

# PAMOJA LEO

England & Wales · Charity number 1162710

## Details

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Other names	TOGETHER TODAY
Status	Registered
Legal form	CIO
Registered	2015-07-16
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	69 Victor Road Teddington TW11 8SP
Phone	02032870016
Email	<a href="mailto:edward@pamojaleo.org">edward@pamojaleo.org</a>
Website	<a href="http://www.pamojaleo.org">www.pamojaleo.org</a>

## Activities

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**Objects:** THE PREVENTION OR RELIEF OF POVERTY FOR RESIDENTS IN TANZANIA;AND THE ADVANCEMENT OF EDUCATION OF PRIMARILY CHILDREN IN TANZANIA AND THE UK.

**Activities:** For the public benefit for the prevention or relief of poverty, advocacy of child welfare and improvement of education for residents of Tanzania. Specifically by working with our sister organisation Pamoja Leo to provide funding for their projects to enhance the education of children and young adults and to provide welfare support for Orphans and Vulnerable Children.

## Classification

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- **How:** Provides Other Finance, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief
- **Who:** Children/young People, Other Charities Or Voluntary Bodies

## Geography

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- Tanzania

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£102,643	£106,584	-	-
2023-12-31	£124,227	£119,975	-	-
2022-12-31	£111,452	£131,591	-	-
2021-12-31	£122,999	£123,026	-	-
2020-07-31	£100,348	£95,490	-	-

## Trustees

Name	Role	Appointed
<b>Abel Okello</b>	Chair	2019-05-11
EDWARD HILL MSC		2015-07-16
Emma Smith		2020-05-23
GEORGINA HARRIS-HILL BSC		2015-07-16
Leia Munnelly		2025-06-06
Sue Rhodes		2017-04-12

**PAMOJA LEO**

England & Wales - Charity number 1162710

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# Accounts

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**PAMOJA LEO**

**Receipts and Payments Accounts  
for the year ended 31 December 2024**

**Registered Charity Number: 1162710**

Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR

**PAMOJA LEO**

**Contents of the Financial Statements  
for the year ended 31 December 2024**

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**PAMOJA LEO**

**Report of the Trustees  
For the year ended 31 December 2024**

**OBJECTIVES AND ACTIVITIES**

The objects of the charity are:

- the prevention or relief of poverty for residents in Tanzania, and
- the advancement of education of primarily children in Tanzania.

**PUBLIC BENEFIT**

In setting objectives, planning for activities and delivering those activities, the trustees have had regard for, and given due consideration to, the general guidance published by the Charity Commission relating to public benefit.

The activities taken to benefit the public have been mainly that of education and promotion of children's rights with the intention of relief of poverty.

**ACTIVITIES**

*Pamoja Leo's Mission:* transforming care for orphans and vulnerable children

*Pamoja Leo's Vision:* All children grow up in a loving family or community and all orphan and vulnerable children are seen, heard and prioritized. Specifically children under 5 years old.

Pamoja Leo's charitable activities are discharged primarily by our implementation partner Pamoja Leo in Tanzania, a registered International NGO (I-NGO/R2/000427).

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2024**

**2020-2025 Vision**

1. No child under 5 in orphanage care
2. Provide free day care services for at-risk children under 5 and create a network of service providers to support them.
3. Provide formula to families caring for babies with no lactating mother
4. Recruit, promote and train foster parents to care for abused, abandoned, neglected or total orphans until permanent solution can be found.
5. Reunify children in orphanages with parents or extended family where possible by addressing the root cause of the issues leading to separation.
6. Empower those that care for orphans and vulnerable children and single teen moms with skills and business support to provide for their children so poverty is never a reason for separation.
7. Provide safe alternatives for abused children and to ensure the awareness of how to report, prevent and support children.
8. Create a community of those that believe in the movement. Educate and support organisations, donors, orphanages and funders on alternative care models and how to keep children in families.
9. Provide the tools, technology and knowledge to create accountability and compliance to the laws and children's rights frameworks related to orphan and vulnerable children.

On pages 3 and 4 there is a high level summary of the three main projects operating in Tanzania during this period:

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2024**

**The Baby Project:**

The Baby Project exists to keep babies in families and out of orphanages. When a new mother dies, the only options used to be:

- Formula milk at 200% of the average family's monthly income
- Cow's milk, leading to malnutrition
- An orphanage where access to milk is conditional on relinquishing the baby

Our model provides another option.

- We provide free milk, feeding materials and other support
- We cover expenses for that baby to survive within the first year, including weekly visits for data collection and training
- We prevent further abandonment by providing services, support and a network of community-based child protectors.

**Family First:**

This project supports vulnerable children aged 0-6 to remain in family-based care. We run the only free Early Childhood Development (ECD) center and daycare in Tanga.

Attendees may have graduated from The Baby Project, be children of abuse survivors, reunified with families or foster children, or may be children who have just come from the most disadvantaged of backgrounds.

The objectives:

- Family-based care is the first response in child protection for children ages 0-6. Providing family strengthening services; psychosocial and education support, fit persons, adoptions and livelihood support, and case management
- Running a high-quality ECD center promoting play-based learning, trauma-informed care and child-centered support.
- Supporting all female caregivers of orphaned, abandoned, and abused children with free parenting and livelihood training, medical fees and other services.

## **PAMOJA LEO**

### **Report of the Trustees (Cont'd) For the year ended 31 December 2024**

#### **The Hope Project:**

This project supports girls that have experienced sexual violence or exploitation from the orphanage system. We specialize in the prevention of sexual exploitation, abuse and harassment. We use our established foster care network to provide temporary placements to provide safe spaces for girls which in 2023-2024 has also resulted in abusers' convictions.

Project Hope provides:

- Foster carers with placement and case management assistance
- Comfort kits for children placed in foster care or remand homes
- Education or training sponsorship

We also fight for the rights of children living in orphanages using our foster care service, case management system and support from our social workers. Objectives:

- Supporting survivors of sexual abuse or vulnerable children living in care
- Reunification to families or foster care placements where possible
- Raising awareness of how to report abuse and the support systems available
- Ensuring the legal compliance of homes to ensure children's rights are upheld.

## PAMOJA LEO

### **Report of the Trustees (Cont'd) For the year ended 31 December 2024**

#### **Progress Summary**

#### **Chairman's Report for the Year Ended 31 December 2024**

##### **Introduction**

It is my pleasure to present the Chairman's Report for Pamoja Leo for the financial year ended 31 December 2024. This was a year of meaningful progress, strengthened partnerships, and continued commitment to improving the lives of children and families in Tanga, Tanzania.

##### **Overview of the Year**

Throughout 2024, Pamoja Leo continued to deliver vital services across its three core programmes: The Baby Project, Family First, and The Hope Project. Each programme played an essential role in ensuring that vulnerable children remained in safe, nurturing families rather than institutional care. Despite operating in a challenging funding environment, Pamoja Leo maintained stability and remained focused on achieving impact, sustainability, and the wellbeing of the communities it serves.

##### **Key Achievements and Milestones**

In 2024, Pamoja Leo achieved a number of important milestones:

##### **Fundraising Growth:**

The charity strengthened its fundraising initiatives, achieving success through The Big Give 2024. Preparations also began for new partnerships and awareness campaigns, including a collaboration with Swansea University Sports Union.

##### **Programme Delivery and Stability:**

The three core projects: The Baby Project, Family First, and The Hope Project, continued to provide essential education, care, and protection for children across Tanga. Staff retention remained strong, supported by ongoing training and the commitment of a dedicated local team.

##### **Partnership Development:**

The year saw the strengthening of key collaborations. Islamic Help provided support towards school fees for Day Centre children. Such partnerships demonstrated growing recognition of Pamoja Leo's quality of care and accountability.

##### **Governance and Risk Management:**

The Board maintained active oversight of operations and governance, completing a review of the Risk Register and aligning practices with the Charity Governance Code. Trustees continued to focus on compliance, safeguarding, and long-term organisational sustainability.

##### **Preparations for the 10 Year Anniversary:**

As Pamoja Leo approached its tenth anniversary in 2025, preparations began for commemorative activities to celebrate a decade of service. The anniversary was planned as an opportunity to reflect on achievements, honour staff and supporters, and strengthen engagement with partners and donors.

## PAMOJA LEO

### **Report of the Trustees (Cont'd) For the year ended 31 December 2024**

#### **Impact and Beneficiaries**

During 2024, Pamoja Leo's programmes made a tangible difference in the lives of children and families in Tanga. Through early childhood education, family support, and child protection work, the organisation empowered caregivers, strengthened family structures, and improved outcomes for vulnerable children. The dedication of the Tanzania based team ensured that every child under the organisation's care received safety, nurturing, and opportunities to thrive.

#### **Financial Overview**

The charity remained financially stable throughout 2024. Despite pressures affecting the wider charitable sector, Pamoja Leo sustained its operations and met programme commitments. This stability was made possible through the generosity of core donors, the Big Give campaign, and a network of long-term individual supporters. The trustees exercised prudent financial management and continued to take steps to diversify income sources and strengthen reserves to ensure future resilience.

#### **Governance and Trusteeship**

The Board of Trustees met regularly throughout 2024, maintaining high standards of governance and oversight. Trustees reviewed key policies, ensured compliance with the Charity Governance Code, and monitored safeguarding and financial accountability. The Board remained fully engaged in supporting the organisation's mission and strategic direction.

#### **Looking Ahead**

As the charity entered 2025, attention turned to the celebration of Pamoja Leo's 10 Year Anniversary. The milestone will provide an opportunity to showcase a decade of dedication to children and families and to renew engagement with donors, partners, and supporters. Looking ahead, the charity intends to build on its strong foundation by strengthening fundraising capacity, expanding partnerships, and finalising a new strategic plan to guide its next phase of growth.

#### **Closing Remarks**

The achievements of 2024 reflected the collective effort and dedication of many. I extend my sincere thanks to my fellow trustees, our staff in Tanzania, and our generous supporters in the UK and abroad. Together, we continue to embody the true spirit of "Pamoja" (Swahili for togetherness) as we work to protect and empower children and families in Tanzania.

Abel Okello

Chair of Trustees

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2024**

**FINANCIAL REVIEW**

Receipts totalling £102,643 (2023: £124,227) were received during the year. Payments totalling £106,584 (2023: £119,975) were made during the year. This leaves net expenses of £3,941 for the year, compared to net receipts of £4,252 in 2023.

**RESERVES POLICY**

The organisation's reserves policy is to aim to hold a minimum of 3 months' worth of unrestricted expenditure in general free reserves, meaning unrestricted funds excluding those tied up in fixed assets. The purpose of holding such reserves is to provide buffer funding in the event of a temporary fall in income, and to cover the costs of orderly, child-safe closure if necessary.

The general free reserves as at 31 December 2024 were £6,924 and average monthly expenditure from unrestricted funds during the year was £8,388 implying that the organisation held approximately 28% of the target reserve level.

The trustees will aim to increase the reserve amount to the required level during the next period, especially in light of anticipated global financial uncertainty and the current donor funding environment.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Document**

The charity is a Charitable Incorporated Organisation (CIO) registered on 16 July 2015, and amended 26<sup>th</sup> January 2018.

As of 21st August 2019 our implementing partner Pamoja Leo in the Tanzania was formally registered as an International NGO with Pamoja Leo UK named as its International partner. The Tanzanian NGO is registered with the Ministry of Health Community Development Gender Elderly Children (MOHCDGEC) under the registration reference: I-NGO/R2/000427. Pamoja Leo TZ has received Charitable Status Ruling Certificate under Section 11 of the Tax Administration Act, CAP 438 on 17<sup>th</sup> March 2020.

**RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES**

The trustees may appoint a person who is willing to act as a trustee. The recruitment of trustees would come from contacts approved by existing trustees.

**INDUCTION AND TRAINING OF NEW TRUSTEES**

The training and induction provided for new trustees will depend on their existing experience.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2024**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**  
1162710


**Registered Office**  
69 Victor Road  
Teddington  
TW11 8SP

**Trustees**  
E Hill  
G Harris-Hill  
S Rhodes  
A Okello  
E Smith  
D Bowry-Blum

**Independent Examiner**  
Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR

**Bankers**  
Metrobank  
One Southampton Row  
London  
WC18 5HA

Approved by Order of the Board of Trustees on 28<sup>th</sup> October 2025 and signed on their behalf by:



E Hill (Trustee)

**PAMOJA LEO**

**Independent Examiner's Report to the Trustees of Pamoja Leo**

I report on the accounts of the charity for the year ended 31 December 2024 which are set out on pages 12 to 14.

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and 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.

Yvonne Jackson BSC (Hons) FCA  
Clayton & Brewill  
Chartered Accountants  
149-155 Canal Street  
Nottingham  
NG1 7HR

.....27/10/25

*Yvonne Jackson BSC FCA*

**PAMOJA LEO**

**Receipts and Payments Account  
For the year ended 31 December 2024**

	<u>Year ended</u> <u>31/12/2024</u> <u>Restricted Funds</u>	<u>Year ended</u> <u>31/12/2024</u> <u>Unrestricted</u> <u>Funds</u>	<u>Year ended</u> <u>31/12/2024</u> <u>Total</u> <u>Funds</u>	<u>Year ended</u> <u>31/12/2023</u> <u>Total</u> <u>Funds</u>
	£	£	£	£
<b>Receipts</b>				
Donations:				
Individuals	-	47,490	47,490	62,905
Gift Aid	-	3,443	3,443	7,109
Corporate	-	36,707	36,707	34,620
Beta Charitable Trust	5,000	10,000	15,000	18,140
Sales – digital book	-	3	3	33
Loan	-	-	-	1,420
	<hr/>	<hr/>	<hr/>	<hr/>
Total Receipts	5,000	97,643	102,643	124,227
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Payments</b>				
On charitable activities	5,931	89,699	95,630	113,544
Bank charges	-	88	88	85
IT	-	1,982	1,982	1,438
Accountancy	-	672	672	1,272
Volunteer Health Insurance	-	1,295	1,295	-
Volunteer Accommodation Rent	-	2,371	2,371	2,357
In-Country Directors Stipend	-	3,200	3,200	800
Fundraising charges	-	1,346	1,346	230
Travel	-	-	-	40
Recruitment	-	-	-	154
Sundry	-	-	-	55
	<hr/>	<hr/>	<hr/>	<hr/>
Total Payments	5,931	100,653	106,584	119,975
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net Receipts/ (expenses)</b>	<b>(931)</b>	<b>(3,010)</b>	<b>(3,941)</b>	<b>4,252</b>
	<hr/>	<hr/>	<hr/>	<hr/>
Balances at 1 December 2023	2,181	9,934	12,115	7,863
Balances at 31 December 2024	1,250	6,924	8,174	12,115
	<hr/>	<hr/>	<hr/>	<hr/>

**PAMOJA LEO**

**Statement of Assets and Liabilities  
As at 31 December 2024**

	<u>31 December 2024</u> £	<u>31 December 2023</u> £
<b>CURRENT ASSETS</b>		
Cash (Metro Bank)	7,571	5,952
Cash (paypal)	387	815
Stripe	216	5,348
	<hr/>	<hr/>
<b>TOTAL CURRENT ASSETS</b>	8,174	12,115
	<hr/>	<hr/>
<b>CURRENT LIABILITIES</b>		
<b>Loan</b>	1,420	1,420
	<hr/>	<hr/>
<b>TOTAL CURRENT LIABILITIES</b>	1,420	1,420
	<hr/>	<hr/>

These accounts were approved by the Board of Trustees on 28<sup>th</sup> October 2025 and signed on their behalf by;



E Hill (Trustee)

PAMOJA LEO

Notes to the Accounts  
For the year ended 31 December 24

**Restricted Funds**

	At 1 January <u>2023</u>	<u>Receipts</u>	<u>Payments</u>	At 31 December <u>2024</u>
	£	£	£	£
Beta Charitable Trust	2,181	5,000	(5,931)	1,250
	<u>2,181</u>	<u>5,000</u>	<u>(5,931)</u>	<u>1,250</u>

**BETA Charitable Trust:**

Funding for food for 35 day care children and Girls Group including breakfast porridge, fruit snack and lunch. They have also covered the funding for the salary of our cook.

**Loan:**

In 2023 Mr E Hill provided a loan to Pamoja Leo for £1,420, which is intended to be repaid within the next year.

**PAMOJA LEO**

England & Wales - Charity number 1162710

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# Accounts

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**PAMOJA LEO**

**Receipts and Payments Accounts  
for the year ended 31 December 2023**

**Registered Charity Number: 1162710**

Clayton & Brewill  
Chartered Accountants  
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**PAMOJA LEO**

**Contents of the Financial Statements  
for the year ended 31 December 2023**

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## PAMOJA LEO

### Report of the Trustees For the year ended 31 December 2023

#### OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- the prevention or relief of poverty for residents in Tanzania, and
- the advancement of education of primarily children in Tanzania.

#### PUBLIC BENEFIT

In setting objectives, planning for activities and delivering those activities, the trustees have had regard for, and given due consideration to, the general guidance published by the Charity Commission relating to public benefit.

The activities taken to benefit the public have been mainly that of education and promotion of children's rights with the intention of relief of poverty.

#### ACTIVITIES

*Pamoja Leo's Mission:* Transforming Care for Orphans & Vulnerable Children

*Pamoja Leo's Vision:* All children grow up in a loving family or community and all orphan and vulnerable children are seen, heard and prioritized. Specifically children under 5 years old.

Pamoja Leo's charitable activities are discharged primarily by our implementation partner Pamoja Leo in Tanzania, a registered International NGO (I-NGO/R2/000427).

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2023**

**2020-2025 Vision**

1. No child under 5 in Orphanage Care
2. Provide free day care services for at-risk children under 5 and create a network of service providers to support them.
3. Provide formula to families caring for babies with no lactating mother
4. Recruit, promote and train foster parents to care for abused, abandoned, neglected or total orphans until permanent solution can be found.
5. Reunify children in orphanages with parents or extended family where possible by addressing the root cause of the issues leading to separation.
6. Empower those that care for orphans and vulnerable children and single teen moms with skills and business support to provide for their children so poverty is never a reason for separation.
7. Providing safe alternatives for abused children and to ensure the awareness of how to report, prevent and support children.
8. Create a community of those that believe in this movement. Educate and support organisations, donors, orphanages and funders on alternative care models and how to keep children in families.
9. Provide the tools, technology and knowledge to create accountability and compliance to the laws and children's rights frameworks related to orphan and vulnerable children.

On pages 3 and 4 there is a high level summary of the three main projects operating in Tanzania during this period:

## **PAMOJA LEO**

### **Report of the Trustees (Cont'd) For the year ended 31 December 2023**

#### **The Baby Project:**

The Baby Project exists to keep babies in families and out of orphanages. When a new mother dies, the only options used to be:

- Formula milk at 200% of the average families monthly income
- Cow's milk, leading to malnutrition
- An orphanage where access to milk is conditional on relinquishing the baby

Our model provides another option.

- We provide free milk, feeding materials and other support
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#### **Family First:**

This project supports vulnerable children aged 0-6 to remain in family-based care. We run the only free Early Childhood Development (ECD) center and daycare in Tanga.

Attendees may have graduated from The Baby Project, be children of abuse survivors, reunified with families or foster children, or may be children who have just come from the most disadvantaged of backgrounds.

The objectives:

- Family-based care is the first response in child protection for children ages 0-6. Providing family strengthening services; psychosocial and education support, fit persons, adoptions and livelihood support, and case management
- Running a high-quality ECD center promoting play-based learning, trauma-informed care and child-centered support.
- Supporting all female caregivers of orphaned, abandoned, and abused children with free parenting and livelihood training, medical fees and other services.

## **PAMOJA LEO**

### **Report of the Trustees (Cont'd) For the year ended 31 December 2023**

#### **The Hope Project:**

This project supports girls that have experienced sexual violence or exploitation from the orphanage system. We specialize in the prevention of sexual exploitation, abuse and harassment. We use our established foster care network to provide temporary placements to provide safe spaces for girls which in 2022-2023 has also resulted in abusers' convictions.

Project Hope provides:

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- Supporting survivors of sexual abuse or vulnerable children living in care
- Reunification to families or foster care placements where possible
- Raising awareness of how to report abuse and the support systems available
- Ensuring the legal compliance of homes to ensure children's rights are upheld.

## **PAMOJA LEO**

### **Report of the Trustees (Cont'd) For the year ended 31 December 2023**

#### **Progress Summary**

#### **Chairman's Report for the Pamoja Leo Annual General Meeting of Trustees held on Wednesday 17th July 2024**

I am delighted to present the Chairman's Report for the 2023 Annual General Meeting (AGM) of Pamoja Leo. Serving as the Chair has been a privilege, and I am deeply grateful for the unwavering support and dedication of our trustees, staff members, and volunteers.

The past year has been a journey of both challenges and successes for Pamoja Leo. Despite facing numerous obstacles, we have continued to make strides in fulfilling our mission and impacting the lives of the community we serve.

#### **Achievements and Milestones:**

This year, Pamoja Leo has achieved several milestones. Some of the key achievements include:

- **The Big Give Fundraising Success:** In December, we achieved our fundraising target of £12,500, thanks to the incredible generosity of our donors and the match funding initiative. This success has fortified our financial foundation.
- **The Baby Project Expansion:** Our Baby Project continues to grow, with 166 babies enrolled as of January 31, 2024. These infants receive essential formula milk and comprehensive support services, ensuring their healthy development.
- **Tanzania National Referral Model:** We have been selected as one of four NGOs to form a Technical Committee to establish the country's first National Referral Model for vulnerable people. This milestone will bring new funding opportunities and expand our team, highlighting our significant role in child protection advocacy in Tanzania.

As in our previous period, Pamoja Leo has experienced increased focus and growth of its projects in Tanzania. We have been able to serve more children than in any other year to date. We served 44 infants directly in The Baby Project and over 100 indirectly through caregivers and family members. Through the Family First and Hope Projects we have served over 550 beneficiaries direct and indirectly.

Our work with other organisations in the UK and Tanzania continues to increase. For example Pamoja Leo is working closely with organisations such as Railway Children, Save The Children, UNICEF and the Foreign Commonwealth Development Officer (FCDO). We participate regularly in FCDO events in their International Liaison Unit (ILU), where we have the opportunity to present our work and increase relationships with other organisations. In December 2022 the FCDO funded an event at Pamoja Leo celebrating 16 days of activism against gender violence, with many honoured guests in attendance. Pamoja Leo was also invited to participate in an INTERPOL led and FCDO funded initiative called Project Soteria. The project aims to reduce the risk of sexual exploitation, abuse and harassment within the aid sector in Tanzania and 5 other countries. We hope to continue to build on these relationships with the aim of extending our reach to benefit greater numbers of children throughout Tanzania.

## PAMOJA LEO

### Report of the Trustees (Cont'd) For the year ended 31 December 2023

#### Financial Overview:

Our financial position remains stable, despite facing challenges throughout the year. We successfully reached our fundraising target in The Big Give campaign, securing £12,500, which has strengthened our financial foundation. This achievement, along with ongoing efforts in financial management and budgeting, has allowed us to continue providing essential services to our beneficiaries. The dedication and support of our donors, combined with the hard work of our team, have been crucial in maintaining our financial health. While we continue to navigate financial uncertainties, our commitment to transparency and prudent management ensures we can sustain our impactful work.

#### Impact and Beneficiary Stories:

Our efforts throughout the year yielded significant impacts. Highlights include:

- (January 2024 Newsletter) - Family First Project: Asma and Halima's story exemplifies our impact. Their grandmother, previously struggling to care for them while working, now benefits from our Early Childhood Development Center, allowing her to focus on her business.
- (November 2023 Newsletter) - The Baby Project: Baby G from Lushoto lost her mother during delivery and was almost placed in an orphanage. Thanks to a referral from a previous beneficiary, her grandmother learned about The Baby Project and opted to keep Baby G at home while receiving free milk and support. Now, Baby G and her grandmother are thriving as part of our project.
- (February 2024 Newsletter) - Advocacy and Protection: Our social workers, led by Abraham, actively investigate child abuse cases, bridging gaps left by limited police resources. This ensures vulnerable children receive the protection they need.

#### Challenges Faced:

Despite our successes, we faced several challenges:

- Financial Management: We experienced financial and budgetary pressures, but ongoing improvements by Edward Hill and Emma Smith are helping stabilise our financial management.
- Staffing Shortages: Our team has been stretched thin operationally, highlighting the need for additional resources and support.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2023**

**Future Plans and Objectives:**

Looking ahead, we are committed to amplifying our impact and continuing towards our 2020-2025 vision. Our key objectives include:

- Robust Fundraising Initiatives: We aim to address budget shortfalls with strategic fundraising in order to sustain and expand our projects.
- Strategic Plan Updates: We will revise our strategic plan to align with current goals, ensuring our initiatives are impactful and sustainable
- Advocacy and Policy Influence: Our collaboration with Dr. Kate and Kelly will continue, with a focus on influencing policies for care leavers and improving institutional care systems.

I extend my appreciation to all trustees for their continued contributions. Special thanks to our corporate sponsors and partners, whose consistent support is crucial to our success. I also acknowledge the hard work and passion of our staff and volunteers, who are the backbone of our programs.

I am proud of the progress we have made as a team to make a lasting difference. I urge each trustee to continue to actively contribute as we continue to work towards achieving the charity's mission.

Sincerely,  
Abel Okello  
*Chairman of the Board of Trustees for Pamoja Leo*

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2023**

**FINANCIAL REVIEW**

Receipts totalling £124,227 (2022: £111,452) were received during the year. Payments totalling £119,975 (2022: £131,591) were made during the year. This leaves net receipts of £4,252 for the year, compared to net expenses of £20,139 in 2022.

**RESERVES POLICY**

The organisation's reserves policy is to aim to hold a minimum of 3 months' worth of unrestricted expenditure in general free reserves, meaning unrestricted funds excluding those tied up in fixed assets. The purpose of holding such reserves is to provide buffer funding in the event of a temporary fall in income, and to cover the costs of orderly, child-safe closure if necessary.

The general free reserves as at 31 December 2023 were £9,934 and average monthly expenditure from unrestricted funds during the year was £8,398 implying that the organisation held approximately 39% of the target reserve level.

The trustees will aim to increase the reserve amount to the required level during the next period, especially in light of anticipated global financial uncertainty and the current donor funding environment.

## **PAMOJA LEO**

### **Report of the Trustees (Cont'd) For the year ended 31 December 2023**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing Document**

The charity is a Charitable Incorporated Organisation (CIO) registered on 16 July 2015, and amended 26<sup>th</sup> January 2018.

As of 21st August 2019 our implementing partner Pamoja Leo in the Tanzania was formally registered as an International NGO with Pamoja Leo UK named as its International partner. The Tanzanian NGO is registered with the Ministry of Health Community Development Gender Elderly Children (MOHCDGEC) under the registration reference: I-NGO/R2/000427. Pamoja Leo TZ has received Charitable Status Ruling Certificate under Section 11 of the Tax Administration Act, CAP 438 on 17<sup>th</sup> March 2020.

#### **RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES**

The trustees may appoint a person who is willing to act as a trustee. The recruitment of trustees would come from contacts approved by existing trustees.

#### **INDUCTION AND TRAINING OF NEW TRUSTEES**

The training and induction provided for new trustees will depend on their existing experience.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2023**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**

1162710

**Registered Office**

69 Victor Road  
Teddington  
TW11 8SP

**Trustees**

E Hill  
G Harris-Hill  
S Rhodes  
A Okello  
E Smith  
D Bowry-Blum

**Independent Examiner**

Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR

**Bankers**

Metrobank  
One Southampton Row  
London  
WC18 5HA

Approved by Order of the Board of Trustees on 30<sup>th</sup> September 2024 and signed on their behalf by:



E Hill (Trustee)

**PAMOJA LEO**

**Independent Examiner's Report to the Trustees of Pamoja Leo**

I report on the accounts of the charity for the year ended 31 December 2023 which are set out on pages 12 to 14.

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and 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.

Yvonne Jackson BSC (Hons) FCA  
Clayton & Brewill  
Chartered Accountants  
149-155 Canal Street  
Nottingham  
NG1 7HR

8/10/24

*Yvonne Jackson BSC FCA*

**PAMOJA LEO**

**Receipts and Payments Account  
For the year ended 31 December 2023**

	<u>Year ended</u> <u>31/12/2023</u> <u>Restricted Funds</u>	<u>Year ended</u> <u>31/12/2023</u> <u>Unrestricted</u> <u>Funds</u>	<u>Year ended</u> <u>31/12/2023</u> <u>Total</u> <u>Funds</u>	<u>Year ended</u> <u>31/12/2022</u> <u>Total</u> <u>Funds</u>
	£	£	£	£
<b>Receipts</b>				
Donations:				
Individuals	-	62,905	62,905	56,941
Gift Aid	-	7,109	7,109	9,079
Corporate	-	34,620	34,620	21,062
Beta Charitable Trust	18,140	-	18,140	17,329
BFSS	-	-	-	7,041
Sales – digital book	-	33	33	-
Loan	-	1,420	1,420	-
	-----	-----	-----	-----
Total Receipts	18,140	106,087	124,227	111,452
	=====	=====	=====	=====
<b>Payments</b>				
On charitable activities	19,194	94,350	113,544	119,502
Bank charges	-	85	85	6
IT	-	1,438	1,438	2,032
Accountancy	-	1,272	1,272	-
Volunteer Health Insurance	-	-	-	1,535
Volunteer Accommodation Rent	-	2,357	2,357	2,357
In-Country Directors Stipend	-	800	800	4,800
Fundraising charges	-	230	230	1,056
Travel	-	40	40	303
Recruitment	-	154	154	-
Sundry	-	55	55	-
	-----	-----	-----	-----
Total Payments	19,194	100,781	119,975	131,591
	=====	=====	=====	=====
<b>Net Receipts/ (expenses)</b>	(1,054)	5,306	4,252	(20,139)
	=====	=====	=====	=====
Balances at 1 December 2022	3,235	4,628	7,863	28,002
Balances at 31 December 2023	2,181	9,934	12,115	7,863
	=====	=====	=====	=====

**PAMOJA LEO**

**Statement of Assets and Liabilities  
As at 31 December 2023**

	<u>31</u> <u>December</u> <u>2023</u> £	<u>31 December</u> <u>2022</u> £
<b>CURRENT ASSETS</b>		
Cash (Metro Bank)	5,952	1,479
Cash (paypal)	815	5,041
Stripe	5,348	1,343
	-----	-----
<b>TOTAL CURRENT ASSETS</b>	<u>12,115</u>	<u>7,863</u>
<b>CURRENT LIABILITIES</b>		
Loan	1,420	-
	-----	-----
<b>TOTAL CURRENT LIABILITIES</b>	<u>1,420</u>	<u>-</u>

These accounts were approved by the Board of Trustees on 30<sup>th</sup> September 2024 and signed on their behalf by;



E Hill (Trustee)

**PAMOJA LEO**

**Notes to the Accounts  
For the year ended 31 December 23**

**Restricted Funds**

	<b>At 1 January <u>2022</u></b>	<b><u>Receipts</u></b>	<b><u>Payments</u></b>	<b>At 31 December <u>2023</u></b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Beta Charitable Trust	1241	18,140	(17,200)	2,181
The Penelope Fund	1,994	-	(1,994)	-
	<hr/>	<hr/>	<hr/>	<hr/>
	3,235	18,140	(19,194)	2,181
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**BETA Charitable Trust:**

Funding for food for 35 day care children and Girls Group including breakfast porridge, fruit snack and lunch. They have also covered the funding for the salary of our cook.

**The Penelope Fund:**

The Penelope Fund was set up in Memory of a good friend of Pamoja Leo. The fund will provide school fees and associated costs (clothing, materials and transport) for graduates of Pamoja Leo's daycare. It will also provide funding for vocational training for young mums who have had to leave school and also cover daycare costs for their children whilst they train.

**Loan:**

During the year trustee Mr E Hill provided a loan to Pamoja Leo via his company Ethika Solution Ltd for £1,420, which is intended to be repaid within the next year.

**PAMOJA LEO**

England & Wales - Charity number 1162710

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# Accounts

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**PAMOJA LEO**

**Receipts and Payments Accounts  
for the year ended 31 December 2022**

**Registered Charity Number: 1162710**

Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR

**PAMOJA LEO**

**Contents of the Financial Statements  
for the year ended 31 December 2022**

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8.	Independent Examiner's Report
9.	Receipts and Payments Account
10.	Statement of Assets and Liabilities
11.	Note to the Accounts

**PAMOJA LEO**

**Report of the Trustees  
For the year ended 31 December 2022**

**OBJECTIVES AND ACTIVITIES**

The objects of the charity are:

- the prevention or relief of poverty for residents in Tanzania, and
- the advancement of education of primarily children in Tanzania.

**PUBLIC BENEFIT**

In setting objectives, planning for activities and delivering those activities, the trustees have had regard for, and given due consideration to, the general guidance published by the Charity Commission relating to public benefit.

The activities taken to benefit the public have been mainly that of education and promotion of children's rights with the intention of relief of poverty.

**ACTIVITIES**

*Pamoja Leo's Mission:* Transforming Care for Orphans & Vulnerable Children

*Pamoja Leo's Vision:* All children grow up in a loving family or community and all orphan and vulnerable children are seen, heard and prioritized. Specifically children under 5 years old.

Pamoja Leo's charitable activities are discharged primarily by our implementation partner Pamoja Leo in Tanzania, a registered International NGO (I-NGO/R2/000427).

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2022**

**2020 Vision and Beyond**

1. No child under 5 in Orphanage Care
2. Provide free day care services for at-risk children under 5 and create a network of service providers to support them.
3. Provide formula to families caring for babies with no lactating mother
4. Recruit, promote and train foster parents to care for abused, abandoned, neglected or total orphans until permanent solution can be found.
5. Reunify children in orphanages with parents or extended family where possible by addressing the root cause of the issues leading to separation.
6. Empower those that care for orphans and vulnerable children and single teen moms with skills and business support to provide for their children so poverty is never a reason for separation.
7. Providing safe alternatives for abused children and to ensure the awareness of how to report, prevent and support children.
8. Create a community of those that believe in this movement. Educate and support organisations, donors, orphanages and funders on alternative care models and how to keep children in families.
9. Provide the tools, technology and knowledge to create accountability and compliance to the laws and children's rights frameworks related to orphan and vulnerable children.

Below is a high level summary of the three main projects operating in Tanzania during this period:

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2022**

**The Baby Project:**

The Baby Project exists to keep babies in families and out of orphanages. When a new mother dies, the only options used to be:

- Formula milk at 200% of the average families monthly income
- Cow's milk, leading to malnutrition
- An orphanage where access to milk is conditional on relinquishing the baby

Our model provides another option.

- We provide free milk, feeding materials and other support
- We cover expenses for that baby to survive within the first year, including weekly visits for data collection and training
- We prevent further abandonment by providing services, support and a network of community-based child protectors.

**Family First:**

This project supports vulnerable children aged 0-6 to remain in family-based care. We run the only free Early Childhood Development (ECD) center and daycare in Tanga.

Attendees may have graduated from The Baby Project, be children of abuse survivors, reunified with families or foster children, or may be children who have just come from the most disadvantaged of backgrounds.

The objectives:

- Family-based care is the first response in child protection for children ages 0-6. Providing family strengthening services; psychosocial and education support, fit persons, adoptions and livelihood support, and case management
- Running a high-quality ECD center promoting play-based learning, trauma-informed care and child-centered support.
- Supporting all female caregivers of orphaned, abandoned, and abused children with free parenting and livelihood training, medical fees and other services.

## PAMOJA LEO

### **Report of the Trustees (Cont'd) For the year ended 31 December 2022**

#### **The Hope Project:**

This project supports girls that have experienced sexual violence or exploitation from the orphanage system. We specialize in the prevention of sexual exploitation, abuse and harassment and have recently completed a three year project in six schools impacting 600 girls across Tanga. We use our foster care network to provide temporary placements to provide safe spaces for these girls which in 2022 also resulted in abusers' convictions.

Project Hope provides:

- Foster carers with placement and case management assistance
- Comfort kits for children placed in foster care or remand homes
- Education or training sponsorship

We also fight for the rights of children living in orphanages using our foster care service, case management system and support from our social workers. Objectives:

- Supporting survivors of sexual abuse or vulnerable children living in care
- Reunification to families or foster care placements where possible
- Raising awareness of how to report abuse and the support systems available
- Ensuring the legal compliance of homes to ensure children's rights are upheld.

#### **Progress Summary**

As in our previous period, Pamoja Leo has experienced increased focus and growth of its projects in Tanzania. We have been able to serve more children than in any other year to date. We served 44 infants directly in The Baby Project and over 100 indirectly through caregivers and family members. Through the Family First and Hope Projects we have served over 550 beneficiaries direct and indirectly.

Our work with other organisations in the UK and Tanzania continues to increase. For example Pamoja Leo is working closely with organisations such as Railway Children, Save The Children, UNICEF and the Foreign Commonwealth Development Officer (FCDO). We participate regularly in FCDO events in their International Liaison Unit (ILU), where we have the opportunity to present our work and increase relationships with other organisations. In December 2022 the FCDO funded an event at Pamoja Leo celebrating 16 days of activism against gender violence, with many honoured guests in attendance. Pamoja Leo was also invited to participate in an INTERPOL led and FCDO funded initiative called Project Soteria. The project aims to reduce the risk of sexual exploitation, abuse and harassment within the aid sector in Tanzania and 5 other countries. We hope to continue to build on these relationships with the aim of extending our reach to benefit greater numbers of children throughout Tanzania.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2022**

**FINANCIAL REVIEW**

Receipts totalling £111,452 (2021: £122,999) were received during the year. Payments totalling £131,591 (2021: £123,026) were made during the year. This leaves net expenses of £20,139 for the year, compared to £27 in 2021.

**RESERVES POLICY**

The organisation's reserves policy is to aim to hold a minimum of 3 months' worth of unrestricted expenditure in general free reserves, meaning unrestricted funds excluding those tied up in fixed assets. The purpose of holding such reserves is to provide buffer funding in the event of a temporary fall in income, and to cover the costs of orderly, child-safe closure if necessary.

The general free reserves as at 31 December 2022 were £4,628 and average monthly expenditure from unrestricted funds during the year was £8,065 implying that the organisation held approximately 20% of the target reserve level.

The trustees will aim to increase the reserve amount to the required level during the next period, especially in light of anticipated global financial uncertainty and the current donor funding environment.

## **PAMOJA LEO**

### **Report of the Trustees (Cont'd) For the year ended 31 December 2022**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing Document**

The charity is a Charitable Incorporated Organisation (CIO) registered on 16 July 2015, and amended 26<sup>th</sup> January 2018.

As of 21st August 2019 our implementing partner Pamoja Leo in the Tanzania was formally registered as an International NGO with Pamoja Leo UK named as its International partner. The Tanzanian NGO is registered with the Ministry of Health Community Development Gender Elderly Children (MOHCDGEC) under the registration reference: I-NGO/R2/000427. Pamoja Leo TZ has received Charitable Status Ruling Certificate under Section 11 of the Tax Administration Act, CAP 438 on 17<sup>th</sup> March 2020.

#### **RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES**

The trustees may appoint a person who is willing to act as a trustee. The recruitment of trustees would come from contacts approved by existing trustees.

#### **INDUCTION AND TRAINING OF NEW TRUSTEES**

The training and induction provided for new trustees will depend on their existing experience.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 December 2022**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**

1162710

**Registered Office**

69 Victor Road  
Teddington  
TW11 8SP

**Trustees**

E Hill  
G Harris-Hill  
S Rhodes  
A Okello  
E Smith  
D Bowry-Blum (appointed 21 July 2022)


**Independent Examiner**

Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR

**Bankers**

Metrobank  
One Southampton Row  
London  
WC18 5HA

Approved by Order of the Board of Trustees on 20/10/23 and signed on their behalf by:

  
.....  
E Hill (Trustee)

**PAMOJA LEO**

**Independent Examiner's Report to the Trustees of Pamoja Leo**

I report on the accounts of the charity for the year ended 31 December 2022 which are set out on pages 9 to 11.

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and 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.

Yvonne Jackson BSC (Hons) FCA  
Clayton & Brewill  
Chartered Accountants  
149-155 Canal Street  
Nottingham  
NG1 7HR

31/10/23

*Yvonne Jackson BSC FCA*

## PAMOJA LEO

**Receipts and Payments Account**  
**For the year ended 31 December 2022**


	<u>Year ended</u> <u>31/12/2022</u>	<u>Year ended</u> <u>31/12/2022</u>	<u>Year ended</u> <u>31/12/2022</u>	<u>17m</u> <u>period ended</u> <u>31/12/2021</u>
	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total Funds</u>	<u>Total Funds</u>
	£	£	£	£
<b>Receipts</b>				
Donations:				
Individuals	-	56,941	56,941	81,045
Gift Aid	-	9,079	9,079	3,981
Corporate	-	21,062	21,062	11,929
Beta Charitable Trust	17,329	-	17,329	7,044
Hazel's Footprint Trust	-	-	-	9,000
BFSS	7,041	-	7,041	10,000
	-----	-----	-----	-----
Total Receipts	24,370	87,082	111,452	122,999
	=====	=====	=====	=====
<b>Payments</b>				
On charitable activities	34,806	84,696	119,502	104,981
Bank charges	-	6	6	182
IT	-	2,032	2,032	2,021
Accountancy	-	-	-	600
Volunteer Health Insurance	-	1,535	1,535	1,710
Volunteer Accommodation Rent	-	2,357	2,357	4,757
In-Country Directors Stipend	-	4,800	4,800	6,800
Fundraising charges	-	1,056	1,056	188
Travel	-	303	303	466
Trustee visas	-	-	-	791
Marketing	-	-	-	504
Recruitment	-	-	-	26
	-----	-----	-----	-----
Total Payments	34,806	96,785	131,591	123,026
	=====	=====	=====	=====
<b>Net Receipts/ (expenses)</b>	<b>(10,436)</b>	<b>(9,703)</b>	<b>(20,139)</b>	<b>(27)</b>
	=====	=====	=====	=====
Balances at 1 December 2021	13,671	14,331	28,002	28,029
Balances at 31 December 2022	3,235	4,628	7,863	28,002
	=====	=====	=====	=====

PAMOJA LEO

Statement of Assets and Liabilities  
As at 31 December 2022

	<u>31</u> <u>December</u> <u>2022</u> £	<u>31 December</u> <u>2021</u> £
<b>CURRENT ASSETS</b>		
Cash (Metro Bank)	1,479	21,678
Cash (paypal)	5,041	6,324
Stripe	1,343	-
Other debtors	-	-
	<hr/>	<hr/>
<b>TOTAL CURRENT ASSETS</b>	<b>7,863</b>	<b>28,002</b>
	<hr/>	<hr/>
<b>CURRENT LIABILITIES</b>		
Other liabilities	-	-
	<hr/>	<hr/>
<b>TOTAL CURRENT LIABILITIES</b>	<b>-</b>	<b>-</b>
	<hr/>	<hr/>
<b>NET CURRENT ASSETS</b>	<b>7,863</b>	<b>28,002</b>
	<hr/>	<hr/>
<b>TOTAL NET ASSETS</b>	<b>7,863</b>	<b>28,002</b>
	<hr/>	<hr/>

These accounts were approved by the Board of Trustees on 20/10/23 and signed on their behalf by;

  
.....

E Hill (Trustee)

PAMOJA LEO

Notes to the Accounts  
For the year ended 31 December 22

**Restricted Funds**

	<b>At 1 January 2021</b>	<b><u>Receipts</u></b>	<b><u>Payments</u></b>	<b>At 31 December 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Beta Charitable Trust	1,761	17,329	(17,849)	1,241
The Penelope Fund	5,259	-	(3,265)	1,994
Hazel's Footprint Trust	4,500	-	(4,500)	-
BFSS	2,151	7,041	(9,192)	-
	<u>13,671</u>	<u>24,370</u>	<u>(34,806)</u>	<u>3,235</u>

**BETA Charitable Trust:**

Funding for food for 35 day care children and Girls Group including breakfast porridge, fruit snack and lunch. They have also covered the funding for the salary of our cook.

**The Penelope Fund:**

The Penelope Fund was set up in Memory of a good friend of Pamoja Leo. The fund will provide school fees and associated costs (clothing, materials and transport) for graduates of Pamoja Leo's daycare. It will also provide funding for vocational training for young mums who have had to leave school and also cover daycare costs for their children whilst they train.

**Hazel's Footprints Trust:**

Funding an annual salary for our in-house social worker in Tanzania who delivers the training, counselling services and manages all of the cases we work with.

**BFSS:**

Funding to assist young girls with their further education when they have become pregnant. Support for their children aged 0-5 to attend the Pamoja Leo Day Care Centre to receive an early years Montessori Education. Training and awareness raising sessions for teachers and local officials to help prevent teens dropping out of or being forced out of school.

**PAMOJA LEO**

England & Wales - Charity number 1162710

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# Accounts

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**PAMOJA LEO**

**Receipts and Payments Accounts  
for the period ended 31 December 2021**

**Registered Charity Number: 1162710**

**Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR**

**PAMOJA LEO**

**Contents of the Financial Statements  
for the period ended 31 December 2021**

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## **PAMOJA LEO**

### **Report of the Trustees For the period ended 31 December 2021**

*NOTE: Pamoja Leo has altered its reporting period to coincide with the accounting year of our core partner Pamoja Leo in Tanzania. Its accounting year is from January to December, therefore this year's accounts and reports will run for 17 months from 1<sup>st</sup> August 2020 – 31<sup>st</sup> December 2021.*

#### **OBJECTIVES AND ACTIVITIES**

The objects of the charity are:

- the prevention or relief of poverty for residents in Tanzania, and
- the advancement of education of primarily children in Tanzania.

#### **PUBLIC BENEFIT**

In setting objectives, planning for activities and delivering those activities, the trustees have had regard for, and given due consideration to, the general guidance published by the Charity Commission relating to public benefit.

The activities taken to benefit the public have been mainly that of education and promotion of children's rights with the intention of relief of poverty.

#### **ACTIVITIES**

*Pamoja Leo's Mission: Transforming Care for Orphans & Vulnerable Children*

*Pamoja Leo's Vision: All children grow up in a loving family or community and all orphan and vulnerable children are seen, heard and prioritized.*

During the period of 1 August 2020 – 31 December 2021 Pamoja Leo has continued to extend its projects and its standing within Tanzania as well as its profile in other countries around the globe as an advocate for children's rights focusing on children under 6 years old.

#### **2020 Vision and Beyond**

1. No child under 5 in Orphanage Care
2. Provide free day care services for at-risk children under 5 and create a network of service providers to assist these families in need
3. Provide formula milk and supporting services to families caring for babies with no lactating mother.
4. Recruit, promote and train foster parents to care for abused, abandoned, neglected or total orphans until permanent solutions can be found.
5. Reunify children in orphanages with parents or extended family where possible by addressing the root cause of the issues leading to separation.
6. Empower those that care for orphans and vulnerable children and single teen mums with skills and business support to provide for their children so poverty is never a reason for separation.
7. Provide safe alternatives for abused children and ensure increased awareness of how to report, prevent and support children and abuse.

## PAMOJA LEO

### Report of the Trustees (Cont'd) For the period ended 31 December 2021

8. Create a community of those that believe in the movement. Educate and support organisations, donors, orphanages and funders on alternative care models and how to keep children in families.
9. Provide the tools, technology and knowledge to create accountability and compliance to the laws and children's rights frameworks related to orphan and vulnerable children.

Our programs strengthen families and provide a family for children who don't have one. Below is a high level summary of the main projects we were operating in Tanzania during this period:

#### FAMILY FIRST

We believe we live in a world where there is a family for every child. We specifically work with children aged 0-6 who are orphaned, abandoned, vulnerable or abused so they can grow up in families, so they get the love and support they need to heal and grow.

We empower women to mother and care for children and get the support they need. We give milk, food, counselling and free access to early childhood education so that children get the care they need to thrive. We also support children to find or return to family, biological, kin, foster or adoptive.

#### PROJECT HOPE

We want hope, healing and justice for all abused and exploited children. We believe in a child protection system that ensures that all of the community and schools have the knowledge and tools they need to care for abused and exploited children.

We make sure everyone knows how to report abuse and stand up for the rights of children to access the help they need. We ensure that abused girls and those that have become mothers have access to safe family care. We prevent the exploitation of children in orphanages and ensure that children in need of care, are protected and safe.

#### EARLY CHILDHOOD DEVELOPEMENT (ECD) CENTRE.

At the heart of Pamoja Leo is our ECD Centre. Our centre is a place of healing, learning and comfort located in Tanga City in the North East of Tanzania. We have a free daycare and preschool that provides:

Free Montessori inspired, play based education with trauma informed support for children ages 1-7, including 2 meals a day plus snacks. Counselling and home visiting support. Training and learning for parents and caregivers. It's a space where children and families can come to in crisis and get support and services they need.

#### PROGRESS SUMMARY:

As in our previous period, Pamoja Leo has experienced increased focus and growth of its projects in Tanzania. We have been able to serve more clients than in any other year to date. During this period it was recognised that as our service offering expands, so must our capturing of data and quality of reporting. Therefore, during the period our staff in Tanzania grew to include an Impact and Coordination Manager whose role is specifically to coordinate and report on the impact of the work with our clients, donors and with the various government departments across Tanzania.

## PAMOJA LEO

### **Report of the Trustees (Cont'd) For the period ended 31 December 2021**

Although our fundraising income for Pamoja Leo has slightly reduced during this period considering we are reporting on 17 months of donations, it is noteworthy that our income directly to our Tanzanian organisation substantially increased and therefore did not impact upon our ability to deliver our Programmes. A large portion of funds donated to Tanzania were provided to purchase formula milk to provide services to children whose mothers have passed away during childbirth, or are otherwise unable to provide milk for these babies. The main intention of The Baby Project is to stop any child under the age of 2 having to enter an orphanage in Tanga Region. Of note, is the funds to expand the project into Lushoto, a District approximately 4 hours drive from our main hub in Tanga, therefore substantially increasing the reach of our project. During this period we achieved a major milestone of serving 100 babies under The Baby Project.

During this period the global pandemic continued to have an impact on Pamoja Leo, including the loss of some monthly donors. However, the majority of our core supporters were able to continue with their support. Since the initial response reported in our last report, our public operations restarted in August 2020 and we continued to assist the families and children we were working with to practice safe hygiene to prevent the spread of Covid-19.

We continued to receive funding from Hazel's Footprint's Trust assisting us to fund the work of one of our social workers. We also continued our long-term and valued partnerships with with Beta Charitable Trust and Rhodes Wealth Management. Another long-term partner BMS London introduced us to two new donors in London Rock and Thames Material. DonorSee also continues to be a good platform for us to raise funds for smaller needs with the families we work with.

In November 2019 we received a grant from The British & Foreign Schools Society for a project called Girls For Girls: Reduce risks of girls leaving education by addressing vulnerability of those in kinship care, providing opportunities for teenage mothers and advocacy in schools around abuse and teenage pregnancy. This was awarded as a two year grant, however due to Covid-19 the scope of the grant changed and was altered to begin in July 2020 and is scheduled for completion in January 2023.

Our work with other organisations in the UK and Tanzania continues to increase. For example Pamoja Leo is working closely with organisations such as Railway Children, Save The Children, UNICEF and the Foreign Commonwealth Development Officer (FCDO). We participate regularly in FCDO events in their International Liaison Unit (ILU), where we have the opportunity to present our work and increase relationships with other organisations.

We undertook our AGM on 21<sup>st</sup> June 2021 with all our trustees in attendance except for G Harris. The AGM was conducted over Zoom. During this period S Hill resigned from the board after diligently serving Pamoja Leo since inception in 2015.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the period ended 31 December 2021**

**FINANCIAL REVIEW**

Receipts totalling £122,999 (2020: £100,348) were received during the period. Payments totalling £123,026 (2020: £95,490) were made during the period. This leaves net expenses of £27 for the period, compared to net income of £4,858 in 2020.

**RESERVES POLICY**

The organisation's reserves policy is to aim to hold a minimum of 3 months' worth of unrestricted expenditure in general free reserves, meaning unrestricted funds excluding those tied up in fixed assets. The purpose of holding such reserves is to provide buffer funding in the event of a temporary fall in income, and to cover the costs of orderly, child-safe closure if necessary.

The general free reserves as at 31 December 2021 were £14,331 and average monthly expenditure from unrestricted funds during the year was £5,464 implying that the organisation held approximately 87% of the target reserve level.

The trustees will aim to increase the reserve amount to the required level during the next period, especially in light of anticipated global financial uncertainty and the current donor funding environment.

## **PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the period ended 31 December 2021**

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Governing Document**

The charity is a Charitable Incorporated Organisation (CIO) registered on 16 July 2015, and amended 26<sup>th</sup> January 2018.

As of 21st August 2019 our implementing partner Pamoja Leo in the Tanzania was formally registered as an International NGO with Pamoja Leo UK named as its International partner. The Tanzanian NGO is registered with the Ministry of Health Community Development Gender Elderly Children (MOHCDGEC) under the registration reference: I-NGO/R2/000427. Pamoja Leo TZ has received Charitable Status Ruling Certificate under Section 11 of the Tax Administration Act, CAP 438 on 17<sup>th</sup> March 2020.

#### **RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES**

The trustees may appoint a person who is willing to act as a trustee. The recruitment of trustees would come from contacts approved by existing trustees.

#### **INDUCTION AND TRAINING OF NEW TRUSTEES**

The training and induction provided for new trustees will depend on their existing experience.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the period ended 31 December 2021**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**  
1162710

**Registered Office**  
69 Victor Road  
Teddington  
TW11 8SP

**Trustees**  
S Hill  
E Hill  
G Harris-Hill  
S Rhodes  
A Okello  
E Smith

**Independent Examiner**  
Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR

**Bankers**  
Metrobank  
One Southampton Row  
London  
WC18 5HA

Approved by Order of the Board of Trustees on 19/10/22 and signed on their behalf by:

  
.....  
E Hill (Trustee)

**PAMOJA LEO**

**Independent Examiner's Report to the Trustees of Pamoja Leo**

I report on the accounts of the charity for the period ended 31 December 2021 which are set out on pages 10 to 12.

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and 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.

Yvonne Jackson BSC (Hons) FCA  
Clayton & Brewill  
Chartered Accountants  
149-155 Canal Street  
Nottingham  
NG1 7HR

25/10/22

*Yvonne Jackson BSc FCA*

## PAMOJA LEO

**Receipts and Payments Account**  
**For the period ended 31 December 2021**

	<u>Period ended</u> <u>31/12/2021</u> <u>Restricted Funds</u>	<u>Period ended</u> <u>31/12/2021</u> <u>Unrestricted</u> <u>Funds</u>	<u>Period ended</u> <u>31/12/2021</u> <u>Total</u> <u>Funds</u>	<u>Year ended</u> <u>31/07/2020</u> <u>Total</u> <u>Funds</u>
	£	£	£	£
<b>Receipts</b>				
Donations:				
Individuals	-	81,045	81,045	57,058
Just Giving	-	-	-	2,769
Gift Aid	-	3,981	3,981	6,386
Corporate	-	11,929	11,929	16,727
Beta Charitable Trust	7,044	-	7,044	8,392
Hazel's Footprint Trust	9,000	-	9,000	-
BFSS	10,000	-	10,000	6,016
Coles Medlock Foundation	-	-	-	3,000
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total Receipts</b>	<b>26,044</b>	<b>96,955</b>	<b>122,999</b>	<b>100,348</b>
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Payments</b>				
On charitable activities	30,136	74,845	104,981	83,049
Equipment	-	-	-	45
Bank charges	-	182	182	122
Training	-	-	-	35
IT	-	2,021	2,021	684
Accountancy	-	600	600	840
Volunteer Health Insurance	-	1,710	1,710	1,552
Volunteer Accommodation Rent	-	4,757	4,757	4,090
In-Country Directors Stipend	-	6,800	6,800	4,800
Fundraising charges	-	188	188	244
Travel	-	466	466	-
Subscriptions	-	-	-	29
Trustee visas	-	791	791	-
Marketing	-	504	504	-
Recruitment	-	26	26	-
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total Payments</b>	<b>30,136</b>	<b>92,890</b>	<b>123,026</b>	<b>95,490</b>
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net Receipts/ (expenses)</b>	<b>(4,092)</b>	<b>4,065</b>	<b>(27)</b>	<b>4,858</b>
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Balances at 1 August 2020</b>	<b>17,763</b>	<b>10,266</b>	<b>28,029</b>	<b>23,171</b>
<b>Balances at 31 December 2021</b>	<b>13,671</b>	<b>14,331</b>	<b>28,002</b>	<b>28,029</b>
	<hr/>	<hr/>	<hr/>	<hr/>

**PAMOJA LEO**

**Statement of Assets and Liabilities  
As at 31 December 2021**

	<u>31</u> <u>December</u> <u>2021</u> <u>£</u>	<u>31 July 2020</u> <u>£</u>
<b>CURRENT ASSETS</b>		
Cash (Metro Bank)	21,678	21,640
Cash (paypal)	6,324	6,389
Other debtors	-	-
	<hr/>	<hr/>
<b>TOTAL CURRENT ASSETS</b>	<b>28,002</b>	<b>28,029</b>
	<hr/>	<hr/>
<b>CURRENT LIABILITIES</b>		
Other liabilities	-	-
	<hr/>	<hr/>
<b>TOTAL CURRENT LIABILITIES</b>	<b>-</b>	<b>-</b>
	<hr/>	<hr/>
<b>NET CURRENT ASSETS</b>	<b>28,002</b>	<b>28,029</b>
	<hr/>	<hr/>
<b>TOTAL NET ASSETS</b>	<b>28,002</b>	<b>28,029</b>
	<hr/>	<hr/>

These accounts were approved by the Board of Trustees on 19/10/22 and signed on their behalf by;



E Hill (Trustee)

**PAMOJA LEO**

**Notes to the Accounts  
For the period ended 31 December 2021**

**Restricted Funds**

	<u>At 1 August 2020</u>	<u>Receipts</u>	<u>Payments</u>	<u>At 31 December 2021</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Beta Charitable Trust	3,087	7,044	(8,370)	1,761
The Penelope Fund	8,879	-	(3,620)	5,259
Hazel's Footprint Trust	-	9,000	(4,500)	4,500
BFSS	5,797	10,000	(13,646)	2,151
	<u>17,763</u>	<u>26,044</u>	<u>(30,136)</u>	<u>13,671</u>

**BETA Charitable Trust:**

Funding for food for 35 day care children and Girls Group including breakfast porridge, fruit snack and lunch. They have also covered the funding for the salary of our cook.

**The Penelope Fund:**

The Penelope Fund was set up in Memory of a good friend of Pamoja Leo. The fund will provide school fees and associated costs (clothing, materials and transport) for graduates of Pamoja Leo's daycare. It will also provide funding for vocational training for young mums who have had to leave school and also cover daycare costs for their children whilst they train.

**Hazel's Footprints Trust:**

Funding an annual salary for our in-house social worker in Tanzania who delivers the training, counselling services and manages all of the cases we work with.

**BFSS:**

Funding to assist young girls with their further education when they have become pregnant. Support for their children aged 0-5 to attend the Pamoja Leo Day Care Centre to receive an early years Montessori Education. Training and awareness raising sessions for teachers and local officials to help prevent teens dropping out of or being forced out of school.

**PAMOJA LEO**

England & Wales - Charity number 1162710

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# Accounts

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**PAMOJA LEO**

**Receipts and Payments Accounts  
for the year ended 31 July 2020**

**Registered Charity Number: 1162710**

Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR

**PAMOJA LEO**

**Contents of the Financial Statements  
for the year ended 31 July 2020**

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9.	Independent Examiner's Report
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11.	Statement of Assets and Liabilities
12.	Note to the Accounts

## PAMOJA LEO

### Report of the Trustees For the year ended 31 July 2020

#### OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- the prevention or relief of poverty for residents in Tanzania, and
- the advancement of education of primarily children in Tanzania and the UK.

#### PUBLIC BENEFIT

In setting objectives, planning for activities and delivering those activities, the trustees have had regard for, and given due consideration to, the general guidance published by the Charity Commission relating to public benefit.

The activities taken to benefit the public have been mainly that of education and promotion of children's rights with the intention of relief of poverty.

#### ACTIVITIES

*Pamoja Leo's Mission:* Transforming Care for Orphans & Vulnerable Children

*Pamoja Leo's Vision:* All children grow up in a loving family or community and all orphan and vulnerable children are seen, heard and prioritized. Specifically children under 5 years old.

During the period of 2019/20 Pamoja Leo has continued to extend its projects and its standing within Tanzania as well as its profile in the UK as an advocate for children's rights focusing on children under 5 years old.

The projects that were run during this period were more focused and impactful than ever before. Our fundraising efforts have increased donations upon the previous three years as we continue to expand our team in Tanzania and increase the impact our projects have in achieving our Mission and Vision for Pamoja Leo. We hosted a range of volunteers from around the world and within Tanzania itself and have hosted and spoken at events around the country.

We undertook our AGM on 23<sup>rd</sup> June 2020 with all our trustees in attendance including Emma Smith, our latest addition to the Board. The AGM was conducted over Zoom with our two members of the board – Edward Hill (Chairperson) and Georgina Hill the volunteer Directors who are based in Tanzania present at the AGM.

As of 21st August 2019 our implementing partner Pamoja Leo in the UK was formally registered as an International NGO with Pamoja Leo UK named as its International partner. The Tanzanian NGO is registered with the Ministry of Health Community Development Gender Elderly Children (MOHCDGEC) under the registration reference: I-NGO/R2/000427. Subsequently Pamoja Leo in Tanzania was successfully recognised by the Tanzanian Revenue Authority (TRA) with a Charitable Status Ruling Certificate under Section 11 of the Tax Administration Act, CAP 438 on 17<sup>th</sup> March 2020. The latter ruling was an especially important milestone involving a three year audit and rigorous checks to ensure the organisation is in compliance with all regulations surrounding charitable organisations. We are one of only 99 organisations in the country at the time to have received such a ruling from the TRA.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 July 2020**

From August 2019, fundraising increased to include more monthly donors in the UK as well as a marked increase in fundraising from the Tanzanian entity, including one corporate sponsorship and significant funding from our relationship starting with Forever Projects in Australia. Their donation policy requires them to donate directly to implementing partners. It is therefore important to note that the fundraising carried out in Tanzania is not included in this report.

We continued to receive funding in the UK from Hazel's Footprint's Trust and Forever Angels. We also continued our long-term and valued partnerships with Beta Charitable Trust and Rhodes Wealth Management. Another long-term partner BMS London introduced us to two new donors in London Rock and Thames Material. We have continued our partnership with School in a Bag – providing Pamoja Leo with hundreds of ready packed school bags for distribution to the children we work with. DonorSee also continues to be a good platform for us to raise funds for smaller needs with the families we work with.

In November 2019 we received a grant from The British & Foreign Schools Society for a project called Girls For Girls: Reduce risks of girls leaving education by addressing vulnerability of those in kinship care, providing opportunities for teenage mothers and advocacy in schools around abuse and teenage pregnancy. This was awarded as a two year grant, however due to Covid-19 the scope of the grant changed and was altered in July 2020.

At the end of July 2020 we had 9 full time Tanzanian members of staff and saw a marked drop in international volunteers in 2020 due to Covid-19. We have also hosted 8 Tanzanian volunteers, either on placement through the Government Social Welfare system or simply passionate people wanting to help work towards our mission. We are very grateful for all the volunteers that have helped make this year a great success for us.

The impact of Covid-19 on the organisation from February 2020 was challenging. Thankfully, we were in a strong financial position and, in our relatively small organisation size we were able to maintain all staff members without interruption. Our projects were impacted due to national restrictions imposed by the Government of Tanzania requiring organisations to stop all gatherings and for day-care centers to close. Our response was swift and thorough, immediately our staff stepped up and a plan was made to ensure all the children in our programmes had enough food for them and their family as well as school materials/work being distributed too. During this period we provided over 4.4 tonnes of food for over 350 people per day and each child on our programmes gained 1.25kg more during this period than the average child of their age in the UK for the ages 2-5. At the time of our 2020 AGM Pamoja Leo was still closed for its public operations.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 July 2020**

Below is a summary of the main projects we are operating in Tanzania during this period:

1) Family FIRST (FAMILIA KWANZA) – Helping Orphans and Vulnerable Children by Preserving, Strengthening & Caring for Families

Our primary goal is to ensure that, wherever possible, orphans and vulnerable children can remain with their families, for this is central to their well-being. In this respect, it is important to understand that most children in orphanages are there not because they have no family but because their families are poor – within the Tanga region, 91% of children in orphanages are there for reasons of poverty. From a total of 439 children, only five were placed in orphanage care for reasons of abuse. Moreover, even true orphans usually have extended relatives who will take them in. Thus the key to keeping vulnerable children out of orphanages is supporting their families. From our Family Center in Tanga we run a number of programs designed to support these families in various ways, ranging from education to direct support and opportunities specifically for girls. Below is a brief summary of the projects we operate:

- Free Early Years Montessori education for Children aged 2-5 including 2 full meals, outdoor play area, library and music program, health insurance and professional counseling originally targeting those in the community in kinship care or with single and often disabled mothers;
- Monthly parenting skills classes for caregivers in topics such as family planning, hygiene and health, signs of child abuse and how to respond, preventing malnutrition and sexual health and support to act on these;
- Garden and chicken project for any food insecure families or those with malnourished children. Many come from slums without any space to grow their own food;
- Mamapreneur (Entrepreneurship skills training). We work with the female caregivers of Orphan and Vulnerable Children under 5 in tailoring and small business set up. Our team works with them to establish their skills and weaknesses with the goal of setting them up with a small business to be able to care for their families. In 2020/21 we have plans to develop this approach further.

2) Alternative care Reform which consists of a number of sub projects towards this goal.

i) Orphan and Vulnerable Children Database & Orphanage Care Reform

The objective of our alternative care program is to reform the way orphan and vulnerable children are cared for; provide data on children in institutional care, so they are seen and counted, and finally to provide training to various departments to implement alternative care in accordance with law and international best practice.

Our Orphan and Vulnerable Children Database has again expanded this year and continues to be a major success for Pamoja Leo to create long lasting change for vulnerable children in Tanzania over the next year and beyond. In March 2020 our Tanzanian Child Services System (TCSS) database project received approval for use by government staff in our entire region.

## PAMOJA LEO

### Report of the Trustees (Cont'd) For the year ended 31 July 2020

Over the last few months, our team has been working tirelessly to collect, input, and analyze data on orphanage care in the Tanga region. We have collected detailed files on each child in institutional care, including a case plan and exit strategy for each, ensuring all children are accounted for and those responsible for their care and case management are held accountable to keep a child's placement in their best interest and prioritize family reunification or fit person placement.

We have also collected comprehensive data on every orphanage and baby home in the region, evaluating them based on their protection of children's rights and compliance with both Tanzanian and International Law regarding child welfare and out-of-home care.

With this data collection and analysis completed, we are now able to report back to the government with concrete concerns, statistics, and recommendations in order to reform and improve Tanzania's child welfare system moving forward.

#### ii) Foster Care System

In the last quarter of the financial year, Pamoja Leo has successfully collaborated with the Tanga Office of Social Welfare to launch the region's first foster care program!

Pamoja Leo social worker Abraham worked hard to recruit, evaluate, and train 15 enthusiastic foster families to be able to take in children aged 0-18 who have been abused, neglected, trafficked, or abandoned. Before, these children would have either been sent to orphanage care or back to the homes of those who mistreated them. But now, every child who enters the child welfare system in Tanga region will have their right to a family respected to help them recover and thrive.

Fit persons are all unpaid in Tanzania, so each of these families are opening their homes out of the kindness of their hearts and love of children. To offset the initial financial shock of a new child entering the family, Pamoja Leo started the Foster Care Kits project, which provides a child entering foster care with everything they need for a fresh start. Children are provided with a brand new backpack with soap, bed linens, items of clothing, a bowl and silverware, mosquito nets, a comfort toy, and other essentials to help them settle in.

On Giving Tuesday this month, we surpassed our goal to fund the initial 15 kits, and instead have raised enough for more than 40 kits! This past week, the first two children were placed into foster care with kits in hand. Our plan for 2020/21 is expansion into Pangani and Lushoto.

#### iv) Maisha Matters

The project works with infants without a lactating Mother, living in kinship care or foster care. It provides health and hygiene classes, counselling and free formula milk until the child weighs 10kg. In 2020/21 our work will expand to Pangani and Lushoto. The Maisha Matters program has been well-received, aiming to ensure that no child dies of malnutrition because a mother dies in Tanga Region. It also keeps infants out of orphanages and promotes attachment to caregivers. In this year we have secured the partnership with

## **PAMOJA LEO**

### **Report of the Trustees (Cont'd) For the year ended 31 July 2020**

Forever Projects to supply the formula milk required to run this project and we are excited for the opportunity to grow with them in the coming years.

#### **3) Girls empowerment and child abuse**

Girls empowerment and child abuse: We work with Orphan and Vulnerable Girls who are at higher risk for all forms of abuse with a concentrated 12 week life skills program. Key themes include sexual reproductive health, aspiration and role models and connection to services. A key finding was around the impact of sexual violence so we have been exploring the current services, systems and conducting analysis of it internally.

We are continuing to develop and refine these projects as our opportunities for funding increase and our collaboration with the Tanzanian Government continues to grow. We look forward to another successful year ahead.

#### **ACHIEVEMENT AND PERFORMANCES**

Our achievements and performance in this period are as follows:

- Data capture (M&E) has increased for all projects this year meaning we have greater insight into the cases we are working with and better information to share with potential and existing donors.
- Hazel's Footprints Trust agreed to fund the work of our social worker for a second year.
- Our relationship with Beta Charitable Trust was strengthened as they continue to commit funds to provide food for all the children that attend Pamoja Leo Day Care. Due to Covid-19 our trustees were unable to visit with them this year but we look forward to doing so in 2020/21.
- We continued our corporate partnerships with Rhodes Wealth Management, BMS London and Brandenburg Marine. We are very grateful for all of their continued support for Pamoja Leo.
- The Peak District Challenge was completed by Luke, Nick, Harry & Michael in September 2019.
- In October 2019 we launched The Pamoja Pledge for anyone who wanted to take it: A commitment to keep children safe in the places you travel and to ensure you do not contribute to Orphanage trafficking but instead promote children in Families.
- On 20<sup>th</sup> November 2019, Pamoja Leo hosted our 3rd annual International Children's Day Celebration. Our clients from Maisha Matters, Family First, Girls Group, their families, and other members of the community all came to the Center to celebrate the importance of children Tanga.
- We continued to provide thousands of tins of formula milk to babies in our Maisha Matters Program.
- We have cultivated a plot of land behind the centre to grow our own vegetables for use during the pandemic.
- During this period our advocacy work to promote kinship care and keeping children in their families was really increased. Helping single Mums with support needed to keep their children. Ensuring Grandmas, Aunties and sisters can parent children without their biological parents.
- In July 2020 Our Senior Social Worker and Trustee Georgina hosted a live Q&A session on our Facebook page with giving a fantastic insight into his work.

## PAMOJA LEO

### Report of the Trustees (Cont'd)

For the year ended 31 July 2020

- In February 2020 our partners Forever Projects in Australia purchased Pamoja Leo Tanzania a new vehicle for our Senior Social Worker Abraham to carry out his duties, mainly visiting babies for the Maisha Matters programme. Unfortunately, in June the vehicle was in an accident but has since been repaired.
- We launched a campaign to fund our Formula Milk project with the aim of funding enough milk to make sure the children we support never go hungry.
- During the pandemic we supported our government Social Welfare Department with face masks, hand washing stations and hand sanitizer so they can continue being front line workers.
- We purchased MP3 players and recorded lessons so that the poorest children can continue learning in environments where they do not have access to technology or a literate caregiver.
- For our Foster Care Projects initial 30 families that expressed interest to be trained and approved foster parents, 15 have successfully been registered and are available to provide safe temporary care for children who require it.
- During the pandemic we introduced the Kili From Home fundraising appeal for people across the world to virtually climb Kilimanjaro by tracking their steps. This was a great initiative raising a lot of donations for The Home Fund in Tanzania to ensure children stay in their families.
- Pamoja Leo UK successfully raised enough money through private donations, BETA Charitable Trust & Brandenburg Marine in Cyprus to send a donation to Pamoja Leo Tanzania to purchase a Toyota Hiace School Bus that is used each day to take 35 children to and from school as well as home visits for our alternative care services.
- In December 2019 our Tanzanian Child Services System was approved for use across the whole region. We continued to survey and track children living in institutional care in Tanga Region.
- We continued a large drive for fundraising and donations for bras, bottles and breast pumps which the directors were able to collect and bring back to Tanzania from the UK, including donations from the US and Cyprus.
- Pamoja Leo achieved its Charitable Recognition status from the Tanzanian Revenue Authority requiring the completion of a three-year audit.
- Pamoja Leo in Tanzania successfully registered as an International NGO in September 2019.
- Some Key Statistics from Pamoja Leo Tanzania for the last 6 months of the financial year:
  - Only 1 child under the age of 5 in Tanga placed in an orphanage. All others supported with family based alternative care.
  - 25 reunification home assessments made from orphanage to home.
  - 617 family home visits completed
  - 19 babies supported through the Maisha Matters formula milk program and kept in family-based care.
  - 58 babies graduated from Maisha Matters after 1 year and are still in family care.
  - 32 of the most vulnerable children in Tanga in our Family First ECE Center
  - 6 fit-persons (foster carers) trained and supported in this period.

### FINANCIAL REVIEW

Receipts totalling £100,348 (2019: £71,124) were received during the period. Payments totalling £95,490 (2019: £75,534) were made during the period. This leaves net income of £4,858 for the period, compared to net expenses of £4,410 in 2019.

## **PAMOJA LEO**

### **Report of the Trustees (Cont'd) For the year ended 31 July 2020**

#### **RESERVES POLICY**

It is the policy of the charity to maintain reserves of 5% of unrestricted income to provide sufficient funds to cover unexpected costs.

For the year ended 31 July 2020, 5% of the Charity's unrestricted income is £4,147, therefore the unrestricted reserves balance of £10,266 is sufficient.

#### **FUTURE PLANS**

##### **2020 Vision and Beyond**

1. No child under 5 in Orphanage Care
2. Provide free day caser services for at risk children under 5 and create a network of service providers.
3. Provide formula to families caring for babies with no lactating mother
4. Recruit, promote and train foster parents to care for abused, abandoned, neglected or total orphans until permanent solution can be found.
5. Reunite children in orphanages with parents or extended family where possible by addressing the root cause of the issues leading to separation.
6. Empower those that care for orphans and vulnerable children and single teen mums with skills and business support to provide for their children so poverty is never a reason for separation.
7. Providing safe alternatives for abused children and to ensure the awareness of how to report, prevent and support children.
8. Create a community of those that believe in this movement. Educate and support organisations, donors, orphanages and funders on alternative care models and how to keep children in families.
9. Provide the tools, technology and knowledge to create accountability and compliance to the laws and children's rights frameworks related to orphan and vulnerable children.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing Document**

The charity is a Charitable Incorporated Organisation (CIO) registered on 16 July 2015, and amended 26<sup>th</sup> January 2018.

##### **RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES**

The trustees may appoint a person who is willing to act as a trustee. The recruitment of trustees would come from contacts approved by existing trustees.

##### **INDUCTION AND TRAINING OF NEW TRUSTEES**

The training and induction provided for new trustees will depend on their existing experience.

**PAMOJA LEO**

**Report of the Trustees (Cont'd)  
For the year ended 31 July 2020**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**  
1162710

**Registered Office**  
69 Victor Road  
Teddington  
TW11 8SP

**Trustees**  
S Hill  
E Hill  
G Harris-Hill  
S Rhodes  
A Okello  
E Smith

**Independent Examiner**  
Clayton & Brewill  
Chartered Accountants  
Cawley House  
149-155 Canal Street  
Nottingham  
NG1 7HR

**Bankers**  
Metrobank  
One Southampton Row  
London  
WC18 5HA

Approved by Order of the Board of Trustees on 19/05/21 and signed on their behalf by:

.....  
E Hill (Trustee)

PAMOJA LEO

**Independent Examiner's Report to the Trustees of Pamoja Leo**

I report on the accounts of the charity for the year ended 31 July 2020 which are set out on pages 10 to 12.

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and 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.

Yvonne Jackson BSC (Hons) FCA  
Clayton & Brewill  
Chartered Accountants  
149-155 Canal Street  
Nottingham  
NG1 7HR

21/5/21

*Yvonne Jackson*  
BSC FCA

PAMOJA LEO

Receipts and Payments Account  
For the year ended 31 July 2020

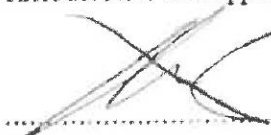
	<u>Year ended</u> <u>31/07/2020</u> <u>Restricted Funds</u>	<u>Year ended</u> <u>31/07/2020</u> <u>Unrestricted</u> <u>Funds</u>	<u>Year ended</u> <u>31/07/2020</u> <u>Total</u> <u>Funds</u>	<u>Year ended</u> <u>31/07/2019</u> <u>Total</u> <u>Funds</u>
	£	£	£	£
<b>Receipts</b>				
Donations:				
Individuals	-	8,116	8,116	10,603
Facebook	-	4,670	4,670	12,343
Via Stripe/paypal	-	44,272	44,272	30,435
Just Giving	-	2,769	2,769	789
Gift Aid	-	6,386	6,386	1,441
Corporate	-	16,727	16,727	-
Beta Charitable Trust	8,392	-	8,392	5,315
Maisha Matters Programme	-	-	-	5,698
Hazel's Footprint Trust	-	-	-	4,500
BFSS	6,016	-	6,016	-
Coles Medlock Foundation	3,000	-	3,000	-
<b>Total Receipts</b>	<b>17,408</b>	<b>82,940</b>	<b>100,348</b>	<b>71,124</b>
<b>Payments</b>				
On charitable activities	21,225	61,824	83,049	65,463
Equipment	-	45	45	352
Postage, printing & stationery	-	-	-	447
Training	-	35	35	-
PayPal fees	-	122	122	88
IT	-	684	684	365
Accountancy	-	840	840	600
Volunteer Health Insurance	-	1,552	1,552	1,550
Volunteer Accommodation Rent	-	4,090	4,090	1,469
In-Country Directors Stipend	-	4,800	4,800	5,200
Fundraising charges	-	244	244	-
Subscriptions	-	29	29	-
<b>Total Payments</b>	<b>21,225</b>	<b>74,265</b>	<b>95,490</b>	<b>75,534</b>
<b>Net Receipts/ (expenses)</b>	<b>(3,817)</b>	<b>8,675</b>	<b>4,858</b>	<b>(4,410)</b>
Balances at 1 August 2019	21,580	1,591	23,171	27,581
Balances at 31 July 2020	17,763	10,266	28,029	23,171

PAMOJA LEO

Statement of Assets and Liabilities  
As at 31 July 2020

	<u>31 July 2020</u>	<u>31 July 2019</u>
	<u>£</u>	<u>£</u>
<b>CURRENT ASSETS</b>		
Cash (Metro Bank)	21,640	19,094
Cash (paypal)	6,389	3,921
Other debtors	-	156
	<hr/>	<hr/>
<b>TOTAL CURRENT ASSETS</b>	<b>28,029</b>	<b>23,171</b>
	<hr/>	<hr/>
<b>CURRENT LIABILITIES</b>		
Other liabilities	-	-
	<hr/>	<hr/>
<b>TOTAL CURRENT LIABILITIES</b>	<b>-</b>	<b>-</b>
	<hr/>	<hr/>
<b>NET CURRENT ASSETS</b>	<b>28,029</b>	<b>23,171</b>
	<hr/>	<hr/>
<b>TOTAL NET ASSETS</b>	<b>28,029</b>	<b>23,171</b>
	<hr/>	<hr/>

These accounts were approved by the Board of Trustees on 19/05/20 and signed on their behalf by;



.....

E Hill (Trustee)

**PAMOJA LEO**

**Notes to the Accounts  
For the year ended 31 July 2020**

**Restricted Funds**

	At 1 August <u>2019</u>	<u>Rereipts</u>	<u>Payments</u>	At 31 July <u>2020</u>
	£	£	£	£
Beta Charitable Trust	4,011	8,392	(9,316)	3,087
The Penelope Fund	9,839	-	(960)	8,879
Maisha Matters Programme	4,309	-	(4,309)	-
Hazel's Footprint Trust	3,421	-	(3,421)	-
BFSS	-	6,016	(219)	5,797
Coles Medlock Foundation	-	3,000	(3,000)	-
	<u>21,580</u>	<u>17,408</u>	<u>(21,225)</u>	<u>17,763</u>

**BETA Charitable Trust:**

Funding for food for 35 day care children and Girls Group including breakfast porridge, fruit snack and lunch. They have also covered the funding for the salary of our cook.

**The Penelope Fund:**

The Penelope Fund was set up in Memory of a good friend of Pamoja Leo. The fund will provide school fees and associated costs (clothing, materials and transport) for graduates of Pamoja Leo's daycare. It will also provide funding for vocational training for young mums who have had to leave school and also cover daycare costs for their children whilst they train.

**Forever Angels UK - Maisha Matters Project:**

Provided funding for formula milk and other associated costs for the first 25 babies whose mothers have died in childbirth that Pamoja Leo works with in Tanzania, as agreed in our Maisha Matters Social Franchise Agreement signed 11th June 2019.

**Hazel's Footprints Trust:**

Funding an annual salary for our in-house social worker in Tanzania who delivers the training, counselling services and manages all of the cases we work with.

**BFSS:**

Funding to assist young girls with their further education when they have become pregnant. Support for their children aged 0-5 to attend the Pamoja Leo Day Care Centre to receive an early years Montessori Education. Training and awareness raising sessions for teachers and local officials to help prevent teens dropping out of or being forced out of school.

**Coles Medlock Foundation:**

Providing vulnerable children and their families with basic supplies and services such as: Transport for new children to be referred to the family center, solar lights for families, support for reunifying children currently in orphanage care with their families, social workers training & foster children's kits.