

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.

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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.

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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

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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.

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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

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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

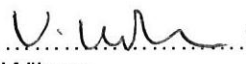
Analysis of net assets between the funds

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