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# 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

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

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**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.

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**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

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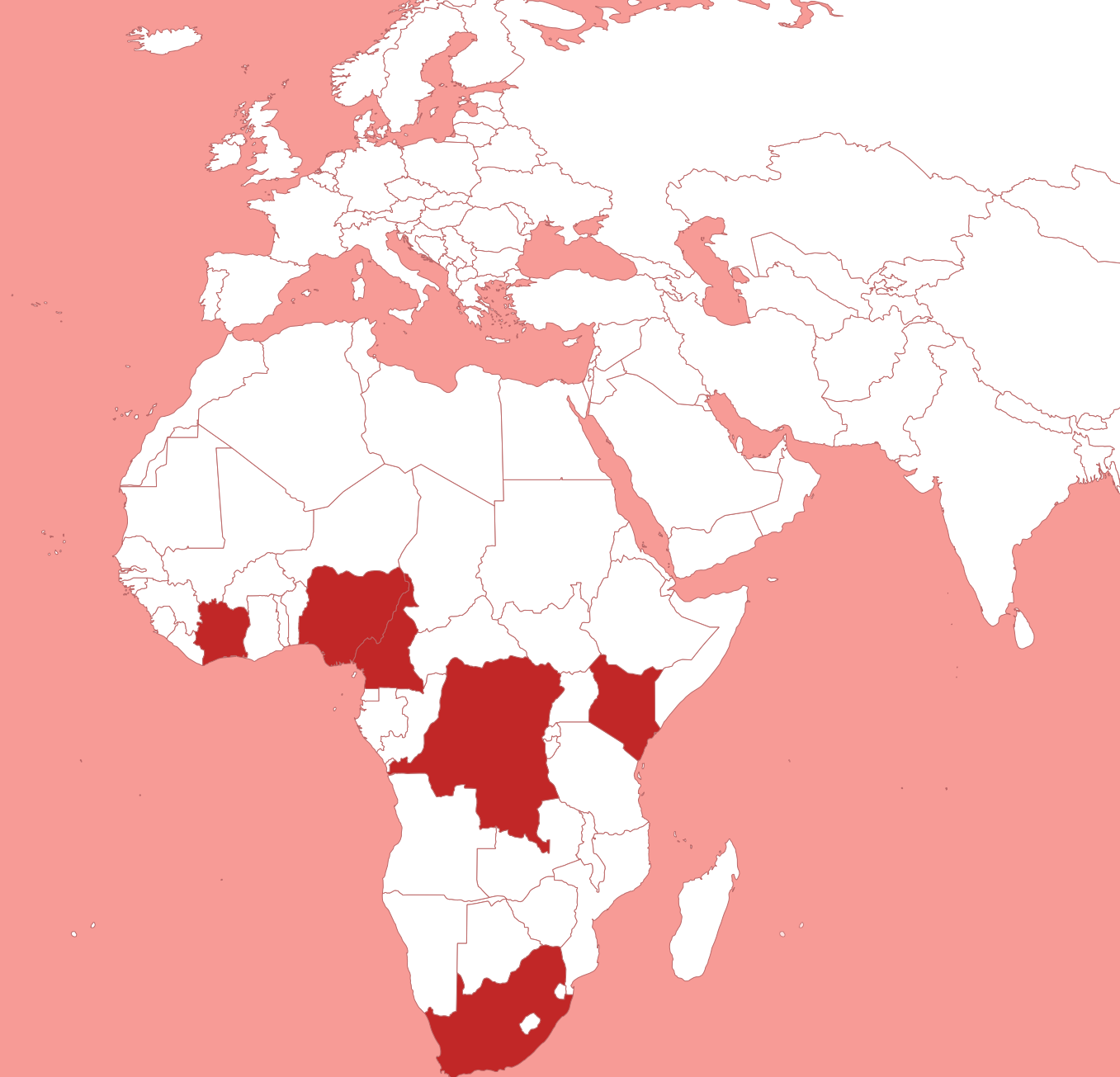
**Kenya:** 391 women supported of whom 105 completed accredited training, 3,880 women and their families received COVID-19 support, 2 partners, 4 delivery partners, 3 projects

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

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**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.

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

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

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**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

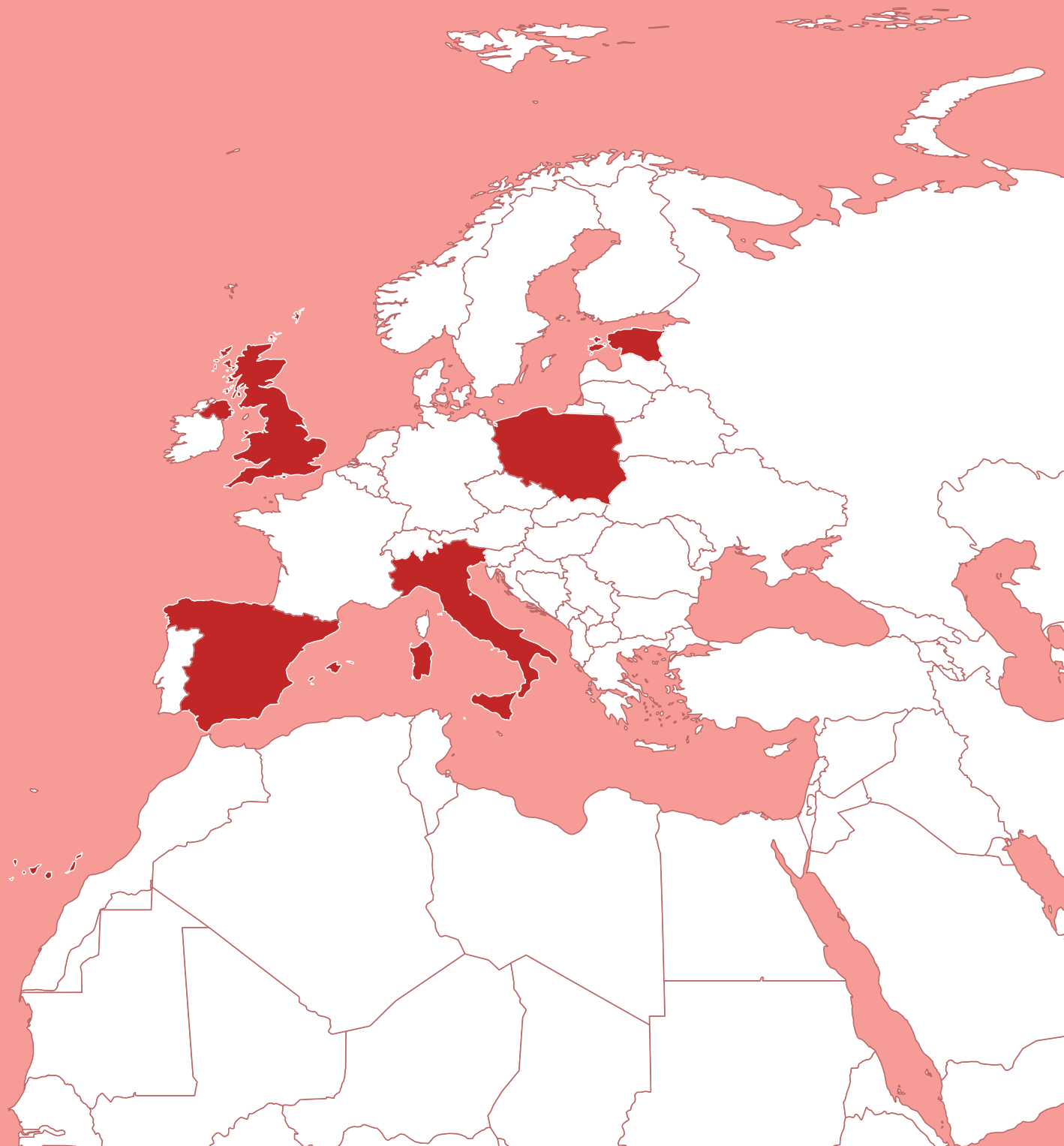
**Italy:** 389 women supported, 2 partners, 3 projects

**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

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## Americas

**South/Central America:** 775 women supported, of whom 150 completed accredited training, 3 partners, 3 countries, 4 projects

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**Guatemala:** 625 women supported, of whom 150 completed accredited training, 1 partner, 2 projects

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**Honduras:** 50 women supported, 1 partner, 1 delivery partner, 1 project

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**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](http://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.

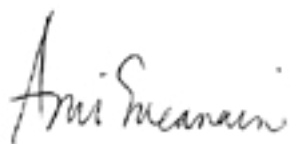
### Risk management

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 (£) |
|--|------|----------------|------------------|----------------------|----------------------|
| <b>Income and Endowments from</b>        |      |                |                  |                      |                      |
| Donations and Legacies (inc Gift Aid)    | 2    | 221,696        | 205,119          | 426,815              | 251,200              |
| <b>Other Trading Activities</b>          |      |                |                  |                      |                      |
| Fundraising                              | 3    |                |                  |                      | 70                   |
| Sundry                                   | 4    |                |                  |                      | 3,219                |
| <b>Income from Charitable Activities</b> |      |                |                  |                      |                      |
| <b>Grants</b>                            | 5    | <b>561,180</b> | <b>10,655</b>    | <b>571,835</b>       | <b>184,773</b>       |
| <b>Total Income and Endowments</b>       |      | <b>782,876</b> | <b>215,774</b>   | <b>998,650</b>       | <b>439,262</b>       |
| <b>Expenditure on</b>                    |      |                |                  |                      |                      |
| <b>Raising Funds</b>                     |      |                |                  |                      |                      |
| Fundraising                              | 6    | 133            | 106              | 239                  | 17,419               |
| <b>Charitable Activities</b>             | 7    | <b>478,925</b> | <b>97,955</b>    | <b>576,880</b>       | <b>348,358</b>       |
| <b>Total Resources Expended</b>          |      | <b>479,058</b> | <b>98,061</b>    | <b>577,119</b>       | <b>365,777</b>       |
| Transfers between funds                  | 8    | 261            | (261)            |                      |                      |
| <b>Net Income/(Expenditure)</b>          |      | <b>304,079</b> | <b>117,452</b>   | <b>421,531</b>       | <b>73,485</b>        |
| Reconciliation of Funds                  |      |                |                  |                      |                      |
| <b>Total Funds brought forward</b>       |      | <b>110,975</b> | <b>172,309</b>   | <b>283,284</b>       | <b>209,798</b>       |
| <b>Total Funds carried forward</b>       |      | <b>415,054</b> | <b>289,761</b>   | <b>704,815</b>       | <b>283,284</b>       |

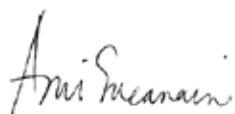


# Balance Sheet

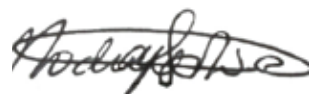
*for the year ended 31st March 2021*

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 (£)       |
|---------------------------------|------|----------------|----------------|
| <b>Current assets</b>           |      |                |                |
| Cash at bank and in hand        | 9    | 706,956        | 289,724        |
|                                 |      | 706,956        | 289,724        |
| <b>Current liabilities</b>      | 10   |                |                |
| Other Creditors                 |      | 2,140          | 6,442          |
| <b>Net assets</b>               |      | 704,816        | 283,284        |
| <b>Funds</b>                    |      |                |                |
| <b>Unrestricted Funds</b>       |      |                |                |
| General Funds                   |      | 289,761        | 172,309        |
| <b>Total Unrestricted Funds</b> |      | 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          |                |
| <b>Total Restricted Funds</b>   |      | <b>415,054</b> | <b>110,975</b> |
| <b>Total Funds</b>              |      | <b>704,816</b> | <b>283,284</b> |



# Cashflows

for the year ended 31st March 2021

|  |    | 2021<br>Total Funds £ | 2020<br>Total Funds £ |
|--|----|-----------------------|-----------------------|
| <b>Cashflows from Operating Activities:</b>  |    |                       |                       |
| 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)                 |
| <b>Change in cash and cash equivalents in period</b>   |    | <b>417,231</b>        | <b>72,757</b>         |
| <b>Cash and cash equivalents at the beginning of the period</b>                                  |    | <b>289,724</b>        | <b>216,967</b>        |
| <b>Cash and Cash equivalents at the end of the period</b>  | 13 | <b>706,955</b>        | <b>289,724</b>        |



# 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         |
| <b>Total</b>             | <b>221,696</b> | <b>205,119</b>  | <b>426,815</b>  | <b>251,200</b> |

## 3. FUNDRAISING

|                 | Restricted (£) | Unrestricted(£) | Total Funds (£) | 2020 (£)  |
|-----------------|----------------|-----------------|-----------------|-----------|
| Christmas Cards |                |                 |                 | 70        |
| <b>Total</b>    |                |                 |                 | <b>70</b> |

## 4. SUNDRY

|                       | Restricted (£) | Unrestricted(£) | Total Funds (£) | 2020 (£)     |
|-----------------------|----------------|-----------------|-----------------|--------------|
| Foreign exchange gain |                |                 |                 | 1,288        |
| Miscellaneous         |                |                 |                 | 1,923        |
| <b>Total</b>          |                |                 |                 | <b>3,219</b> |

## 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         |
| <b>Total</b>                 | <b>561,180</b> | <b>10,655</b>   | <b>571,835</b>  | <b>184,773</b> |

## 6. RAISING FUNDS

|                      | Restricted (£) | Unrestricted(£) | Total Funds (£) | 2020 (£)      |
|----------------------|----------------|-----------------|-----------------|---------------|
| Fundraising Expenses | 133            | 106             | 239             | 17,419        |
| <b>Total</b>         | <b>133</b>     | <b>106</b>      | <b>239</b>      | <b>17,419</b> |

## 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           |                |
| <b>Total</b>         | <b>266,645</b> |                 | <b>266,645</b>  | <b>209,106</b> |

### 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        |
| <b>Total</b>        | <b>48,714</b>  |                 | <b>48,714</b>   | <b>11,545</b> |

### 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           |               |
| <b>Total</b>                        | <b>163,566</b> |                 | <b>163,566</b>  | <b>65,932</b> |



## 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             |
| <b>Total</b>                                    |                | <b>97,955</b>    | <b>97,955</b>   | <b>56,775</b>  |
| <b>Total Charitable Activities' Expenditure</b> | <b>478,925</b> | <b>97,955</b>    | <b>576,880</b>  | <b>343,358</b> |

## 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)          |
| <b>Total</b>                |          | <b>11,177</b> |

## 9. CASH AT BANK AND IN HAND

|              | 2021 (£)       | 2020 (£)       |
|--------------|----------------|----------------|
| Bank         | 706,643        | 289,411        |
| Bank Float   | 313            | 293            |
| <b>Total</b> | <b>706,956</b> | <b>289,704</b> |

## 10. CREDITORS

|                                   | 2021 (£)     | 2020 (£)     |
|-----------------------------------|--------------|--------------|
| Social Security Costs (PAYE & NI) |              | 4,441        |
| Independent Examiner Fee          | 2,140        | 2,000        |
| <b>Total</b>                      | <b>2,140</b> | <b>6,441</b> |

## 11. MOVEMENT OF RESTRICTED FUNDS

|                                     | Balance at 1<br>April 2020 (£) | Movements in<br>Incoming<br>Resources (£) | Expended (£)   | Transfers from<br>Unrestricted (£) | Balance at 31<br>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                         |
| <b>WONDER (UK -- general funds)</b> | <b>172,309</b>                 | <b>215,773</b>                            | <b>98,061</b>  | <b>(261)</b>                       | <b>289,761</b>                  |
| <b>Total Funds</b>                  | <b>283,283</b>                 | <b>998,648</b>                            | <b>577,119</b> |                                    | <b>704,815</b>                  |



## 12. CASHFLOW

|   | 2021<br>Total Funds<br>(£) | 2020<br>Total Funds<br>(£) |
|---|----------------------------|----------------------------|
| 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<br>Total Funds<br>(£) | 2020<br>Total Funds<br>(£) |
|--|----------------------------|----------------------------|
| Cash in hand                           | 706,955                    | 289,724                    |
| Notice Deposits                        |                            |                            |
| Overdraft Facility                     |                            |                            |
| <b>Total Cash and Cash Equivalents</b> | <b>706,955</b>             | <b>289,724</b>             |





# 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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