

# TRIO UGANDA

**Annual Report & Inspected Accounts  
Year ending 31 March 2025**



**Charity number: 1174365**

The trustees of Trio Uganda present their report on the charity and its financial statements for the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025.

## **Administrative details**

### **Trustees**

Kevin Ford (Chair)

Jonathan Sait (Treasurer)

David White

Rachel Sanders (from 23/10/2024)

### **Registered Address**

61 Plasturton Avenue

Cardiff

CF11 9HL

### **Bank**

Lloyds Bank

Queen Street

Cardiff

### **Volunteers**

Samuel Okwii: Uganda Field Officer

Rosalind Gasper: Advisor

## **Ugandan Partners during the year**

Agaria Community Foundation, Agaria Island, Kumi

Busiliwa Junior School and Women of Hope, Bududa

## **Structure, governance & management.**

Trio Uganda was entered into the Charity Commission register as a Charitable Incorporated Organisation on 24th August 2017 under the number 1174365. The charity's governing document is its Constitution. A copy is available on the charity's website <https://www.triouganda.org/>

In selecting individuals for appointment, the charity trustees have regard to the skills, knowledge and experience needed for the administration of the CIO. New trustees receive induction, a copy of the Constitution & the latest annual report & financial statements.

Trustees are encouraged to participate in visits to Uganda when conditions and finances allow. The trustees give their time voluntarily and received no remuneration or benefits during the period of this report.

## **Objectives & activities**

The Objects of the charity are defined in Section 3 of its Constitution:

- a. The prevention or relief of poverty in Uganda by providing grants, items, and services to individuals in need and/or charities, or other organisations working to prevent or relieve poverty.
- b. The relief of sickness and preservation of health in Uganda for those in need by reason of poverty, infirmity, age, or disability.
- c. To develop the capacity and skills of the members of the socially and economically disadvantaged communities of Uganda in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

## **History and structure**

Trio Uganda developed from secondments in 2016 with the Wales and Africa programme, an anti-poverty initiative funded by the Welsh Government.

Before registration as a CIO, Trio Uganda worked as an informal group during two visits to Uganda, supported by Wales and Africa grants. A year's preparatory work resulted in a seamless transition to charitable work.

The charity is volunteer-led with minimal overhead and governance costs, and benefits from committed volunteers in the UK and Uganda.

## **Public benefit of the charity's Objects**

The trustees have paid due regard to the Charity Commission's guidance on public benefit in planning activities and conducting meetings. The trustees are confident that Trio Uganda's aims, outcomes, and impact accord with the regulations on public benefit.

Trio Uganda's mission is to collaborate with Ugandan partners to effect social change at the local level in pursuance of sustainable development.

In the reporting period, the charity worked consistently to prevent or relieve poverty by strengthening the assets, funding, resources, services and reach of partner organisations to improve the health, well-being and economic independence of communities and individuals.

With the support of funding bodies and donors, the charity and its partners delivered improvements to nutrition, medical access, safeguarding of vulnerable children and youth, young mothers, older citizens, and families impacted by illness and disability.

At Busiliwa Junior School, the charity continues to support forty children orphaned by flood and landslide disasters in Bududa District.

Provision also included support to school pupils, university students, income generation, vocational training, and small-scale agriculture.

## **Local to global partnership – Asset-Based Community Development**

Trio Uganda works to the principles of Asset-Based Community Development (ABCD). In contrast to the traditional needs-based approach that addresses perceived "deficiencies," asset-based development genuinely seeks to empower citizens by utilising their resources, abilities, and insights to solve local problems.

Trio Uganda believes that small, citizen-led Community Based Organisations (CBOs) rooted in their communities can deliver real and sustainable local change. We trust the skills and knowledge of our grassroots partners who live and work in urban and rural areas of extreme poverty, impacted by HIV/AIDS, malaria, social and economic exclusion, food insecurity and climate threat.

Grassroots organisations address complicated issues with minimal resources. They tend to work in isolation and are usually excluded from sources of funding and support that can move them forward. The work of most CBOs is ill-matched to the funding structures and programmes of larger NGOs and government initiatives. They are not well-served by the ‘development industry’ but are ideally placed to deliver what is needed.

Local organisations provide incalculable support to those most in need. Volunteers and staff are ordinary citizens, subject to the same social and economic pressures as beneficiaries. They know what is needed and understand from experience that poverty is a complex structural outcome of inequality, injustice, disenfranchisement, climate change and misappropriation.

*‘On their own, these organisations are small, nimble, tenacious, and inspiring. They are also fragile and burdened by the very circumstances they are fighting to transform. And their potential to change the world is worth everything we’ve got.’ Grassroots Manifesto, Global Fund for Children (2013).*

Our partner organisations exist because of the unwavering commitment of local people. The charity’s role is to increase effectiveness and impact by securing financial resources to fulfil community plans and projects.

### **Community celebration in Agaria**





## Overview of the year

A clear funding strategy saw increased income from trusts and foundations, but a decline in private donations due to the cost-of-living crisis. Match funding and follow-on grants were timely and impactful. Our financial accounts give details of the eleven grants received in the year. We are particularly grateful to the Clive Richards Foundation and Just Trust for their ongoing support.

Funding success is tempered by the accelerating decline in overseas grant opportunities as many trusts suspended or closed their programmes in the year. The greatest impact was felt by Busiliwa Junior School, as only one grant was secured for the partnership. However, thanks to the Coles-Medlock Foundation, the school's music and performance income project is already raising donations.

Cuts to government aid budgets will increase competition for funding, and there is a clear retreat from international solidarity. Vulnerable communities will pay the price.

## Partnership achievements – Agaria Report by Charles Olupot

The Agaria Community Foundation continues to make significant progress in its mission to transform the village of Agaria through targeted interventions in education, economic empowerment, and social welfare.

This report outlines our accomplishments in the year, current projects, and plans, demonstrating our commitment to sustainable community development.

Trio Uganda has continued to support us at every step, and the partnership is strong. We thank our Welsh friends for introducing the concept of a Community Foundation that not only prioritises cooperative action but generates income for the benefit of all.

The community increasingly understands the concept and responsibilities of Asset-Based Community Development. Our people are very vocal and thrive in a way of working that requires debate and discussion, and being directly involved in service development and control of finances.

Sam Okwii, Trio Uganda's field officer, maintains close contact with all aspects of the programme and has always guided action and addressed emergencies promptly. We look forward to a planned visit by Trio Uganda in October when we can review progress, address setbacks, and plan next steps.

## Challenges

While celebrating our achievements, we face persistent pressure, including limited funding streams open to African communities, grant delays, and the need to coordinate multiple development initiatives simultaneously to avoid charges of favouritism. We have also been impacted by serious storms, floods, and outbreaks of sickness. We have also buried many elders this year. But challenges bring opportunities, and we always remember that it was the failure of our cassava crop that brought Trio Uganda to Agaria.

Inflationary pressures continue to increase costs across Uganda, and the recent cessation of USAID will compromise progress for all areas. The impact on HIV/AIDS programmes is unclear, but refugee programmes in the north are already seeing a reduction in food provision.

We are also informed by Trio Uganda that funding in the UK is changing, with increased competition for grants and the closure of many grant bodies. We understand that the UK is affected by inflation, post-COVID conditions, economic contraction and increasing hostility to the concept of international solidarity. We worry that communities across Africa will pay the price in lives and progress.



**Female youth meeting**

## Education and training

Our school infrastructure development program reached important milestones this year. Grant funding from the Kitchen Table Charities Trust and Clive Richards Foundation resulted in our village building team constructing four classes from ecological bricks and installing windows and doors.

Trio Uganda provided desks and other furniture in all completed classrooms. These improvements have created a more conducive learning environment that has directly contributed to increased enrolment, with the school now serving 244 eager young learners.



**Primary school Phase 1**



**Pupils enjoy their new desks after floor learning**

Rapid enrolment has outpaced our current capacity, creating urgent needs for more classrooms, teachers, and learning materials. Maintaining the quality of education while expanding access remains a delicate balance, and the nutrition program currently only reaches 40% of students due to funding limitations.

The foundation's education support programs continue to expand opportunities for Agaria's youth. We currently provide full bursaries to ten secondary school students, carefully selected to ensure gender balance. Thanks to a grant from the British Humane Association, three young people are on graduate training programs in nursing, and community law and administration.



On graduation, the nurses will significantly enhance local capacity, running a planned community clinic linked to the statutory health system.

### **Animal husbandry and rice production**

Grants from the Hilden Charitable Fund and the Eleanore Rathbone Trust were exceptionally important and timely. They injected enthusiasm into the community at an early stage because people saw that local plans were recognised and rewarded by overseas funders.

There is a need to manage over-ambitious expectations of external assistance following the positive start to the programme. Emphasis must always be on what we can achieve ourselves, rather than waiting for gifts from afar.



We aim to build on a good start by increasing the breeding stock by 30% per year, establishing a revolving fund from offspring sales and extending training in animal husbandry.

Rice production is at the heart of our community. When the Foundation has the resources, it will purchase all village rice each season at a guaranteed price, selling it in bulk after refining and returning the proceeds to the Foundation for investment in community programmes.



### Partnership priorities for the next year

- A minimum of four new classrooms at Busiliwa Junior
- Construction of more eco-brick classrooms in Agaria
- Income generation projects to increase partner independence
- A funded health project to support older citizens
- Continuation of school and college bursaries
- Funded apprenticeships and skill pack training

### Funding and risks

All donations and grants were distributed to Uganda partners. UK costs in the year were met by the trustees. The greatest problem is securing unrestricted funding to meet the range of arising demands at the community level, especially medical emergencies and support following disasters or violence against the individual.

The strategy for the next financial period is to build diversified income through increased donations, targeted applications, new business sponsorships, and income generation by Ugandan projects to increase independence.

## Reserves policy

The trustees consider that free reserves should be a minimum of three months' expenditure. Every effort will be made to set aside sufficient resources, but the goal is unlikely to be achievable over the next financial year.

The accumulation of reserves will take time as current income is fully committed each month, but the adopted reserves policy recognises the future need to set aside resources. Reserves will:

- secure existing and ongoing commitments to Ugandan partners
- provide funds at short notice in the event of emergencies.
- meet administration, fundraising and unforeseen costs.

The intention to set aside three months of revenue reflects the expectation that over time, the charity will expand its work and commitments in Uganda, requiring additional investment for early-stage projects. The required level of reserves is an integral part of the scheme's planning, budget, and forecast cycle.

## Safeguarding

High-profile cases of serious safeguarding failures by NGOs continue to emphasise the need for overseas organisations to protect beneficiaries and staff from sexual exploitation, physical and mental abuse, and harassment.

Trio Uganda is committed to the protection of all and operates a safeguarding policy that ensures all UK volunteers visiting Uganda hold a current enhanced DBS check.

Our Ugandan partners work in communities affected by gender violence, trafficking, child physical abuse and sexual exploitation. All partners collaborating with Trio Uganda have demonstrated their commitment to safeguarding and understand the need to protect those at risk.

Trio Uganda and its partners work to ensure that criminal acts are reported and investigated by statutory authorities with the expectation that such authorities will conduct their work transparently and diligently, free from corruption, collusion, bias, and political favouritism.

The charity's Safeguarding Policy is available on its website.



**Thank you to our team on the ground**



**Sam Okwii**



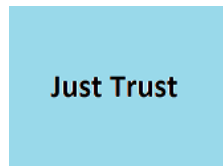
**Charles Olupot**



**David Kuloba**



## Grant funders in the year



## BRITISH HUMANE ASSOCIATION

## KITCHEN TABLE CHARITIES TRUST

**The Hilden  
Charitable  
Fund**

Eleanor  
Rathbone  
Charitable  
Trust



The  
Oakdale  
Trust

## CB and H H Taylor 1984 Trust



**LACES  
EDUCATIONAL**



**TRIO  
International  
Poetry Competition**

**Judge  
Angela Graham**

**£1,000 First Prize  
2nd £300 3rd £100  
4 commended poems £25 each**

**Closing date 31<sup>st</sup> October 2024**

**Grateful thanks to all individual supporters**

**Trio Uganda**  
(Registered charity, number 1174365)  
**Financial statements**  
**for the year ended 31 March 2025**

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**Trio Uganda  
Trustees' annual report  
for the year ended 31 March 2025**

**Full name** Trio Uganda

**Organisation type** Charitable incorporated organisation

**Registered charity number** 1174365

**Principal address** 61 Plasturton Avenue, Cardiff, CF11 9HL

**Trustees**

Kevin Ford, Chair

David White

Jonathan Sait, Treasurer

Rachel Sanders, from 23/10/24

**Independent examiner**

John O'Brien, employee of Community Accounting Plus, Units 1 & 2 North West, 41 Talbot Street, Nottingham, NG1 5GL

**Governance and management**

The charity is operated under the rules of its constitution adopted 24/08/2017. In selecting individuals for appointment, the charity trustees have regard to the skills, knowledge and experience needed to administer the CIO and implement programmes in Uganda. Vacancies are advertised through online publicity and networks. New trustees receive induction, a copy of the Constitution & the latest annual report & financial statements. Trustees are encouraged to participate in appropriate training and visits to Uganda when conditions and finances allow.

**Objectives and activities**

- a) The prevention or relief of poverty in Uganda by providing; grants, items and services to individuals in need and/or charities, or other organisations working to prevent or relieve poverty.
- b) The relief of sickness and preservation of health in Uganda for those in need by reason of poverty, infirmity, age or disability.
- c) To develop the capacity and skills of the members of the socially and economically disadvantaged communities of Uganda in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

**Summary of the main activities undertaken for the public benefit**

The principles of Asset-Based Community Development (ABCD) guide Trio Uganda's work. This strengths-based approach empowers communities by identifying and leveraging their existing assets—such as skills, knowledge, local institutions, and networks—to drive sustainable development. Rather than focusing on deficiencies, ABCD fosters local leadership, collaboration, and resource mobilization to create lasting, community-led solutions. The charity partners with registered Ugandan grassroots organisations to strengthen and organise material and human assets to realise long-term improvements to education, health, well-being and economic independence in impoverished communities.

## **Trio Uganda**

With the support of funding bodies and donors, the charity and its partners design and deliver facilities and services to improve access to income generation, savings, education, nutrition, medical care, child and family safeguarding, and care for the elderly and disabled. Provision also includes support for university students, vocational training, and small-scale sustainable agriculture.

### **Public benefit statement**

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

The trustees have paid due regard to the Charity Commission's guidance on public benefit. The trustees are confident that Trio Uganda's objectives, outcomes and impact accord with the regulations on public benefit and no private benefit is forthcoming. Trio Uganda's mission to effect social change at the local level accords with statutory and international commitment to sustainable development in Africa.

### **Summary of the main achievements during the period**

Eleven charitable grants accelerated our impact and consolidated progress with our two community partners: Agaria Community Foundation in Kumi District and Busiliwa Junior School in Bududa District.

In the year, our work benefitted at least 4,500 children, youth, and adults.

In Agaria, activities included the establishment of household husbandry and agriculture projects, purchase of agricultural equipment, the first-stage construction of the community's first primary school, refurbishment of buildings, construction of latrines, bursary support of college and university students, school bursaries, provision of scholastic materials and furniture, and emergency health support.

Busiliwa Junior School and Sunrise, the residential unit, were supported with nutrition, teacher and staff support, medical assistance, and new latrines. The school's music income generation project continues to be supported.

### **Financial review**

Grant makers continue to be oversubscribed, and many closed in the year. However, we were successful with eleven grants, providing sufficient capital to undertake important restricted projects and maintain services from unrestricted funds.

Diversification of income to avoid grant dependency and expansion of Wales-based activities is part of the new charity strategy.

We continue to be a high-ranked organisation on the Global Giving platform and benefit from the organisation's support and funding streams.



## **Trio Uganda**

### **The charity's policy on reserves**

The accumulation of reserves is not a priority, although it is desirable. We aim to use all income to develop the independence and self-sufficiency of our partners. Current income is fully committed each month; building reserves will require a broadening of income sources. The charity has no paid employees, and UK costs are negligible, protecting the charity from insolvency and closure.

### **Financial risks**

As a volunteer-led charity, we benefit from low UK costs. Like all charities, we are dependent on the recruitment and commitment of donors; the aftermath of the pandemic, inflation, and the cost-of-living crisis continues to impact discretionary income and make business sponsorships hard to secure.

A marked reduction in the number of charitable funders and the increase in competition for available funds make income diversification a priority. Donations from trustees were necessary to fill income gaps as unrestricted charitable funding is ever-more difficult to access.

Signed on behalf of the charity's trustees:

A handwritten signature in black ink, appearing to read 'K. Ford', with a horizontal line underneath.

Signed  
Kevin Ford, Trustee

Date 10/4/2025

**Independent examiner's report to the trustees of  
Trio Uganda  
for the year ended 31 March 2025**

I report to the trustees on my examination of the accounts of Trio Uganda (the charity) for the year ended 31 March 2025.

**Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

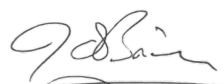
I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed  Date 10/04/2025  
John O'Brien MSc, FAIA, FCIE  
Employee of Community Accounting Plus

**Trio Uganda**  
**Receipts & payments account**  
**for the year ended 31 March 2025**

2024			Unrestricted	Restricted	2025
Total			Funds	Funds	Total
Funds			Funds	Funds	Funds
£		Note	£	£	£
	<b>Receipts</b>				
5600	Grants	2	3100	28715	31815
13628	Donations		9221	2410	11631
3652	Gift aid		1165	-	1165
3156	Fundraising events		2244	-	2244
163	Sundry receipts		149	-	149
<u>26199</u>	<b>Total receipts</b>		<b>15879</b>	<b>31125</b>	<b>47004</b>
	<b>Payments</b>				
-	Agriculture		155	7000	7155
1483	Art		-	-	-
-	Bank charges		65	-	65
3478	Bursaries		4578	7100	11678
-	Construction		1437	9965	11402
7783	Education & Training		1551	310	1861
-	Elderly support		2000	-	2000
1125	Events		90	750	840
190	Fieldwork and project support		-	-	-
-	Income generation projects		322	6000	6322
564	Insurance		591	-	591
3243	Medical		1062	-	1062
980	Music		-	-	-
-	Nutrition & Health		1138	-	1138
-	Prizes		1456	-	1456
612	Rent		-	-	-
5405	Savings and loans for groups		-	-	-
1234	Social support		1444	-	1444
99	UK Costs		-	-	-
<u>26196</u>	<b>Total payments</b>		<b>15889</b>	<b>31125</b>	<b>47014</b>
3	<b>Net receipts/(payments)</b>		(10)	-	(10)
7	Cash funds at start of this period		10	-	10
<u>10</u>	<b>Cash funds at end of this period</b>		<b>-</b>	<b>-</b>	<b>-</b>

**Trio Uganda**  
**Statement of assets and liabilities**  
**at 31 March 2025**

2024		2025
£		£
10	<b>Cash assets</b>	
<u>10</u>	Bank accounts	<u>-</u>
		<u>-</u>
	<b>Other monetary assets</b>	
517	Prepayments - insurance	541
<u>517</u>		<u>541</u>
	<b>Liabilities</b>	
(594)	Legal & professional - IE fee	(618)
<u>(594)</u>		<u>(618)</u>

These financial statements are accepted on behalf of the charity by:

Signed   
Jonathan Sait, Trustee

Dated 10/04/2025



**Trio Uganda**  
**Notes to the accounts**  
**for the year ended 31 March 2025**

**1. Receipts & payments accounts**

Receipts and payments accounts contain a summary of money received and money spent during the period and a list of assets and liabilities at the end of the period. Usually, cash received and cash spent will include transactions through bank accounts and cash in hand.

**2. Grants & donations**

	Unrestricted £	Restricted £	Total £
Coles-Medlock Foundation	-	6000	6000
Kitchen Table Charities Trust	-	5500	5500
British Humane Association	-	5000	5000
The Hilden Charitable Trust	-	5000	5000
Clive Richards Foundation	-	3965	3965
Eleanor Rathbone Charitable Trust	-	2000	2000
Oakdale Trust	-	750	750
C B & H H Taylor 1984 Trust	-	500	500
Souter Charitable Trust	2000	-	2000
Just Trust	800	-	800
Laces Educational	300	-	300
Sundry donations	9221	2410	11631
	<b>12321</b>	<b>31125</b>	<b>43446</b>

**3. Funds analysis**

	Opening balance £	Receipts £	(Payments) £	Closing balance £
<b>Restricted funds</b>				
Homestead husbandry project	-	2000	(2000)	-
Agricultural equipment, stock & veterinary care	-	5000	(5000)	-
Community-based bursaries	-	7410	(7410)	-
Primary school construction	-	9965	(9965)	-
Female-led events management project (Muziki)	-	6000	(6000)	-
Volunteer event	-	750	(750)	-
	-	<b>31125</b>	<b>(31125)</b>	-
<b>Unrestricted funds</b>				
General fund	10	15879	(15889)	-
	<b>10</b>	<b>15879</b>	<b>(15889)</b>	-

## **Trio Uganda**

### **Description of restricted funds**

British Humane Association: Community-based bursaries

C B & H H Taylor 1984 Trust: Contribution to construction

Clive Richards Foundation: Primary school construction

Coles-Medlock Foundation: Female-led events management project (Muziki)

Eleanor Rathbone Charitable Trust: Homestead husbandry project

Hilden Charitable Fund: Agricultural equipment, stock and veterinary care

Kitchen Table Charities Trust: Construction of nursery and Primary 1 classroom

Oakdale Trust: Contribution to volunteer event

### **4. Trustees' remuneration**

Trustees received no expenses, remuneration or benefits in this period.

### **5. Glossary of terms**

**Prepayments:** These are services that the charity has paid for in advance, but not used during the accounting period.

**Restricted funds:** These are funds given to the charity, subject to specific restrictions set by the donor, but still within the general objects of the charity.