

Charity registration number: 1169497



Financial Annual Report  
For the Year Ended 31 March 2023

## **Out & Proud African LGBTI**

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## **Out & Proud African LGBTI**

Reference and Administrative Details

Report and Financial Statements  
For the Year Ended 31 March 2023

### **CHARITY INFORMATION**

#### **Trustees**

- Abbey Kiwanuka
- Edrisa Kiyemba
- Mable Naluwooza

#### **Charity Registration Number**

1169497

#### **Registered Office**

198 Railton Road  
London,  
SE24 0JD

#### **Bankers**

Barclays Bank  
193 Camden Town  
London  
NW1 7PJ

#### **Independent examiners**

Swan Accounting Services  
Accounting & Business Consultancy  
55 Stephens Road  
London, E15 3JJ  
Tel: 0845 467 7245

## MESSAGE FROM DIRECTOR

### FOR THE YEAR ENDED 31 MARCH 2023

Over the past year, OPAL has made an incredible, humbling, and life-changing impact on many LGBTIQ+ asylum seekers and refugees throughout the UK. This success is due to the unwavering support of donors, volunteers, staff, trustees, and other stakeholders who have helped raise the charity's profile and extend its reach.

At OPAL, we have shared many memorable moments, watching individuals who lacked hope rise to become business owners and university students. We have seen community members who were at their breaking point now volunteering to provide comfort and assistance to other members facing difficulties such as the asylum process and mental health issues. We are a family dedicated to helping and uplifting one another.

It has been a great honour and privilege to be part of OPAL's fantastic story, and it is a cause that is very close to my heart. I want to thank everyone who has supported us, including members, volunteers, funders, friends, and other stakeholders. Without your support, OPAL would not exist. We appreciate your dedication and ask that you continue to support our work and encourage your friends to do the same.

I am hopeful for the future of OPAL as we continue to expand our outreach and make lasting changes.

Abbey Kiwanuka



Director and Founder

Date: 29 August 2023

## **Independent Examiners**

### **INDEPENDENT EXAMINER'S STATEMENT**

**FOR THE PERIOD ENDED 31 March 2023**

In connection with my examination, no matter has come to my attention:


(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached



.....

Date: 20/09/2023

Swan Accounting Services  
Accounting & Business Consultancy  
55 Stephens Road  
London  
E15 3JJ  
0845 467 7245

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their report and the financial statements for the year ended 31 March 2023. The Board of Trustees approved this report on 04 September 2023 and signed on its behalf. The Trustees present their Report and Financial Statement for the year ended 31 March 2023. The statements appear in the format required by the Statement of Recommended Practice for Accounting and Reporting by Charities.

#### Introduction

Out and Proud African LGBTI (OPAL) is a grassroots group set up by, for and run by lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) refugees and people seeking asylum. We started after identifying gaps and needs for inclusive support in the wake of the growing toxic anti-gay persecution people seeking asylum in the UK, faced in their countries of origin for their perceived sexuality. Today OPAL provides a safe and supportive environment for those seeking asylum in the UK. OPAL registered as a charity in October 2016.

#### Vision, Mission, and Core Values

##### Vision

Our vision is a strong, inclusive, respectful African LGBTIQ+ community in the UK and worldwide.

##### Mission

Our mission is to support LGBTIQ+ refugees and those seeking asylum, creating a safe and inclusive environment for them. We aim to integrate those granted refugee status into UK society and guide those in the asylum procedure. Our goal is to provide resources for LGBTIQ+ refugees and those seeking asylum to build better lives and contribute to society.

##### Core Values

- a. Inclusive: We ensure that all our events and activities are inclusive regardless of people's disability, race, gender, sex, sexual orientation, religion, partnership status, pregnancy or other circumstances.
- b. Safety: We strive to create a safe social culture space and emphasise the well-being of everyone involved with OPAL.
- c. Integrity: We are open and honest in everything and take responsibility for our actions. We want to be accountable to our communities and those who support us.
- d. Respect: We believe everyone is equal and deserves the same courtesy, care, and attention. Therefore, we respect the rights, wishes and feelings of our service users and campaign for their rights to be respected through the asylum and immigration system.

- e. *Belonging:* We welcome and include all LGBTQI+ people, and we celebrate and value their range of experience in terms of gender, religion, race, age, disability status and class. In addition, we remove obstacles to participation, champion equality, and promote a sense of family or home through our services.
- f. *Member-led:* Our members are at the heart of everything we do. We are led by the lived experiences of our founder, Abbey Kiwanuka – a survivor of torture, and member trustees who are all LGBTQ+ refugees. Many of our members volunteer to support the organisation and their peers.
- g. *Collaborative:* We work in partnership with other groups; they have been so valuable to our growth and development. We are part of a vast network of organisations comprised of activists, non-profits, and organisations in the UK who all come together to support LGBTQ+ refugees.

## **OPAL COMMUNITY /WHAT WE DO**

As a community, we:

- Create a safe space where all members can express themselves without fearing harm. We help openness, encouraging our members to gain confidence to openly embrace their true identities -- often for the first time and in their own time.
- Comprise many countries and cultures, sharing knowledge and experiences in our African homelands and host countries. We share knowledge and help other LGBTQ+ people fleeing persecution to understand better the UK's cultures and those of countries other than their own. Navigate asylum procedures with members who have claimed asylum, supporting them in finding legal representation and medical attention if necessary and offering them "a shoulder to lean on".
- Organise workshops every Saturday around essential themes such as HIV, mental health, education, employment, financial concepts and legal advice from visiting qualified legal advisers. We also invite doctors, advocates and academics to facilitate these workshops. Sometimes our own professionally qualified members facilitate our workshops.
- Organise weekly social gatherings, enabling members to interact with each other, including house parties, beach parties, and summer parties in parks to promote visibility and boat cruise parties. We offer a family to many of our members who have left families behind, relieving our members from hectic asylum procedures and promoting mental health.

## **OUR 2022-2023 -- RESULTS**

Our achievements briefly during the financial year 31 March 2022 – 31 March 2023:

- a. 31 members obtained their refugee status in the UK.
- b. 784 LGBTQ+ community members were reached.
- c. 56 LGBTQ+ community members joined the group.

- d. 13 Asylum Legal Support Workshops. (Facilitated by legal advisors)
- e. 8 HIV Awareness Workshops.
- f. 6 Contributions to News and Media.
- g. 12 Podcast episodes.
- h. 120 Social Activities (including two house parties, two men's retreats, three women's retreats, two beach parties).
- i. 6 community members graduated from universities.
- j. 1,422 casework sessions and actions to prevent food poverty, destitution and homelessness, improve access to education and training, and help our members navigate the asylum process and find good legal advice.

### **Expected Outcomes**

The expected outcomes we wanted to see in our client group included:

- Reduction in anxiety, depression, and related post-traumatic symptoms.
- Increased ability to articulate traumatic history and withstand the challenges of asylum procedure.
- Reduced isolation through organising various activities to combat it.
- Increased sense of belonging and integration into British society.
- An increased sense of well-being and of individuals' meaning and purpose in life.
- Supporting our community members to navigate the asylum procedure and winning their cases.
- Provide financial assistance to those in need through hardship funds.

### **Outcomes Achieved**

In reflecting on our EOY March 2023, our community members' anonymous annual survey respondents said:

- 90% felt that their mental health has improved because of being part of OPAL.
- 95% felt more optimistic about the future.
- 80% felt "more listened to".
- 90% felt more able to deal with the effects of trauma, including depression and anxiety.
- 96% felt more able to access advice, information and support on housing, education, benefits, etc.
- Improvement in members' involvement in decision-making and sense of agency.
- 70% of respondents reported feeling supported when they needed financial assistance.

*"Whenever I come to the weekly social, I feel a sense of belonging and security with my new family. I am no longer scared of anything, and I can kiss my girlfriend with absolute confidence and without any fear of reprisal - something I would never have thought possible in my home country". Members from Nigeria*

### **CASEWORK SERVICES**

We have been able to refer many of our members to specialist legal and third-sector support, thanks to our connections with those organisations – this includes law firms specialising in "outside of the rules" family reunion and complex immigration matters,



community care law firms, homelessness organisations, counselling and mental health support organisations, mentoring and educational organisations, and many more. We have worked on 97 cases (including immigration and asylum issues, social services disputes, housing and homelessness, health and mental health matters, family reunion cases and more) to support our members with their special needs. Of those 97 cases, 47 have been resolved and closed, while 50 are still ongoing and being worked on. In addition, we also work with social services and advocate for vulnerable people when their voices aren't heard.

In 2022-2023, our organisation has supported:

NO	Issue	Support Offered
46 Members	Dealing with asylum issue	By giving help to access specialist legal support and support on how to claim asylum and go to testify in immigration tribunals.
26 Members	Dealing with a housing issue or homelessness	By advocating, making referrals and providing advice.
16 Members	Struggling to access mental and physical health care	By ensuring their voice is heard and making referrals to support.
9 Members	Who the Home Office dismissed their asylum cases	By referring them to good lawyers and support to document their evidence and testify in their Immigration Tribunals.
6 Members	Family reunion	Referring them to legal advisors and fundraising for their legal advice.

### **OPAL Music & Dance Project**

In 2021, members of OPAL came up with various activities such as football, dance & music, and running projects. We were proud to have taken on the dance & music project successfully. This allowed members to learn new contemporary dance styles, socialise with others, play games, and enjoy delicious meals. Our members were invited to perform at many community organisations, including the England vs. Uganda Netball match at the O2 Arena in July 2022. They were also asked to perform various functions, allowing them to learn a new skill and stay fit and healthy.

We look forward to continuing to provide these fantastic experiences for OPAL members in for many years.

Number of OPAL members who attended OPAL Dance and Voice	146 OPAL Members
Average attendance per week across the last 6 months of the financial year	22 OPAL Members

OPAL members highly value socialising with their peers and connecting with their community. One member described their experience of being a part of OPAL as feeling "at home", which shows how significant it is for individuals to be part of something and feel connected to their environment and those around them. OPAL gives members a sense of belonging and a nurturing atmosphere to cultivate meaningful relationships.

### **POLICY & CAMPAIGNS.**

Our campaign against the Home Office Rwanda Policy was driven by our passionate mission to speak up for the rights of LGBTQ+ refugees. We argued that the policy would have a negative impact on asylum seekers who entered the UK unlawfully or through deception, pushing many into the hands of traffickers and increasing cases of domestic servitude. We contacted our allies in the House of Commons and Lords to raise awareness of the policy's implications and advocated internationally to protect the rights of LGBTQ+ in countries such as Uganda with anti-gay laws.

Additionally, OPAL provided a platform for members to share their experiences, and we contributed to research about the experiences of LGBTQ+ refugees in the UK. We hope that these efforts will help to bring about changes in policy and practice and raise understanding among the public about the challenges faced by our members.

### **Campaign against the Nationality and Borders Bill**

Before the Nationality and Borders Bill was given Royal Assent, we campaigned against this cruel legislation that will cause harm to those seeking asylum in the UK.

What we achieved:

- A submission to the Government consultation on the Nationality and Borders Bill.
- Joined the Refugees Welcome Rally in London.
- Protested with Amnesty International to stop the Rwanda Flights in London.

### **Voice in media**

We have contributed to many news articles in mainstream UK newspapers and tabloids. In the UK, concerning the plight of LGBTQ+ people seeking asylum and refugees in the UK and globally, most recently in countries that criminalise homosexuality and others that have introduced or enacted new anti-gay laws.

## **TEAM OPAL**

In 2022-23, the OPAL Service welcomed 12 new volunteers. Their patience and hard work over the past year have been truly appreciated. We want to extend our deep gratitude to them, as well as the community members who have shown support by bringing food, setting up meeting places, documenting our work & posting it on our social media platforms such as Facebook, TikTok, or otherwise helping to make the OPAL socials a success. We also replaced four trustees with two new energetic trustees, resulting in four trustees. Our team sincerely appreciates the help and support from all those involved, and we look forward to what the next year will bring.

## **Looking forward**

The trustees looking forward hope to:

- Substantially increase the number of volunteers and support for them by employing a volunteer coordinator
- Seek long-term funding for the youth work provision.
- Review and implement new approaches to employment projects.
- Strengthen, enlarge, and upskill the trustee team.

## **FINANCIAL REVIEW**

During 2022/2023, our income grew from £39,599.24 to £59,581.65 and expenditure decreased by £10,427.46. As a result, the cash held by the charity increased by £30,411.41.

## **RECRUITMENT AND APPOINTMENT OF TRUSTEES**

Apart from the first charity trustees, every trustee must be appointed for three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

## **RISK STATEMENT**

The charity is exposed to various risks - be they operational, financial, or reputational. The trustees review the charity's activities regularly to identify significant risks, and, where possible, they take appropriate measures to mitigate those risks.

## **RESPONSIBILITIES OF TRUSTEES**

Charity law requires us as Trustees to prepare financial statements for each accounting year, which record the receipts and payments of the charity for the year.

We are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the charity's financial position and enable us to ensure that the financial statements comply with the Charities Act 2011.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

## RESERVES POLICY

OPAL is currently dependent mainly on grant funding to sustain its activities. This means that if there were to be a shortfall in grant funding, OPAL would likely have to close services. To avoid closure if funding difficulties were to happen, the Trustee Board has agreed to keep a certain level of financial reserves to ensure that primary operations can continue for six months minimum. The main concerns of the Trustee Board are to provide: that staff can continue working, primarily to secure new funding so clients can move on to other services. Reserves will be built up from unrestricted income.

### Key activities

Outreach: We leveraged our social media networks, such as our YouTube Channel, Facebook, Instagram, and TikTok via our website, [www.africanlgbti.org](http://www.africanlgbti.org), to reach as many people as possible. We promoted our work online, visited detention centres, and forged partnerships with the NHS, local authorities, and Doctors of the World. Furthermore, many organisations and individuals referred LGBTQ+ refugees and asylum seekers to OPAL, and other members learned about our work through online searches or word of mouth from people we have supported.

Assessment: The initial assessment was conducted to identify the individual's needs and provide them with the necessary support. We invited people to our office, where a team of male, female and trans people were available to talk to. We ensured everyone felt comfortable and safe to open up and discuss their needs. For privacy and confidentiality, private rooms were provided where words spoken in confidence could not be overheard. We also explained our services and the expectations we had of our members. Furthermore, if needed, we connected members to external support networks such as lawyers, therapists, housing associations, social workers, or physical or psychological trauma specialists.

Workshops: OPAL hosted weekly seminars for its members, facilitated by experienced OPAL volunteers or respected external speakers who are experts in their field. Our workshops sought to enhance understanding of issues specific to LGBTQ+ refugees and to empower members with the skills needed to settle in a new country successfully. These seminars covered topics such as 'coming out' and the consequences of concealing one's identity, as well as educational sessions on physical, mental, and sexual health, finding safe housing as an LGBTQ+ asylum seeker, and an overview of LGBTQ+ rights in the UK.

Social events and reducing isolation: We continued with our social events and provided opportunities for members to connect, socialise, and share experiences and encouragement.

We organised men's and women's retreats, house parties and end-of-the-year. Our men's retreat is a five-day retreat in Weybridge in Surrey. The retreat helped our members who attended to interact with other British-born or non-refugee black gay men in the UK. By sharing their experiences, they learn about other people's struggles. It also helped members to network and sometimes generated support for their asylum claims.

At OPAL, we believe that advocacy is a crucial aspect of our work. We understand that members face challenges when navigating the asylum process, and we strive to provide

comprehensive support in all areas. Our team has attended immigration tribunals and engaged with the Home Office and local authorities on behalf of our members, ensuring that they receive the necessary assistance to express themselves and live comfortably. Additionally, we offer ongoing support, including access to food banks and homeless shelters, help with letter writing and more. Our office is open from Monday to Friday, and members can seek legal support, welfare assistance, financial aid, help with CV writing, form filling, and finding volunteer opportunities. We have even helped members volunteer with organizations like Gasworks, a non-profit community arts space, and the Peter Tatchell Foundation. Our goal is to provide members with the resources and support they need to achieve success.

## **SUPPORTERS**

### **Charitable trusts and foundations**

We received grants from the following foundations:

- UK Black Pride
- Awards for All
- LGBT Consortium
- Black Lives Matter (UK)
- 56 Dean Street Clinic
- G-A-Y

### **Individual donors**

We received significant donations from individuals whose support has allowed OPAL to support more LGBTQ+ asylum seekers and refugees in the UK than ever before. These donors include some supporters who have run creative initiatives, crowdfunding, and sporting events to raise funds for OPAL.

### **Plans for the Year Ahead**

- Undertaking achievement training
- Employing a part-time professional fundraiser to enable the charity to be in an excellent financial position.
- Restructure the governing committee.
- Engage in upskilling our fundraising knowledge.
- Identify charities we do the same so that we can partner with for better successful fundraising,
- Making at least four funding applications every month.
- Taking on more volunteers.
- Identifying proper volunteers
- Put the charity paperwork in order (policies, governing documents, accounts, monitoring tools, insurance) and funds to pay for our meeting space and staff
- Upskilling volunteers and members of staff

### **Key Fundraising Objectives**

- To increase £100,000 income by %25 each year to ensure a smooth running of the organisation and expand our work.

- Marketing – Increase charity awareness for all stakeholders and potential donors by 2024. To strive to become an organisation capable of influencing policies that affect LGBT asylum seekers and refugees in the UK and a first contact for African LGBT asylum seekers and refugees in London.
- Partnership and Collaboration – Create a strong culture of partnership and collaboration by proactively promoting approaches to create new funding and service provision opportunities for African LGBT asylum seekers and refugees. We will seek to maintain current partnerships and develop at least five new partnerships/collaborations by 2024.
- Service provision – We will develop a culture of innovation and transformation for all our services and activities to expand our reach and impact on the lives of African LGBT asylum seekers and refugees through their involvement in service development. We will seek to develop or enhance at least two projects annually by 2024.
- Impact measurement –We also aim to create an organisational learning culture to understand better the intended and unintended outcomes we achieve and better articulate our impact on the lives of the African LGBT asylum seekers and refugees we support. In addition, we will have developed a clear and concise theory of change and evaluation framework to better capture and share our impact by the end of 2024.

Our goal is to broaden our reach in supporting LGBTIQ+ individuals seeking asylum and engage with a broader audience by implementing pioneering initiatives such as workshops, seminars, newsletters, press releases, and various other ventures. We acknowledge the significance of obtaining supplementary funding to sustain these endeavours. We are grateful for the kindness of our benefactors, including those who generously donate and fundraise on our behalf.

### **Statement of Responsibilities of the Trustees**

The Trustees must prepare financial statements, for each financial year, which give a true and accurate overview of the charity's financial activities and position, including the net income or expenditure of the charity for the year. In preparing these statements the trustees are required to:

- Choose appropriate accounting policies which must be consistently applied.
- Make reasonable judgements and estimates where required;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Collate financial statements on the going concern basis, unless it is believed that the charity will not continue to operate.
- The Trustees and Treasurer are responsible for maintaining proper accounting records that disclose, with reasonable accuracy, at any time the charity's financial position, thereby enabling them to ensure that the financial statements comply with the Charities Act 2011. The Trustees and Treasurer are also responsible for safeguarding the charity's assets, and must, therefore take appropriate steps to prevent and detect fraud and other irregularities.

The Trustees state that they are aware of any information that is relevant to the audit that the independent examiners should be informed of. They also confirm that they have taken all necessary measures to obtain and communicate all relevant examination information to the independent examiners.

The Trustees have no beneficial interest in the charity.

**Out & Proud African LGBTI**  
**Statement of Financial Activities**  
For the year ended 31 March, 2023

	Note	Unrestricted Funds (£)	Restricted Fund (£)	Total 2023	Total 2022
<b>INCOME FROM:</b>					
Opening Bal				1,154.88	
Donations	1	17,626.77		17,626.77	17,241.26
Grants	2		40,800.00	40,800.00	15,900.00
Other Income					6,443.99
<b>TOTAL INCOMING RESOURCE</b>		<b>17,626.77</b>	<b>40,800.00</b>	<b>59,581.65</b>	<b>39,597.24</b>
<b>EXPENDITURE ON:</b>					
Volunteer expenses	4				1,521.78
Event/communication					875.86
Capacity Building		4562.00			1,571.45
Telephone			850.98		1,090.40
Stationary			179.13		1,031.87
On-line Subscription			895.97		449.76
Office/Meeting Rent			9,073.00		9,717.29
IT (software hardware			533.74		1,340.20
Equipment		4,835.71			1,438.00
Office Furniture		1,359.54			
Fundraiser Fees		840.00			
Legal Fees		880.00			
Transport			4,416.80		4,328.02
Boat Hire		4,132.99			
General expenses					3,961.78
Food/Refreshment			3,483.22		5,968.92
Social/meeting/Items					1,173.13
Emergency Hardship Fund			763.00		12,765.49
<b>TOTAL EXPENDITURE</b>		<b>16,610.24</b>	<b>20,195.22</b>	<b>36,806.47</b>	<b>47,233.98</b>
<b>NET INCOMING (OUTGOING) RESOURCES</b>				<b>22,775.18</b>	<b>337.84</b>

**RECONCILIATION OF FUNDS**



Total Fund Brought Forward	8,791.62
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Total Fund Carried Forward	<b>22,775.18</b>	<b>1,154.88</b>
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All of the charity's activities derive from continuing operations during the above two periods.

## Notes to the accounts for the year ended 31 March 2023

### 1. Donations.

Members' donation	17,626.77
Total	17,626.77

During FY23, we received individual donations from our community members through standing orders, attending fundraising events such as Boat Cruise Parties and House Parties, and buying some of our merchandise, i.e., We Exist T-shirts and Jumpers.

### 2. Grants

Grantors	Amount
UK Black Pride	5,000.00
Black Lives Matter	30,000.00
LGBT Consortium	5,800.00
	<b>40,800.00</b>

The UK Black Pride funds were allocated for the Voice and Dance Project and were meant to be used within six months. The UK Black Lives Matter grant, on the other hand, was awarded to cover general charity expenses and support the organisation's daily activities for 24 months. The funds from the LGBT Consortium were intended for capacity building and general expenses for a one-year period. This grant helped the charity to provide urgent and basic day-to-day necessities for its members.

- We did not have a paid staff and depended mainly on volunteers.
- During FY23, we acquired more podcast equipment, cameras, an outdoor PA system, and office and studio furniture.

## Out & Proud African LGBTI

### Balance Sheet

As Of 31 March 2023

		Unrestricted Fund (£)	Restricted Funds (£)	Total 2023 (£)
<b>FIXED ASSETS</b>				
Office Furniture/Equipment	5	6,195.30		6,195.30
<b>CURRENT ASSETS</b>				
Accrued Income				
Cash at bank and in hand	6	1,016.54	20,904.78	21,921.32
Depreciation				
<b>CREDITORS:</b>				
amount falling due within one year		-	-	-
<b>NET CURRENT ASSETS</b>		7,211.84	20,904.78	28,116.62
<b>NET ASSETS</b>		7,211.84	20,904.78	28,116.62
<b>CHARITY FUNDS</b>				
General Funds		7,211.84		
Restricted Funds			20,904.78	
<b>TOTAL FUNDS</b>		7,211.84	20,904.78	28,116.62

### Notes to the accounts for the year ended 31 March 2023 (continued)

#### 5. Cash at the bank and in hand

Cash at bank	22544.00
Cash at hand	231.18
Total	22,775.18

OPAL maintains a small fund for transportation and food costs for members forced to survive without access to public funds or on the National Asylum Support Service's standard payment £40.85 per week.

We did not calculate the depreciation of the asset since we bought most of the assets towards the end of our financial year.

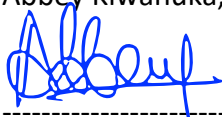
### **Cash in hand certificate**

This cash in hand as of 31 March 2023 is as follow:

Location	Amount £s
198 Contemporary Office	231.18
Total cash in Hand	<u>231.18</u>

As approved by the trustees on and signed on their behalf by:

Abbey Kiwanuka, Chair of the Board of Trustees



Edrisa Kiyemba, Trustee



Date 05 September 2023