for:		
Depreciation Charges		
Dividends, interest and rents from investments		
Loss/(profit) on the sale of fixed assets		
(Increase)/decrease in stocks		
(Increase)/decrease in debtors		
Increase/(decrease) in creditors	-4,300	-728
Net cash provided by (used in) operating activities		
CASH BALANCE BROUGHT FORWARD	417,231	72,757

13. ANALYSIS OF CASH AND CASH EQUIVILENTS

	2021 Total Funds (£)	2020 Total Funds (£)
Cash in hand	706,955	289,724
Notice Deposits		
Overdraft Facility		
Total Cash and Cash Equivalents	706,955	289,724



Legal and administrative details

OUR TRUSTEES

WONDER is proud to have a diverse board of excellent professionals to lead our work.

Ami Encarnacion (Chair)
Alejandra Fabrega (Vice-Chair)
Modupe Da-Silva (Treasurer)
Raphaella Gabrasadig
Carmen Gonzalez (resigned January 2021)
Julie Hudtohan (resigned January 2021)
Uzoma Igboaka
Ekene Ngwuocha
Jojean Porte (resigned January 2021)
Kirtana Raj (appointed 23/03/2021)

OUR TEAM

WONDER has a team of passionate paid staff and project consultants who work to deliver our vision.

Olive Ahmed (Consultant)
Francesca Colombo (from March 2021)
Izzy Cumming-Bruce
Olivia Darby (Company Secretary)
Brigitta van Bilderbeek (on furlough)
Paola Delmonaco (consultant)
Carmen Gonzalez (CEO)
Dominyka Lomsargyte (until March 2021)
Camille Thiro-Lafond

OUR ADVISORS

WONDER staff consult our expert advisors to provide knowledge and skills and inform our work.

Dr Rick Adams (Health)
Manuela Balliet (Health, Cote d'Ivoire)
Elizabeth Beh (HR)
Maria Calderon (Guatemala and Central America)
Cristina Cleary (Schools Engagement)
Dr Chisom Emecheta (Women's Health)
Anastasia Gabrasadig (Schools and education)
Lorena Ghigo (HR)
Dr Lucy Nyaguthii Gikonyo (Kenya, Tourism and Hospitality)
Tseday Hailu (Child Protection)
Botagoz Hopkinson (Kazakhstan)
Julie Hudtohan (HR and Philippines)
Dr Olive Nsababera (Research, Migrants and Refugees)
Dr Belinda Nwosu (West Africa, Hospitality, Employability Skills)
Dr Brenda Osieyo (Public Health)
Marion Osieyo (Sustainability)
Marta Ponikowska-Stejskal (Eastern Europe, Edtech)
Shefali Roy (Women in Tech)
Jacqueline Wambua (Mentoring Consultant)

OUR OFFICE VOLUNTEERS

WONDER's work would not be possible without the support of our hard-working volunteers who play a key role in our work around the world. We were nominated again in 2020 and 2021 for LSE voluntary organisation of the year.

Danai Aberg
Anjana Ahilan
Pankhuri Anand
Reshma Anwar
Marianne Arnshof
Rakhymzhan Assembek
Lou Aubay
Elizabeth Beh
Alexia Benchimol
Lia Braga Pessoa
Cristina Caniz Perez
Elena Christaki-Hedrick
Laura Curtis
Pauline Engelson
Kenza Essalama
Anais Fiault
Ashley Groves
Blanca Gutierrez
Grace Hillerby
Aleesha Jethwar
Grace Joel
Natalie Keffler
Dowon Kim
Thomas Manning
Charlie Marchant
Poorvika Mehra
Cristina Munoz
Nicole Nguyen
Alice Norga
Anita Ogutu
Freya Partington

Anya Patel
Imogen Perry
Maddie Potter-Wood
Kirtana Raj
Nadin Rayya
Pauline Reinhardt
Greta Sanna
Charlot Schneider
Cyntheiah Siva
Maria Soroghan
Dilyara Tashibayeva
Riya Vekaria
Marianna Vieira
Cristiana Zampolini

OUR PARTNERS

In the last financial year, we worked with 28 local women-led organisations globally who have a proven track record of helping developing communities through education. We rely on their expertise to respond to local needs and solutions in order to establish sustainable projects.

Africa partners

Association pour le Développement Intégral de la Personne (Cameroon)
Association pour le Développement Social et Culturel (Côte D'Ivoire)
Association pour la Promotion de la Femme (Cameroon)
Centre Congolais de Culture de Formation et de Développement (DRC)
Kianda Foundation (Kenya)
Komati Foundation (South Africa)
Nigerian Association for Women's Advancement (Nigeria)
Nurisha Trust (Kenya)
Women's Board - Educational Cooperation Society (Nigeria)

Americas Partners

Associação de Desenvolvimento Educativo e Cultural (Brazil)

La Asociación Hondureña para la Promoción Educativa (Honduras)
Fundación Junkabal (Guatemala)

Asia Partners

Foundation for Professional Training, Inc. (Philippines)
Kazakhstan Foundation for Cultural, Social and Educational Development (Kazakhstan)
Protsahan Trust (India)
Education and Development Initiatives (India)

Europe Partners

Fondazione ELIS (Italy)
Fundacija Sursum (Slovenia)
Fundacion Canfranc (Spain)
Kopienas Attīstības Centrs (Latvia)
Stowarzyszenia wspierania rozwoju kompetencji Na Reja (Poland)
Porta Nevia - Fondazione Rui (Italy)
Stowarzyszenie Krzewienia Edukacji i Kultury Dziesiątka (Poland)
Stowarzyszenie Panorama (Poland)
The Baytree Centre (UK)
Zavod (Slovenia)

OUR CORPORATE PARTNERS

Thank you to the businesses that have supported us in the last year.

David Charles Publishing
Electroneum
Land Aid
Literacy Planet
McQueen Flowers
My Language Connection
Organa Beauty Wellbeing
Queen Me
PIMCO
Saintly Skin
Travers Smith

Women Who Will

OUR FUNDERS

Eleanor Rathbone Charitable Trust
EU - Erasmus +
James Tudor Foundation
London Community Foundation - #IWILL
N Smith Charitable Trust
Sisters of the Holy Cross Charitable Trust
Stewardship
TAD
The Hilden Charitable Fund
The National Lottery Community Fund - Awards for All
The Peter Stebbings Memorial Charity
The Souter Charitable Trust
Turing Foundation

REGISTERED OFFICE

The Baytree Centre, 300 Brixton Road, London, SW9 6AE

INDEPENDENT EXAMINER

Ransford Grey, The Financial Warehouse Company Ltd. (FWCO),
Chartered Certified Accountants, 11-13 Station Road, Swanley,
BR8 8ES

BANKERS

HSBC Bank PLC, Lion House, 25 Islington High Street, London, N1 9LI

COMPANY REGISTRATION NUMBER

7921757

CHARITY REGISTRATION NUMBER

1148679

REPORT DESIGNED BY

Felix Belfield

Since **WONDER** was established as a charity in 2012, we have worked with **30 partners in 23 countries to empower 81,990 women and girls through quality education and training.**

Contact us

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