

TEAM KENYA

England & Wales · Charity number 1169045

Details

Status Registered

Legal form CIO

Registered 2016-09-05

Register [View on the Charity Commission register](#)

Contact

Address 4 Park View
Wideopen
Newcastle Upon Tyne
NE13 6LH

Phone 07854840463

Email hello@team-kenya.co.uk

Website www.teamkenya.org.uk

Activities

Objects: THE RELIEF OF FINANCIAL AND SOCIAL HARDSHIP AMONG PEOPLE LIVING AND WORKING IN WESTERN KENYA, BY PROVIDING SUCH PERSONS WITH GOODS AND SERVICES WHICH THEY COULD NOT OTHERWISE AFFORD THROUGH LACK OF MEANS TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF THE SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITY IN WESTERN KENYA, IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY AND HELP MEET THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY TO PROMOTE SUSTAINABLE DEVELOPMENT FOR THE BENEFIT OF THE COMMUNITY IN WESTERN KENYA, BY THE RELIEF OF POVERTY AND THE IMPROVEMENT OF THE CONDITIONS OF LIFE, BY PRESERVATION, CONSERVATION AND PROTECTION OF THE ENVIRONMENT AND THE PRUDENT USE OF RESOURCES AND BY THE PROMOTION OF SUSTAINABLE MEANS OF ACHIEVING ECONOMIC GROWTH AND REGENERATION SUSTAINABLE DEVELOPMENT MEANS 'DEVELOPMENT WHICH MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS'.

Activities: Key strategic priorities in partnership with Ndhiwa Community Empowerment and Development Project 1. Girls education 2. Economic sustainability and food security 3. Advocacy for safe communities 4. Sustainable Eco tourism and enterprise. 5. Organisational development

Classification

- **How:** Provides Other Finance, Provides Advocacy/advice/information
- **What:** The Prevention Or Relief Of Poverty
- **Who:** Children/young People

Geography

- Kenya

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£171,526	£177,090	-	-
2023-12-31	£203,074	£193,216	-	-
2022-12-31	£183,246	£172,461	-	-
2021-12-31	£154,457	£168,252	-	-
2020-12-31	£204,104	£198,520	-	-

Trustees

Name	Role	Appointed
Jacqueline Quincey		2025-01-06
Neil Haddow		2023-07-27
Pratthana Hunt		2025-03-19
Sharon Wambete		2025-11-02
VALERIE WILSON		2016-09-05

TEAM KENYA

England & Wales - Charity number 1169045

Accounts

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2024

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2024

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TEAM KENYA
ADMINISTRATIVE INFORMATION

Registered charity number 1169045

Principal Address 4 Park View
 Wideopen
 Newcastle upon Tyne
 NE13 6LH

Trustees Lynda Evans - resigned 6/01/2025
 Helen Hodgson
 Jacqueline Quincey – appointed 6/01/25
 Neil Haddow
 Pratthana Hunt – appointed 19/03/2025
 Val Wilson – Chair from 6/01/2025
 Victoria Webber
 Bhakti Modha – resigned 22/02/2024
 Frithiof Wilhelmsen – resigned 6/01/2025
 Maire Kennan – resigned 22/02/2024
 Sally Alayarian – resigned 22/02/2024
 Kamaljeet Singh Kundi – resigned 10/10/24

Treasurer Terry Courtney

Bankers Barclays Bank Limited
 Octagon House
 Gadbrook Park
 Northwich
 Cheshire
 CW9 7RB

Accountants Hendersons
 Chartered Accountants
 Sterling House
 Brunswick Industrial Estate
 Wideopen
 Newcastle upon Tyne
 NE13 7BA

TEAM KENYA

INDEPENDENT EXAMINER'S STATEMENT

YEAR ENDED 31 DECEMBER 2024

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which are set out on pages 10 and 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; or

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.



Stephen Faid BSc FCA

16th May 2025

HENDERSONS
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA
TRUSTEES REPORT
YEAR ENDED 31 DECEMBER 2024

Charity Objectives (as stated in the constitution)

The trustees must apply the income of the charity in furthering the following objectives:

The relief of financial and social hardship among people living and working in Western Kenya, by providing such persons with goods and services which they could not otherwise afford through lack of means.

To develop the capacity and skills of the socially and economically disadvantaged community in Western Kenya, in such a way that they are better able to identify and help meet their needs and participate more fully in society.

To promote sustainable development for the benefit of the community in Western Kenya, by (a) the relief of poverty and the improvement of the conditions of life, (b) preservation, conservation and protection of the environment and the prudent use of resources and (c) the promotion of sustainable means of achieving economic growth and regeneration.

Who We Are

Throughout 2024 Team Kenya trustees continued to ensure that all charitable activities undertaken follow Charity Commission guidance on public benefit. Our small staff team, board of trustees and key volunteers continued to make an invaluable contribution to the day-to-day management and running of the organisation.

In 2024 several trustees stepped away from the organisation as their terms of office came to an end or as new opportunities arose.

Halinishi Yusuf (Nishi) has supported Twende Pamoja throughout the year with their PESD (Promoting Entrepreneurship for Sustainable Development) programme, reflecting the importance of their holistic approach to projects which will enable the community to become self-supporting. Activities included:

- support with ongoing projects linked to household food security, income stability, keeping girls in school through women's table banking, girls counselling and girls emergency support
- review of training manuals for finance, entrepreneurship and digital skills
- completion of end of project reports for key funders
- an end of year project evaluation
- reviewing the overall programme goals and objectives to inform the future direction and strategy

TEAM KENYA
TRUSTEES REPORT
YEAR ENDED 31 DECEMBER 2024

Our Strategic Direction

In 2024, after a long process of consultation between trustees and key stakeholders, our new Strategic Plan was approved by the board ready for implementation from 2025.

Our Vision: *A sustainable and just society where poverty is eradicated, and every individual has an equal opportunity to fulfil their potential.*

Our Mission: *is to tackle inequalities, educate girls, empower women and transform communities in Ndhiwa Sub-County, Kenya, through an effective, respectful working partnership with Twende Pamoja NGO, whilst also advocating for change in the UK.*

This new strategy, which can be seen in full on our website, explains how our goals, targets and activities over the coming 2 years will relate directly to the UN Sustainable Development Goals (SDGs). Whilst we remain committed to our Charitable Incorporated Organisation (CIO) constitution objectives and our values and philosophy from previous strategies, we want to refocus our attention on the way we work in partnership with others, examining relationships and how change happens.

The new Strategic Plan is underpinned by the United Nation's Sustainable Development Goals. We strive to eradicate poverty, ensure equitable and inclusive quality education, achieve gender equality, and support urgent action against climate change.

Risk Management

Potential risks to the charity are discussed at regular intervals throughout the year, where our risk register and board action plan are formally reviewed. We also actively seek guidance from the relevant regulatory bodies to ensure our compliance and to limit risk to the organisation and our beneficiaries.

Our Approach and Values

Our overarching commitment is to people and the planet - improving the lives of people and communities, fostering a more equitable and sustainable world whilst addressing the issues of climate change, and supporting the healthy ecosystems and biodiversity that underpin all thriving communities.

Our Values, our core beliefs that guide our actions and decisions and shape our culture, are

- Compassion: a strong feeling of empathy for the suffering or struggles of others and a wish to help them.
 - Empowerment: the process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights.
 - Integrity: the quality of being honest and having strong moral principles.
 - Respect: a way of treating people which recognises their value as individuals, regardless of their age, ethnicity, gender, role, religion or background.
-

TEAM KENYA

TRUSTEES REPORT

YEAR ENDED 31 DECEMBER 2024

How Team Kenya works with and for Twende Pamoja

Team Kenya is run by a group of dedicated volunteers and a small number of talented part time employees. The charity was set up to work alongside Ndhiwa Community Empowerment and Development Project and we co-created a Theory of Change focused on educating girls and empowering women through enterprise activities. Our partner organisation (now known as Twende Pamoja, or TP), is an NGO registered in Kenya, which shares our aims and objectives but is also able to initiate and develop its own independent projects. We are separate and distinct organisations – Team Kenya provides the funding and Twende Pamoja delivers projects which support the development of just and equitable communities, focusing on education, enterprise and empowerment related activities. The focus of our partnership work with Twende Pamoja in 2024 has continued to be around sourcing of grant and other income for their projects in Kenya and, as part of a longer-term transition plan, supporting their own organisational development.

We work in partnership to serve the community of Ndhiwa Sub County, Homa Bay. Our focus for the last 15 years on this one community has enabled us to adopt a place-based, holistic, integrated approach to development targeting the entire community. Over this time, we have developed strong relationships with both TP staff who live in Ndhiwa and the community itself, which is characterised by a set of complex, very specific development problems. Our partnership has an outstanding reputation across the sub county and beyond due to a combination of local knowledge and expertise, our long-term consistent support for the area and commitment to jointly supporting participatory approaches to rural development, based on what works in the local context. Hence our partnership approach is sharing and, ultimately transferring decision making and accountability to those best suited to transform the lives of the community in Ndhiwa.

Over the last year Team Kenya trustees and volunteers have been working closely with the Twende Pamoja Grants Team to gradually transfer the decision-making around grant applications to the Kenyan staff. This new approach has brought success, for example with the Souter Trust, an award for £15,000 over two years for child protection work, community engagement and extra-curricular activities in schools. An award from the Brian Mercer Trust was the result of the same collaborative approach and brought in £16,800 per annum for 3 years for entrepreneurship and eco-friendly farming training, clean cooking solutions, staff training and the development of the Karibuni training site and community-based model farms. The new approach has also included reporting to funders, and the first-hand knowledge of the staff in Ndhiwa ensures that funders are receiving detailed and accurate information about the projects they are supporting, with plenty of photos and case studies. These reports included ones to Rozelle, the Brian Murtagh Charitable Trust, the Hugh Symons Charitable Trust and the Van Neste Foundation. Involvement in the writing of these is a very positive and rewarding experience for the Twende Pamoja staff, and when funders give us a new grant after receiving a good quality report, we know that they appreciate the efforts the team have made.

TEAM KENYA

TRUSTEES REPORT

YEAR ENDED 31 DECEMBER 2024

Twende Pamoja will continue to take the lead more in applying for their own grants within Kenya and in 2024 submitted a very strong application to KCDF, (the Kenya Community Development Foundation). Although not successful, the application reached the final stage in which Twende Pamoja staff travelled to Nairobi to give a presentation. Through taking steps like these, the team is broadening its horizons, creating new opportunities and being seen as an outstanding role model, both locally and – increasingly – nationally.

Our activities in the UK

In 2024 our focus continued to be on ensuring our organisational structure, systems and processes were robust and efficient, allowing us to best support Twende Pamoja as they continue to develop and make a difference to the community in Ndhiwa.

As sustainability and the impact of climate change is a key aspect of all our work, we formed a Sustainability Steering Group to implement key initiatives which ensure all of our efforts in Kenya create sustainable futures for our communities. Through Team Kenya's fundraising activities we can support Twende Pamoja by supporting the purchase of energy efficient stoves, sustainable fuel, planning agroforestry and tree planting projects, funding school farms and irrigation management systems. Central to this was our April Big Give campaign, which raised matched funds for Jiko stoves and sustainable cooking, making household cooking safer, cheaper and sustainable. Thanks to the generosity of our supporters, we exceeded our target to enable safe and sustainable cooking for communities in Ndhiwa. Secured funds of just over £10,000 will provide stoves, fund education and training and enable women to generate an income through producing and selling charcoal.

Working with partners to raise funds continued to be a focus throughout 2024.

- We were one of a very small handful of charities chosen to exhibit at the LUSH store in Newcastle, UK during the weekend of 17th and 18th February, with over 240 people visiting our stand.
- Vic Webber (one of our trustees) and Lizzie (Marketing and Communications Manager) bravely undertook a Double Dip Challenge during which they did 16 freshwater dips in 16 days from the 11th – 27th April to celebrate 16 years of Team Kenya. Their efforts raised nearly £800.
- Newcastle University Team Kenya Society held several fundraising events throughout the year, including a tombola, participation in a fundraising fair and a pool tournament held at Spot White (one of our corporate sponsors), raising a total of over £700.
- Whitley Bay High School donated over £2,000 raised on a non-uniform day and continue to be our biggest school fundraiser. Supported by our Marketing and Communication Manager, university students gave some well received talks at the school on Kenya, Team Kenya and sustainability to support curriculum delivery.
- The fundraising year ended with another Big Give Campaign, this time around the theme "Give Girls the Gift of Dignity this Christmas" with plans for the matched funds raised to provide dignity packs to vulnerable girls, ensuring they stay safe and in school during their periods.

TEAM KENYA

TRUSTEES REPORT

YEAR ENDED 31 DECEMBER 2024

A key milestone in 2024 was our AGM in April which was held in one of the Tyneside Cinema's private function suites. The morning session was an opportunity to showcase our work to some key stakeholders and we were fortunate enough to be joined by virtual visitors from Kenya and Australia. In the afternoon, trustees were able to review 2023 and begin to look at the next steps for the organisation with a strategic focus on our Theory of Change.

Later in the year, with support from an external consultant, we carried out an Organisational Development Review based on the Scottish International Development Alliance's Effectiveness Assessment Toolkit – designed to help organisations to review their work against a set of international development and organisational good practice principles. These principles cover purpose, governance, impact, sustainability and development. Results were shared with the Board of Trustees in October and will be embedded in future reflection activities and associated board action plans to ensure we have the relevant skills and resources to implement our new strategy effectively.

This was followed by a recruitment drive in October and November to find new board members as some terms of office came to an end.

Corporate Links: Our sincere thanks to the following corporate organisations for their support in 2024:

- MacQuarie - for match-funded corporate fundraisers and donations.
- Baille Gifford – for providing us with unrestricted grant funding.
- Slater's Electricals – for their generous donations and contributions to our campaigns.

Partnerships: Twende Pamoja took delivery of their first Solar Smart Media Systems from Tespack, who Team Kenya had initially connected with in 2023. Through this collaboration, Tespack's smart energy technology and smart microgrid systems are being used to bring education to remote areas with little or no access to electricity. The mobile SSMS packs allow children even from the remotest villages to experience the internet and high tech learning, opening their eyes to the wider world and raising aspirations from the earliest age.

TEAM KENYA
TRUSTEES REPORT
YEAR ENDED 31 DECEMBER 2024

Impact highlights from projects funded and supported by Team Kenya

More about the work of our partner organisation Twende Pamoja can be found on their website at <https://www.twendepamoja.org/>.

In November, Val (our founder and trustee) and Jacky (former trustee and current Education Adviser to Twende Pamoja) visited Ndhiwa where they spent time with members of the community and worked closely with the Twende Pamoja team. Highlights of their visit included:

- Seeing the progress at the Learning Resource Centre
- Watching the Solar Media Systems from Tespack being installed to improve access to education and technology
- Learning about the continued growth of the Football for Empowerment Programme
- Seeing evidence of increased production at the eco-farm and the new sustainable farming initiatives underway there

The total amount transferred from Team Kenya to Twende Pamoja in 2024 was £109,000.

Our sincere thanks to the following organisations for their support and to our many individual supporters, donors and volunteers for their hard work and dedication:

Amcomri Foundation
Baillie Gifford
Big Give
BFSS
Brian Mercer Trust
Brian Murtagh Charitable Trust
E+G Morgan Trust
Allan + Nesta Ferguson Charitable Settlement
Hazel Footprints Trust
Lightful Bridge
Luanda Links
Rothley Trust
Rozelle Trust
Souter Trust
Southall Trust
Vivien Lockhart

TEAM KENYA
TRUSTEES REPORT
YEAR ENDED 31 DECEMBER 2024

Financial Review and Reserves Policy

At the end of 2024 Team Kenya had reserves of £123,375 (2023: £128,939) of which £83,522 (2023: £103,336) were restricted for specific projects. At the end of each financial year reserves for individual projects are calculated and carried forward.

In accordance with our Financial Reserves Policy, Team Kenya endeavours to hold in reserve an amount deemed to be sufficient to support UK operational costs for a period of 3 months and activities in Kenya for 3 months should no other source of funding be available. The trustees are confident that the unrestricted reserves held at the end of the year are sufficient to comply with this policy. The amounts held in reserve are reviewed annually.

Income

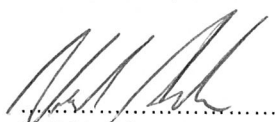
The Charity's three main sources of income are grants from charitable trusts and foundations, personal donations (regular and ad hoc), funds raised through corporate and education partners and income from fundraising events.

In 2024 our main sources of income were as follows:-

Trusts and foundations	£ 99,494
Donations incl Gift Aid	£ 35,285
Fundraising Events	£ 23,013
Corporate/Education partners	£ 11,804
Other	£ 1,930

	£171,526

The UK administration and governance costs amounted to 2.3% (2023: 2.7%) of our total income. The trustees' report was approved by the trustees on 16th May 2025 and is signed on their behalf by:


.....
Neil Haddow
Trustee


.....
Val Wilson
Trustee/Chair

TEAM KENYA
RECEIPTS AND PAYMENTS ACCOUNT
YEAR ENDED 31 DECEMBER 2024

	Unrestricted funds £	Restricted funds £	Total funds £	Prior year funds £
Receipts				
Donations and legacies	53,229	117,518	170,747	192,563
Charitable activities	779	-	779	10,511
Total	54,008	117,518	171,526	203,074
Payments				
Raising funds	3,356	-	3,356	7,980
Charitable activities	36,402	137,332	173,734	185,236
Total	39,758	137,332	177,090	193,216
Reconciliation of funds:				
Net receipts/(payments)	14,250	(19,814)	(5,564)	9,858
Total funds brought forward	25,603	103,336	128,939	119,081
Total funds carried forward	39,833	83,522	123,375	128,939

TEAM KENYA
STATEMENT OF NET ASSETS
YEAR ENDED 31 DECEMBER 2024

Analysis of net assets between the funds

Cash Funds	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2023 £
Total cash at bank	39,853	83,522	123,375	128,939

The accounts were approved by the trustees on 16th May 2025 and are signed on their behalf by:


.....
Neil Haddow
Trustee


.....
Val Wilson
Trustee/Chair

TEAM KENYA

England & Wales - Charity number 1169045

Accounts

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2023

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2023

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TEAM KENYA

ADMINISTRATIVE INFORMATION

Registered charity number 1169045

Principal Address 4 Park View
Wideopen
Newcastle upon Tyne
NE13 6LH

Trustees Lynda Evans (Chair)
Bhakti Modha – resigned 22/02/2024
Frithiof Wilhelmsen
Sally Alayarian – resigned 22/02/2024
Val Wilson
Helen Hodgson – appointed 13/09/2023
Kamaljeet Singh Kundi – appointed 13/09/2023
Maire Kennan – appointed 13/09/2023, resigned 22/02/2024
Neil Haddow – appointed 27/07/2023
Pavandeep Rai – resigned 13/09/2023
Victoria Webber – appointed 13/09/2023

Treasurer Terry Courtney

Bankers Barclays Bank Limited
Octagon House
Gadbrook Park
Northwich
Cheshire
CW9 7RB

Accountants Hendersons
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA

INDEPENDENT EXAMINER'S STATEMENT YEAR ENDED 31 DECEMBER 2023

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2023 which are set out on pages 11 and 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; or
3. The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have 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.



Stephen Faid BSc FCA

27 April 2024

HENDERSONS
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA
TRUSTEE'S REPORT
YEAR ENDED 31 DECEMBER 2023

Charity Objectives (as stated in the constitution)

The trustees must apply the income of the charity in furthering the following objectives:

The relief of financial and social hardship among people living and working in Western Kenya, by providing such persons with goods and services which they could not otherwise afford through lack of means.

To develop the capacity and skills of the socially and economically disadvantaged community in Western Kenya, in such a way that they are better able to identify and help meet their needs and to participate more fully in society.

To promote sustainable development for the benefit of the community in Western Kenya, by (a) the relief of poverty and the improvement of the conditions of life, (b) preservation, conservation and protection of the environment and the prudent use of resources and (c) the promotion of sustainable means of achieving economic growth and regeneration.

Our vision: To demonstrate an approach to gender equality and social justice that enables communities in Western Kenya to be resilient and confident to use their voices.

Our mission: To work with partners to educate girls, empower women and transform communities in western Kenya through sustainable development practices and education.

Our overarching goal: To grow Team Kenya's income to a sustainable level so that we have the resources to build partnership capacity, increase impact in Kenya and increase awareness of our work and wider global issues in the UK.

Since 2022 this overarching goal has been supported by 5 other goals, each with associated objectives and activities which could easily be measured through a process of self-evaluation and reflection:

Goal 1: Funding and Engagement

The principles of our approach and the processes by which we engage with new and existing partners are clearly articulated which leads to regular fundraising activities, grant applications, advocacy, education and awareness raising, volunteers and donor stewardship (relationship management).

Goal 2: Finance

Team Kenya and Twende Pamoja are financially resilient and sustainable organisations which are well managed with diverse funding streams generating restricted and unrestricted income in line with annual targets.

Goal 3: Data and Results

Robust monitoring and evaluation processes are in use which provide quality information to improve learning, planning and services and contribute to sector knowledge through, wider impact reporting and advocacy .

TEAM KENYA

TRUSTEE'S REPORT

YEAR ENDED 31 DECEMBER 2023

Goal 4 : Communication

Clear communication strategy, processes and activities are in place which enable us to effectively articulate our vision, mission, values and impact.

Goal 5: Resilience Building

Team Kenya and Twende Pamoja are well governed, resilient, and effective, with efficient, robust operating procedures which ensure they are sustainable, and impactful organisations.

How we work

The impact we aim to achieve is a reduction in extreme poverty, gender inequality and injustice in Homa Bay County, Kenya. Team Kenya continues to focus on our holistic place-based strategy, in collaboration with our implementation partner, Twende Pamoja, a registered Kenyan NGO, whose vision is to facilitate the empowerment of community members, with specific focus towards girls and women, through appropriate development initiatives.

Twende Pamoja's Mission:

To improve people's living standard through:

- Practical agricultural advancement
- Educational support
- Promotion of environmental sustainability
- Creation of HIV/AIDS awareness:
- Improving access to information technology
- Advocating for peaceful coexistence
- Protection of Human Rights and facilitating poverty alleviation.

Twende Pamoja's Core Values:

Collaboration, Empowerment, Integrity, Respect,

Twende Pamoja's Beneficiaries & Focus

Twende Pamoja works with local Kenyan people to educate girls, empower women, and transform communities in rural Kenya.

Team Kenya continued to support Twende Pamoja in the delivery of their projects and activities. In 2023, these were restructured into the following Projects within two areas:

Education – Success for Girls in School

- **Empowering Girls** with life skills, health, and well-being education (including support and guidance, extra-curricular activities, health talks, counselling, academic support and Football for Empowerment)
 - **Inclusive Empowerment** Raising aspirations and keeping girls safe in school through mixed gender activities including Reading for Empowerment.
 - **STEM Science Technology Engineering & Math's** for feminist leadership and advocacy (including STEM sessions in schools, girls digital training, STEM clubs and teachers ICT training)
-

TEAM KENYA

TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2023

Enterprise – Promoting Entrepreneurship for Sustainable Development

- **Karibuni Social Enterprise** and innovation hub (including demonstration farm, value addition for income of Karibuni crops and community agri-business training).
- **Environmental Sustainability and Climate Action** (including tree nursery, environmental education in schools, school farms and environmental education in the community).
- **Women and Youth Social and Economic Empowerment** (including table banking, skillful parenting sessions, agribusiness and entrepreneurial training, agro-processing training, IT training for business and leadership skills training).

We also continued to focus on the organisational development of both Team Kenya and Twende Pamoja. This will ensure that Team Kenya can continue to effectively support Twende Pamoja, in line with a #shiftthepower approach to international development. This is part of an evolving, longer-term framework which will help Twende Pamoja to become sustainable in their own right, resilient to change and adaptable to circumstances - local, national, and global.

Who we are

Throughout 2023 Team Kenya trustees continued to ensure that all charitable activities undertaken follow Charity Commission guidance on public benefit. Our small staff team, board of trustees and key volunteers continued to make an invaluable contribution to the day-to-day management and running of the organisation.

Pavandeep Rai stepped back from her role as trustee in September 2023 to pursue new ventures in digital health and entrepreneurship.

In July 2023 Neil Haddow joined the board of trustees. Having worked in corporate finance in sub-Saharan Africa for the past three years, Neil is a valued addition to the Finance Scrutiny Committee.

In September 2023 we welcomed a further 4 new trustees to the board:

Helen Hodgson – Helen has extensive experience as a public sector auditor

Kami Kundi – Kami brings a wide range of knowledge and skills to the board, including finance and voluntary sector governance. He is chair of the Finance Scrutiny Committee.

Maire Kennan – as well as having many years' experiences in the charity sector, Maire was one of the original Co-founders of Team Kenya Trust.

Victoria Webber – Vic is a successful entrepreneur with expertise in Marketing and Communications.

In October 2023 Olawale Ageh was appointed as Finance Officer and brings 17 years of experience in financial reporting to the charity.

In September 2023 Lizzie Everett joined the organisation as a volunteer to lead the marketing and communications and will be our part time Marketing and Communications Manager from January 2024. She brings with her 15 years of marketing experience.

TEAM KENYA

TRUSTEE'S REPORT

YEAR ENDED 31 DECEMBER 2023

Steve Braysher continued to provide valuable support as an experienced, highly skilled knowledgeable volunteer, in 2023 he initiated and is chair of our Sustainability Steering Group

Halinishi Yusuf (Nishi) joined us as a volunteer as she continues her PhD research at Newcastle University. Nishi visited Ndhiwa in October 2023 during a research visit back home to Kenya and is providing valuable insights and advice as part of our Sustainability Steering Group.

Risk management

Potential risks to the charity are discussed at regular intervals throughout the year, where our risk register and board action plan are formally reviewed. We also actively seek guidance from the relevant regulatory bodies to ensure our compliance and to limit risk to the organisation and our beneficiaries.

Our approach

We continued to review our approach and the philosophy upon which our work is based. Our desire remains to:

- Focus on changing our narrative from “making a difference” to “here’s how transformation really happens and why we need you to support and work with us.”
- Continue to focus on sustainable development projects through a collaborative approach because we believe in the ability of communities to identify and drive their own development agenda.
- Build resilience for ourselves and our partner organisation. This means ensuring we ourselves have the resilience to anticipate, prepare for, adapt and respond sensitively to change and disruption, through leadership and strategy, culture and behaviour and managing risk.
- Maintain a strong awareness of the need for cross cultural learning and the impact of the culture of white supremacy on our relationships and partnership.

In addition, we want to increase our impact in the UK through partnerships and education. This means securing and investing resources to build, strengthen and sustain UK based activities alongside our collaborative work with our partner organisation in Kenya, where we jointly strive to achieve social justice and equity. Through a focus on our values of collaboration, empowerment, integrity and respect, we continue to pass more responsibility and accountability to Twende Pamoja, to become a strong, sustainable, and independent organisation, through capacity building and with links to latest best practice in international development.

To effectively achieve our mission, Team Kenya will continue to apply the following methods and tools to our work:

- partnership working and networking: overcoming the challenges of poverty cannot be achieved in isolation so we are committed to building on existing partnerships and actively seeking out new ones.

TEAM KENYA

TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2023

- a place based, holistic approach to development: supporting development which is responsive to change, targets the entire community and using integrated, inclusive, participatory and flexible strategies.
- measuring impact and sharing results: measuring success based on the purpose of the charity, the needs of the beneficiaries, the quality of services and the resources available.
- learning and improving: being able to improve performance through a process of continuous assessment.
- feminist leadership: investing in women's leadership in the UK and Kenya to amplify the voices of women and girls.

Moving forward, we will continue to keep in mind three important cross cutting themes to our work:

- Gender mainstreaming: integrating a gender equality perspective at all stages and levels of policies, programmes, and projects to achieve gender equality.
- Climate-sensitive approach: a focus on the specific needs, priorities and realities of women exposed to the effects of climate change.
- Embracing the power of digital: access to digital technology can accelerate gender equality.

Our activities in the UK

In 2023 our focus was on ensuring our organisational structure, systems and processes were robust and efficient, allowing us to support Twende Pamoja as they continue to develop and make a difference to the community in Ndhiwa. Support was provided to Twende Pamoja from Accountants for International Development and one of their consultants, Stuart Roseman, spent two weeks in April working in Ndhiwa with Twende Pamoja to streamline their financial processes. His work was supported in the UK by Jocelyn Secker to ensure a continued clear connection of information between the two organisations.

From a governance perspective, terms of reference for our Finance scrutiny Group were finalised and agreed. Several new trustees joined the organisation in 2023, with official appointments in September accompanied by workshops in London and Newcastle.

In July we held a celebratory event to celebrate our 15-year anniversary. This gave trustees, volunteers, and stakeholders the opportunity to get together and reflect on the work of Team Kenya and Twende Pamoja. In October there was a visit to Ndhiwa by Val Wilson (founder and trustee), Jocelyn Secker (finance consultant), Kirsty Brettell (Team Kenya Development Manager) and her daughter Hope. In the same month Val Wilson and members of the Board were invited to meet the King and Queen at Buckingham Palace to mark 60 years of Kenyan independence. Val was invited to the Palace in recognition of the impact that her dedication has made in transforming the lives of girls, women and entire communities in Ndhiwa.

The Newcastle University Team Kenya Society continued to provide support through regular quizzes and other fundraising activities, including bake sales, sports events and a pottery class social. Several society members visited Ndhiwa in late August – early September to

TEAM KENYA

TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2023

learn more about the work of Twende Pamoja. One of the students also collected information for her undergraduate dissertation during the visit. This included conducting interviews with staff there to research first-hand about how the various projects empower young girls and their communities to create economic and sustainable change.

Other UK fundraising activities included the Big Give Green Campaign in April (which raised over £11,000), the Great North Run in September, a sponsored Scafell climb by Bhakti Modha, one of our trustees, the Big Give Women's and Girls Campaign in October, the Big Give Christmas Challenge and a Christmas musical fundraiser by Vic Webber.

Our grant applications continued to bring in a large proportion of our income, with the second year of the L'Oréal Fund for Women and Dulverton Trust grants.

Throughout 2023 we continued to focus on the following four areas, an approach which is reflected in our employee appointments and through diversification and growth at board level.

- Marketing and communications
- Fundraising
- Admin and finance
- Twende Pamoja partnership

Our impact – Kenya highlights

More about the work of our partner organisation Twende Pamoja can be found on their website at <https://www.twendepamoja.org/>. This year Twende Pamoja launched its new projects with new and innovative ideas across education and enterprise programs. Twende Pamoja was shortlisted for the Young Environmentalist Innovative Challenge (YEIC), an environmental innovation fund established by Kenya Community Development Foundation through the generous gift of Mackenzie Scott with the aim of developing action-oriented young people with strong values and commitment to the conservation of the environment. Following a visit to Ndhiwa from the KCDF team, two of the staff presented their proposals to a panel in Nairobi, the results will be announced early in 2024.

The total amount transferred from Team Kenya to Twende Pamoja in 2023 was £124,430.

Girls Education: 400 girls were provided with emergency support. 480 primary girls benefited from attending extra-curricular activities, health talks, guidance and counselling and Young Leaderships & STEM sessions.

Women and Youth Enterprise & Food Security: 480 women benefited from women table banking, skillful parenting sessions, agribusiness, entrepreneurial, agro processing and business & ICT skills training- including marketing and finance. 150 women and youths benefited from leadership skills and entrepreneurship training.

TEAM KENYA

TRUSTEE'S REPORT

YEAR ENDED 31 DECEMBER 2023

Our Corporate Links

Our sincere thanks to the following corporate organisations for their support in 2023:

McKesson – for choosing Team Kenya as one of their charities to champion in 2023.
MacQuarie - for match-funded corporate fundraisers and donations.
Baille Gifford – for providing us with grant funding.
Spot White Club – for hosting numerous events for Team Kenya.

Our Partnerships

In 2023 we established two exciting new partnerships:

Hekima - Through our new partnership with www.hekima.sk we benefitted from a team of experienced international professionals who have successfully launched long-term sustainable programmes and centres elsewhere in Kenya, including the highly successful Sote Hub (sotehub.com/). We intend to invest in Agribusiness and Eco-entrepreneurship educational programmes that will identify and remove barriers to participation in enterprise development, through the provision of digital skills and appropriately targeted agribusiness training. We will prioritise mentorship and coaching, business incubation and opportunities for networking and partnerships as enablers for the project.

The long-term goal is to create a sustainable **Eco-entrepreneurship & Innovation Training Centre (EITC)** for Ndhiwa which will provide capacity building and expert advisory support for TP staff and learning programmes for the wider community.

Tespack - www.tespack.com/ As an organisation whose vision aligns with ours we are delighted to be working in partnership with **Tespack**, as they contribute to creating a world with equal opportunities Their vision is to be able to supply energy where it is most needed and for important purposes such as education, medical purposes and equality. Twende Pamoja will benefit from an investment in Solar Smart Media Systems, the world first *'smartest modular power station that can turn any space into a smart classroom.'*

Our sincere thanks to the following organisations for their support and to our many individual supporters, donors and volunteers for their hard work and dedication:

Big Give
BFSS
Brian Mercer Trust
Brian Murtagh Charitable Trust
Coles-Medlock Foundation
Dulverton Trust
E+G Morgan Trust
Hazel Footprints Trust
Hugh Symons Trust
Rothley Trust
Rozelle Trust

TEAM KENYA
TRUSTEE'S REPORT
YEAR ENDED 31 DECEMBER 2023

Souter Trust
Southall Trust
Van Neste Foundation
Vivien Lockhart
William Leech Charity

Financial Review and Reserves Policy

At the end of 2023 Team Kenya had reserves of £128,939 (2022: £119,081) of which £103,336 (2022: £83,133) were restricted for specific projects. At the end of each financial year reserves for individual projects are calculated and carried forward.

In accordance with our Financial Reserves Policy, Team Kenya endeavours to hold in reserve an amount deemed to be sufficient to support UK operational costs for a period of 3 months and activities in Kenya for 3 months should no other source of funding be available. The trustees are confident that the unrestricted reserves held at the end of the year are sufficient to comply with this policy. The amounts held in reserve are reviewed annually.

Income

The Charity's three main sources of income are grants from charitable trusts and foundations, personal donations (regular and ad hoc), funds raised through corporate and education partners and income from fundraising events.

In 2023 our main sources of income were as follows:-

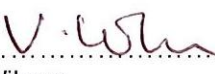
Trusts and foundations	£111,013
Donations incl Gift Aid	£ 40,536
Fundraising Events	£ 31,387
Corporate/Education partners	£ 18,593
Other	£ 1,545

	£203,074

The UK administration and governance costs amounted to 2.7% (2022: 2.6%) of our total income.

The trustees' report was approved by the trustees on 27 April 2024 and is signed on their behalf by:


.....
L Evans
Trustee/Chair


.....
V Wilson
Trustee

TEAM KENYA

RECEIPTS AND PAYMENTS ACCOUNT

YEAR ENDED 31 DECEMBER 2023

	Unrestricted funds £	Restricted funds £	Total funds £	Prior year funds £
Receipts				
Donations and legacies	46,404	146,159	192,563	169,921
Charitable activities	10,511	-	10,511	13,325
Total	56,915	146,159	203,074	183,246
Payments				
Raising funds	7,980	-	7,980	11,192
Charitable activities	59,280	125,956	185,236	161,269
Total	67,260	125,956	193,216	172,461
Reconciliation of funds:				
Net receipts/(payments)	(10,345)	20,203	9,858	10,785
Total funds brought forward	35,948	83,133	119,081	108,296
Total funds carried forward	25,603	103,336	128,939	119,081

TEAM KENYA

STATEMENT OF NET ASSETS

YEAR ENDED 31 DECEMBER 2023

Analysis of net assets between the funds

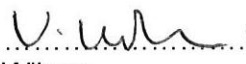
Cash Funds	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
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Total cash at bank

25,603	103,336	128,939	119,081
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The accounts were approved by the trustees on 27 April 2024 and are signed on their behalf by:


.....
L Evans
Trustee/Chair


.....
V Wilson
Trustee

TEAM KENYA

England & Wales - Charity number 1169045

Accounts

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2022

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2022

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TEAM KENYA

ADMINISTRATIVE INFORMATION

Registered charity number 1169045

Principal Address 4 Park View
Wideopen
Newcastle upon Tyne
NE13 6LH

Trustees Lynda Evans (Chair)
Val Wilson
Bhakti Modha
Frithiof Wilhelmsen
Pavandeep Rai
Sally Alayarian
Jacky Quincey – resigned 23/04/2022
Terry Courtney (Treasurer) – resigned 28/06/2022
Catherine Sackey – resigned 30/09/2022
Kirsty Brettell – resigned 30/10/2022

Treasurer Terry Courtney

Bankers Barclays Bank Limited
Octagon House
Gadbrook Park
Northwich
Cheshire
CW9 7RB

Accountants Hendersons
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA

INDEPENDENT EXAMINER'S STATEMENT YEAR ENDED 31 DECEMBER 2022

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages 11 and 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; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have 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.



Stephen Faid BSc FCA

28th April 2023

HENDERSONS
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA

TRUSTEE'S REPORT

YEAR ENDED 31 DECEMBER 2022

Charity Objectives (as stated in the constitution)

The trustees must apply the income of the charity in furthering the following objects:

The relief of financial and social hardship among people living and working in Western Kenya, by providing such person with goods and services which they could not otherwise afford through lack of means.

To develop the capacity and skills of the socially and economically disadvantaged community in Western Kenya, in such a way that they are better able to identify and help meet their needs and to participate more fully in society.

To promote sustainable development for the benefit of the community in Western Kenya, by the relief of poverty and the improvement of the conditions of life, by preservation, conservation and protection of the environment and the prudent use of resources and by the promotion of sustainable means of achieving economic growth and regeneration.

Our vision To demonstrate an approach to gender equality and social justice that enables communities in Western Kenya to be resilient and confident to use their voices

Our mission To work with partners to educate girls, empower women and transform communities in western Kenya through sustainable development practices and education.

Our overarching goal: To grow Team Kenya's income to a sustainable level so that we have the resources to build partnership capacity, increase impact in Kenya and increase awareness of our work and wider global issues in the UK.

In 2022 this overarching goal was supported by 5 other goals, each with associated objectives and activities which could easily be measured through a process of self-evaluation and reflection:

Goal 1: Funding and Engagement

The principles of our approach and the processes by which we engage with new and existing partners are clearly articulated which leads to regular fundraising activities, grant applications, advocacy, education and awareness raising, volunteers and donor stewardship (relationship management).

Goal 2; Finance

Team Kenya and Twende Pamoja are financially resilient and sustainable organisations which are well managed with diverse funding streams generating restricted and unrestricted income in line with annual targets.

Goal 3: Data and Results

Robust monitoring and evaluation processes are in use which provide quality information to improve learning, planning and services and contribute to sector knowledge through, wider impact reporting and advocacy.

TEAM KENYA

TRUSTEE'S REPORT

YEAR ENDED 31 DECEMBER 2022

Goal 4 : Communication

Clear communication strategy, processes and activities are in place which enable us to effectively articulate our vision, mission, values and impact.

Goal 5: Resilience Building

Team Kenya and Twende Pamoja are well governed, resilient, and effective, with efficient, robust operating procedures which ensure they are sustainable, and impactful organisations.

How we work

The impact we aim to achieve is a reduction in extreme poverty, gender inequality and injustice in Homa Bay County, Kenya. We continued to work with our implementation partner, Twende Pamoja to deliver projects focusing on the following three programme areas:

1. Girls' Education - Girls gain access to and attain a good quality education and have relevant skills and knowledge to fully participate in economic social and cultural life.
2. Economic Sustainability and Food Security - Families have improved food security and develop sustainable economic enterprises to support girls.
3. Advocacy for Safe Communities - Girls and young women are equal and respected members of society who are safe at home, in school and in their community.

We also continued to focus on the organisational development of both Team Kenya and Twende Pamoja. This will ensure that we can continue to effectively support Twende Pamoja, in line with a #shiftthepower approach to international development. This is part of an evolving, longer-term framework which will help Twende Pamoja to become sustainable in their own right, resilient to change and adaptable to circumstances - local, national, and global.

Who we are

Throughout 2022 our trustees continued to ensure that all charitable activities undertaken follow Charity Commission guidance on public benefit as restrictions and challenges continued. Our small staff team, board of trustees and key volunteers continued to make an invaluable contribution to the day-to-day management of the organisation.

Jacky Quincey stepped back from her role as trustee in April 2022 to take up the post of Partnership Adviser, enabling her skills and the excellent relationships established with staff in Ndhiwa, to be maximized. Terry Courtney resigned as a trustee in June 2022 but remains active in his role as Treasurer. Catherine Sackey resigned as trustee in September 2022 due to family commitments. Kirsty Brettell changed her role with Team Kenya, stepping down as trustee to take up a part time role as our new Development Manager. Kirsty has been involved with the charity since 2011, initially as a temporary employee through the Vodafone World of Difference programme, then as a volunteer and consultant before her time as a trustee. She also visited Ndhiwa in 2016. With her professional experience in monitoring, evaluation and learning and an MSc in International Development, she now works closely with Twende Pamoja staff on their project design, implementation and evaluation.

TEAM KENYA

TRUSTEE'S REPORT

YEAR ENDED 31 DECEMBER 2022

In November 2022, we were joined by Alex Henderson who will be working to develop our marketing, fundraising, and UK activities. Alex has been a supporter of Team Kenya since 2013 where he developed a package for university students to travel to Kenya, visiting himself in 2015. He has since set up a successful marketing agency and in the summer was a member of our Mount Kenya climb team, coordinating the fundraising efforts that raised over £10,000. Ellie Sizeland was a member of the Team Kenya society and has been volunteering with Team Kenya for 2 years, also climbing Mount Kenya in the summer. She will be working with Alex in 2023 to deliver our fundraising and communication goals and will also be responsible for maintaining and developing our school and university links.

Risk management

Potential risks to the charity are discussed at regular intervals throughout the year, where our risk register and board action plan are formally reviewed. We also actively seek guidance from the relevant regulatory bodies to ensure our compliance and limit risk to the organisation and our beneficiaries.

Our approach

We continued to review our approach and the philosophy upon which that work is based. Our desire remains to:

- focus on changing our narrative from “making a difference” to “here’s how transformation really happens and why we need you to support and work with us”.
- continue to focus on sustainable development projects through a collaborative approach because we believe in the ability of communities to identify and drive their own development agenda.
- build resilience for ourselves and our partner organization. This means ensuring we ourselves have the resilience to anticipate, prepare for, adapt and respond sensitively to change and disruption, through leadership and strategy, culture and behaviour and managing risk.
- maintain a strong awareness of the need for cross cultural learning and the impact of the culture of white supremacy on our relationships and partnership.

In addition, we want to increase our impact in the UK through partnerships and education. This means securing and investing resources to build, strengthen and sustain UK based activities alongside our collaborative work with our partner organization in Kenya, where we jointly strive to achieve social justice and equity. Through a focus on our values of collaboration, empowerment, integrity, and respect, we continue to pass more responsibility and accountability to Twende Pamoja, to become a strong, sustainable, and independent organisation, through capacity building and with links to latest best practice in international development.

To effectively achieve our mission, Team Kenya will continue to apply the following methods and tools to our work:

- partnership working and networking: overcoming the challenges of poverty cannot be achieved in isolation so we are committed to building on existing partnerships and actively seeking out new ones.

TEAM KENYA

TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2022

- a place based, holistic approach to development: supporting development which is responsive to change, targets the entire community and using integrated, inclusive, participatory and flexible strategies.
- measuring impact and sharing results: measuring success based on the purpose of the charity, the needs of the beneficiaries, the quality of services and the resources available.
- learning and improving: being able to improve performance through a process of continuous assessment.
- feminist leadership: investing in women's leadership in the UK and Kenya to amplify the voices of women and girls.

Moving forward, we will continue to keep in mind three important cross cutting themes to our work:

- Gender mainstreaming: integrating a gender equality perspective at all stages and levels of policies, programmes, and projects to achieve gender equality.
- Climate-sensitive approach: a focus on the specific needs, priorities and realities of women exposed to the effects of climate change.
- Embracing the power of digital: access to digital technology can accelerate gender equality.

Our activities in the UK

In 2022 our focus was on post pandemic recovery, both here in the UK and in our work with our partner organization in Ndhiwa. At the beginning of 2022 we produced a document "Team Kenya – Who We are" as a clear, introduction to the charity for everyone to use when engaging with new organisations, partners, trust funds, potential volunteers, donors and supporters. This document covers our working relationship with Twende Pamoja, background information on Ndhiwa, details of Twende Pamoja's programme areas, the wider context for our work, our track record and our future plans.

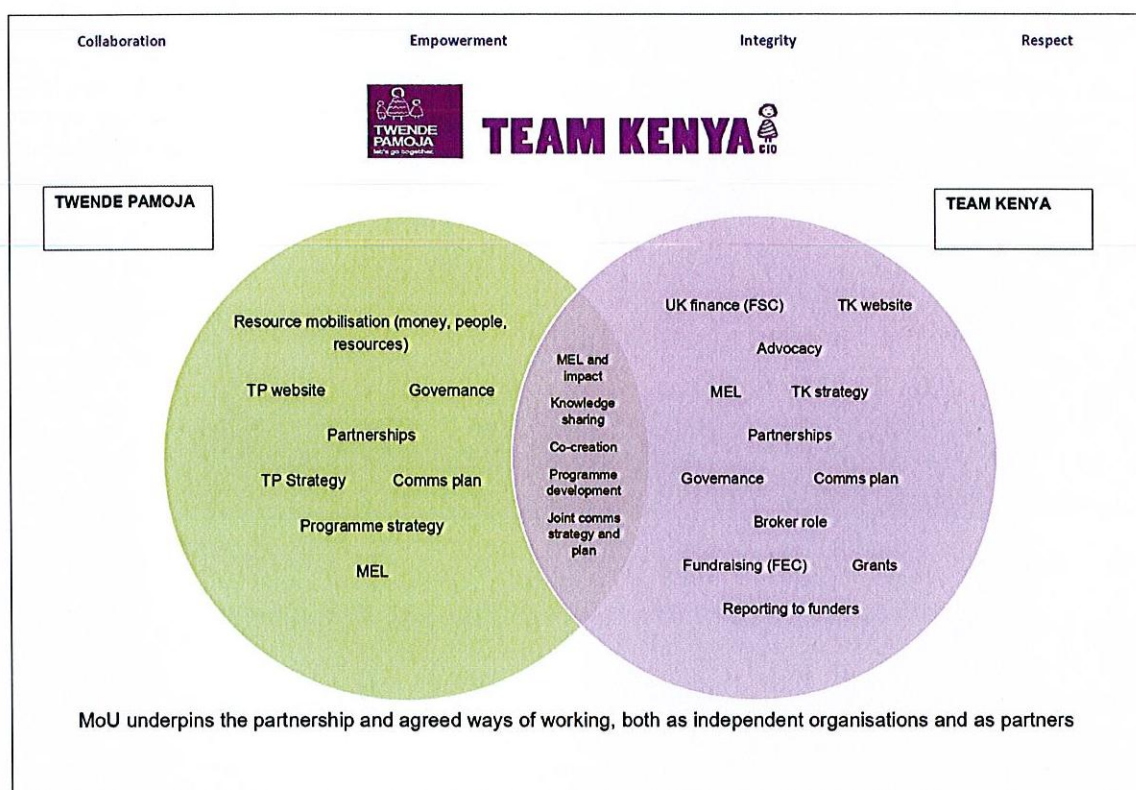
From a governance perspective, terms of reference for our sub committees were finalized and agreed. In April we were able to host our first face to face AGM for three years, and were delighted to welcome our newest trustees (appointed in December 2021).

After the AGM itself, trustees held a number of workshops looking at risk, fundraising and engagement (including trustee commitments), ways of working when there are more trustees than staff and our new interim Memorandum of Understanding with Twende Pamoja which clearly outlines activities independent to each organization and activities which are collaborative. The diagram below summarises this and forms the basis of our way of working.

TEAM KENYA

TRUSTEE'S REPORT

YEAR ENDED 31 DECEMBER 2022



In July 2022 we held our first London gathering, which Macquarie kindly provided a room and refreshments for at their headquarters in Ropemaker Street. This gave London-based volunteers a chance to meet staff, trustees, and other volunteers. Those unable to attend in person joined virtually.

Our Mount Kenya 2022 climb, lead by Gordon Wilson, took place in late August/early September and was a great success, raising over £10,000 in total. The group of 8, which included 4 Newcastle University Team Kenya Society alumni, were supported in their adventure by Spot White, a popular local northeast leisure company. Ellie Sizeland, one of the former Newcastle University Team Kenya society members, has written about her experience in this blog <https://www.teamkenya.org.uk/2023/01/11/mount-kenya-climb-2022/>. After the climb, the group spent some time at Karibuni Eco-Cottages in Ndhiwa where they were able to see first hand the impact of Twende Pamoja's projects.

September saw several key fundraising events – the Great North Run; a bowling event organized by the Zurich office of Macquarie as part of their annual Foundation Week; a sponsored coastal walk organized by the Durham Soroptomists after a presentation earlier in the year from Val and Jacky. The new members of the Newcastle University Team Kenya Society have been planning their fundraising activities for 2023 – these include a pub quiz, a potential Hadrian's Wall walk, and support in organising our 15 Year Anniversary Ball. There is also great interest in a society trip that is expected to depart in the summer of 2023.

TEAM KENYA
TRUSTEE'S REPORT
YEAR ENDED 31 DECEMBER 2022

Our UK fundraising activities ended with the Big Give Christmas Challenge. This was a huge success and we reaching our target with days to spare. The total raised came to £6948 plus £647 gift aid. Post campaign evaluation showed that the emails in the campaign surpassed industry average open rates and were directly responsible for reengaging supporters for some of the donations. The social media posts reached thousands and it was great to see the responses from Team Kenya supporters. Following the success of this campaign, we are planning to apply for the Big Give Green Match Fund and the Christmas Challenge in 2023 to maximise the impact of our supporters donations during these campaigns.

Our grant applications proved very successful with two big amounts secured towards the end of 2022. In November the Dulverton Trust awarded us £34,347 over two years towards the Agribusiness Training Agriculture Programme with mothers of pupils in partner schools in Ndhiwa. In December, L'Oreal awarded us 35,000 Euros from their Fund for Women to support the Karibuni Women's Empowerment Initiative.

Towards the end of 2022, after reflecting on the past two years and how we can best operate within our resources, a new, flatter structure for our UK operations was devised, with 4 teams:

- Marketing and communications
- Fundraising
- Admin and finance
- Twende Pamoja partnership

With an operational plan closely aligned to our objectives for the year and monthly team meetings to monitor this progress, the new structure allows staff and volunteers to work in areas best suited to their knowledge and skills. At the same time it allows us to adopt a more agile way of working and respond quickly to any changes, both internal and external.

Our impact – Kenya highlights

More about the work of our partner organization Twende Pamoja can be found on their website at <https://www.twendepamoja.org/>. In addition, Twende Pamoja increased their social media presence on Facebook and LinkedIn

In conjunction with Twende Pamoja, additional funding was secured from the British and Foreign Schools Society. An example of successful collaboration this application was based on a need identified by Twende Pamoja for an approach focused on STEM and working jointly on both the initial application and the associated project log frame, created both confidence and credibility. This new project, which focuses on girls leadership, digital training and STEM is called Investing in Equality of Education for Girls: Addressing the Gender Gap.

TEAM KENYA
TRUSTEE'S REPORT
YEAR ENDED 31 DECEMBER 2022

Our Corporate Links

Our sincere thanks to the following corporate organisations for their support in 2022

McKesson
McQuarrie
Spot White

Our Partnerships

Our sincere thanks to the following organisations for their support and to our many individual supporters, donors and volunteers for their hard work and dedication:

Fonthill Foundation
Brian Mercer
Hazel's Footprints
Waterloo Foundation
Pat Newman Memorial Trust
Coles-Medlock Foundation
Van Neste Foundation
E+G Morgan Trust
Southall Trust
BFSS
Dulverton Trust
L'Oreal
Big Give
Durham Soroptimists

TEAM KENYA
TRUSTEE'S REPORT
YEAR ENDED 31 DECEMBER 2022

Financial Review and Reserves Policy

At the end of 2022 Team Kenya had reserves of £119,081(2021: £108,296) of which £83,133 (2021: £44,491) were restricted for specific projects. At the end of each financial year reserves for individual projects are calculated and carried forward.

In accordance with our Financial Reserves Policy, Team Kenya endeavours to hold in reserve an amount deemed to be sufficient to support UK operational costs for a period of 3 months and activities in Kenya for 3 months should no other source of funding be available. The trustees are confident that the unrestricted reserves held at the end of the year are sufficient to comply with this policy. The amounts held in reserve are reviewed annually.

Income

The Charity's four main sources of income are grants from charitable trusts and foundations, personal donations (regular and ad hoc), funds raised through corporate and education partners and income from fundraising events.

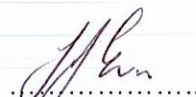
In 2022 our main sources of income were as follows:-

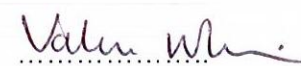
Trusts and foundations	£115,390
Donations incl Gift Aid	£ 40,002
Corporate/Education partners	£ 8,532
Fundraising Events	£ 19,322

	£183,246

The UK administration and governance costs amounted to 2.6% (2021: 5.3%) of our total income.

The trustees' report was approved by the trustees on 28th April 2023 and signed on their behalf by:


.....
L Evans
Trustee/Chair


.....
V Wilson
Trustee

TEAM KENYA

RECEIPTS AND PAYMENTS ACCOUNT

YEAR ENDED 31 DECEMBER 2022

	Unrestricted funds £	Restricted income funds £	2022 Total funds £	2021 Total funds £
Receipts				
Donations and legacies	39,301	130,620	169,921	149,870
Charitable activities	13,325	-	13,325	4,587
Total receipts	52,626	130,620	183,246	154,457
Payments				
Raising funds	11,192	-	11,192	1,589
Charitable activities	69,291	91,978	161,269	166,663
Total payments	80,483	91,978	172,461	168,252
Reconciliation of funds:				
Net receipts/(payments)	(27,857)	38,642	10,785	(13,795)
Funds brought forward	73,520	34,776	108,296	122,091
Reallocation of funds brought forward	(9,715)	9,715	-	-
Total funds carried forward	35,948	83,133	119,081	108,296

TEAM KENYA
STATEMENT OF NET ASSETS
AS AT 31 DECEMBER 2022

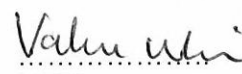
Analysis of net assets between the funds

Cash Funds

	Unrestricted funds £	Restricted income funds £	2022 Total funds £	2021 Total funds £
Cash at bank	35,948	83,133	119,081	108,296

The accounts were approved by the trustees on 28th April 2023 and signed on their behalf by:


L Evans
Trustee/Chair


V Wilson
Trustee

TEAM KENYA

England & Wales - Charity number 1169045

Accounts

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2021

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2021

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TEAM KENYA

ADMINISTRATIVE INFORMATION

Registered charity number 1169045

Principal Address 4 Park View
Wideopen
Newcastle upon Tyne
NE13 6LH

Trustees Maggie Pavlou (Chair) – resigned June 2021
Lynda Evans (Chair) – appointed June 2021
Val Wilson
Jacky Quincey
Terry Courtney
Victoria Hancock Fell – resigned June 2021
Pavandeep Rai – appointed June 2021
Catherine Afedzie – appointed June 2021
Sally Alayarian – appointed December 2021
Bhakti Modha – appointed December 2021
Frithiof Wilhelmsen – appointed December 2021
Kirsty Brettell – appointed December 2021

Treasurer Terry Courtney

Bankers Barclays Bank Limited
Octagon House
Gadbrook Park
Northwich
Cheshire
CW9 7RB

Accountants Hendersons
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA

INDEPENDENT EXAMINER'S STATEMENT YEAR ENDED 31 DECEMBER 2021

I report to the charity trustees on my examination of the accounts of the charity for the year 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; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have 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.



Stephen Faid BSc FCA

23 April 2022

HENDERSONS
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

Charity objectives (as stated in the constitution)

The trustees must apply the income of the charity in furthering the following objects:

The relief of financial and social hardship among people living and working in Western Kenya, by providing such person with goods and services which they could not otherwise afford through lack of means.

To develop the capacity and skills of the socially and economically disadvantaged community in Western Kenya, in such a way that they are better able to identify and help meet their needs and to participate more fully in society.

To promote sustainable development for the benefit of the community in Western Kenya, by the relief of poverty and the improvement of the conditions of life, by preservation, conservation and protection of the environment and the prudent use of resources and by the promotion of sustainable means of achieving economic growth and regeneration.

Our vision is for every girl in Kenya to have an equal chance to achieve her potential and be free from poverty.

Our mission is to involve entire communities in gender equality, so that girls in rural Kenya can create their own bright futures.

We work with local Kenyan people to educate girls, empower women, and transform communities in rural Kenya.

How we work – strategic planning review

The impact we aimed to achieve through our previous five-year strategy was a reduction in extreme poverty, gender inequality and injustice in Homa Bay County, Kenya. We continued to work with our implementation partner, Twende Pamoja to deliver projects focusing on the following three programme areas:

1. Girls' Education - Girls gain access to and attain a good quality education and have relevant skills and knowledge to fully participate in economic social and cultural life.
2. Economic Sustainability and Food Security - Families have improved food security and develop sustainable economic enterprises to support girls.
3. Advocacy for Safe Communities - Girls and young women are equal and respected members of society who are safe at home, in school and in their community.

In addition, as the strategy approached its planned end date, we increased the focus on the organisational development of Twende Pamoja, in line with a #shiftthepower approach to international development. This is part of an evolving, longer-term framework which will help Twende Pamoja to become sustainable in their own right, resilient to change and adaptable to circumstances - local, national, and global.

As the global pandemic continued to disrupt operations and impact on income generation, the strategic aims from the 2015 – 2020 strategy continued throughout 2021. At the same

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

time, trustees took the opportunity to undertake a thorough review of the strategy and its relationship to the longer-term goal of sustainability for Twende Pamoja and some changes to the role of Team Kenya. Part of this review included the completion of the Charity Excellence Framework's self-assessment questionnaire. The results of this review are reflected in our new strategy to be published early in 2022.

Who we are

Throughout 2021 our trustees continued to ensure that all charitable activities undertaken follow Charity Commission guidance on public benefit as restrictions and challenges continued. Our small staff team, board of trustees and key volunteers continued to make an invaluable contribution to the day-to-day management of the organisation.

In the summer of 2021 our Capacity Building and Fundraising Manager, Laura Swan, left us to return to a previous charity in a new role. The trustees took this as an opportunity to revisit the operational structure of the organisation in light of the external environment and welcomed Peta Barrett as our Fundraising and Operations Manager. Claire Logan, a previous employee, continued to support the charity on a voluntary basis and her help has proved invaluable.

Vic Hancock Fell left the Team Kenya board in June 2021 when her term of office ended and the board welcomed Catherine Afedzie and Pavandeep Rai to the board as new trustees. Lynda Evans was appointed as the new Chair of Trustees to replace Maggie Pavlou in June 2021. The process of further trustee recruitment to both strengthen and diversify the board continued. In December 2021 Sally Alayarian, Bhakti Modha, Frithiof Wilhelmsen and Kirsty Brettell were all appointed as trustees.

As part of the strategic review, the trustees agreed the charity needed a full time, paid CEO to ensure its future sustainability. With the help of Eloise Leonard-Cross, from the Cranfield Trust, a structured business review was carried out which resulted in the appointment of Leela Shanti as our new CEO in mid-December 2021. Unfortunately this meant that the post of Grants and Impact Manager was no longer needed and Laura Craggs left Team Kenya to take up a post with another charity. This was an important milestone in our succession plan for our Founder and voluntary CEO, Val Wilson, as she continues to step back.

Support from the Cranfield Trust has also been invaluable in reviewing oversight of the financial procedures in Kenya and the link between these and our UK financial reporting. As a result of this and new trustee appointments, we were able to establish a Finance Sub Committee in December 2021 with agreed terms of reference. Other sub committees are planned for Risk, Kenya Projects and Funding and Engagement in order to support the new CEO in her role.

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

Risk management

Potential risks to the charity are discussed at regular intervals throughout the year, where our risk register and board action plan are formally reviewed. We also actively seek guidance from the relevant regulatory bodies to ensure our compliance and limit risk to the organisation and our beneficiaries.

Our approach

Our in-depth strategy review in March 2021 not only reviewed the areas of work in Kenya but also the philosophy upon which that work is based. It reaffirmed our desire to

- focus on changing our narrative from "making a difference" to "here's how transformation really happens and why we need you to support and work with us."
- continue to focus on sustainable development projects through a collaborative approach because we believe in the ability of communities to identify and drive their own development agenda.
- building resilience for ourselves and our partner organization. This means ensuring we ourselves have the resilience to anticipate, prepare for, adapt and respond sensitively to change and disruption, through leadership and strategy, culture and behaviour and managing risk.
- maintain a strong awareness of the need for cross cultural learning and the impact of the culture of white supremacy on our relationships and partnership.

As an organisation we will invest significant resources to build, strengthen and sustain the core capacities of the communities it works alongside by developing thoughtful, long-term collaborations to achieve social justice and equity. Through a focus on our values of collaboration, empowerment, integrity and respect, we are planning how we can pass more responsibility and accountability to Twende Pamoja, to become a strong, sustainable, and independent organisation, through capacity building and with links to latest best practice in international development.

To effectively achieve our mission, Team Kenya will continue to apply the following methods and tools to our work:

- Partnership working and networking: overcoming the challenges of poverty cannot be achieved in isolation so we are committed to building on existing partnerships and actively seeking out new ones.
 - A place based, holistic approach to development: supporting development which is responsive to change, targets the entire community and using integrated, inclusive, participatory and flexible strategies.
 - Measuring impact and sharing results: measuring success based on the purpose of the charity, the needs of the beneficiaries, the quality of services and the resources available.
 - Learning and improving: being able to improve performance through a process of continuous assessment.
 - Feminist leadership: investing in women's leadership in the UK and Kenya to amplify the voices of women and girls.
-

TEAM KENYA

TRUSTEES' REPORT YEAR ENDED 31 DECEMBER 2021

Moving forward, we will continue to keep in mind three important cross cutting themes to our work:

- Gender mainstreaming: integrating a gender equality perspective at all stages and levels of policies, programmes, and projects to achieve gender equality.
- Climate-sensitive approach: a focus on the specific needs, priorities and realities of women exposed to the effects of climate change.
- Embracing the power of digital: access to digital technology can accelerate gender equality.

Our activities

We continued our partnership with the Inspiring Leadership Trust, giving 11 young women from Ndhiwa the opportunity to participate in their Raising Hopes Pathway – an 8 week personal development programme covering topics such as Cultural Intelligence, Emotions and Relationships and Health and Wellbeing and Resilience. One participant commented that the Emotions and Relationships module was “very helpful” in her role which involves managing others. Participating in this programme increased the confidence of several young women who are also former supported students, which meant that they were able to become co-creators, with our Funding and Operations Manager, of two pilot live streamed events. The first allowed one former student to share her experiences of growing up in Ndhiwa and how the support from Team Kenya and Twende Pamoja helped her. The second, to coincide with International Day of the Girl Child, gave several young women the opportunity to share their view on effective ways of improving gender equality in their community. This event, entitled “My Voice, Our Equal Future” was attended by some existing and potential new donors and was very well received.

*Thank you so much everyone, what a fantastic event!
The girls, you are all wonderful speakers, I have learnt so much*
-Monthly Donor

Other partnerships continued to grow and develop, as the Newcastle University Team Kenya Society appointed Reha Soni as their new President and other committee members, including Mayukha Govind Ram as Secretary, Priya Mann as Treasurer and Peter Lennard-Jones as Welfare Officer. An online yoga event was held early in 2021 and later in the year Mary, one of the societies Kenyan members, ran a session on the impact of charities like Team Kenya working in rural communities, from the perspective of a Kenyan girl. The new academic year saw the society expand to 30 members who organised a pub quiz and an end of year social event. Some members of the society are hoping to be able to visit Kenya in 2022.

Through the efforts of Molly Lawrence, a former society member, McKeeson UK chose Team Kenya as their Charity of the Year and have been undertaking a number of charity fundraising events, including “Office Olympics” and a one week 20,000 squats/sit-ups challenge (20,000 being the number of girls whose lives have been transformed by Team Kenya and Twende Pamoja since 2008). Their final challenge will be to collectively step 150,000 steps – the equivalent number it takes to climb Mount Kenya.

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

In the UK, there were also some key operational changes, including a move from eTapestry to Donorfy as our CRM. We also started to share our research and expertise more widely, through joining the Education Forum of the Small International Development Charities Network and a talk given to the Royal Geographical Society in November. Through participation in the SIDCN a link was made with Pursue, another small charity in Western Kenya, as a result of which staff from Pursue visited Ndhiwa to look at the projects run by Team Kenya and Twende Pamoja.

We were also successful in securing a place on the INTRAC: Small Charities with Big Ambitions programme which supports organisations with capacity building for sustainable impact. This allowed us to take part in two separate courses on Monitoring and Evaluation and Developing and Advocacy Strategy, which will be of enormous benefit in helping us deliver our goals for 2022.

Some fundraising events were able to go ahead as the Great North Run returned, we had a small yoga fundraiser, Whitley Bay High School recommenced their fundraising activities and the December Big Give, through matched funding and gift aid, is set to bring in over £7,600.

Our impact – Kenya highlights

Some key outcomes from project funds secured by Team Kenya for joint implementation include:

- Our British and Foreign School Society funded project to create a library in Ndhiwa was completed in March 2021, benefiting children from 16 partner schools through access to reading materials, Reading for Empowerment activities and even tuition during the very long period of school closure. By the end of the project, 8,450 primary school pupils had benefitted from Reading Clubs and the Learning Resource Centre had a total stock of 4,002 books.
- Our UKAid grant through the DfID's Small Charities Challenge Fund came to an end in May 2021. This 2 year project, around "Safe Access to Quality Education for Girls in Ndhiwa" meant that our holistic approach to ensuring quality education could be rolled out in 4 new partner schools, selected because of the high number of vulnerable pupils, the lack of clean drinking water and high levels of gender-based violence (GBV) in their communities. Feedback from UK Aid on our own monitoring and evaluation of the project was excellent with a particular strength identified as our approach to sustainability fostered by good community engagement and ownership, and a particularly strong approach to beneficiary feedback mechanisms. In the Project Completion Report which was verified by Mannion Daniels, the technical assessment of the project scored the project overall as an A (exceeded expectations).
- Funds from the Fonthill Foundation supported projects in 9 schools directly and 16 schools indirectly through salaries contribution for education staff, allowing the successful programmes of holistic support to continue.

TEAM KENYA

TRUSTEES' REPORT YEAR ENDED 31 DECEMBER 2021

- A grant from Evan Cornish has been used to develop the "Changing attitudes to girls' rights, fighting injustice and supporting victims of School-Related Gender Based Violence in Ndhiwa, Kenya". A baseline survey in 10 schools led to the development of safeguarding procedures, the setting up of confidential "dropboxes", teacher training, increased community awareness raising workshops, and work with local stakeholders.
- Funds from Charles Hayward supported the project "Sustainability and Economic Empowerment in Ndhiwa, Western Kenya" which included agricultural training for women and the trialling of new crops at Karibuni demonstration farm.

More about the work of our partner organisation Twende Pamoja can be found on their website at <https://www.twendepamoja.org/journal>.

Partnerships

Our sincere thanks to the following organisations for their support and to our many individual supporters, donors and volunteers for their hard work and dedication:

Brian Mercer Trust	£10,000
Brian Murtagh Trust	£16,000
Chalk Cliff Trust	£ 5,000
Fonthill Foundation	£17,025
Gilchrist Educational Trust	£ 1,000
Green Room Charitable Trust	£ 1,000
Haramead Trust	£ 5,000
Hudson Charitable Trust	£ 300
Hugh Symons Trust	£ 5,000
Inspiring Leadership Trust	£ 1,800
JP Jacobs Trust	£ 50
Oakdale Trust	£ 1,000
Open Gate Trust	£ 2,500
Peter Cundill Foundation	£28,357
Rozelle Trust	£ 6,000
Shears Foundation	£ 5,000
Souter Trust	£ 3,500
William Leech Charity	£ 3,000

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

Financial review and reserves policy

At the end of 2021 Team Kenya had reserves of £108,296 (2020: £122,091) of which £34,776 (2020: £42,642) were restricted for specific projects. At the end of each financial year reserves for individual projects are calculated and carried forward.

At the end of 2021, the restricted reserves were for grant funded projects from:

Evan Cornish Foundation	£ 328
Chalk Cliff Trust	£ 4,500
William Leech Charity	£ 3,000
Brian Mercer Trust	£ 6,612
Brian Murtagh Trust	£15,336
Shears Foundation	£ 5,000

In accordance with our Financial Reserves Policy, Team Kenya endeavours to hold in reserve an amount deemed to be sufficient to support UK operational costs for a period of 3 months and activities in Kenya for 3 months should no other source of funding be available. The trustees are confident that the unrestricted reserves held at the end of the year are sufficient to comply with this policy. The amounts held in reserve are reviewed annually.

Income

The Charity's three main sources of income are grants from charitable trusts and foundations, personal donations (regular and ad hoc), funds raised through corporate and education partners and income from fundraising events.

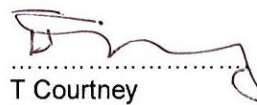
In 2021 our main sources of income were as follows:

Trusts and foundations	£111,759
Donations incl Gift Aid	£ 27,734
Corporate/Education partners	£ 4,622
Fundraising Events	<u>£ 10,342</u>
	<u>£154,457</u>

The UK administration and governance costs amounted to 5.3% (2020: 5.4%) of our total income.

The trustees' report was approved by the trustees on 23 April 2022 and is signed on their behalf by:


.....
L Evans
Trustee/Chair


.....
T Courtney
Trustee/Treasurer

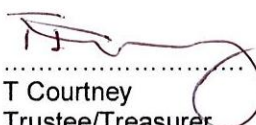
TEAM KENYA

STATEMENT OF FINANCIAL ACTIVITY (INCLUDING SUMMARY RECEIPTS AND PAYMENTS ACCOUNT) YEAR ENDED 31 DECEMBER 2021

	Unrestricted funds £	Restricted income funds £	2021 funds £	2020 funds £
Receipts				
Donations and legacies	86,545	63,325	149,870	196,098
Charitable activities	4,587	-	4,587	8,006
Total receipts	91,132	63,325	154,457	204,104
Payments				
Raising funds	1,589	-	1,589	884
Charitable activities	95,472	71,191	166,663	197,636
Total payments	97,061	71,191	168,252	198,520
Reconciliation of funds:				
Net receipts/(payments)	(5,929)	(7,866)	(13,795)	5,584
Total funds brought forward	79,449	42,642	122,091	116,507
Total funds carried forward	73,520	34,776	108,296	122,091
Statement of net assets				
Cash at bank	73,520	34,776	108,296	122,091

The accounts were approved by the trustees on 23 April 2022 and are signed on their behalf by:


.....
L Evans
Trustee/Chair


.....
T Courtney
Trustee/Treasurer

TEAM KENYA
NOTES TO THE ACCOUNTS
YEAR ENDED 31 DECEMBER 2021

1. Charity funds as at 31st December 2021

Fund names	Purpose and Restrictions	Fund balances brought forward £	Receipts £	Payments £	Fund balances carried forward £
Restricted funds					
Didymus Charity	Ensuring girls return to school post COVID, study clubs, girls' forums, counselling, home visits	4,000	-	4,000	-
Charles Hayward	Development of Karibuni Demonstration Farm and tree nursery combined with agricultural & business training, equipment and support for women's groups	13,000	-	13,000	-
Evan Cornish Foundation	Changing attitudes to girls' rights through a child protection campaign and supporting victims of school-related gender-based violence by establishing confidential and secure procedures in schools and the community in Ndhiwa, Kenya	10,000	-	9,672	328
Chalk Cliff Trust	Ensuring girls return to school post COVID, counselling, home visits and safe spaces	5,000	5,000	5,500	4,500
Ferguson	Ensuring girls return to school post COVID, counselling, home visits, Girls Support group & extra-curricular activities, mixed football, child protection training, community conversations	10,000	-	10,000	-
William Leech Charity	COVID mitigation: support for vulnerable families, transport & staff salaries	-	3,000		3,000
British&Foreign School Society	Ndhiwa Learning + Resource Centre, library& mobile book boxes, Reading for Empowerment programme in 15 schools, teacher training in 28 schools	642	-	642	-

continued.....

TEAM KENYA

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2021

Fonthill Foundation	GSG activities, extra support & emergency basic needs, participation in Girls forums & IT training, parents & community workshops, training, educational resources & classroom renovations for the schools	-	17,025	17,025	
Souter Trust	Education: staffing & resources	-	3,500	3,500	-
Brian Mercer Trust	Women's agricultural, finance & good-parenting training, Karibuni demonstration farm	-	10,000	3,388	6,612
Green Room Charitable Trust	WEFS activities	-	1,000	1,000	-
Gilchrist Educational Trust	Support for the library and Learning & Resource Centre	-	1,000	1,000	-
Inspiring Leadership Trust	8 week personal development programme leading to the co-creation of an online International Day of the Girl Child event, sharing views on improving gender equality in their community.	-	1,800	1,800	-
Brian Murtagh Trust	Education: getting girls back to school following Covid related closures	-	16,000	664	15,336
Shears Foundation	Education: getting girls back to school following Covid related closures	-	5,000	-	5,000
Total restricted funds		42,642	63,325	71,191	34,776
Unrestricted funds		79,449	91,132	97,061	73,520
Total funds		122,091	154,457	168,252	108,296

2. Basis of the preparation of the accounts

The accounts have been prepared on the receipts and payments basis.

TEAM KENYA

England & Wales - Charity number 1169045

Accounts

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2020

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2020

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TEAM KENYA

ADMINISTRATIVE INFORMATION

Registered charity number 1169045

Principal Address 4 Park View
Wideopen
Newcastle upon Tyne
NE13 6LH

Trustees Maggie Pavlou (Chair) – appointed August 2020
Valerie Wilson
Jacky Quincey
Terry Courtney (Treasurer)
Victoria Hancock Fell
Lynda Evans – appointed August 2020
Kath Prandle (Secretary) - resigned November 2020
Sophie Milliken – resigned December 2020
Alicia Pasotti – resigned August 2020

Treasurer Terry Courtney

Bankers Barclays Bank Limited
Business Direct
Leicester
LE87 2BB

Accountants Hendersons
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA

INDEPENDENT EXAMINER'S STATEMENT YEAR ENDED 31 DECEMBER 2020

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2019 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; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have 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.



Stephen Faid BSc FCA

8 June 2021

HENDERSONS
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA

TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2020

Charity Objectives (as stated in the constitution)

The trustees must apply the income of the charity in furthering the following objects:

The relief of financial and social hardship among people living and working in Western Kenya, by providing such person with goods and services which they could not otherwise afford through lack of means.

To develop the capacity and skills of the socially and economically disadvantaged community in Western Kenya, in such a way that they are better able to identify and help meet their needs and to participate more fully in society.

To promote sustainable development for the benefit of the community in Western Kenya, by the relief of poverty and the improvement of the conditions of life, by preservation, conservation and protection of the environment and the prudent use of resources and by the promotion of sustainable means of achieving economic growth and regeneration.

Our vision is for every girl in Kenya to have an equal chance to achieve her potential and be free from poverty.

Our mission is to involve entire communities in gender equality, so that girls in rural Kenya can create their own bright futures.

We work with local Kenyan people to educate girls, empower women, and transform communities in rural Kenya.

Strategic Plan 2015-2020

The impact we aimed to achieve through our five-year strategy was a reduction in extreme poverty, gender inequality and injustice in Homa Bay County, Kenya. We continued to work with our implementation partner, Twende Pamoja to deliver projects focusing on the following three programme areas:

1. Girls' Education - Girls gain access to and attain a good quality education and have relevant skills and knowledge to fully participate in economic social and cultural life.
2. Economic Sustainability and Food Security - Families have improved food security and develop sustainable economic enterprises to support girls.
3. Advocacy for Safe Communities - Girls and young women are equal and respected members of society who are safe at home, in school and in their community.

In addition, as the strategy approached its planned end date, we increased the focus on the organisational development of Twende Pamoja, in line with a #shiftthepower approach to international development. This is part of an evolving, longer term framework which will help Twende Pamoja to become sustainable in their own right, resilient to change and adaptable to circumstances, local, national, and global.

TEAM KENYA
TRUSTEE'S REPORT
YEAR ENDED 31 DECEMBER 2020

How we Work

Throughout 2020 our trustees have ensured that all charitable activities undertaken follow Charity Commission guidance on public benefit. Unexpected challenges were faced in 2020 due to the global coronavirus pandemic. Through consultation with our funders and the community in Ndhiwa, some projects were amended to ensure our main goals and objectives were still supported. All activities carried out continued to be aligned with our vision and mission.

In preparation for the next step in our organizational development, in February 2020 we developed a transition plan to support our approach and help us identify how best to build capacity and resilience for both Team Kenya and Twende Pamoja.

Our small staff team, board of trustees and key volunteers continue to make an invaluable contribution to the day-to-day management of the organisation. We had a change of personnel throughout the year and are delighted that the following appointments were made:-

Kirsty Erridge was appointed as Development Manager in February 2020 and played a key role in developing and implementing the transition plan.

Laura Swan was appointed as Capacity Building and Fundraising Manager in July 2020.

Laura Craggs was appointed as Grants and Impact Manager in July 2020.

Alicia Pasotti and Kath Prandle left the Team Kenya board in August 2020 when their terms of office ended and Sophie Milliken left in December 2020. Lynda Evans was appointed as Trustee in August 2020. In addition, Maggie Pavlou was appointed as Chair and began a process of further trustee recruitment to both strengthen and diversify the board.

In October 2020, as lockdown restrictions were eased, some of the board and the staff met for our annual workshop. The focus of this event was partly strategic, to review our journey so far and reflect on current thinking in and approaches to international development which might inform our new strategy and partly operational, to review the staffing and governance capacity of Team Kenya in preparation for the next stage of our journey.

Risk management

Potential risks to the charity are discussed at regular intervals throughout the year, where our risk register and board action plan are formally reviewed. We also actively seek guidance from the relevant regulatory bodies to ensure our compliance and limit risk to the organisation and our beneficiaries.

Our approach

2020 was a challenging year for funding, with the disruption caused by the coronavirus pandemic. In April 2020 we held an emergency meeting to determine our Covid-19 emergency response plan. We quickly learnt from Twende Pamoja that the restrictions put in place to curb the pandemic in Kenya would push families in Ndhiwa further into poverty. In

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TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2020

lockdown crops were not harvested and loss of jobs left many families with no stable income or food. 500 families were provided with basic food supplies and seeds.

Unlike in the UK, where our healthcare workers provided information and medical care during the pandemic, in Ndhiwa, access to healthcare was scarce, causing panic and misinformation. The team in Kenya was able to provide clear health information and guidance on Covid-19, as well as supplies of masks and sanitizer to help people protect themselves.

Schools closed in March 2020 and only partially reopened in November, meaning many girls lost vital support. Peer mentors and our staff on the ground in Ndhiwa innovatively adapted their response, distributing learning resources, offering counselling, and training to many vulnerable girls and ensuring delivery of essential supplies throughout this unstable time.

Lockdown learning was a challenge in the remote villages around Ndhiwa, where poor connectivity and limited access to devices meant that for many families, accessing the e-learning materials provided by the Kenyan government was impossible. Our team was able to deliver printed learning materials to families and, when restrictions eased, provide safe access to computers in our Learning Resource Centre.

In April 2020, we received a letter from the Headteacher of Pala Primary School thanking Team Kenya for providing both food provisions and academic support to the pupils. He also said "You have proved to be a major and serious pillar to our school. You've been able to put smiles on our faces when the situation in the whole country is gloomy".

Our eco-cottage site, Karibuni, became a Safe Space, providing short term day and residential care for the most vulnerable girls. This was one of 16 community safe spaces set up to protect girls forced to stay at home during the pandemic. Our teams on the ground ran reading groups and tuition sessions and delivered books to enable girls to continue their learning.

In the UK, there were some benefits during lockdown as a number of volunteers came forward from a marketing and communications background who were able to support the initial development of a new marketing strategy, develop detailed brand guidelines for Twende Pamoja and research ways in which Team Kenya could grow its supporter base in the UK. To support this increase in volunteers, we reviewed our volunteer induction programme to include more detailed reference to our agreed values and our approach to international development. In line with our #shiftthepowerapproach, some volunteers also supported Twende Pamoja in telling their story through blogs and Facebook posts.

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Our impact - highlights

Our specific Covid-19 impacts included:

- Provision of public health education awareness on Covid-19 emergency pandemic outbreak for 450 families of the vulnerable women and girls.
- Provision of emergency food parcels to support around 500 families of the vulnerable women and girls we work with.
- Supported health and safety awareness training for 60 women and girls in each of our partner schools, also providing them with essential supplies including hand-washing soap and cooking supplies (rice, sugar and oil).
- Direct support for over 650 families during the pandemic.
- As schools reopened, teachers report that the children involved have all returned to school, have not lost ground, and are motivated for new learning. We particularly wanted to work with girls because of concern about potential family and community pressures to leave school and get married.
- 260 families received emergency agricultural supplies - this initiative was introduced to address increased vulnerability as a result of the impact of COVID-19 restrictions in order to enable families to grow nutritious food and be more self-sufficient.

Despite the pandemic and due to the hard work and commitment of Twende Pamoja staff, several other projects continued to deliver considerable successes throughout 2020.

Learning Resource Centre and Education

- 700 pupils across 14 schools continued to benefit from reading club / homework club and tuition sessions (560 girls and 140 boys)
- LRC now has a total stock of 4,002 books. Of these, 2,292 are in the main library, and 1,710 form the mobile stock. All the mobile books are children's readers, whereas the main library stock includes a balance of children's readers, non-fiction, reference and school textbooks as well as a smaller adult library including fiction, reference books and an education resources section. We also have a good range of DVDs (including the English Literature set texts) and educational software. (A donation of books was also received last year from the Kenya National Library Service.)

Teacher training

- 146 teachers (from 15 partner and 14 non-partner schools) have now attended teacher training programmes focused on positive discipline, pupil-centred learning strategies, school related gender-based violence (SRGBV) awareness and children's rights. The sessions were attended by Head Teachers, Lead Teachers, Girls' Advocates, and teacher librarians and were led by teachers previously trained in our original Raising Achievement programme.

Women's Empowerment and Food Security

- 234 women received agricultural training to build their capacity and independence. These women were all female caregivers of GSG girls across the 15 partner schools.
- We were still able to distribute seeds, fertilizer, and tools so that women could feed their families and have some future income.

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TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2020

- 510 women were engaged in table banking groups to increase household incomes and food security.
- Female caregivers also received good parenting advice through their engagement in the agriculture programme, providing the support they so desperately need at this time of social isolation.
- Agricultural training for long term crops resumed in August. The focus is now on roselle, moringa trees and aloe vera for their health and nutritional benefits.
- Karibuni is being used as a demonstration farm and to provide training on business skills and value addition produce to sell (eg. roselle jam and moringa powder).

Partnerships

Our sincere thanks to the following organisations for their support and to our many individual supporters and donors for their contributions during 2020.

Trust and foundations

British & Foreign	
School Society	£10,380
Chalk Cliff Trust	£5,000
DFID	£24,475
Didymus Charity	£4,000
Evan Cornish Foundation	£10,000
Alan & Nesta Ferguson	
Charitable Settlement	£10,000
Fonthill	£23,946
Peter Cundill	£31,396
Southall Trust	£3,000
Charles Hayward	£15,000

In addition, we are particularly grateful to the following organisations for the emergency support they provided during the pandemic:

British & Foreign		
School Society	£2,025	Books, mobile library, and associated costs
Evan Cornish Foundation	£4,900	Additional support for vulnerable girls
Fonthill	£5,000	Salaries, girls', and mothers' emergency fund
William Leech Charity	£3,000	Salaries, transport, and emergency relief
Rothley Trust	£700	Salaries, transport, and emergency relief
Souter	£3,500	Salaries, transport, IT, and emergency relief

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TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2020

Financial Review and Reserves Policy

At the end of 2020 Team Kenya had reserves of £122,091 (2019, £116,507) of which £42,642 (2019: £6,126) were restricted for specific projects. At the end of each financial year reserves for individual projects are calculated and carried forward.

At the end of 2020, the restricted reserves were for grant funded projects from:-

Didymus Charity	£4,000
British & Foreign School Society	£642
Charles Hayward	£13,000
Evan Cornish Foundation	£10,000
Chalk Cliff Trust	£5,000
Alan & Nesta Ferguson Charitable Settlement	£10,000

In accordance with our Financial Reserves Policy, Team Kenya endeavours to hold in reserve an amount deemed to be sufficient to support UK operational costs for a period of 3 months and activities in Kenya for 3 months should no other source of funding be available. The trustees are confident that the unrestricted reserves held at the end of the year are sufficient to comply with this policy. The amounts held in reserve are reviewed annually.

Income

The Charity's three main sources of income are from donations (regular and ad hoc), grants from charitable trusts and foundations and fundraising events. The operational plan sets out the Charity's main activities for the year and all expenditure is aligned to these.

In 2020 our main sources of income were as follows:-

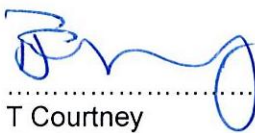
Trusts and foundations	£160,372
Donations incl Gift Aid	£30,640
Fundraising Events	£11,116
School and University donations	£1,976

	£ 204,104

The UK administration and governance costs amounted to 5.4% (2019: 6.2%) of our total income.

The trustees report was approved by the trustees on 8 June 2021 and is signed on their behalf by:


.....
L Evans
Trustee


.....
T Courtney
Trustee/Treasurer

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SUMMARY RECEIPTS AND PAYMENTS ACCOUNT YEAR ENDED 31 DECEMBER 2020

Recommended categories by activity	Unrestricted funds £	Restricted income funds £	Total funds £	Prior year funds £
Receipts				
Donations and legacies	71,172	124,926	196,098	252,889
Charitable activities	8,006	-	8,006	57,546
Total	79,178	124,926	204,104	310,435
Payments				
Raising funds	884	-	884	17,384
Charitable activities	109,226	88,410	197,636	262,697
Total	110,110	88,410	198,520	280,081
Net receipts/(payments)	(30,932)	36,516	5,584	30,354
Reconciliation of funds:	(30,932)	36,516	5,584	30,354
Cash funds brought forward	110,381	6,126	116,507	86,153
Cash funds carried forward	79,449	42,642	122,091	116,507

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NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2020

1. Charity Funds as at 31st December 2020

Fund names	Purpose and Restrictions	Fund balances brought forward £	Receipts £	Payments £	Fund balances carried forward £
Restricted Funds					
Didymus Charity	Ensuring girls return to school post COVID, study clubs, girls' forums, counselling, home visits	-	4,000	-	4,000
Charles Hayward	Development of Karibuni Demonstration Farm and tree nursery combined with agricultural & business training, equipment and support for women's groups	-	15,000	2,000	13,000
Evan Cornish Foundation	Changing attitudes to girls' rights through a child protection campaign and supporting victims of school-related gender-based violence by establishing confidential and secure procedures in schools and the community in Ndhiwa, Kenya	-	14,900	4,000	10,000
Chalk Cliff	Ensuring girls return to school post COVID, counselling, home visits and safe spaces	-	5,000		5,000
Alan & Nesta Ferguson Charitable Settlement	Ensuring girls return to school post COVID, counselling, home visits, Girls Support group & extra-curricular activities, mixed football, child protection training, community conversations	-	10,000		10,000
William Leech Charity	COVID mitigation: support for vulnerable families, transport & staff salaries	-	3,000	3,000	-
Peter Cundhill	Support for girls' rights issues through a mixed gender football programme in primary schools	287	-	287	-
Fonthill	COVID emergency support for vulnerable girls and agricultural initiatives (April); extended post COVID support: emergency help, counselling, Girls support groups, study clubs, book lending etc. to support the return to school	-	28,946	28,946	-

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NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2020

Rothley Trust	COVID mitigation: emergency supplies, contribution towards transport & salaries	-	700	700	-
Souter	Covid-19 salaries, transport, supplies, IT materials, emergency fund	-	3,500	3,500	-
Southall Trust	COVID support: salaries, comms & transport, safe space, demo farm, seeds, training, resources	-	3,000	3,000	-
British & Foreign School Society	Ndhiwa Learning + Resource Centre, library & mobile book boxes, Reading for Empowerment programme in 15 schools, teacher training in 28 schools	796	12,405	12,559	642
DFID	Safe access to quality education for girls in Ndhiwa, west Kenya	5,043	24,475	29,518	-
Unrestricted funds	Unrestricted	110,381	79,178	110,110	79,449
Total Funds		116,507	204,104	198,520	122,091

2. Basis of the preparation of the accounts

The accounts have been prepared on the Receipts and Payments basis. All prior years excluding the previous year to 31st December 2019 have been prepared on this basis.

The previous year's accounts had been prepared in accordance with Accounting and Reporting by Charities - Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102 second edition – October 2019).

All comparative Previous Year figures in these financial statements have been restated according to the Receipts and Payments convention to maintain consistency.