

**PAMOJA LEO**

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

**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 2023**

**Page**

1 – 10.	Report of the Trustees
11.	Independent Examiner's Report
12.	Receipts and Payments Account
13.	Statement of Assets and Liabilities
14.	Note to the Accounts

**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 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.

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
- 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 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:

- 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 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>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</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	-
	<hr/>	<hr/>	<hr/>	<hr/>
Total Receipts	18,140	106,087	124,227	111,452
	<hr/>	<hr/>	<hr/>	<hr/>
<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	-
	<hr/>	<hr/>	<hr/>	<hr/>
Total Payments	19,194	100,781	119,975	131,591
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net Receipts/ (expenses)</b>	(1,054)	5,306	4,252	(20,139)
	<hr/>	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>	<hr/>

**PAMOJA LEO**

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

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

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 2022</b>	<b><u>Receipts</u></b>	<b><u>Payments</u></b>	<b>At 31 December 2023</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/>

**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.