

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2020

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YEAR ENDED 31 DECEMBER 2020

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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.

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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:-

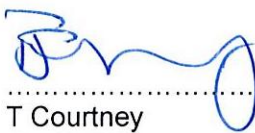
Trusts and foundations	£160,372
Donations incl Gift Aid	£30,640
Fundraising Events	£11,116
School and University donations	£1,976

	£ 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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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.