



CAME Women and Girls Development Organisation ,
Greenford Business Center, ICG House, Station Approach,
Old Field Lane North, Middlesex,
London UB6 0AL
Tel: 020 8578 5265 / 07942240643
Email:cawogido@yahoo.co.uk / Web:www.cawogido.co.uk
Registered Charity No: 1155079 / Companies House: 07193333

TRUSTEE REPORT

31 March 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name: CAME Women and Girls Development Organisation,

Charity registration number 1155079

Company registration number 07193333

Registered office Greenford Business Centre, ICG House, Station Approach,
Old Field Lane North, Middlesex,
London UB6 0AL

Tel: 020 8578 5265 / 07942240643

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Registered Charity No: 1155079 / Companies House: 07193333

<https://www.facebook.com/CameWomenAndGirlsDevelopmentOrganisation>

THE TRUSTEES AS AT 31 MARCH 2023

Margaret Nyuydzewira – Director and chair
Geraldine Yenwo - Treasurer
Betty Kemngang - Secreatary
Meredith Asheri
Bernadette Mah Fonyuy Mengnjo

Bankers

METRO BANK:

The Townhouse, The Broadway,
London W5 5JN

Accountant

North West Associates
Certified Public Accountants
1st Floor. Gibson House, 800 High Road,
Tottenham, N17 0DH

Introduction

CAME Women and Girls Development Organisation (CAWOGIDO) is one of the few organizations in the UK involved in the implementation of various activities that promotes the well-being and basic rights of BAME women and girls. Our organization supports efforts that empower women within their cultural traditions, diversity and integration. We value the strengths and dignity of women and affirm their right to benefit both in health and social care.

Our Vision: “Prevention is Better than Cure”

CAWOGIDO envisages a world in which women and girls, young people are able to enjoy the highest level of health and social well-being and are accorded their human rights, dignity, equality, justice and freedom from all forms of discrimination and violence (sexual and GBV).

This Trustee Annual Report conform to Reporting by Charities revised by the UK Charity Commission in 2010.

1. Structure, Governance and Management

CAWOGIDO is a company limited by guarantee and governed by its Memorandum and Articles of Association, which were incorporated on 8th March 2010 (Company No. 07193333). The Memorandum and Articles of Association including the objects were amended and adopted at the Trustee Meeting in December 2016 to reflect better the current focus of the organisation.

1.1. Structure of the Board of Trustees

In accordance with the Articles and Memorandum of Association the Trustees are members of the organisation and have the responsibility to manage the business of the organisation. The minimum number on the Board of Trustees also known as Directors is five and the maximum is fifteen members. CAWOGIDO board comprise 5 members committed to charitable work and with knowledge of social-economic factors underlying under-development and made up of three-fifths or 80 percent of its membership of African descent and 90 percent representation of women to ensure effective participation of groups who are most affected by the issues that CAWOGIDO works on.

Five Trustees have been confirmed as of 31 March 2019. The Board has three honorary officers: the Chair who at the same time is the director, Secretary and Treasurer. All trustees are members of CAWOGIDO before they can be eligible to stand for office. The trustees of CAWOGIDO can co-opt new trustees during the year to fill vacancies with specialist skills and to address the skills deficit identified by the board. The CVs of potential co-opted trustees are circulated to existing trustees to review and approve before being co-opted on the board. All co-opted trustees have the opportunity at the AGM to be formally elected to the board.

The Board of Trustees meet four times a year. Meetings focus on planning, policy and strategy development and monitoring of programmes and finances. Quarterly Management accounts are submitted and shared with the Treasurer prior to review at each Board meeting.

The Board of Trustees is supported by three sub-committees: the Programme

Committee, the Finance and Human Resources Committee and the Events and Fundraising Committee. All committees have terms of reference to guide their operations and report quarterly to the Board of Trustees. Trustees are encouraged to visit projects and attend events on behalf of CAWOGIDO. Trustees may also be required to support specific programme areas including training and to monitor on-going projects. The Board of Trustees oversee financial operational systems, annual planning and monitoring including risk analysis and management. It is the duty of the board to ensure that CAWOGIDO complies with all financial, policies, regulations and good practice. The three committees also provide more hands-on support of the key operational areas: programmes, communication and fundraising and finance. New trustees are recruited through a selection process and from the membership of CAWOGIDO. A new recruitment process is now in place which requires advertising in a number of local newspapers and networks. Trustees have to fill in an application form and be interviewed by a panel made up of Trustees.

1.2. Management and Staffing

The chair, treasurer and secretary are responsible for the day-to-day management of programme activities. Additionally volunteers supported a range of tasks. CAWOGIDO recruits' volunteers through adverts on the website and also selects from candidates who send in regular applications. The director receives £7000 per year and volunteers £15 a day.

The 2018- 2020 Business and Strategic Plan provided the framework for the organisation's work in the reporting year. Annually an Operational Plan and a Budget is approved by the Trustees to guide the work of the organisation. The Operational Plan has 10 priority areas that reflect the key objectives in the Strategic Plan. The Annual Operational Plan serves as both a planning and monitoring framework for the organisation and reviewed twice a year by the Trustees.

1.3. Risk management

The Trustees assess periodically the major risks that the organisation faces in particular those related to programme operations and finances. The Board has adopted a risk policy which includes an annual review of a risk register at the autumn meeting of the trustees. The aim is to ensure that systems are in place to identify and mitigate exposure to major risks. Additionally the Treasurer and the Finance and Human Resources Committee regularly review the financial risks to which the organisation is exposed. The review of the risk register is delegated by the Trustees to the chair, who is tasked to report to the Board.

2. CAWOGIDO Strategic Goals and Objectives: 2022- 2025

Organisational Goals from the Strategic Plan 2022- 2025

The **2022- 2025** Strategic and Business Plan of CAME Women and Girls development organisation provides the framework that will guide the organisation to double efforts to plan and strengthen access to services for the many vulnerable women and girls and young people whom we aim to support in London and in Cameroon. The operational goals and programme objectives for the year **2022- 2025** are as follows:

PROGRAMMES: TO ADVOCATE FOR THE DEVELOPMENT OF POSITIVE POLICIES AND ENSURE ACCESS TO COMPREHENSIVE SERVICES AND PROGRAMMES, PARTICULARLY FOR VULNERABLE WOMEN AND GIRLS.

ORGANISATIONAL DEVELOPMENT & PERFORMANCE: TO STRENGTHEN OUR LEADERSHIP, DEVELOP OUR CAPACITY AND RESOURCE BASE TO ACHIEVE OUR MISSION AND STRATEGIC GOALS STRENGTHENING OUR GENDER BASED AGENDA, SUPPORTING OUR YOUNG PEOPLE'S PROGRAMME AND ENGAGING IN OUR POVERTY REDUCTION STRATEGY AMONG WOMEN AND GIRLS IN THE UK AND IN CAMEROON.

Programme Objectives

1. Ensure efficient functioning of leadership and management structures- Governance
2. Improving infrastructure and systems and people performance and productivity- Staff and Infrastructure
3. Effective and efficient management of funds, finance policies and systems- Finance management
4. Increase visibility and profile of the organisation and information resources-
5. Secure sustainable resources to implement strategic plan for poverty reduction among women and girls, as well as young people's education in London and Cameroon
6. Strengthen and consolidate – Training on; education FGM, breast ironing, HIV/AIDS and sexual health
7. Strengthen women's actions in leadership, advocacy policy development
8. Mobilizing and engaging women and girls, as well as young people in volunteering .

Our strategic objectives

Foreword

Developing and implementing the strategic objectives requires permanent and transparent cooperation and coordination amongst the trustees, support services and other services of our organisation.

Strategic objective 1:

Ensure efficient functioning of leadership and management structures- Governance
CAWOGIDO's influence on development and prosperity is growing by the day. Our trustees has a long and fruitful tradition of commitment, dedication and monitoring our policy. It is both willing and able to continue assuming this role of its governance process, and to do so in a spirit of openness, consultation and cooperation with all partners stakeholders and beneficiaries. And we will continue to develop its abilities in order to anticipate future developments and working constantly in coordinating and facilitating good leadership and management.

Strategic objective 2:

Improving infrastructure and systems and people performance and productivity- volunteers, members and Infrastructure

CAWOGIDO will continue to offer a permanent structure that enables us, working in consultation with our partners, improve our infrastructure, build the capacity of the organisation, volunteers and members. We will continue to modernise our logistical and ICT activities, which are vital to performing basic tasks. The organisation relies heavily on the support of information and communication technology, the role of which is steadily expanding in our everyday operations. Furthermore, the future will

be marked by an increase in the value of knowledge management. Expertise remains the core component here. Our action will focus on sustainable development and protection of the vulnerable.

Strategic objective 3:

Effective and efficient management of funds, finance policies and systems- Finance management

The development of an effective and efficient financial system is an essential component of our accountability and deserves to be strengthened even more. It will be fully integrated into the general policy. Consistency will be the central element. The joint management, accounting and control services will pay constant attention to the aspects of their duties related to Effective and efficient management of funds, finance policies and systems- Finance management

Strategic objective 4:

Increase visibility and profile of the organisation and information resources-

Good documentation of our work and web presence form the foundation of meaningful mutual exchanges of our work with other partners, and contribute obvious added value to our growth and prosperity and our place in the world. CAWOGIDO has the willingness to maintain and develop our web presence and the ability to promote our work. It will take its coordination mission seriously. Suitably developed web information and organisation resources are also a lever for our organisation diplomacy and the defence of our mission and objectives. We will achieve this goal by conducting a policy focused on training personnel, ensuring better reception, upgrading computer tools, establishing constantly updated databases and ensuring proper archiving

Strategic objective 5:

Secure sustainable resources to implement strategic plan for poverty reduction among women and girls, as well as young people's education in London

Our organisation will respond to this interest through research, consultation and planning , we will mobilise communities, government and resources, create, engage all to built and sustain a network that is committed and ready to work for poverty reduction among women and girls. Helping women farmers access the resources they need to grow food . By empowering young people in London to engage in education, start and grow their social enterprise and businesses, we can help thousands of young people lift their families and communities out of poverty for good

Strategic objective 6:

Strengthen and consolidate – Training on, FGM, breast ironing, HIV/AIDS and Gender issues

CAWOGIDO wants to improve the effectiveness, efficiency, promptness and quality of our support to our beneficiaries, both in the UK and abroad. We will continue mobilising mainstream organisations to join us in this fight. Long term action plans and sustained funding to continue raising awareness, building capacities, conducting trainings and engaging communities through advocacy.

Strategic objective 7:

Strengthen women's actions in leadership, advocacy policy development

Skills enhancement, professional trainings and teamwork will be the central goals. Strengthening leadership skills, innovative advocacy knowledge management and policy skills promotion will be the main focal points of a policy that gives priority to the specific nature of our empowerment work. These measures will result in a high

degree of personnel satisfaction and motivation and consequently greater outcome and achievements for the organisation.

Strategic objective 8:

Mobilizing and engaging women and girls, as well as young people in volunteering and project activities

Our community programmes is geared at engaging with women and young people who are our volunteers, and strengthening partnerships and capacity of African and minority ethnic migrant and refugee community based organisations. We will continue work through an advisory group made up of volunteers that support the organisation and the implementation of project work and provide guidance and support monitoring of the project.

OUR MISSION

Came Women and Girls Development Organisation (CAWOGIDO) recognises that poor health of women and their inequitable access to health provision, adversely impact on the socio-economic development of diaspora women's organisations in the UK and continues to contribute to poverty.. CAWOGIDO therefore adopts a holistic view which requires a multi-sectoral strategy for the implementation of health, education, economic development and socio-economic programmes. By working with individual women, girls and youth within communities at the local grassroots level, and with community-based organisations, statutory groups, governments and other members of civil society at local, national and international levels, CAWOGIDO seeks to create a better understanding of the multiplicity of issues that impact on the health and well-being of women and girls from disadvantaged communities, Black and Minority Ethnic groups

Our Vision

CAWOGIDO envisages a world in which targeted women and youths are able to enjoy the highest level of physical health, mental health and social inclusion and are accorded their human rights, integrity, dignity, equality and freedom from all forms of violence and discrimination.

Our Philosophy

CAWOGIDO recognizes that poor health of women's and girls' and their inequitable access to health provision, adversely impact on the socio-economic development of women and girls and continues to contribute to poverty.. CAWOGIDO therefore adopts a holistic view which requires a multi-sectoral strategy for the implementation of health, education, economic development and socio-economic programmes. By working with individual women, girls and youth within communities at the local grassroots level, and with community-based organisations, statutory groups, governments and other members of civil society at local, national and international levels, CAWOGIDO seeks to create a better understanding of the multiplicity of issues that impact on the health and well-being of women and girls

CORE VALUES:

To achieve organizational vision and mission

Ownership; common values are shared,

Accountability; high standard of accountability maintained

Commitment; the highest degree of commitment by all at all time

Transparency; everything in the organization is open and genuine

Trust; building trust between the funders, stakeholders and beneficiaries

Efficiency; design, plan, implement and evaluate all possible actions

Our policy framework

- Organisation policy is put in place
- our own policy development;
- our organisational commitments to policy work;
- the directives of CAWOGIDO policy.

Our organisational culture

- Professionalism and expertise, with a focus on achieving an in-depth understanding of charitable work and what they mean to our beneficiaries
- Efficiency, by seeking to achieve maximum results with relatively modest resources;
- commitment and dedication to the public, by offering our organisation speedy, high-quality free services to vulnerable women and girls as well as young people;
- An objective analysis of others positions, compassionate care and a voice for the voiceless
- The permanent updating of operating methods, skills and capabilities, taking account of community developments;
- Effective, efficient, accountable, positive communication and transparency.

Programme Strategies and Priority Areas in 2023-2025

- Consolidate and expand training, advocacy work and campaigns nationally and internationally to influence policies and change attitudes towards gender-discriminatory practices, particularly FGM and Breast ironing
- Strengthen capacity of partners and support learning and sharing with UK and Europe
- Generate evidence through innovative research and dissemination of findings on breast ironing in Cameroon.

2.1. Highlights of Activities in 2023

- CAWOGIDO continues to be a strong voice in safeguarding rights and dignity of African girls and women and to develop needed evidence to inform policy and programmes on breast ironing. We participated in a number of high level consultations on violence against women and ensured that the strategy was framed within a gender- focused and integrated approach that broadened the definition of violence against women and girls

In 2023 our programmes focused on scaling up activities in LONDON to promote and assist beneficiaries during this cost of living crisis with focus on employment or training based on a sample study of 20 young people who were identified through a study that had been based on educational needs of the community. Data were obtained through observation during a home visit and a semi structured interview.

2.2. Partnership arrangements

Working through partnerships forms part of the core values of CAWOGIDO. Therefore CAWOGIDO strives to constantly develop new partnerships and strengthen existing partners (Ealing Youth Foundation). The strategy involves working with established umbrella organisations and small and newer community organisations. At the community level the strategy is based on mobilising key stakeholders particularly young people, men and faith leaders to raise awareness through customised programmes and build effective/functional relationships and partnerships with the media. Training and capacity development forms a core area of programming with youth empowerment through education and training.

CAWOGIDO works through partnerships and collaborates with a number of organisations and professional bodies. Partnership ensures that the organisation is able to reach out to wider range of audiences; initiatives undertaken are more sustainable because of the active participation of key stakeholders. Provision of technical support to partners also helps to build the capacity of partners and ensure that community needs are addressed.

2.3 Public Benefit Statement

The Board of Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006, to have due regard to the "Public Benefit Guidance" published by the Charity Commission. CAWOGIDO's charitable purpose is enshrined in its objects (see section 2). The Trustees ensure that this purpose is carried out in for the public benefit in accordance with our mission statement and strategic objectives and to ensure that we safeguard health and dignity of girls of African girls and women.

3. Achievements and Performance against Goals & Objectives

This reporting year marked the last year of CAWOGIDO's **2022- 2025** Strategic Plan. "Safeguarding rights and strengthening access to services". The strategic goals are provided below.

- To contribute to the global elimination of harmful gender-based discriminatory practices, particularly FGM and Breast ironing;
- The protection of the health, well-being and dignity of African girls and women;
- The realisation of the right to sexual and reproductive health and access to quality and affordable services, particularly for vulnerable African girls and women; and

3.1. To provide information / resources for Youth education and Employability

CAWOGIDO's information and resources form a key component of our education and awareness strategy for youth empowerment. Through identifying these needs we are developing a project which directly meets these needs. This includes listening to what young people want and delivering services which will be interesting relevant and build their personal skills. Young people will be part of our user forum, which will meet to share experiences and evaluate/review project. There will also be young people on the Steering Group. This will ensure their needs are central to the project and will also build their skills.

3.2. To provide training, advice and consultancy

Training and public education forms a key part of CAWOGIDO's work and aims to help shift definition of Breast ironing as a cultural practice to a rights violation and also to provide the relevant skills for taking action to help end. In the year CAWOGIDO provided training mainly on request to ... statutory agencies from health, social services, and voluntary agencies.

3.3. To undertake lobby and advocacy action

Advocacy and campaign action is central to the work of CAWOGIDO due to the need to strengthen visibility of the issues that CAWOGIDO tackles. While FGM has been an issue of concern in the UK for the past 20 years, breast ironing is new, because it affects primarily ethnic minority groups and refugees and asylum seekers, the policy approach is very fragmented and not consistent throughout the UK. Informing and influencing policy has been a primary focus of the UK programme. We strive to work through partnerships and networks to undertake our advocacy and campaign activities.

3.4. To network and support community action and engagement

The UK community programmes is geared at engaging with women from FGM practicing communities and strengthening partnerships and capacity of African and minority ethnic migrant and refugee community based organisations. "The Women's Health and Leadership Programme" adopts a community development approach and aims to strengthen leadership, give voice, build confidence and skills of community women to enable women to access needed specialist health services. We work through an advisory group made up of representatives from community agencies that provide guidance and support monitoring of the project.

3.5. To manage volunteers, develop organisational systems and office infrastructure

CAWOGIDO continues to operate with small team of volunteers at the London office and provide technical support to partners and implements directly many of it's services. In the reporting year CAWOGIDO has maintained its volunteer strength which is made up of 15 volunteers. CAWOGIDO'S VOLUNTEER are a valued part of our human resources and we strive to motivate and retain them training, effective supervision and a culture which allows collaboration, friendliness and sharing. Some of the training provided

4. Financial Review

4.1. Review of funding sources and expenditure

CAWOGIDO's financial situation is still heavily dependent on restricted short term grants, however the number of grants have decreased. The total income was slightly below the expected level, however considering the cost of living crises and recession, this represented a good level of income and supported a number of cutting edge programmes. There was a slight increase in unrestricted funding which is partly due to the increase in social enterprise services activities which brought in some new income.

4.2. Reserves Policy

CAWOGIDO's reserves have been established for the purpose of meeting the charity's objectives and to ensure the continued operation of programmes. It makes provision for unforeseen obligations and emergency situations. This is guided by a reserves policy that requires allocation of up to 20% of annual budget as its emergency operating reserves (EOR) or unrestricted reserves. The trustees also agree that in addition a minimum level of the EOR at any time should be equivalent to six months' operating costs. This figure is reviewed annually by Trustees. At the end of March 2023, CAWOGIDO's unrestricted reserves totalled £4500

5. Plans for 2024- 2025

At the 2023 Annual General Meeting (AGM) of CAWOGIDO Members approved the Strategic Plan: Empowering Women, girls and young people for a Better World”. This strategic plan outlines CAWOGIDO’s new vision and mission. CAWOGIDO will strive to prioritise the eight strategic objectives through programme activities both in the UK and abroad.

Undertake public education on Breast Ironing, FGM, child marriages, sexual violence and sexual health;

- Conduct evidence based policy advocacy and campaign action on key issues;
- Provide advice, information, referrals and support to complement existing services;
- Provide leadership skills, confidence building, rights education and support livelihood projects;
- Develop management, programme capacity and sustainability of partners and organisations;
- Train key professionals and facilitate sharing lessons and dissemination of resources;
- Support alliance building with African Diaspora women and organisations;
- Create opportunities for networking, policy engagement and action on health, rights and development of girls and women.

A major focus of the future work will be to strengthen CAWOGIDOs volunteer capacity and core infrastructure, including diversifying funding levels. We aim to scale up cutting edge programmes and strengthen partnerships and alliances to realise the goal of fulfilling sexual and reproductive health and rights of African women and girls and attaining gender equality.

RESPONSIBILITIES OF THE TRUSTEES

The trustees are responsible for preparing the Trustees' Annual Report, the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period.

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with Companies Act 1985. The trustees 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.

Registered office:

*CAME Women and Girls Development Organisation ,
Greenford Business Centre, ICG House, Station Approach,
Old Field Lane North, Middlesex,
London UB6 0AL*

Independent examiner's report to the trustees of CAME Women and Girls Development Organisation

I report on the accounts of the company for the year ended 31 March 2023, which are set out in the accounts report

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed. The charity's gross income was below £34,840 and I am qualified to undertake the examination by being a qualified member of ICAEW.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 43 of the 1993 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the 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:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Accountant

North West Associates
Certified Public Accountants
1st Floor, Gibson House, 800 High Road,
Tottenham, N17 0DH

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

Northwest Associates

Certified Public Accountants

1st Floor, Gibson House, 800 High Road, Tottenham N17 0DH

Tel: 0208 801 6637 Fax: 0208 808 9787 Email: info@northwestassociates.co.uk

Web: www.northwestassociates.co.uk

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

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FOR THE YEAR ENDED 31 MARCH 2023

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CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

COMPANY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2023

COMPANY NUMBER:	07193333 (England and Wales)
CHARITY NUMBER:	1155079
TRUSTEES:	Mrs Margaret A. Nyuydzewira Mrs Geraldine Boma Yenwo
SECRETARY:	Ms Betty Kemngang
REGISTERED OFFICE:	Greenford Business Centre ICG House Station Approach Old Field Lane North London UB6 0AL
ORGANISATION ADDRESS:	Greenford Business Centre ICG House Station Approach Old Field Lane North London UB6 0AL
TELEPHONE:	0208 4233621
MOBILE:	07931873801
EMAIL:	cawogido@yahoo.co.uk
WEB:	www.CAWOGIDO.org
BANKER:	Nationwide 21 The Broadway Greenford UB6 9PF
ACCOUNTANTS:	Northwest Associates Certified Public Accountants 1 st Floor, Gibson House 800 High Road Tottenham London N17 0DH Tel: 0208 801 6637 Fax: 0208 808 9787 Email; northwestassociates@yahoo.co.uk Email: info@northwestassociates.co.uk Web: www.northwestassociates.co.uk

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

The director presents his report with the financial statements of the company for the year ended 31 March 2023.

Review of the business

The principal activity during the period was provision of Charitable

Trustee

Mrs Margaret A. Nyuydzewira and Mrs Geraldine Boma Yenwo are the Trustees during the year under review.

Their beneficial interests in the issued share capital of the company were as follows:

	<u>2023</u>
Mrs Margaret A. Nyuydzewira	0
Mrs Geraldine Boma Yenwo	0

This report has been prepared in accordance with the special provisions of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:

.....
Mrs Margaret A. Nyuydzewira

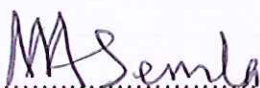
10.08.2023
.....
Date:

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

STATEMENTS OF PROFIT AND LOSS
FOR THE YEAR ENDED 31 MARCH 2023

	<u>NOTES</u>	<u>31/03/2023</u>	<u>31/03/2022</u>
		<u>£</u>	<u>£</u>
TURNOVER	1	34,840.00	24,800.00
Other Income		-	-
GROSS PROFIT		<u>34,840.00</u>	<u>24,800.00</u>
Distribution costs		24,052.61	14,902.61
		<u>10,787.39</u>	<u>9,897.39</u>
Administrative expenses		6,200.00	7,900.00
		<u>4,587.39</u>	<u>1,997.39</u>
Other operating income		-	-
Operating profit		<u>4,587.39</u>	<u>1,997.39</u>
Interest receivable and similar income		-	-
		<u>4,587.39</u>	<u>1,997.39</u>
Interest paid and similar charges		-	-
Profit or (loss) on ordinary activities before taxation		<u>4,587.39</u>	<u>1,997.39</u>
Tax on profit or (loss) on ordinary activities	3	889.18	390.40
Profit or (loss) for the financial year		<u>3,698.21</u>	<u>1,606.99</u>
Dividends		-	-
		<u>3,698.21</u>	<u>1,606.99</u>
Retained Profit b/f		<u>17,733.61</u>	<u>16,126.62</u>
Retained profit		<u>21,431.82</u>	<u>17,733.61</u>

APPROVED BY:



.....
Mrs Margaret Nyuydzewira
Trustee

10.08.2023

.....
Date

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

STATEMENTS OF FINANCIAL POSITION AS AT 31 MARCH 2023

	<u>NOTES</u>	<u>31/03/2023</u>	<u>31/03/2022</u>
<u>FIXED ASSETS:</u>		<u>£</u>	<u>£</u>
Tangible assets	1	<u>1,025.82</u>	<u>1,278.43</u>
<u>CURRENT ASSETS:</u>			
Reserves in Kind		8,000.00	9,000.00
Debtors		11,955.18	
Cash at bank and in hand		<u>1,340.00</u>	<u>7,845.58</u>
		<u>21,295.18</u>	<u>16,845.58</u>
<u>CURRENT LIABILITIES:</u>			
Accrual			
Corporation tax	2	<u>889.18</u>	<u>390.40</u>
		<u>889.18</u>	<u>390.40</u>
Net Current Asset / Liabilities		<u>20,406.00</u>	<u>16,455.18</u>
Total assets less current liabilities		<u>21,431.82</u>	<u>17,733.61</u>
<u>FUNDS</u>			
Share capital		-	-
Unrestricted income funds		<u>21,431.82</u>	<u>17,733.61</u>
TOTAL FUNDS		<u>21,431.82</u>	<u>17,733.61</u>

- 1) For the year ending 31/03/2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006
- 2) The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006
- 3) The director's acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.
- 4) These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime

APPROVED BY:


.....
Mrs Margaret Nyuydzewira
Trustee

10.08.2023
.....
Date

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2023**

1. ACCOUNTING POLICIES

a. Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with applicable in UK accounting standards, the Statement of Recommended Practice Accounting and Reporting by Charities issued in March 2005 (SORP 2005) and the Companies Act 2006.

b. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognized when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, related to performance and specific deliverables are accounted for as the charity earns the right to consideration by its performance.

Outgoing resources

Expenditure is recognized on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates:

- Cost of generating funds comprises the costs associated with attracting voluntary income and the costs of fundraising.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and cost linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g floor areas or estimated usage.

b. **Cash flow statement**

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity did not meet the criteria due to low gross turnover.

c. **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Office equipments	- 10%
Fixtures and Fittings	- 10%

d. **STATEMENT OF MOVEMENT OF TANGIBLE FIXED ASSETS**

DEPRECIATIONS CHARGE

Total
£

Cost at 01/04/2022	2,526.14
Addition	
At 31/03/2023	<u>2,526.14</u>
Depreciation rate	10%

Depreciation

Accumulative Depreciation as at 01/04/2022	1,247.71
Charge for the year	<u>252.61</u>
Accumulative Depreciation as at 31/03/2023	<u>1,500.32</u>

NET BOOK VALUE

31/03/2023	<u>1,025.82</u>
31/03/2022	<u>1,278.43</u>

e. **CREDITOR**
Corporation Tax

£889.18

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

REPORT OF THE ACCOUNTANTS

TO THE DIRECTOR OF CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

As described on the balance sheet we are responsible for the preparation of the financial statements for the year ended 31 March 2023 set out on pages three to four and you consider that the company is exempt from an audit under section 477 of the companies Act 2006.

In accordance with your instructions, we have compiled these unaudited financial statements in order to assist you to fulfill your statutory responsibilities, from the accounting records and information and explanations supplied to us.

Northwest Associates

Certified Public Accountants

1ST Floor, Gibson House, 800 High Road, Tottenham, London N17 0DH

Tel: 0208 801 6637 Fax: 0208 808 9787 Email: info@northwestassociates.co.uk

Web: www.northwestassociates.co.uk



.....
Chukwura Raphael Onu (HND, BA, ANAN, CertFAccP, FCPA, ACAT, FFA, FIPA, FAIA, MICB, CB.Dip, PM.Dip)
Director / Principal

11.08.2023

.....
Date

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

STATEMENTS OF PROFIT AND LOSS
FOR THE YEAR ENDED 31 MARCH 2023

	£	£
Income	34,840.00	
Other income	-	34,840.00
Gross profit		<u>34,840.00</u>
<u>LESS EXPENSES:</u>		
Rent	1,800.00	
Insurance	300.00	
Stationery	130.00	
Postage	17.00	
Photocopying	48.00	
Phone/fax/internet	230.00	
Volunteer expenses	7,010.00	
Miscellaneous expenses	-	
Facilitators fees / Volunteers	1,700.00	
Advert and Publicity	157.00	
Travel and International	108.00	
COVID 19 meetings / activities	7,300.00	
Activities/Sensitisation campaigns	4,100.00	
Project materials and equipment	600.00	
Accountancy fee	300.00	23,800.00
		<u>11,040.00</u>
<u>Depreciation:</u>		
Computer Equipment	94.25	
Project material and Equipment	110.00	
Fixtures and Fitting	48.36	252.61
		<u>10,787.39</u>
<u>Finance Cost:</u>		
Compliance fee	-	
Bank charges	-	-
		<u>10,787.39</u>
<u>Adminstration expenses:</u>		
Project / Training Manager	6,200.00	
PAYE & NIC	-	
Salaries & Wages	-	6,200.00
		<u>4,587.39</u>
<u>Non - Operative / Other</u>		
Investment income	-	
Interest receibale	-	-
		<u>-</u>
SURPLUS		<u><u>4,587.39</u></u>

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

CORPORATION TAX COMPUTATION
FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL YEAR: 2022/23

Small companies rate applies, but with marginal relief for the starting rate.

FINANCIAL YEAR:	<u>Profit</u>	<u>Rate</u>	<u>31/03/2023</u>	<u>31/03/2022</u>
	<u>£</u>	<u>%</u>	<u>£</u>	<u>£</u>
FY: 2022	3,525.93	19	669.93	294.13
FY: 2023	<u>1,153.94</u>	19	219.25	<u>96.26</u>
CORPORATION TAX PAYABLE			<u><u>889.18</u></u>	<u><u>390.40</u></u>
CORPORATION TAX NET OF MARGINAL RATE RELIEF			<u><u>889.18</u></u>	<u><u>390.40</u></u>

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

ADJUSTMENT OF PROFIT FOR TAX PURPOSES
FOR THE YEAR ENDED 31 MARCH 2023

<u>DEPRECIATIONS CHARGE</u>	<u>Computer</u>	<u>Project</u>	<u>Fixtures</u>	
	<u>Equipments</u>	<u>Material</u>	<u>and</u>	<u>Total</u>
<u>COST</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
At 01/04/2022	942.50	1,100.00	483.64	2,526.14
Addition	-	-	-	-
At 31/03/2023	<u>942.50</u>	<u>1,100.00</u>	<u>483.64</u>	<u>2,526.14</u>
Depreciation rate	10%	10%	10%	
<u>Depreciation</u>				
Accumulative Depreciation as at 01/04/2022	282.75	550.00	414.96	1,247.71
Total Charge for the year	94.25	110.00	48.36	252.61
Accumulative Depreciation as at 31/03/2023	<u>377.00</u>	<u>660.00</u>	<u>463.32</u>	<u>1,500.32</u>
<u>NET BOOK VALUE</u>				
NBV AS AT 31/03/2023	565.50	440.00	20.32	1,025.82
NBV AS AT 31/03/2022	659.75	550.00	68.68	1,278.43
<u>CAPITAL ALLOWANCE</u>	<u>Computer</u>	<u>Project</u>	<u>Fixtures</u>	
	<u>Equipments</u>	<u>Material</u>	<u>and</u>	<u>Claim</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
TWDV	519.67	341.16	28.78	889.61
Addition	-	-	-	-
	<u>519.67</u>	<u>341.16</u>	<u>28.78</u>	<u>889.61</u>
Less: WDA AT 18%	93.54	61.41	5.18	160.13
	<u>426.13</u>	<u>279.75</u>	<u>23.60</u>	<u>729.48</u>
<u>NET ADJUSTED PROFIT</u>				<u>£</u>
Surplus per account				4,587.39
Add: Depreciation				252.61
				<u>4,840.00</u>
Less: Capital allowance				160.13
				<u>4,679.87</u>
Schedule D1 Surplus for the year				

CAME WOMEN AND GIRLS DEVELOPMENT ORGANISATION

**STATEMENTS OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	Total Fund 31/03/2023 £	Total Fund 31/03/2022 £
INCOMING RESOURCES							
Incoming resources from generating funds:							
Membership fees		-				-	300.00
In kind						-	9,000.00
Donations	2					-	-
Organisation Fundraising Activities						-	-
Social Enterprise				90.00		90.00	-
Neighbory Care Southall						-	-
London Community Foundation		5,000.00		10,000.00		15,000.00	-
Heathrow communities together						-	-
ROSA				3,500.00		3,500.00	-
Ealing Council Small Grants				5,000.00		5,000.00	5,000.00
Edge Fund						-	-
Lottery Fund				11,250.00		11,250.00	-
Ealing CVS						-	-
Development Agencies						-	-
Funderbird						-	-
TOTAL INCOMING RESOURCES		5,000.00	-	29,840.00		34,840.00	24,800.00
RESOURCES EXPENDED							
Costs of generating funds:							
Charitable activities		20,110.00	-	-	-	20,110.00	16,450.00
Governance costs		-	-	-	-	-	-
Maintenance of property		-	-	-	-	-	-
Exceptional expenditure		9,890.00	-	-	-	9,890.00	6,050.00
Total resources expended		30,000.00	-	-	-	30,000.00	22,500.00
Net incoming resources before transfer		4,840.00		29,840.00		34,680.00	2,300.00
Transfer between funds		-	-	-	-	-	-
Net incoming resources before other recognised gains and losses		4,840.00	-	29,840.00		34,680.00	2,300.00
OTHER RECOGNISED GAINS/LOSSES							
Gains on revaluation of fixed assets for the organisation's		-	-	-	-	-	-
Gain/losses on investment assets		-	-	-	-	-	-
Actuarial gains/losses on defined benefit pension scheme		-	-	-	-	-	-
Total		-	-	-	-	-	-
Net movement in fund		4,840.00	-	29,840.00	-	34,680.00	2,300.00
Total funds brought forward as at 01/04/2022		2,300.00				2,300.00	
Total funds carried forward as at 31/03/2023		7,140.00		89,520.00		36,980.00	2,300.00

APPROVED BY:


Mrs Margaret Nyuydzewira
Trustee

10.08.2023
Date



CAME Women and Girls Development Organisation ,
Greenford Business Center, ICG House, Station Approach,
Old Field Lane North, Middlesex,
London UB6 0AL
Tel: 020 8578 5265 / 07942240643
Email: cawogido@yahoo.co.uk / Web: www.cawogido.co.uk
Registered Charity No: 1155079 / Companies House: 07193333

TRUSTEE REPORT

31 March 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name: CAME Women and Girls Development Organisation,

Charity registration number 1155079

Company registration number 07193333

Registered office Greenford Business Centre, ICG House, Station Approach,
Old Field Lane North, Middlesex,
London UB6 0AL

Tel: 020 8578 5265 / 07942240643

Email: cawogido@yahoo.co.uk. www.cawogido.co.uk

Registered Charity No: 1155079 / Companies House: 07193333

<https://www.facebook.com/CameWomenAndGirlsDevelopmentOrganisation>

THE TRUSTEES AS AT 31 MARCH 2023

Margaret Nyuydzewira – Director and chair
Geraldine Yenwo - Treasurer
Betty Kemngang - Secreatary
Meredith Asheri
Bernadette Mah Fonyuy Mengnjo

Bankers METRO BANK:

The Townhouse, The Broadway,
London W5 5JN

Accountant

North West Associates
Certified Public Accountants
1st Floor. Gibson House, 800 High Road,
Tottenham, N17 0DH

Introduction

CAME Women and Girls Development Organisation (CAWOGIDO) is one of the few organizations in the UK involved in the implementation of various activities that promotes the well-being and basic rights of BAME women and girls. Our organization supports efforts that empower women within their cultural traditions, diversity and integration. We value the strengths and dignity of women and affirm their right to benefit both in health and social care.

Our Vision: “Prevention is Better than Cure”

CAWOGIDO envisages a world in which women and girls, young people are able to enjoy the highest level of health and social well-being and are accorded their human rights, dignity, equality, justice and freedom from all forms of discrimination and violence (sexual and GBV).

This Trustee Annual Report conform to Reporting by Charities revised by the UK Charity Commission in 2010.

1. Structure, Governance and Management

CAWOGIDO is a company limited by guarantee and governed by its Memorandum and Articles of Association, which were incorporated on 8th March 2010 (Company No. 07193333). The Memorandum and Articles of Association including the objects were amended and adopted at the Trustee Meeting in December 2016 to reflect better the current focus of the organisation.

1.1. Structure of the Board of Trustees

In accordance with the Articles and Memorandum of Association the Trustees are members of the organisation and have the responsibility to manage the business of the organisation. The minimum number on the Board of Trustees also known as Directors is five and the maximum is fifteen members. CAWOGIDO board comprise 5 members committed to charitable work and with knowledge of social-economic factors underlying under-development and made up of three-fifths or 80 percent of its membership of African descent and 90 percent representation of women to ensure effective participation of groups who are most affected by the issues that CAWOGIDO works on.

Five Trustees have been confirmed as of 31 March 2019. The Board has three honorary officers: the Chair who at the same time is the director, Secretary and Treasurer. All trustees are members of CAWOGIDO before they can be eligible to stand for office. The trustees of CAWOGIDO can co-opt new trustees during the year to fill vacancies with specialist skills and to address the skills deficit identified by the board. The CVs of potential co-opted trustees are circulated to existing trustees to review and approve before being co-opted on the board. All co-opted trustees have the opportunity at the AGM to be formally elected to the board.

The Board of Trustees meet four times a year. Meetings focus on planning, policy and strategy development and monitoring of programmes and finances. Quarterly Management accounts are submitted and shared with the Treasurer prior to review at each Board meeting.

The Board of Trustees is supported by three sub-committees: the Programme

Committee, the Finance and Human Resources Committee and the Events and Fundraising Committee. All committees have terms of reference to guide their operations and report quarterly to the Board of Trustees. Trustees are encouraged to visit projects and attend events on behalf of CAWOGIDO. Trustees may also be required to support specific programme areas including training and to monitor on-going projects. The Board of Trustees oversee financial operational systems, annual planning and monitoring including risk analysis and management. It is the duty of the board to ensure that CAWOGIDO complies with all financial, policies, regulations and good practice. The three committees also provide more hands-on support of the key operational areas: programmes, communication and fundraising and finance. New trustees are recruited through a selection process and from the membership of CAWOGIDO. A new recruitment process is now in place which requires advertising in a number of local newspapers and networks. Trustees have to fill in an application form and be interviewed by a panel made up of Trustees.

1.2. Management and Staffing

The chair, treasurer and secretary are responsible for the day-to-day management of programme activities. Additionally volunteers supported a range of tasks. CAWOGIDO recruits' volunteers through adverts on the website and also selects from candidates who send in regular applications. The director receives £7000 per year and volunteers £15 a day.

The 2018- 2020 Business and Strategic Plan provided the framework for the organisation's work in the reporting year. Annually an Operational Plan and a Budget is approved by the Trustees to guide the work of the organisation. The Operational Plan has 10 priority areas that reflect the key objectives in the Strategic Plan. The Annual Operational Plan serves as both a planning and monitoring framework for the organisation and reviewed twice a year by the Trustees.

1.3. Risk management

The Trustees assess periodically the major risks that the organisation faces in particular those related to programme operations and finances. The Board has adopted a risk policy which includes an annual review of a risk register at the autumn meeting of the trustees. The aim is to ensure that systems are in place to identify and mitigate exposure to major risks. Additionally the Treasurer and the Finance and Human Resources Committee regularly review the financial risks to which the organisation is exposed. The review of the risk register is delegated by the Trustees to the chair, who is tasked to report to the Board.

2. CAWOGIDO Strategic Goals and Objectives: 2022- 2025

Organisational Goals from the Strategic Plan 2022- 2025

The **2022- 2025** Strategic and Business Plan of CAME Women and Girls development organisation provides the framework that will guide the organisation to double efforts to plan and strengthen access to services for the many vulnerable women and girls and young people whom we aim to support in London and in Cameroon. The operational goals and programme objectives for the year **2022- 2025** are as follows:

PROGRAMMES: TO ADVOCATE FOR THE DEVELOPMENT OF POSITIVE POLICIES AND ENSURE ACCESS TO COMPREHENSIVE SERVICES AND PROGRAMMES, PARTICULARLY FOR VULNERABLE WOMEN AND GIRLS.

ORGANISATIONAL DEVELOPMENT & PERFORMANCE: TO STRENGTHEN OUR LEADERSHIP, DEVELOP OUR CAPACITY AND RESOURCE BASE TO ACHIEVE OUR MISSION AND STRATEGIC GOALS STRENGTHENING OUR GENDER BASED AGENDA, SUPPORTING OUR YOUNG PEOPLE'S PROGRAMME AND ENGAGING IN OUR POVERTY REDUCTION STRATEGY AMONG WOMEN AND GIRLS IN THE UK AND IN CAMEROON.

Programme Objectives

1. Ensure efficient functioning of leadership and management structures- Governance
2. Improving infrastructure and systems and people performance and productivity- Staff and Infrastructure
3. Effective and efficient management of funds, finance policies and systems- Finance management
4. Increase visibility and profile of the organisation and information resources-
5. Secure sustainable resources to implement strategic plan for poverty reduction among women and girls, as well as young people's education in London and Cameroon
6. Strengthen and consolidate – Training on; education FGM, breast ironing, HIV/AIDS and sexual health
7. Strengthen women's actions in leadership, advocacy policy development
8. Mobilizing and engaging women and girls, as well as young people in volunteering .

Our strategic objectives

Foreword

Developing and implementing the strategic objectives requires permanent and transparent cooperation and coordination amongst the trustees, support services and other services of our organisation.

Strategic objective 1:

Ensure efficient functioning of leadership and management structures- Governance
CAWOGIDO's influence on development and prosperity is growing by the day. Our trustees has a long and fruitful tradition of commitment, dedication and monitoring our policy. It is both willing and able to continue assuming this role of its governance process, and to do so in a spirit of openness, consultation and cooperation with all partners stakeholders and beneficiaries. And we will continue to develop its abilities in order to anticipate future developments and working constantly in coordinating and facilitating good leadership and management.

Strategic objective 2:

Improving infrastructure and systems and people performance and productivity- volunteers, members and Infrastructure

CAWOGIDO will continue to offer a permanent structure that enables us, working in consultation with our partners, improve our infrastructure, build the capacity of the organisation, volunteers and members. We will continue to modernise our logistical and ICT activities, which are vital to performing basic tasks. The organisation relies heavily on the support of information and communication technology, the role of which is steadily expanding in our everyday operations. Furthermore, the future will

be marked by an increase in the value of knowledge management. Expertise remains the core component here. Our action will focus on sustainable development and protection of the vulnerable.

Strategic objective 3:

Effective and efficient management of funds, finance policies and systems- Finance management

The development of an effective and efficient financial system is an essential component of our accountability and deserves to be strengthened even more. It will be fully integrated into the general policy. Consistency will be the central element. The joint management, accounting and control services will pay constant attention to the aspects of their duties related to Effective and efficient management of funds, finance policies and systems- Finance management

Strategic objective 4:

Increase visibility and profile of the organisation and information resources-

Good documentation of our work and web presence form the foundation of meaningful mutual exchanges of our work with other partners, and contribute obvious added value to our growth and prosperity and our place in the world. CAWOGIDO has the willingness to maintain and develop our web presence and the ability to promote our work. It will take its coordination mission seriously. Suitably developed web information and organisation resources are also a lever for our organisation diplomacy and the defence of our mission and objectives. We will achieve this goal by conducting a policy focused on training personnel, ensuring better reception, upgrading computer tools, establishing constantly updated databases and ensuring proper archiving

Strategic objective 5:

Secure sustainable resources to implement strategic plan for poverty reduction among women and girls, as well as young people's education in London

Our organisation will respond to this interest through research, consultation and planning , we will mobilise communities, government and resources, create, engage all to built and sustain a network that is committed and ready to work for poverty reduction among women and girls. Helping women farmers access the resources they need to grow food . By empowering young people in London to engage in education, start and grow their social enterprise and businesses, we can help thousands of young people lift their families and communities out of poverty for good

Strategic objective 6:

Strengthen and consolidate – Training on, FGM, breast ironing, HIV/AIDS and Gender issues

CAWOGIDO wants to improve the effectiveness, efficiency, promptness and quality of our support to our beneficiaries, both in the UK and abroad. We will continue mobilising mainstream organisations to join us in this fight. Long term action plans and sustained funding to continue raising awareness, building capacities, conducting trainings and engaging communities through advocacy.

Strategic objective 7:

Strengthen women's actions in leadership, advocacy policy development

Skills enhancement, professional trainings and teamwork will be the central goals. Strengthening leadership skills, innovative advocacy knowledge management and policy skills promotion will be the main focal points of a policy that gives priority to the specific nature of our empowerment work. These measures will result in a high

degree of personnel satisfaction and motivation and consequently greater outcome and achievements for the organisation.

Strategic objective 8:

Mobilizing and engaging women and girls, as well as young people in volunteering and project activities

Our community programmes is geared at engaging with women and young people who are our volunteers, and strengthening partnerships and capacity of African and minority ethnic migrant and refugee community based organisations. We will continue work through an advisory group made up of volunteers that support the organisation and the implementation of project work and provide guidance and support monitoring of the project.

OUR MISSION

Came Women and Girls Development Organisation (CAWOGIDO) recognises that poor health of women and their inequitable access to health provision, adversely impact on the socio-economic development of diaspora women's organisations in the UK and continues to contribute to poverty.. CAWOGIDO therefore adopts a holistic view which requires a multi-sectoral strategy for the implementation of health, education, economic development and socio-economic programmes. By working with individual women, girls and youth within communities at the local grassroots level, and with community-based organisations, statutory groups, governments and other members of civil society at local, national and international levels, CAWOGIDO seeks to create a better understanding of the multiplicity of issues that impact on the health and well-being of women and girls from disadvantaged communities, Black and Minority Ethnic groups

Our Vision

CAWOGIDO envisages a world in which targeted women and youths are able to enjoy the highest level of physical health, mental health and social inclusion and are accorded their human rights, integrity, dignity, equality and freedom from all forms of violence and discrimination.

Our Philosophy

CAWOGIDO recognizes that poor health of women's and girls' and their inequitable access to health provision, adversely impact on the socio-economic development of women and girls and continues to contribute to poverty.. CAWOGIDO therefore adopts a holistic view which requires a multi-sectoral strategy for the implementation of health, education, economic development and socio-economic programmes. By working with individual women, girls and youth within communities at the local grassroots level, and with community-based organisations, statutory groups, governments and other members of civil society at local, national and international levels, CAWOGIDO seeks to create a better understanding of the multiplicity of issues that impact on the health and well-being of women and girls

CORE VALUES:

To achieve organizational vision and mission

Ownership; common values are shared,

Accountability; high standard of accountability maintained

Commitment; the highest degree of commitment by all at all time

Transparency; everything in the organization is open and genuine

Trust; building trust between the funders, stakeholders and beneficiaries

Efficiency; design, plan, implement and evaluate all possible actions

Our policy framework

- Organisation policy is put in place
- our own policy development;
- our organisational commitments to policy work;
- the directives of CAWOGIDO policy.

Our organisational culture

- Professionalism and expertise, with a focus on achieving an in-depth understanding of charitable work and what they mean to our beneficiaries
- Efficiency, by seeking to achieve maximum results with relatively modest resources;
- commitment and dedication to the public, by offering our organisation speedy, high-quality free services to vulnerable women and girls as well as young people;
- An objective analysis of others positions, compassionate care and a voice for the voiceless
- The permanent updating of operating methods, skills and capabilities, taking account of community developments;
- Effective, efficient, accountable, positive communication and transparency.

Programme Strategies and Priority Areas in 2023-2025

- Consolidate and expand training, advocacy work and campaigns nationally and internationally to influence policies and change attitudes towards gender-discriminatory practices, particularly FGM and Breast ironing
- Strengthen capacity of partners and support learning and sharing with UK and Europe
- Generate evidence through innovative research and dissemination of findings on breast ironing in Cameroon.

2.1. Highlights of Activities in 2023

- CAWOGIDO continues to be a strong voice in safeguarding rights and dignity of African girls and women and to develop needed evidence to inform policy and programmes on breast ironing. We participated in a number of high level consultations on violence against women and ensured that the strategy was framed within a gender- focused and integrated approach that broadened the definition of violence against women and girls

In 2023 our programmes focused on scaling up activities in LONDON to promote and assist beneficiaries during this cost of living crisis with focus on employment or training based on a sample study of 20 young people who were identified through a study that had been based on educational needs of the community. Data were obtained through observation during a home visit and a semi structured interview.

2.2. Partnership arrangements

Working through partnerships forms part of the core values of CAWOGIDO. Therefore CAWOGIDO strives to constantly develop new partnerships and strengthen existing partners (Ealing Youth Foundation). The strategy involves working with established umbrella organisations and small and newer community organisations. At the community level the strategy is based on mobilising key stakeholders particularly young people, men and faith leaders to raise awareness through customised programmes and build effective/functional relationships and partnerships with the media. Training and capacity development forms a core area of programming with youth empowerment through education and training.

CAWOGIDO works through partnerships and collaborates with a number of organisations and professional bodies. Partnership ensures that the organisation is able to reach out to wider range of audiences; initiatives undertaken are more sustainable because of the active participation of key stakeholders. Provision of technical support to partners also helps to build the capacity of partners and ensure that community needs are addressed.

2.3 Public Benefit Statement

The Board of Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006, to have due regard to the “Public Benefit Guidance” published by the Charity Commission. CAWOGIDO’s charitable purpose is enshrined in its objects (see section 2). The Trustees ensure that this purpose is carried out in for the public benefit in accordance with our mission statement and strategic objectives and to ensure that we safeguard health and dignity of girls of African girls and women.

3. Achievements and Performance against Goals & Objectives

This reporting year marked the last year of CAWOGIDO's **2022- 2025** Strategic Plan. "Safeguarding rights and strengthening access to services". The strategic goals are provided below.

- To contribute to the global elimination of harmful gender-based discriminatory practices, particularly FGM and Breast ironing;
- The protection of the health, well-being and dignity of African girls and women;
- The realisation of the right to sexual and reproductive health and access to quality and affordable services, particularly for vulnerable African girls and women; and

3.1. To provide information / resources for Youth education and Employability

CAWOGIDO's information and resources form a key component of our education and awareness strategy for youth empowerment. Through identifying these needs we are developing a project which directly meets these needs. This includes listening to what young people want and delivering services which will be interesting relevant and build their personal skills. Young people will be part of our user forum, which will meet to share experiences and evaluate/review project. There will also be young people on the Steering Group. This will ensure their needs are central to the project and will also build their skills.

3.2. To provide training, advice and consultancy

Training and public education forms a key part of CAWOGIDO's work and aims to help shift definition of Breast ironing as a cultural practice to a rights violation and also to provide the relevant skills for taking action to help end. In the year CAWOGIDO provided training mainly on request to ... statutory agencies from health, social services, and voluntary agencies.

3.3. To undertake lobby and advocacy action

Advocacy and campaign action is central to the work of CAWOGIDO due to the need to strengthen visibility of the issues that CAWOGIDO tackles. While FGM has been an issue of concern in the UK for the past 20 years, breast ironing is new, because it affects primarily ethnic minority groups and refugees and asylum seekers, the policy approach is very fragmented and not consistent throughout the UK. Informing and influencing policy has been a primary focus of the UK programme. We strive to work through partnerships and networks to undertake our advocacy and campaign activities.

3.4. To network and support community action and engagement

The UK community programmes is geared at engaging with women from FGM practicing communities and strengthening partnerships and capacity of African and minority ethnic migrant and refugee community based organisations. "The Women's Health and Leadership Programme" adopts a community development approach and aims to strengthen leadership, give voice, build confidence and skills of community women to enable women to access needed specialist health services. We work through an advisory group made up of representatives from community agencies that provide guidance and support monitoring of the project.

3.5. To manage volunteers, develop organisational systems and office infrastructure

CAWOGIDO continues to operate with small team of volunteers at the London office and provide technical support to partners and implements directly many of it's services. In the reporting year CAWOGIDO has maintained its volunteer strength which is made up of 15 volunteers. CAWOGIDO'S VOLUNTEER are a valued part of our human resources and we strive to motivate and retain them training, effective supervision and a culture which allows collaboration, friendliness and sharing. Some of the training provided

4. Financial Review

4.1. Review of funding sources and expenditure

CAWOGIDO's financial situation is still heavily dependent on restricted short term grants, however the number of grants have decreased. The total income was slightly below the expected level, however considering the cost of living crises and recession, this represented a good level of income and supported a number of cutting edge programmes. There was a slight increase in unrestricted funding which is partly due to the increase in social enterprise services activities which brought in some new income.

4.2. Reserves Policy

CAWOGIDO's reserves have been established for the purpose of meeting the charity's objectives and to ensure the continued operation of programmes. It makes provision for unforeseen obligations and emergency situations. This is guided by a reserves policy that requires allocation of up to 20% of annual budget as its emergency operating reserves (EOR) or unrestricted reserves. The trustees also agree that in addition a minimum level of the EOR at any time should be equivalent to six months' operating costs. This figure is reviewed annually by Trustees. At the end of March 2023, CAWOGIDO's unrestricted reserves totalled £4500

5. Plans for 2024- 2025

At the 2023 Annual General Meeting (AGM) of CAWOGIDO Members approved the Strategic Plan: Empowering Women, girls and young people for a Better World”. This strategic plan outlines CAWOGIDO’s new vision and mission. CAWOGIDO will strive to prioritise the eight strategic objectives through programme activities both in the UK and abroad.

Undertake public education on Breast Ironing, FGM, child marriages, sexual violence and sexual health;

- Conduct evidence based policy advocacy and campaign action on key issues;
- Provide advice, information, referrals and support to complement existing services;
- Provide leadership skills, confidence building, rights education and support livelihood projects;
- Develop management, programme capacity and sustainability of partners and organisations;
- Train key professionals and facilitate sharing lessons and dissemination of resources;
- Support alliance building with African Diaspora women and organisations;
- Create opportunities for networking, policy engagement and action on health, rights and development of girls and women.

A major focus of the future work will be to strengthen CAWOGIDOs volunteer capacity and core infrastructure, including diversifying funding levels. We aim to scale up cutting edge programmes and strengthen partnerships and alliances to realise the goal of fulfilling sexual and reproductive health and rights of African women and girls and attaining gender equality.

RESPONSIBILITIES OF THE TRUSTEES

The trustees are responsible for preparing the Trustees' Annual Report, the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period.

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with Companies Act 1985. The trustees 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.

Registered office:

*CAME Women and Girls Development Organisation ,
Greenford Business Centre, ICG House, Station Approach,
Old Field Lane North, Middlesex,
London UB6 0AL*

Independent examiner's report to the trustees of CAME Women and Girls Development Organisation

I report on the accounts of the company for the year ended 31 March 2023, which are set out in the accounts report

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed. The charity's gross income was below £34,840 and I am qualified to undertake the examination by being a qualified member of ICAEW.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 43 of the 1993 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the 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:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Accountant

North West Associates
Certified Public Accountants
1st Floor, Gibson House, 800 High Road,
Tottenham, N17 0DH