

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

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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).

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**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:

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**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.

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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.

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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.

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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.

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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 26th 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 17th 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 28th 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>
	£	£	£	£
Receipts				
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
Total Receipts	5,000	97,643	102,643	124,227
Payments				
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
Total Payments	5,931	100,653	106,584	119,975
Net Receipts/ (expenses)	(931)	(3,010)	(3,941)	4,252
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

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Statement of Assets and Liabilities
As at 31 December 2024

	<u>31</u> <u>December</u> <u>2024</u> <u>£</u>	<u>31 December</u> <u>2023</u> <u>£</u>
CURRENT ASSETS		
Cash (Metro Bank)	7,571	5,952
Cash (paypal)	387	815
Stripe	216	5,348
	<hr/>	<hr/>
TOTAL CURRENT ASSETS	8,174	12,115
	<hr/>	<hr/>
CURRENT LIABILITIES		
Loan	1,420	1,420
	<hr/>	<hr/>
TOTAL CURRENT LIABILITIES	1,420	1,420
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These accounts were approved by the Board of Trustees on 28th 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.