



## Independent examiner's report on the accounts

Section A

### Independent Examiner's Report

**Report to the trustees/  
members of**

Charity Name  
AdAmi Project

**On accounts for the year  
ended**

31<sup>st</sup>. December 2024

**Charity no  
(if any)** 1179605

**Set out on pages**

One and Two

(remember to include the page numbers of additional sheets)

**Respective  
responsibilities of  
trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent  
examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent  
examiner's statement**

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 130 of the Charities Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act 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.

**Signed:**

*Alex A Clements*

**Date:**

*15/11/2024*

**Name:**

Rev'd. A. A. Clements MA, ACIB, FCIE

**Relevant professional  
qualification(s) or body  
(if any):**

Fellow Association of Charity Independent Examiners.  
15 Carleton Road, Great Knowley, Chorley PR6 8TQ.



## Receipts and payments accounts

CC16a

For the period  
from

1st January 2024

To

31st December 2024

### Section A Receipts and payments

	Unrestricted to the nearest £	Restricted funds to the nearest £	Endowment to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
T&F	66,200	15,500	-	81,700	45,270
Individuals	15,798	-	-	15,798	13,705
Events	6,012	-	-	6,012	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total(Gross income for AR)</b>	<b>88,010</b>	<b>15,500</b>	<b>-</b>	<b>103,510</b>	<b>58,975</b>
<b>A2 Asset and investment sales, (see</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>88,010</b>	<b>15,500</b>	<b>-</b>	<b>103,510</b>	<b>58,975</b>
<b>A3 Payments</b>					
Programme - MEANS	37,853	3,175	-	41,028	22,427
Programme - AdAmi SL	37,147	4,905	-	42,052	22,238
Admin	320	-	-	320	250
Travel	3,100	-	-	3,100	1,537
Monitoring & Evaluation	-	1,500	-	1,500	-
Events	2,623	-	-	2,623	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>81,043</b>	<b>9,580</b>	<b>-</b>	<b>90,623</b>	<b>46,451</b>
<b>A4 Asset and investment purchases,</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>81,043</b>	<b>9,580</b>	<b>-</b>	<b>90,623</b>	<b>46,451</b>
<b>Net of receipts/(payments)</b>	<b>6,967</b>	<b>5,920</b>	<b>-</b>	<b>12,887</b>	<b>12,523</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>45,100</b>	<b>3,000</b>	<b>-</b>	<b>48,100</b>	<b>35,577</b>
<b>Cash funds this year end</b>	<b>52,067</b>	<b>8,920</b>	<b>-</b>	<b>60,987</b>	<b>48,100</b>

### Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted to nearest £	Restricted funds to nearest £	Endowment to nearest £
<b>B1 Cash funds</b>	Cash at bank	52,067	8,920	-
		-	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>52,067</b>	<b>8,920</b>	<b>-</b>
	(agree balances with receipts and payments account (s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

**B3 Investment assets**

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

**B4 Assets retained for the charity's own use**

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

**B5 Liabilities**

Details	Fund to which	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>E Phillips</i>	Emily Phillips	31st March 2025
<i>D Hazlewood</i>	Donna Hazlewood	31st March 2025

<b>Trustees' Annual Report for the period</b>								
<b>From</b>		Period start date			<b>To</b>	Period end date		
		1	Jan	2024		31	Dec	2024

## Section A Reference and administration details

<b>Charity name</b>	AdAmi Project
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<b>Other names charity is known by</b>	
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<b>Registered charity number (if any)</b>	1179605
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<b>Charity's principal address</b>	1 Trillo Avenue
	Rhos on Sea, Colwyn Bay
	Conwy
	<b>Postcode</b> LL28 4NS

### Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Kirsty Wood	Chair	Retired on 30/08/24	
2	Emily Phillips	Chair	Appointed 30/08/24	
3	Donna Hazlewood	Treasurer		
4	Emily-Anne Tunnacliffe	Trustee		
5	Polly Blenkin	Trustee		
6	Cathy Drew-Brewsford	Trustee	Appointed 26/03/24	
7	Jenny Benton	Trustee		
8	Dr Aba Lisa Graham	Trustee		

### Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

### Name of chief executive or names of senior staff members (Optional information)

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## Section B

## Structure, governance and management

### Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	CHARITABLE INCORPORATED ORGANISATION
Trustee selection methods (eg. appointed by, elected by)	Self-appointed

### Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

None

## Section C

## Objectives and activities

### Summary of the objects of the charity set out in its governing document

The objects of the CIO are:

- (i) To advance the education of children and young adults in Sierra Leone, particularly those affected by pregnancy and early motherhood, by providing and assisting in the provision of facilities for education.
- (ii) The prevention or relief of poverty in Sierra Leone through the provision of shelter, food, health, education and other charitable services as the trustees from time to time deem appropriate.

**Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)**

In 2024, we worked in close partnership with two locally registered non-government organisations (NGOs) in Sierra Leone: our sister organisation AdAmi Project Sierra Leone and Movement for Education and Advocacy Salone (MEANS). Both are run by experienced local teams with an excellent understanding of the local context and strong working relationships with the communities in which we work.

Over the 12 months, **198** young mothers in Bo and Kenema districts participated in some or all of our programme activities. This consisted of:

- 1) Scholarships and material support to return to education (secondary and university level) or pursue vocational training;
- 2) One-to-one and group mentoring to help young mothers grow in confidence and self-esteem, and to set and work towards life goals;
- 3) Family mediation support to help rebuild relationships that have broken down, and to ensure that the young mothers have a safe place to call home;
- 4) Business grants both to young mothers and their caregivers to help them set up or grow small businesses, helping the family to become financially more secure;
- 5) Childcare provision to ensure the young mothers are able to go to school/training and concentrate on their studies;
- 6) Wider support and interventions, including grassroots community engagement and awareness-raising activities.

We confirm that the trustees have had regard to the Charity Commission's guidance on public benefit.

**Additional details of objectives and activities (Optional information)**

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Safeguarding is paramount to the AdAmi Project, and we share this responsibility with our local partners. We require all local partners to have a robust safeguarding policy in place and to submit details of any safeguarding incidents to us within quarterly safeguarding reports. We are pleased to report that there were no major safeguarding incidents in 2024.

The AdAmi Project has its own safeguarding policy, which is reviewed and updated regularly. Should any trustee, volunteer, or supporter visit the work in Sierra Leone, they are required to review and comply with our safeguarding policies and procedures. Depending on the nature of their contact with beneficiaries, they may also be required to undergo a DBS check.

**Summary of the main achievements of the charity during the year**

In 2024, 198 young mothers ranging in age from 12 to 25 accessed tailored, holistic support through our project in three communities of Bo district (Baoma, Gondama, and Bo town) and a handful in Kenema town. These young mothers joined our project at varying points between 2021 and 2024. Typically, they remain part of our project for two to four years, but sometimes less/more, depending on their individual needs and circumstances.

Over the reporting period, we delivered the following activities:

- **53 young mothers were supported to return to or remain in school.** At the start of the school year, they received uniforms, stationery, and core textbooks. Childcare support, sanitary pads (distributed monthly), and a weekly transport allowance, if needed, were also provided.
- **139 young mothers were supported to move into or continue full-time vocational training courses.** The project covered annual course fees, and students received uniforms, learning materials/tools, childcare support, sanitary pads (distributed monthly), and a weekly transport allowance.
- **Six young mothers received scholarships to continue or begin university education.** The young mothers are studying nursing, social work, community and early childhood development.
- **47 young mothers who graduated from their vocational training courses during the year received individual start-up kits** (e.g., sewing machines, hairdressing scissors, and mirrors) to help them continue their trade, either at a local workplace or as small business owners.
- **192 young mothers (excluding university scholars) participated in regular life skills sessions** at the monthly circle of confidence gatherings and weekly sessions, which equipped them with new information, knowledge, and skills on a broad range of topics.
- **198 young mothers were monitored weekly at their homes and/or places of study.** These visits were essential in providing ongoing support and encouragement while enabling the team to identify and resolve any issues that arose.
- **Eight family meals were organised.** These meals helped to engage the families, bringing them together to share information and updates from the project whilst ensuring their buy-in and support.
- **69 business grants were distributed to carers/families to help them set up or grow their businesses.** By doing so, we helped families to generate additional household income. In return for these grants, receivers agreed to provide childcare and support to the young mothers.
- **76 local women received a small monthly stipend** in return for providing childcare while the young mothers attended school or training.
- **Upwards of 80% (157) of the young mothers received support to rebuild or maintain peaceful relationships with their families.** This included family

counselling and mediation sessions to ensure that they had a safe place to call home and the love and support of their families.

- **We continued to support the growth of the Community Girls Network.** Over 300 more young mothers and other vulnerable girls/young women participated in activities delivered through the network. This included attendance at local awareness-raising and advocacy events, participation in livelihood and skills training activities, and participation in sports and social events organised through the network.
- **With a restricted grant from a UK Foundation, we opened a new tailoring social enterprise in Bo town.** The enterprise has two primary objectives: 1) to provide young mothers with pathways to stable employment and entrepreneurship after completing their vocational training; and 2) to create a sustainable revenue stream for the AdAmi Project, with profits reinvested to further support its activities.

#### Summary of achievements:

This year, 198 young mothers participated in our project, exceeding our target of 150. The retention rate was exceptionally high at 97%, reflecting the effectiveness of our targeted and holistic support.

Key results against our project's four intended outcomes:

#### Outcome one: Increase education opportunities for young mothers

- Of the 40 young mothers who pursued formal schooling during the 2023/2024 academic year, 39 (98%) completed the entire school year.
- Of the 12 young mothers who sat BECE, all 12 passed and progressed to SSS1.
- Of the 10 young mothers who sat WASSCE, 7 passed and graduated from senior secondary school. The others are being supported to re-sit privately this year.
- This year, 100% (47) of young mothers successfully graduated from their vocational training course.

#### Outcome two: Increase income opportunities for young mothers

- 100% of the 47 young mothers who graduated from their vocational training courses in 2024 have new skills and tools to secure work and earn an income.
- Of 43 young women who completed the endline, 21 (49%) are in paid employment/apprenticeships or running their own businesses; 7 (17%) are pursuing unpaid apprenticeships in their selected trades; and 15 (34%) are unemployed but seeking work.
- 87% rated their financial security as good or OK, compared to 0% at baseline. The average income was 20-45 SLL per day. While earnings are still low, many are committed to developing their skills and in formal apprenticeships that provide a stepping stone to build.

#### Outcome three: Young mothers have improved life skills and well-being and are able to make informed choices

- 93% expressed feeling good about their physical health (v's 11% at baseline)
- 87% expressed feeling good about their emotional and mental health (v's 21% at baseline)



- 83% reported feeling happy (v's 0% at baseline)
- Young mothers showed high confidence levels in all areas of their lives, setting a strong foundation for their lives going forward. All young mothers agreed that they had good self-esteem, 89% felt confident in who they are, and 85% knew their rights (v's 8% at baseline).

**Outcome four: Young mothers are supported by and safe in their communities**

- 100% of young mothers now have secure and safe housing (v's 50% at baseline)
- 96% agreed that they now have the support of their families (v's 45% at baseline)
- 100% feel they are accepted and supported by their community now expressing good or OK relationships (v's 15% at baseline)

**Other achievements and highlights from the year:**

**Amplifying the voices and visibility of young mothers**

Increasing young mothers' voices and visibility within our programme, including ensuring that our interventions and priorities reflect their needs and wants, is essential. This year, we made good progress towards this goal.

In October, we recruited eight young mothers to work alongside our team to serve as peer mentors. They now work with us to assist with key day-to-day activities, including monitoring tasks and delivering life skills sessions. They receive a monthly stipend whilst gaining new skills and valuable work experience. We also learn a lot from the young mothers, who share their insights and ideas daily with the team.

**Networking and profile raising in Sierra Leone**

In 2024, we continued to raise our profile and voice in Sierra Leone through our local partners, who attended consultations, meetings and events with stakeholders and other organisations throughout the year. This included participating in several high-profile awareness-raising and advocacy events in Bo, such as International Women's Day celebrations and the 16 Days of Activism Against Gender-Based Violence. A cross-section of the young mothers also joined in to celebrate these events.

**UK fundraising success**

We continued to nurture and grow existing and new donor relationships this year. We remain grateful for the ongoing support of numerous trusts and foundations, as well as a small but growing pool of individual donors.

In October, we participated in the Big Give Women and Girls Match Fund, raising an incredible £10,055 from 111 individual donations. A special thanks go to our individual pledgers and the Coles-Medlock Foundation for championing our campaign.

In November, we teamed up with Freetown-born Chef Maria Bradford to hold a special supper club event in London. Almost 70 people joined us for an evening of good food and company while raising funds and awareness of our work. Over £4,100 was raised on the night.

These targeted activities and fundraising efforts have enabled us to achieve significant income growth this year. We would like to thank all of our generous supporters for making this possible.

### **Strengthening our M&E**

Thanks to a standalone grant from a UK Foundation, we recruited a UK-based MEL consultant who worked alongside us to review, update, and strengthen key MEL tools. Five days of consultancy support resulted in an updated ToC and a reviewed and strengthened log frame, baseline, and end-line surveys. We also were able to invest in our local M&E by recruiting and training graduating young mothers to serve as local assistants within our team.

### **Appointment of new UK Chair**

In August, we appointed Emily Phillips as the new Chair of the Trustees. Her appointment follows the retirement of Kirsty Wood, who has now completed her term limit on the Board. Emily has been closely involved with the project as a volunteer since 2018, so she is a familiar face within the charity.

Kirsty will continue to oversee the charity's day-to-day running as Founder and volunteer CEO, including working closely with the Board.

### **Impact stories**

#### **Training a new generation of nurses in Sierra Leone**

With a scholarship from the AdAmi Project, Christiana is currently studying nursing in her second year of university.

Christiana joined our project as a secondary school scholar in 2020. Despite being a star pupil, she was expelled by the school when the pregnancy was discovered (at the time there was a nationwide ban on pregnant girls going to school). Her mother also drove her from the family home, leaving her to rely on a friend for shelter and help. 'I just felt so bad,' Christina explains, 'I would sit idle and depressed, watching my former classmates go to school. They all called me a dropout.'

In September, we met Christiana at her family home, where she now lives peacefully with her family. She sits proudly in her nursing uniform. 'I am so happy. I love this course. I can even care for my child better by prescribing her medicine and treating her at home. I can chase my dreams again.'

#### **'I was a zero, but now I am a hero!'**

Safiatsu reflects on how her life transformed after joining the AdAmi Project. Before she became involved, she felt as though her future was over. 'I felt like I might as well have been dead. Nobody cared for me. I had nothing to do, just sitting at home, alone.'

'When we first met her, she was deeply traumatised and depressed,' explains Andreta, the lead social worker on the project. 'From day one, we were determined to show her that she had value and could become someone. We helped her find the courage to stand tall.'

## Section D

## Achievements and performance

With the support of the AdAmi Project, Safiatu completed an 18-month full-time course in hospitality and catering in December. As part of the programme, she participated in a work placement at a local hotel, gaining valuable hands-on experience in hotel management. Her dedication impressed the hotel managers, and she was offered a full-time position in exchange for a small stipend.

After completing her course, Safiatu was also given a start-up kit to help her launch her business. The kit included cooking utensils and food supplies, which she now uses to fry and sell cakes—a popular street food in Sierra Leone. 'I've used the kit to set up my own business. I fry cakes and sell them in my community,' she says proudly. 'I earn SLL 100-160 a week. It's a good profit, and now I can care for my son and buy him clothes and food. I'm a good mama now!'

The programme's benefits extend beyond this. Throughout her journey, Safiatu has formed deep, lasting friendships with other young mothers in her cohort. Before the project, she had no friends, but that has since changed. She smiles widely, 'Now I have girlfriends! We've all stayed in touch, supporting each other. I even took one of my friends home to my village during the holidays.'

Looking ahead, Safiatu is filled with optimism. 'I will keep rising. I'm going to make it. was a zero, but now I am a hero!'

## Section E

## Financial review

### Brief statement of the charity's policy on reserves

The charity's policy is to maintain reserves at an appropriate level throughout the period which should be equivalent to six months' worth of budgeted project costs.

### Details of any funds materially in deficit

None

### Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

#### Restricted funding - AdAmi Policy

When submitting fundraising proposals AdAmi will generally give an indication of what the funding could be used for. When receiving subsequent grants, unless it is explicitly stated that the funds are to be restricted for a particular purpose, AdAmi assumes the funds are for general use.

## Section F

## Other optional information

## Section G

## Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Emily Phillips

Position

Chair, Board of Trustees

Date

31<sup>st</sup> March 2025