

Annual Report and Accounts

Windle International

For the year ending 31 December 2024



International Council (Board of Trustees)

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Robin Shawyer
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Thor Kristian Hanisch

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Acronyms

HPCT	The Hugh Pilkington Charitable Trust
IGAD	Intergovernmental Authority on Development
OCMS	The Oxford Centre for Mission Studies
WI	Windle International
WIK	Windle International Kenya
WINL	Windle International Netherlands
WISOM	Windle International Somalia
WIU	Windle International Uganda
WIUSA	Windle International USA
WTI	Windle Trust International

1 Report of the International Council

1.1 Charity Overview

Charity Commission	Charity Registration No: 1153544 Date of registration: 27 th August 2013
Our Belief	We believe that: <ul style="list-style-type: none">✓ Education Transforms Society✓ That the people who have been most marginalised in the world should be the ones shaping more peaceful societies
Our Vision	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.
Roles of International Office	i) to establish Windle as the leading organisation for delivery of quality education for refugees and communities affected by conflict and marginalisation; ii) 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.

1.2 Structure and Governance

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 members of the International Council, who are the Trustees of the Charity, include the Chairs of the operational Windle organisations listed below with an asterisk:

- ❖ Windle International Kenya operating in Kenya and managing the Somalia programme
- ❖ Windle International Uganda operating in Uganda and overseeing the development of Windle International's work in Rwanda
- ❖ Windle International USA and Windle International Netherlands are support offices whose function is to facilitate fundraising and advocacy in North America and Europe for the work of Windle in Eastern Africa, in close collaboration with the International Office.

Each of the constituent members of Windle International 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 working closely together in setting their strategies and collaborating on key areas such as a common high-level policy framework of 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.

Windle Trust International is a sister organisation based in the UK and working in Sudan, South Sudan.

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

1.3 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.

1.4 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, greed and 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.

Efforts by the Government of South Sudan and external parties to promote stability in South Sudan have yet to result in any significant return of South Sudanese refugees from Kenya and Uganda to their home country.

In Somalia extremist groups and clan rivalry continue to hamper a robust peace and an economic recovery. Windle has followed home some of the Somali refugees whom Windle has been serving in Kenya for many years by setting up offices in Federal Republic Somalia in 2019, Somaliland in 2020 and in Puntland State of Somalia in 2021. Windle International has established a scholarship programme with a total of 175 students in 20 universities in the three locations during 2024. This is the DAFI (Albert Einstein German Academic Refugee Initiative) scholarship funded through UNHCR.

The governments of Kenya and Uganda have been 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.

The Kenya 2021 Refugee Act has strengthened the protection and management of the refugees in Kenya. The Act gives new hope to refugees in Kenya that they can access livelihoods and social integration. The Act came into effect in March 2022 but the Shirika project to integrate refugees more effectively in Kenya is still under development.

The ongoing civil war in Sudan has resulted in the arrival of significant number of Sudanese refugees in Kenya and Uganda and Windle International is developing projects to respond to the education and training needs of these new arrivals.

Renewed conflict in the east of the Democratic Republic of Congo has resulted in the arrival of over 100,000 refugees in Uganda, Rwanda and Burundi.

In 2025 the huge cuts in US government funding to international aid and development presents are profound challenge to refugees across the region and to the funding of Windle International's programmes. Over 1000 teachers in refugee schools have already been laid off in 2025.

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. Windle International is also working with WI-USA to mobilise support for EdTech from USA.

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. This investment is crucial to the prospects for lasting peace and stability across Eastern Africa. It is the policy of Windle to establish a robust long-term presence in each country where it operates.

1.5 Management

The Charity registered office is CMS House in Oxford. 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 in Kenya and Uganda, and the country director in Somalia. 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.

1.6 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.

1.7 Activities and Achievements

The main achievements of the Charity in the period covered by this report have been:

- a) Promotion of effective collaboration across Windle members.
- b) Support of the Windle programmes through fundraising, monitoring support, sharing of skills and experience, and coordination of joint activity.
- c) Coordination of funding support from various donors to the operational Windle members.
- d) Participation in fundraising efforts over £300,000 in grants and donations for Windle programmes and support of administration costs.
- e) Extension of the common framework of policies.
- f) Supporting the implementation of enhanced Safeguarding policies, procedures and staff training across Windle.
- g) Presentation of Windle's work in international conferences and forums, and contribution to international policy development on education.
- h) Supporting the engagement of Windle with alumni of Windle programmes
- i) Development of Windle's presence in Somalia in partnership with Windle International Kenya.
- j) Establishment of a working relationship with Inter-Governmental Authority on Development (IGAD) for joint fundraising and development cooperation in the countries that Windle operates.

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.

1.8 Financial Review

In 2024 the Charity achieved a minor surplus on general funds of £9,389 (2023 surplus £471). The net effect is an unrestricted reserve fund at the end of 2024 of £56,295 (2023 £46,906).

The Charity holds a level of reserves of £94,547 (unrestricted £56,295 and restricted £38,252) as shown in the Balance Sheet. The Trustees of the Charity are aiming to increase the level of unrestricted reserves to £60,000 in subsequent years to provide a greater level of working capital for the Charity. This is in line with Charity Commission recommendations.

1.9 Future Plans

The Trustees have recruited a fundraising and communications officer in May 2025 to strengthen the capacity of the Secretariat to support those aspects of Windle International's work, especially the engagement with donors and partners in North America.

The operational capacity to manage the growing Windle programme in Somalia is provided by Windle International Kenya and the Somali programmes country director, will continue to

develop the profile and activity of Windle in Somalia. Further fundraising efforts are being actioned to expand Windle's work in Somalia. Windle International continues to develop positive relationships with government and various stakeholders, such as CARE International Somalia, Adventist Development and Relief Agency International (ADRA) Somalia and Save the children Somalia to collaborate in joint fundraising and implementation of programmes.

Windle International has entered into a partnership with Africa New Life Ministries to develop educational programmes in Rwanda, starting with a scholarship programme to support refugee and marginalised youth in secondary education.

Windle International will continue to look for opportunities to strengthen its regional presence across Eastern Africa. As in the above cases the management role in new countries will be undertaken by the operational Windle International members (Windle International Kenya & Uganda).

The Trustees will continue to support the development of Windle International USA and Windle International Netherlands as fundraising and advocacy initiatives. The US and Netherlands Boards meet quarterly to pursue fundraising opportunities.

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, while also being willing to address related needs. 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 will continue to innovate in education technology and the provision of teacher training amongst other areas.

1.10 Partners

Windle International and its member are 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 Members have collaborated with in 2024, as well as to the alumni and other individual supporters:

- US Bureau for Population, Refugees and Migration (PRM)
- 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 Reid Foundation (the Big Give)
- HU University, Utrecht
- DD Puri Foundation
- The Vodafone Foundation
- DAFI/Government of Germany

The financial support for programmes is received directly by operational Windle International members rather than through the Windle International Secretariat.

1.11 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 19.9.25 and signed on their behalf by:

Dr Fred Ojiambo
Chairman

Independent Examiner's report to the Trustees of Windle International

I report on the accounts of the Charity for the year ended 31st December 2024, which are set out on pages 10 to 17.

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.

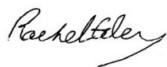
Independent Examiner's Statement

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: 07.10.2025



Rachel Eden FCMA
Holy Brook Associates
Curious Lounge, 1st Floor, Pinnacle Building
Tudor Road, READING RG1 1N

WINDLE INTERNATIONAL
Statement of Financial Activities: 1st January to 31st December 2024

		Unrestricted	Restricted	Total	2023 Total
Incoming resources		£	£	£	£
Voluntary Income - Grants and Donations	2	257,069	50,651	307,720	356,092
Resources expended					
Cost of generating funds	3	482	-	482	17,705
Charitable Activities: Education	4	-	96,324	96,324	45,439
Grants		123,144	-	123,144	127,600
Other Programme Costs		115,073		115,073	113,117
Governance costs	5	8,981		8,981	6,935
Total Expenditure		247,680	96,324	344,004	310,796
Net incoming/(outgoing) resources for year		9,389	(45,673)	(36,284)	45,296
Balances brought forward 1st January 2024		46,906	83,925	130,831	85,535
Balances carried forward 31 December 2024		56,295	38,252	94,547	130,831

Balance Sheet at 31st December 2024

		Unrestricted Funds	Restricted Funds	Total Funds	2023 Funds
		£	£	£	£
Fixed Assets		3,466		3,466	3,466
Current Assets					
Debtors	6				
Intercompany Accounts		42,978		42,978	42,979
Prepayments		2,714		2,714	3,699
Other Debtors		34,592	-	34,592	67,535
		80,284	-	80,284	117,679
Bank accounts	-	1,441	38,252	36,811	63,687
Total Assets		82,309	38,252	120,561	181,366
Current Liabilities	7				
Intercompany Accounts		3,474		3,474	3,474
Other Creditors		22,540		22,540	47,061
Total Current Liabilities		26,014	-	26,014	50,535
Net Current Assets		56,295	38,252	94,547	130,831
Funded By:					
Fund Balances		56,295	38,252	94,547	130,831

Approved by the Board of Trustees of Windle International on 19.9.25 and
signed on their behalf by:

 Fred Ojiambo Chair

Year Ended 31st December 2024

Notes to the Accounts

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 cost.
- 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.

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 8% with employees contributing 5%. 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
Year Ended 31st December 2024
Notes to the Accounts

1 Restricted Funds

Fund	Opening Bal	Income	Expenses	Closing Bal.2024
AFRIPADS Project Uganda	-	1,000	1,000	-
MystArt Programme	900	-	-	900
OCMS PhD Programme	26	2,075	1,789	312
Education for Conflict and Climate				
Emergencies East Africa project	49,126	625	47,947	1,804
Skills for Integration of Refugees in East Africa	-	43,378	10,536	32,842
Environmental Clubs Green Tech & initiatives Kenya	-	3,573	-	3,573
WIU COVID Project	-			-
Masters Program	35,052	-	35,052	-
Opening Bal. 2023 Adjustments	- 1,179		-	1,179
Total Restricted Fund Balance	83,925	50,651	96,324	38,252

2 Voluntary Income – Grants and Donations

	Unrestricted	Restricted	Total	2023
	£	£	£	£
HPCT Core Grant	110,000		110,000	190,000
Environmental Clubs Green Tech & initiatives Kenya	-	3,573	3,573	18,990
General Donations	27,192		27,192	4,759
Member Contributions	110,000		110,000	48,000
Education for Conflict and Climate				
Emergencies East Africa project	-	625	625	85,126
Skills for Integration of Refugees in East Africa	9,877	43,378	53,255	-
OCMS Scholarships		2,075	2,075	1,100
AFRIPADS Project		1,000	1,000	1,500
Masters Program	-		-	2,000
Secondary School Scholarships			-	4,617
Total Grants & Donations	257,069	50,651	307,720	356,092

3 Cost of Generating Funds

	Unrestricted	Restricted	Total	2023
	£	£	£	£
Allocation of Staff Costs	-	-	-	-
Other Fundraising Costs	482	-	482	17,705
	482	-	482	17,705

4 Expenditure on Charitable Activities

	Unrestricted	Restricted	Total	2023
	£	£	£	£
Education:				
AFRIPADS project		1,000	1,000	1,500
Environmental Clubs Green Tech & initiatives Kenya		-	-	17,100
Big Give Trust COVID Response		-	-	-
Big Give Trust 2021 Scholarships		-	-	-
Education for Conflict and Climate				
Emergencies East Africa project		47,948	47,948	-
Skills for Integration of Refugees in East Africa		10,536	10,536	18,000
OCMS Scholarship Programme		1,788	1,788	2,222
Masters Program		35,052	35,052	2,000
Secondary School Scholarships		-	-	4,617
Total on Education Programmes	-	96,324	96,324	45,439

Grants for Education Activities:

Windle International Kenya Recurrent	80,000	-	80,000	86,200
Windle International Uganda Recurrent	43,144		43,144	41,400
	123,144	-	123,144	127,600

Other Programme Costs:

Staff Costs	89,266		89,266	89,266
Communication Costs	1,617		1,617	1,641
Professional fees	13,069		13,069	12,559
Office Expenses	11,121		11,121	9,651
	115,073	-	115,073	113,117

5 Governance

Audit	720		720	756
Board Activities	1,082		1,082	1,379
Legal Services	7,179		7,179	4,800
	8,981	-	8,981	6,935

Total Expenditure

247,680	96,324	344,004	310,796
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6 Debtors	2024	2023
Prepayments	2,714	3699
General debtors	34,592	67,535
Intercompany balances	42,978	42,979
	80,284	114,213

The Intercompany debtor balances are the year end balances due to the charity by Windle International members

7 Creditors	2024	2023
Salaries & pensions	179	179
Intercompany balances	3,474	3,474
Other Creditors	22,361	46,882
	26,014	50,535

Key Management & Trustees

Key Management remuneration was £57,600 (2023 £57,600). Remuneration of all staff is reviewed annually by the Board of Trustees. There were no employees paid more than £60,000. The Executive Directors of the operational Windle charities, Windle International Kenya, and Windle International Uganda with the CEO of Windle International play a key role in the management and the promotion of collaboration between the Windle charities. No trustee received any remuneration in the period (2023 - nil). No expenses were paid to Trustees in the period (2023 - nil).

Related Party Transactions

Windle International facilitates fundraising, advocacy and provision of the coordination structure for the work of Windle charities in Eastern Africa. Educational programmes are delivered by Windle charities in Uganda, Kenya and Somalia. Total related transactions are itemised in Note 4. Expenditure on Charitable Activities education, of the accounts.

Employees and Volunteers

During the year 2024 the Secretariat of Windle International employed an average of 2.0 staff, (2023; 2.0). In addition, Windle International is supported by the Senior Management Team (2 Executive Directors) of the operating Windle charities whose remuneration is paid by those entities. The secretariat was also supported by 2 part time volunteers.

Staff Remuneration Summary

Total staff costs attributed to programmes in 2024 £89266

	2024	2023
	£	£
Programme Costs	89,266	89,266
Total Staff Remuneration	89,266	89,266
UK Payroll:		
Gross Pay	30,744	30,744
Employers National Insurance	2,987	2,987
Employers Pension Contribution	922	922
Kenya Payroll:		
Gross Pay	40,320	36,000
Pension	17,280	21,600
Total Employment Remuneration	92,253	92,253