



Windle
International

Education Transforms Society

ANNUAL REPORT & ACCOUNTS

**For the year ending
31 December 2020**

Legal & Administrative Detail

Charity number (England & Wales)	1153544
Registered address	CMS House, Watlington Rd, Oxford, OX4 6BZ
Contact details	+44 (0) 7393 624688 / www.windleinternational.org / info@windleinternational.org
International Council (Board of Trustees)	Dr Fred Ojiambo, Chair Eleanor E S Horne Nicholas Ecimu Malcolm McNeil Lillian Koma (appointed 20 September 2020)
Chief Executive Officer	Dr Marangu Njogu
Senior Management Coordination Group	James Aryam (Executive Director, Windle International Uganda, to June 2021) Ian Leggett (Executive Director, Windle Trust International, to June 2020) David Masua (Executive Director, Windle Trust International, from June 2020) Phyllis Mureu (Executive Director, Windle International Kenya) Andrew Omara (Acting Executive Director, Windle International Uganda, from June 2021)
Country Leaders	David Masua, South Sudan (to June 2020) Steward Kutiyote, South Sudan (from June 2020) Asim Turkawi, Sudan Khalif Kobane, Team Leader, Somalia
Bank	CAFBank, 25 King's Hill Avenue, King's Hill, West Malling, Kent, UK
Advisors	Critchleys LLP, Beaver House, 23-38 Hythe Bridge St, Oxford OX1 2EP, UK

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Acronyms

HPCT	The Hugh Pilkington Charitable Trust
OCMS	The Oxford Centre for Mission Studies
WI	Windle International
WIK	Windle International Kenya
WISOM	Windle International Somalia
WIU	Windle International Uganda
WIUSA	Windle International USA
WTI	Windle Trust International

Annual Report of the Windle International Council

Charity Overview

Charity Commission

Registration No: 1153544;
Date of registration: 27th August 2013

Our Vision

We believe that Education Transforms Society.

We believe that the people who have been affected by conflict and marginalisation should be the architects of their own future. We focus on and advocate for the long-term investment in education and training for and with individuals and communities, so that they can transform themselves, and their surrounding communities, region and continent. As and when peace is declared, individuals and communities are able to sustain it for the long term.

Our vision is of a world where everyone has the opportunity, through education and training, to make the most of their potential and contribute to sustainable development.

Charitable Objects

To advance education, in particular the education of refugees, internally displaced people, other people affected by or at risk from conflict and natural disaster and their host populations.

Our Mission

To challenge poverty and inequality, to bring about lasting transformation of society, and to promote peace by expanding access to, and improving the quality of, education and training, with an emphasis on refugees, communities affected by conflict and marginalization.

The international office has two main roles:

- a) to establish Windle as the leading organisation for delivery of quality education for refugees and communities affected by conflict and marginalisation;
- b) To provide accurate, timely and efficient services to the membership of Windle and to serve and coordinate global activities such as communication, advocacy, fundraising, common operational standards, and shared services.

Structure, Governance & Management

Windle International (the Charity) is a Charitable Incorporated Organisation, registered in England as charity number 1153544, governed by a charitable constitution under the terms of which the first members of the International Council, who are also the Trustees of the Charitable Incorporated Organisation, were the Chairs of the operational Windle organisations listed below with an asterisk: The constituent members of the international NGO, Windle International, are:

- Windle Trust International operating in the UK, Sudan and South Sudan*
- Windle International Kenya operating in Kenya*
- Windle International Uganda operating in Uganda*
- Windle International USA operating in the United States
- Windle International, which is directly responsible for the International Office in the UK and the Somalia programme.

Windle International Somalia was registered with the Federal Government of Somalia as a branch of Windle International on 22nd November 2018. The day to day management of the Somalia programme is undertaken by Windle International Kenya on behalf of Windle International.

Each of the constituent members has its own Board of Trustees and operates autonomously within a framework of common values, history and strategic focus. Windle International provides the coordination structure to realise the commitment made by all members of the Windle family to work closely together in setting their strategies, and collaborating on key area such as common high standards, donor relations, advocacy, fundraising, regional programming, research and sharing of skills and experience.

Under the constitution of Windle International the Trustees may appoint additional trustees to the Board of Trustees.

Eleanor Horne, who is also the Chair of The Hugh Pilkington Charitable Trust, which has provided substantial financial support to Windle's work for many years, serves as a member of the International Council. Eleanor Horne is also a Trustee of Windle Trust International one of the constituent members of Windle International. Lillian Koma was appointed as a member of the International Council in September 2020.

These financial statements relate to the activities of the Windle International Council, Windle International Somalia and the International Office and, in line with UK Charity law, have been examined by a qualified Independent Examiner, Holy Brook Associates.

Public Benefit

The Trustees have regard to the Charity Commission's guidance on public benefit. The Trustees believe that the activities of the Charity address the underlying causes of poverty, fall within the aims of the Charity, and that the member charities of Windle International deliver programmes widely accessible to potential beneficiaries which fall within the scope of the Charity's objects.

The public benefit relates mainly to the promotion of educational access for some of the world's most disadvantaged communities. The education and training in turn help to lay the foundation for long term peace in Africa.

Details of the activities of member organisations, their impact and their performance are reflected in the accounts of those organisations. The impact of the Charity is primarily achieved not by implementation of programmes but by supporting operational Windles to implement programmes addressing the objects of the Charity.

Context

The Windle programme activities which the Charity supports cover a region which continues to experience conflict and displacement of individuals and communities for a range of reasons including poor government, corruption, political rivalry and greed, environmental pressures and ethnic tensions. These deep-seated challenges will not be resolved quickly but there have been some positive signs in the past 2 years.

Political changes in Sudan have resulted in the replacement of an unaccountable government and the signing of a peace agreement with the Sudanese armed opposition groups. It is hoped that greater internal stability in Sudan will benefit the country's people and enable it to play a positive role regionally.

South Sudan has seen in February 2020 the formation of a new government of national unity which has yet to convince the people both inside and outside the country that it has the will and capacity to bring peace. We expect that many South Sudanese refugees will be cautious about returning immediately to South Sudan in the light of the failure of past peace agreements.

For this reason Windle operational members expect to continue to manage and deliver education to large numbers of South Sudanese refugees in Kenya and Uganda, and displaced South Sudanese in Sudan,, while also working with the government of South Sudan and other partners to build the education sector inside South Sudan.

In Somalia extremist groups and clan rivalry continue to hamper a robust peace and an economic recovery but the degree of security and national cohesion has improved. Windle has followed home some of the Somali refugees whom Windle has been serving in Kenya for many years, setting up an office in southern Somalia in 2019 and establishing programme activity in Somalia and Somaliland in 2020.



Eastern Africa

*Our support office in the UK currently oversees our operations in Sudan and South Sudan.

The governments of Kenya and Uganda are actively seeking ways to reduce the number of refugees in their countries. This development provides challenges to Windle but also provides an opportunity for Windle to support voluntary return, through Windle's regional presence, particularly in Somalia and South Sudan.

In the light of the challenges presented by the COVID-19 pandemic investment in education and training is more important than ever in order to lay the foundations for lasting peace and stability. The virus has disrupted education across the world but Windle is working energetically with IGAD, governments, communities and other partners and institutions to enable quality education to continue and expand. The greater use of educational technology to support the quality of education and training is a key focus for Windle.

The constituent members of Windle International pursue a shared strategy in responding to this situation with a focus on education and training and on the geographic region of Eastern Africa. It is the policy of Windle to establish a robust long term presence in each country.

Management

The Charity operates primarily from an office in CMS House in Oxford but since the impact of COVID-19 staff have worked mainly from home. The Chief Executive Officer of Windle International is based in Kenya and is supported by the Senior Management Coordination Group comprising the executive directors of the operational members of the Windle family. The senior team meets regularly to take forward activities which are the responsibility of the Charity or which require coordination and collaboration across Windle.

The Chief Executive Officer reports to the International Council both directly and through the Chair of the Council. The Chief Executive Officer also manages the relationship with the Hugh Pilkington Charitable Trust.

Risk Management

The Trustees undertake a review of risk at least annually and take steps to mitigate risk while recognising that operating in parts of Africa affected by conflict involves exposure to a certain degree of risk for the Charity and its staff. Risks are identified and measured using a standard matrix and responsibility for monitoring each area of risk is allocated to a particular staff member. A key role of the International Office is to support the operating Trusts in managing risk.

Activities & Achievements

The COVID-19 pandemic has greatly affected the work of Windle International's operational members in a variety of ways in 2020. Education provision has been disrupted and Windle has had to work with partners to provide education in a secure manner. One positive outcome of these challenges has been an increased emphasis on the use of information technology in education, an area where Windle has already considerable experience. This is major focus in future plans.

The Trustees record their deep regret at the death of James Aryam in June 2021. James was the Executive Director of Windle International Uganda and has been a remarkable servant of Windle and refugees in Eastern Africa over many years.

Building on a review of the global strategy in early 2019 and in spite of the severe restriction on travel and face to face meetings caused by the pandemic, the main achievements of the Charity in the period covered by this report have been:

- Promotion of effective collaboration across Windle.
- Support of the Windle programmes through fundraising, technical support, sharing of skills and experience, and coordination of joint activity.
- Coordination of funding support from various donors to the operational Windles. In particular the coordination of support from the Hugh Pilkington Charitable Trust (HPCT) which included a commitment by HPCT to fund by grant and loan the acquisition of office premises and operational facilities in South Sudan.
- Participation in the Big Give Christmas Challenge for December 2020 raising over £80,000 for Windle programmes.
- Extension of the common framework of policies.
- Supporting the implementation of enhanced Safeguarding policies, procedures and staff training across Windle.
- Presentation of Windle's work in international conferences and forums, and contribution to international policy development on education.
- Supporting the engagement of Windle with alumni of Windle programmes
- Development of Windle's presence in Somalia and the successful launch of the DAFI scholarship programme in that country.
- Strengthening the International Council through the appointment of Lillian Koma.
- Recruitment of a Fundraising Manager in October 2020 which has provided a focus for closer cooperation in fundraising and approaches to new donors.

The Charity sets operational targets by the development of annual work plans and budgets and monitors performance against these targets to ensure that resources are applied effectively to achieving the Windle International objectives.

Financial Review

In 2020 the Charity incurred a deficit on general funds of £12,162 (2019 Surplus £15,197), leaving unrestricted reserves of £30,334 to be carried forward to 2021.

Across the operational members of Windle International 2020 was a challenging year but there was a modest increase in the overall level of reserves. The Trustees and the Executive Directors of the members of Windle International plan to strengthen the level of reserves in the organisation in 2021, particularly so that cash resources are available to pre-finance donor funded projects when necessary, but also to enable Windle to become more resilient and self-reliant.

The Charity holds a modest level of reserves of £30,334 as reflected in the Balance Sheet which is lower than the target of £50,000 reflected in the Trustees Report of 2018. The Trustees of the Charity are aiming to increase the level of reserves to £60,000 over the next two years to provide a greater level of working capital for the Charity. This is in line with Charity Commission recommendations.

Future Plans

The Trustees recruited a Fundraising Manager in October 2020 and a part time Finance Officer was employed in February 2021. These appointments complete the core team of the Secretariat and additional staff will be employed as the operational needs of the Secretariat develop.

The Trustees decided in 2019 to open a Windle programme in Somalia to support the people of

Somalia and Somaliland at a time when there is more hope about the prospects for sustained peace in that country. The operational capacity to manage this new programme is provided by Windle International Kenya and the team leader, Khalif Kobane, has been developing the profile and activity of Windle in Somalia, including launching the DAFI programme for refugee and returnee undergraduate students funded by the German Government through UNHCR. Further funds are being sought to expand Windle's work in Somalia, and Windle is developing very positive relationships with government and with potential operating partners.

The Trustees completed the process of registering in Rwanda in 2019 and it is planned to start a modest level of activities in Rwanda before the end of 2021 with the goal of expanding the programme further in 2022. The operations in Rwanda will be supported by the Windle offices in Kenya and Uganda.

Windle International will continue to strengthen its regional presence across Eastern Africa. As in the above cases the initial management role in new countries will be undertaken by the operational Windle International members until such time as the new offices are ready to operate autonomously with their own trustee boards.

The Trustees will continue to support the development of Windle International USA as a fundraising initiative. The US Board has begun to meet regularly to pursue fundraising opportunities. Windle International will also complete the registration of Windle in Canada to facilitate engagement with donors, alumni and operational partners in Canada. The Trustees have decided also to register Windle International Netherlands to promote access to EU based donors and partners.

Strategically Windle International expects to retain its very strong focus on the provision of education

and training supported by research to assess needs and to monitor and evaluate impact. Windle will also advocate for investment in quality education and training, and seek to contribute to international forums in these areas. Windle is committed to innovation and improvement and in the immediate future will seek to innovate in education technology and the provision of teacher training amongst other areas.

Partners

Windle International is very grateful to the trustees of the Hugh Pilkington Charitable Trust for their continued support of Windle and to the following operational and funding partners with whom Windle International and its Members have worked in 2020, as well as to the alumni and other individual supporters:

- US Bureau for Population, Refugees and Migration (BPRM)
- USAID: Department for International Development
- The European Union
- The Government of Canada (Global Affairs Canada)
- The UN High Commission for Refugees (UNHCR)
- The UN Children's Fund (UNICEF)
- The Hugh Pilkington Charitable Trust
- World University Service of Canada
- The Open Society Foundation
- The MasterCard Foundation
- The Philanthropic Initiative (Sisters of St Joseph of Peace)
- The British Council
- Commonwealth Scholarships Programme/Association of Commonwealth Universities
- The Waterloo Foundation
- The Gordon Memorial College Trust Fund
- Borderless Higher Education Programme: York University, University of British Columbia, Kenyatta University, Moi University and others
- HU University, Utrecht
- DD Puri Foundation
- The Vodafone Foundation

- DAFI/Government of Germany
- Goodenough College

Most of this financial support is received directly by operational Windle International members rather than through the Windle International Secretariat.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and regulations governing charities registered in England, and to observe and apply the principles and methods of the Charities Statement of Recommended Practice (SORP).

The Trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to;
- presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 15th October 2021 and signed on their behalf by:

Dr. Fred Ojiambo, Chair

Independent Examiner's report to the Trustees of Windle International

I report on the accounts of the Charity for the year ended 31st December 2020, which are set out on pages 12 to 18.

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 of the Charities Act 2011 (the Charities 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 Chartered Institute of Management Accounts. It is my responsibility to:

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

Basis of Independent Examiner's Statement

My examination was carried out in accordance with 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 the 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 material matters have come to my attention which gives me cause to believe that in, any material respect,:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination. I have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: Rachel Eden

Date: 4 October 2021

Rachel Eden ACMA

Holy Brook Associates

**Curious Lounge, 1st Floor, Pinnacle Building
Tudor Road, READING RG1 1NH**

WINDLE INTERNATIONAL

Statement of Financial Activities: 1 January to 31 December 2020

					2019
Incoming resources	Note	Unrestricted	Restricted	Total	Total
		£	£	£	£
Voluntary income - Grants & Donations	2	522,613	428,193	950,806	719,281
Resources Expended					
Cost of Generating Funds		23,094	892	23,896	26,322
Charitable Activities: Education	4	64,841	108,508	173,349	164,401
Grants		280,080	320,000	600,080	400,000
Other programme costs		162,480	-	162,480	176,952
Governance Costs	4	4,279	-	4,279	5,187
		534,775	429,400	964,175	772,863
Incoming/(Outgoing) resources for the year		(12,162)	(1,207)	(13,369)	(53,582)
Balance brought forward 1 January 2020		42,496	5,621	48,117	101,697
Balance carried forward 31 December 2020		30,334	4,414	34,748	48,115

Balance Sheet at 31 December 2020

		Unrestricted	Restricted	Total	2019
		Funds	Funds		Total
		£	£	£	£
Current Assets					
Debtors					
Accounts with Windle Charities	5	27,869	30,109	57,978	54,583
Gift Aid Recoverable		3,126	-	3,126	12,830
Other Debtors		3,232	1,228	4,460	7,717
		34,228	31,337	65,565	75,130
Bank Accounts		7,198	-	7,198	20,052
Total Current Assets		41,426	31,337	72,763	95,182
Current Liabilities					
Accounts with Windle Charities		8,496	-	8,496	-
Other Creditors		2,596	26,923	29,519	47,067
Total Current Liabilities		11,092	26,923	38,015	47,067
Net Current Assets		30,334	4,414	34,748	48,115
Funded by:					
Fund Balances		30,334	4,414	34,748	48,115

Approved by the Board of Trustees of Windle International on 15 September 2021 and signed on their behalf by:
Dr Fred Ojiambo, Chair.

ACCOUNTING POLICIES

Basis of the Accounts

The Accounts are prepared in accordance with the Accounting and Reporting by Charities Statement of Recommended Practice applicable to the UK and Republic of Ireland (FRS102) effective 1 January 2015. – Charities SORP FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Going Concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Donations of Gifts, Services and Facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised. On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is

the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Interest Receivable

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

Fund Accounting

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

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

Expenditure

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

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering projects undertaken to further the purposes of the charity and their associated support costs
- Other Programme Costs: these costs relate to the staff and operational costs through which Windle International provides support and services to the operational member Windle charities. There is no apportionment of such costs to charitable activity as this is not considered useful for a clear understanding of the activities of the charity.

ACCOUNTING POLICIES (cont.)

Tangible Fixed Assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Fixtures and Fittings 5-10 years
- Computer Equipment 3 years
- Motor Vehicles 4 years

Debtors

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

Cash at Bank and in Hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

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

Pension Contributions

In the UK the charity contributes to a defined contribution scheme (NEST) at the rate of 5% with employees contributing 3%. For employees based outside the UK the charity negotiates and agreed contribution to pension provision in each case in the light of local circumstances and legislation.

WINDLE INTERNATIONAL

Accounts for the year ended 31 December 2020

Notes to the Accounts

1. Restricted Funds

Fund	Note	Opening			Closing
		Bal	Income	Expense	Bal
HPCT grant for UK Scholarships		-	120,000	120,000	-
HPCT grant for Juba Land		-	200,000	200,000	-
OCMS PhD Programme		1,974	3,002	3,977	1,000
WIK Kakuma Sponsorships		(1,027)	8,002	6,975	-
WIK Dadaab Schools Project		1,502	-	1,502	-
Big Give 2020		-	10,650	9,700	950
Big Give 2019		-	82,555	82,555	-
Big Give 2018		2,280	-	2,280	-
WI Somalia COVID Project		-	1,984	-	1,984
WIU Covid Project		-	2,000	1,520	480
WIU ECS Scholarships		192	-	192	-
WI World Traders	1.7	700	-	700	-
Total		5,621	428,193	429,400	4,414

2. Voluntary Income - Grants & Donations		Unrestricted	Restricted	Total	2019
		£	£	£	£
HPCT Core Grant	2.1	280,000	120,000	400,000	400,000
HPCT Additional Grant	2.2	71,200	-	71,200	70,000
General Donations		15,990	-	15,990	15,587
Member Contributions		142,837	-	142,837	180,000
HPCT Juba Land Project		-	200,000	200,000	-
WTI World Traders		700	-	700	2,500
Big Give 2019		9,700	82,555	92,255	10,810
Big Give 2020		500	10,650	11,150	-
Big Give 2020 Somalia		-	1,984	1,984	-
OCMS Scholarships		-	3,002	3,002	26,858
WIU COVID Project		-	2,000	2,000	-
WIU Teachers' Houses		192	-	192	-
WIK-Kakuma Sponsors		1,495	8,002	9,497	13,526
WTI Postgraduate Scholarships		-	-	-	-
		522,613	428,193	950,806	719,781

2.1 This was a grant paid by the Hugh Pilkington Charitable Trust to Windle International to support the work of the operational Windle members.

2.2 This grant is for the support of the Windle International Secretariat and specifically as a contribution towards the costs of the Chief Executive Officer.

3. Cost of Generating Funds

	Unrestricted	Restricted	Total	2019
	£	£	£	£
Allocation of Staff Costs	8,395	-	8,395	19,000
Other Fundraising Costs	14,699	892	15,591	7,322
	23,094	892	23,986	26,322

Expenditure on Charitable Activities	Unrestricted	Restricted	Total	2019
Education:	£	£	£	£
WIK Scholarships	-	1,502	1,502	-
WIU Girls Dormitory/Staff Housing	-	-	-	31,368
Kakuma Scholarship Programme	-	6,975	6,975	10,371
Somalia Project	64,841	-	64,841	39,197
Windle Regional Scholarships	-	9,980	9,980	36,000
Big Give 2019 Scholarships	-	82,555	82,555	10,810
Big Give COVID Response	-	3,520	3,520	-
OCMS Scholarship Programme	-	3,977	3,977	28,389
WTI Scholarships	-	-	-	2,800
Total on Education Programmes	64,841	108,508	173,349	159,135
Grants for Education Activities:				
Windle International Kenya Recurrent	60,080	-	60,080	60,000
Windle Trust International Recurrent	160,000	-	160,000	160,000
Windle Trust International Capital	-	200,000	200,000	-
Windle Trust UK Scholarships	-	120,000	120,000	120,000
Windle International Uganda Recurrent	60,000	-	60,000	60,000
	280,080	320,000	600,080	400,000
Other Programme Costs:				
Staff Costs	141,546	-	141,546	91,231
Windle International Trustee Meetings	-	-	-	13,646
Staff Travel and Training	3,778	-	3,778	15,437
Communication Costs	7,355	-	7,355	13,305
Alumni Activities	-	-	-	500
North America Activities	-	-	-	8,541
Security/Safeguarding Consultancy	-	-	-	9,502
Conferences	-	-	-	778
Strategy Consultancy	-	-	-	7,847
Office Expenses	9,801	-	9,801	8,569
	162,480	-	162,480	169,356
Governance				
Audit	360	-	360	1,500
Legal Services	3,919	-	3,919	3,047
	4,279	-	4,279	4,547
Total Expenses	534,775	429,400	964,175	733,038

Notes to the Accounts (cont.)

4. Staff Remuneration & Summary

Reflected Under:	2020	2019
	£	£
Fundraising Activity	8,395	19,000
Charitable Activity: Somalia Project	42,847	22,647
Programme Costs	141,546	91,231
Total Staff Remuneration	192,788	132,878
UK Payroll:		
Gross Pay	69,313	32,998
Employers National Insurance	6,538	3,993
Employers Pension Contribution	2,090	1,240
Other Staff Costs	0	
Kenya Payroll:		
Gross Pay	50,400	50,400
Pension	21,600	21,600
Somalia Payroll:		
Gross Pay	42,847	22,647
Total Employment Remuneration	192,788	132,878

The average number of employees during the year was 4 (2019 – 3) of whom two were based in the UK, one in Kenya and one in Somalia).

Two volunteers provided services to the charity in 2020 (2019 – 2) assisting in fundraising, project development, accounting and administrative support.

No employee received remuneration of more than £60,000. (2019 – Nil).

5. Key Management & Trustees

Key Management remuneration was £72,000 (2019 £72,000). Remuneration of all staff is reviewed annually by the Board of Trustees.

The Executive Directors of the operational Windle charities, Windle International Kenya, Windle International Uganda and Windle Trust International, with the CEO of Windle International play a key role in the management of Windle International and the promotion of collaboration between the Windle charities.

Windle International Kenya oversees the implementation of projects in Somalia on behalf of Windle International

No trustee received any remuneration in the period (2019 none). No expenses were paid for Trustees in the period (2019 - £1886 for three trustees).

6. Related Party Transactions

There are no related party transactions to disclose for 2020 (2019 – nil).

One of the trustees, Eleanor Horne, is chair of the Hugh Pilkington Charitable Trust and a trustee of Windle Trust International which receives grants from Windle International. Three trustees of Windle International, Dr Fred Ojiambo, Nicholas Ecimu and Malcolm McNeil are chairs of the Boards of Trustees of Windle International Kenya, Windle International Uganda and Windle Trust International all of which charities receive funding from Windle International and contribute to the income of Windle International. It is recognised that there is potential for conflicts of interest to arise and these are managed with care in line with Windle International policies.

Cash Flow Statement

	£	2019 £
Cash Flow from operating activities		
Net Outgoing Resources per Accounts	(13,369)	(53,582)
Cash for Reduction in Debtors	9,565	31,173
Cash for Reduction in Creditors	(9,051)	20,657
Net Inflow/(Outflow) of Cash Resources	(12,855)	(1,752)
Cash at Start of Year	20,053	21,804
Net Outflow during year	(12,855)	(1,752)
Cash at end of year	<u>7,198</u>	<u>20,052</u>

This was held as follows:

Cash in Current Bank Account	6,298	19,852
Office Cash Floats	900	200
Cash Balance at Year End	<u>7,198</u>	<u>20,052</u>

Windle operates in the following locations:

Windle International (secretariat)

CMS House, Watlington Rd, Oxford, OX4 6BZ
info@windleinternational.org
<https://www.windleinternational.org/>

Windle Trust International (UK)

37a Oxford Road, Oxford OX4 2EN, UK
info@windle.org.uk
<https://windle.org.uk/>

Windle International Kenya

No.10 Amboseli, Gitanga Road
P.O.Box 40521-00100 GPO Nairobi, Kenya
windle@windle.org
<https://windle.org/>

Windle Trust International (South Sudan)

P.O Box 218 Juba, South Sudan
southsudan@windle.org.uk
<https://windle.org.uk/>

Windle International Uganda

Plot 726 Mawanda Road, Kamwokya Kampala
P.O. Box 24230 Kampala, Uganda
wiu.info@windle.org
<https://windleuganda.org/>

Windle Trust International (Sudan)

P.O Box 15035 Khartoum, Sudan
asim@windle.org.uk
<https://windle.org.uk/>

Windle International Somalia

Dalxis Road, Kismayo, Somalia
wis@windle.org
<https://windlesomalia.org/>

Windle International

CMS House, Watlington Rd, Oxford, OX4 6BZ

www.windleinternational.org | info@windleinternational.org

Registered with the Charity Commission in England & Wales as a CIO, charity number 1153544.



Windle
International

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