



**Faith in  
Action**  
*Community Development*

## **Report and Accounts of the Trustees**

**Financial Statements for the Year Ended  
30 September 2024**

**Faith in Action Community Development**



*Isiah School Celebrations, November 2024.*

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## Charity Details

**Name:** Faith in Action Community Development

**Registered Charity Number:** 1153485

**Address:** Holy Trinity Church  
Church Road  
Claygate, Esher  
Surrey  
KT10 0JP

**Website:** [faithinaction.co.uk](http://faithinaction.co.uk)

**Trustees:**

Steve Cramer (Chair)	(re-appointed August 2023)
Linda Morgan	(re-appointed August 2023)
Barry Wakefield (Treasurer)	(re-appointed February 2023)
Miriam Schafer	(re-appointed October 2023)
Alison Bateman	(appointed April 2024)
David Barnardo	(retired April 2024)
Sarah Slater	(resigned December 2024)

**Bank:** Barclays Bank plc  
6 Clarence Street  
Kingston Upon Thames  
Surrey  
KT1 1NY

**Independent Examiner** Brian Howells



## Report of the Trustees for the Year Ended 30 September 2024

**Faith in Action Community Development (FIACD)** is a charitable incorporated organisation registered with the Charity Commission for England and Wales. The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 September 2024.

### Background

FIACD arose from the vision of Faith Aguha. Faith was brought up in a traditional family in Katete in SW Uganda (Mwaka Cell, Kenshunga Sub County, Kiruhura District) before coming to the UK in 2002. For many years, Faith supported through school many of the poorest children and young people in this remote area. She always had a much bigger, long-term



*Valley tank well looked after by the community,  
November 2024.*

vision in mind for her community, and through partnering with Holy Trinity Church Claygate and Christian Engineers in Development, Faith fulfilled her next ambition. In 2014, a valley tank was completed, and even through drought, it provides a year-round supply of clean water for the families and their cattle.

During this project, FIACD registered with the Charity Commission in August 2013. FIACD expanded Faith Aguha's educational sponsorship programme to include more disadvantaged children, and in December 2014, a simple nursery school was opened.

This was built on Faith Aguha's land, which she leases to FIACD on a peppercorn rent. The school's name 'Isaiah' was taken from a verse in the book of Isaiah: **'See I am doing a new thing... I am making a way in the desert and streams in the wasteland'**. This verse continues to be inspirational to Faith Aguha and the charity.



*Faith Aguha with Isaiah School pupils during her visit to the FIACD projects in 2022.*

Over the next four years, FIACD raised funds for and project-managed a much bigger undertaking. On 3 February 2019 the new Isaiah Nursery & Primary School opened, with a commitment to provide a strong Christian education to the poorest local children (even if





they could not afford school fees). By June that year, 143 children were registered, enjoying a much-needed education (many for the first time). Phase 1 of the school building provided four classroom blocks with toilets, school furniture and equipment, teachers' accommodation, a school kitchen and a water tank. Phase 2 added a caretaker's hut, school

gates, and solar panels for the school and teachers' accommodation. Phase 3 was completed in April 2021 and included an additional classroom block with three new classrooms (to enable growth up to Primary 7), additional nursery and school toilets, and four teachers' accommodation rooms.

The arrival of Covid-19 in Uganda caused nationwide restrictions on schools and churches. On 30 March 2020, Ugandan President Yoweri Museveni ordered an immediate 14-day lockdown in a bid to halt the coronavirus spread. There were however, nearly two years of Covid-19 nationwide lockdowns and restrictions in Uganda, and during this time, the teachers' salaries were paid by FIACD, building works were safely completed, and teachers visited the children and their families, spreading the word that education is vital for the prosperity of them and their community. Isaiah School finally re-opened on 10 January 2022 to excited pupils and their families! Two years later, following months of heavy rainfall, FIACD funded emergency repairs to the buildings that house the nursery classes and teachers' accommodation, ensuring the school is safe for Isaiah School pupils and teachers alike.



*Isaiah Nursery & Primary School, November 2024.*

Isaiah School has a licence (certificate) from Uganda's Ministry of Education and is registered in the sole name of Faith Aguha as owner, on behalf of FIACD. The school is led by Head



*Head Teacher Denis Muhwezi*

Teacher Denis Muhwezi (previously head of a school in Jinja), supported by the School Management Committee, the Chair of which is Nelson Nabasa (previously a FIACD sponsored student). Detailed management oversight is provided by FIACD, which also supports the school financially (in 2024, FIACD provided approximately UGS 40m to cover day-to-day school running costs). Denis Muhwezi manages the school reporting and budget, and identifies the poorest pupils who need reduced fees. He is supported by another nine qualified teachers, who teach a wide range of subjects (including English) throughout the nursery and



primary school, as well as a full-time cook and caretaker. Children follow the national syllabus, take external exams, play sport, and also learn important life skills, such as cooking, science and taking care of their health. They may also attend weekly Christian services, as the nursery building serves as a church on Sundays. In November 2023, 12 members of the PTA were elected, representative(s) from every village serving Isaiah School.



*Isaiah School teachers and local lay reader,  
November 2024.*

**"I find such joy in the village, hearing the parents say: 'we never dreamt that we would be able to walk our children to school'. These are families that don't expect, don't dare to dream, yet with God's grace we were able to build them a school."** *Faith Aguha, one of the founders of FIACD*

## Purpose, Objectives and Performance

### Purpose

The purpose of FIACD is to raise funds and provide grants for community development activities and projects in socially and economically disadvantaged communities in Uganda and nearby countries. For the last twelve years, FIACD has raised funds for and provided grants to the community of Katete. This community is remote – the nearest jobs, schools, markets and shops are two hours' walk away, and the economy is at a subsistence level. The population comprises poor landowners, poorer tenant farmers and very poor refugees, and access to high quality education is limited.

FIACD's belief is that high quality, sustainable education can positively transform a child's life, lifting them and their community out of poverty. FIACD's focus this year was to provide sustainable, high quality education to more of the poorest children in Katete and its surrounding areas.



## Objectives for 2023-2024:

1. Building on Isaiah School's successful national exams results in 2023, continue expanding pupil numbers in each class, taking in more of the poorest children living in the local areas. Ensure adequate staffing and staff training throughout the year.
2. Devise a plan to ensure long-term sustainability of Isaiah School.
3. Seek to further involve the local community's leadership with Isaiah School.
4. Form a sustainable, long-term plan for supporting/ sponsoring pupils past Primary 7 of Isaiah School.

## Achievement and Performance against Objectives

### **1. Building on Isaiah School's successful national exams results in 2023, continue expanding pupil numbers in each class, taking in more of the poorest children living in the local areas. Ensure adequate staffing and staff training throughout the year.**

Isaiah School has 217 pupils currently registered (as of 30 April 2025). There are 59 children across the three Nursery classes and 158 children in the seven Primary classes. There are slightly more boys than girls. Isaiah School is stable and slowly growing (+23% on 2021 figures), as the larger infant classes move their way up through the school, and it has current capacity to expand all ten classes to a total of 300 pupils. There is a full complement of 10 teachers including the Head Teacher. Staff salaries compare well with other private schools in the region, when the overall package of food, accommodation and payment within the school holidays is taken into account. Currently, 75% of pupils live within 6km of the school, in the villages of Mwaka, Kyamashara/Ekigaga and Rushenyi. The number of these pupils has remained quite static; growth has been from villages between 6km and 15km away. 25% of pupils come from the villages of Kanyana, Rwabigyemano, Buwashamure and Butemberwa. The majority of pupils walk to and from school every day, a few travel by minibus organised by their parents, and a small number lodge nearby to attend the school.

2024 was Isaiah School's second year with a Primary 7 top class, a complete set of year groups. The Primary 7 pupils have an average age of 15, which shows just how long they had to wait for a primary education pre-Isaiah School. They achieved very good results in their December 2024 national examinations in Mathematics, Social Studies, Science and English, with all 18 pupils achieving Grade 1-2 results. These results give the children a strong foundation to continue into secondary education, and they should also help Isaiah School attract new pupils into Primary 5.





In November 2024, three trustees travelled to the FIACD projects in Uganda, staying in a local home. They spent quality time with Head Teacher Denis Muhwezi, with every class and their class teacher, and they also met with parents. Their aim was to better understand the current and future needs of Isaiah School, review project management, and assess development possibilities and budget priorities. The trustees were impressed by Denis Muhwezi's kind and hard-working leadership of the school, the caring relationships between staff and pupils, teachers' motivation, pupils' behaviour, attendance at the annual Parent Teacher Association meeting, and the good state of the school buildings.



*Trustees Linda Morgan, Steve Cramer and Alison Bateman with Primary 7 pupils, Trustees' visit November 2024.*

In February 2025, the Isaiah School pupils received their first ever school sports kit (in house colours) and additional sports equipment. Funding for these was split 50/50% between the school parents and FIACD's fundraising activities in September 2024 within Holy Trinity Church Claygate. Isaiah School is also developing a limited self-funded feeding programme for children who travel a long way to school.



*New sports kit in house colours, February 2025.*

**"I was impressed by the dedication of all the teachers, who work extremely hard to help the children reach their potential and broaden their horizons. They demonstrate positive and caring relationships with the children and with one another."** *Alison Bateman, trustee and retired head teacher*







*From top, left to right: Taking school outside, November 2024. View from the front of Isaiah School, March 2025. A community church service, August 2024. School annual PTA meeting. November 2024. Teachers' vegetable garden, November 2024.*

## **2. Devise a plan to ensure long-term sustainability of Isaiah School.**

Average fee recovery rate was around 90% this year, which is slightly lower than in previous years. This is perhaps due to the increase in school fees, and also local families are continuing to feel the impact of the nationwide economic downturn following Covid-19; there is an increase in the number of pupils who are on half or no fees. The non-salary school costs are increasing, particularly due to high food and fuel inflation across Uganda. The school's progress to self-sufficiency remains dependant on the intake of Nursery and Primary 1 children, and increasing class sizes in Primary 6 and 7, and so the migration of families away from Katete continues to be a challenge in enrolling new pupils across all classes.

Isaiah School has made excellent progress recovering and rebuilding post Covid-19, and it remains the priority of the local leadership and the trustees to continue to secure and grow the number of pupils. The aims are for more local children to benefit from the high quality education provided, and to enable the school to head towards a self-sustaining funding model. The FIACD trustees believe there is a clear route to the school becoming self-sufficient, and this involves two complementary strategies: 1) Gradually increase school fees. With the school now established and producing excellent academic results, fees have already started increasing, with the aim of bringing them up to competitive levels over the coming few years, and 2) Expand the school through boarding. The existing classrooms and



infrastructure could easily accommodate up to 300 pupils. Boarding accommodation would need to be constructed, and the relevant staffing, processes and controls put in place to ensure the children are properly supported and protected at school. Support from a local partner would therefore be required to establish any boarding facilities. It is essential that any changes to fees or structure are made without diminishing the support and accessibility for the poorest local children.

### **3. Seek to further involve the local community's leadership with Isaiah School.**

During the trustees' visit in November 2024, conversations with the school management, staff, Parent Teacher Association and parents took place about the current and future governance of the school. The trustees, with their complementary skills (Linda Morgan's local knowledge, Steve Cramer's strategic/ negotiating skills and Alison Bateman's teaching expertise and experience) combined to gain a wide understanding of the school's strengths, what they would like to change and improve, and possible future directions.

### **4. Form a sustainable, long-term plan for supporting/ sponsoring pupils past Primary 7 of Isaiah School.**

FIACD currently provides educational sponsorship (50% fees) to three female graduates from Isaiah School, who began secondary school in January 2024. These pupils had been nominated by Head Teacher Denis Muhwezi and Chair of the School Management Committee Nelson Nabasa; based on a combination of the child's school performance and attendance, and their family's (in)ability to afford secondary school fees. Coleb Kansiimi, a head teacher from a school 16km away from Isaiah School, efficiently manages the sponsorship programme on a local level for FIACD and provides regular reports.

During their November 2024 visit, the trustees found these three pupils to be thriving, and asked Denis Muhwezi to identify three further pupils to receive sponsorship in 2025. Many of FIACD's sponsored pupils return to their community to support the education of younger relatives and help to actively manage Isaiah School. Education has helped to transform their lives, and now they are helping others. A 10-year plan is being formed to ensure that FIACD's scholarship/ reduced fees fund continues to support poorer local children through their primary education.

**"Thank you for giving me the opportunity to serve my community, and also give back to the foundation that made me who I am. I am forever indebted to Faith in Action for improving lives in our community."** *Nelson Nabasa, Chair of the School Management Committee*

## Financial Review

FIACD's income for the year under review totalled £18,421 with an expenditure of £17,223. This resulted in a net increase in reserves of £1,198. Total expenditure decreased by 16% on the previous year, whilst income increased by 1%.

The trustees place great significance on the need to be aware of the potential risks that the charity could face. The trustees give careful consideration to ensure that financial systems and controls are in place; monitor the operational systems and income and expenditure levels of the organisation; exercise controls over decisions taken on projects and capital costs; ensure that low overheads and appropriate administrative systems are in place that address the governance requirements for the organisation. FIACD places the highest regard on financial accountability and continually works towards improving its professionalism and efficiency.

FIACD is non-profit making and applies any surplus income to its purpose.

## Structure, Governance and Management

FIACD was registered as a charity in August 2013 (Number: 1153485). It is governed by a Memorandum and Articles of Association and is controlled by a board of trustees. The trustees are elected and their selection is based on the skills and contribution they can make to the effectiveness of the organisation. The trustees maintain overall control of the running of the charity and retain direct responsibility for the approval of projects and authorisation of payment to project partners. They take responsibility for all contracts and delegate the day-to-day responsibility to local teams.

In June 2020, the trustees agreed 5-year projections for FIACD and Isaiah School. These models help the trustees to make better informed decisions about income and expenditure.

FIACD's Safeguarding Policy is reviewed annually on the 22 February. Isaiah School has its own Safeguarding Policy. All Isaiah School teaching and non-teaching staff are trained annually on safeguarding, and sign the policy alongside their annual contracts. Head Teacher Denis Muhwezi provides the trustees with monthly safeguarding reports.

The UK's ICO (Information Commissioner's Office) certification is renewed annually on 27 April, demonstrating that FIACD's processing of personal data complies with the GDPR requirements, in line with the accountability principle. FIACD passed its Data Protection training update on 3 February 2025.

The charity trustees met five times in the financial year (November 2023, January 2024, April 2024, June 2024, and August 2024) to review progress, approve budgets, and to consider

future programmes. The trustees are thankful this year for volunteer assistance from Jill Marsden, Dale Todd and the staff team of Holy Trinity Claygate.

## Objectives for 2024-2025

1. Continue supporting and encouraging the provision of high quality, low cost education in and around the Mwaka community in Uganda, with a key objective to support the poorest local children who otherwise might not attend school.
2. Develop discussions with the Church of Uganda in relation to its potential involvement in partnering in some of the local management of the school.
3. Broaden and expand the board of Trustees to support the charity as it moves forward, and to help deepen its links with local people and communities within Claygate (Surrey) and beyond.
4. Continue the development of the scholarship programme for secondary school students.



**Signed on behalf of the Trustees Board**

Signed: 

Date: **3 June 2025**

**Steve Cramer, Chair**





## **Independent Examiner's Report to the Trustees Board of Faith in Action Community Development**

I report on the accounts of Faith in Action Community Development (FIACD) for the year ended 30 September 2024, which are set out on pages 13-15.

### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and whilst an independent examination is also not required, the trustees wish such an examination to be undertaken.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

This report, including my statement, has been prepared for and only for the charity's trustees as a body. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body for my examination work, for this report, or for the statements I have made.

### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the 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 seeking explanations 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 which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name:

BRIAN HOWEUS

Date:

30/6/25

Address:

28 OAKEN LANE,  
CLAYGATE  
KT10 0RG

## Receipts and Payments

### For the Year Ended 30 September 2024

		2024	2024	2024	2023
		£	£	£	£
	Note	General Funds	Restricted Funds	Total Funds	Total Funds
<b>Receipts</b>					
Grants	2	6,898	0	<b>6,898</b>	6,962
Donations		11,523	0	<b>11,523</b>	11,209
<b>Total Receipts</b>		<b>18,421</b>	<b>0</b>	<b>18,421</b>	18,171
<b>Payments</b>					
Education Sponsorship		4,131	0	<b>4,131</b>	5,818
School Construction		2,938	0	<b>2,938</b>	0
School Operating Subsidy		8,100	0	<b>8,100</b>	9,000
Project Governance		2,054	0	<b>2,054</b>	5,746
<b>Total Payments</b>		<b>17,223</b>	<b>0</b>	<b>17,223</b>	20,564
<b>Net Surplus for the Period</b>		<b>1,198</b>	<b>0</b>	<b>1,198</b>	(2,393)
<b>Funds</b>					
Balance Brought Forward at 1 October		13,083	200	13,283	15,676
Net Surplus for the Period		1,198	0	1,198	(2,393)
<b>Balance at 30 September</b>		<b>14,281</b>	<b>200</b>	<b>14,481</b>	13,283

## Balance Sheet

**As at 30 September 2024**

	<u>2024</u>	<u>2023</u>
	£	£
<b>Current Assets</b>		
Cash at Bank and In Hand	14,481	13,283
<b>Net Assets</b>	<u><b>14,481</b></u>	<u><b>13,283</b></u>
<b>Funds</b>		
Restricted Funds	200	2,400
General Funds	14,281	10,883
<b>Balance of Funds at Period End</b>	<u><b>14,481</b></u>	<u><b>13,283</b></u>

**Approved on behalf of the Trustees Board**

Signed:



Date: **3 June 2025**

**Steve Cramer, Chair**



## Notes to the Accounts

### 1 Accounting Policies

#### Accounting Convention

The financial statements are prepared on a receipts and payment basis, under the historical cost convention. This is consistent with Charity Commission Guidelines whereby CIOs with income less than £250,000 can prepare receipts and payments accounts.

#### Fixed Assets

At 30 September 2024, FIACD had no fixed assets. The policy is:

- To recognise fixed assets if they can be used for more than one year, recording them at cost or, if gifted, at the value to the charity on receipt; and
- To write them off on a straight-line basis over their estimated useful lives.

#### Income Recognition

Grant income is recognised upon receipt, provided that any conditions for receipt have been met. Any unexpended grant is carried forward in reserves. If any grant unexpended has been provided for a restricted purpose, any balance remaining is carried forward as a restricted fund.

#### Restricted Gifts

Restricted gifts are only used for the purpose for which they were given. If a restricted gift is unused for its nominated purpose, it will be returned to the donor or permission sought for an alternative use.

### 2 Grant Income

	2024 £	2024 £	2024 £	2023 £
	General Funds	Restricted Funds	Total Funds	Total Funds
Holy Trinity Church Claygate	6,898	0	6,898	6,227
Nias Wheatley Trust	0	0	0	735
Other	0	0	0	0
	<b>6,898</b>	<b>0</b>	<b>6,898</b>	<b>6,962</b>

### 3 Project Governance

Project Governance costs amounted to £2,054 in the year, a reduction from £5,746 in 2023.

### 4 Related Parties

One trustee is also a trustee of the Parochial Church Council of the Ecclesiastical Parish of Claygate (Holy Trinity Church Claygate). This charity donated £6,898 during this financial year.