

RAISING FUTURES KENYA

England & Wales · Charity number 1181670

Details

Other names	RAISING FUTURES
Status	Registered
Legal form	CIO
Registered	2019-01-22
Register	View on the Charity Commission register

Contact

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Activities

Objects: (I) TO DEVELOP THE CAPACITY AND SKILLS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED CHILDREN AND YOUNG PEOPLE IN KENYA IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY AND HELP MEET THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.(II) THE PREVENTION OR RELIEF OF POVERTY [OR FINANCIAL HARDSHIP] AMONG CHILDREN AND YOUNG PEOPLE IN KENYA BY PROVIDING OR ASSISTING IN THE PROVISION OF EDUCATION, TRAINING, AND ALL THE NECESSARY SUPPORT NEEDED TO ENABLE INDIVIDUALS TO GENERATE A SUSTAINABLE INCOME AND BE SELF-SUFFICIENT.(III) TO PROMOTE SUSTAINABLE DEVELOPMENT FOR THE BENEFIT OF THE PUBLIC BY:(A) THE RELIEF OF POVERTY AND THE IMPROVEMENT OF THE CONDITIONS OF LIFE IN SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES;(B) THE PROMOTION OF SUSTAINABLE MEANS OF ACHIEVING ECONOMIC GROWTH AND REGENERATION.SUSTAINABLE DEVELOPMENT MEANS DEVELOPMENT WHICH MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS.

Activities: Raising Futures Kenya breaks cycles of poverty and inequality through quality education, skills training, and wellbeing support. Focusing on children and youth, especially girls, we help them gain skills, qualifications, and confidence for employment or entrepreneurship. We partner with a Kenyan NGO, who

deliver free, community-led vocational training, business skills, and wellbeing programmes.

Classification

- **How:** Provides Other Finance, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin

Geography

- Kenya

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£192,787	£193,806	-	-
2024-12-31	£220,527	£225,635	-	-
2023-12-31	£246,265	£212,559	-	-
2022-12-31	£200,823	£212,556	-	-
2021-12-31	£210,539	£205,257	-	-
2020-12-31	£227,845	£195,015	-	-

Trustees

Name	Role	Appointed
Annette Louise Reid		2025-09-03
Christopher Muzonzini		2025-02-01
Daniel Bunter-Jayasuriya		2021-10-07
Dee Russell		2022-11-01
Joshua Dickinson		2025-10-26
Kieran Rafter		2025-02-01
Sophie Tanner		2024-11-01
Thomas Quayle		2025-02-01

RAISING FUTURES KENYA

England & Wales - Charity number 1181670

Accounts

RAISING FUTURES

KENYA



2025

ANNUAL REPORT

Published June 2026

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Message from the Chair of Trustees



As I reflect on the past year at Raising Futures Kenya, I am struck by the journey we have travelled and the path that lies ahead. Our long-term ambition to shift the power while maximizing our impact on young people is not immune to the turbulent realities of the world we inhabit.

This year, our students have navigated a volatile landscape of rising living costs, the fallout of aid cuts, and protests which turned violent. In the UK, we have managed a challenging fundraising environment alongside transitions within our staff and Board.

In this context, Raising Futures Kenya has not only held its course but continued to thrive. This resilience is a testament to the strength of our mission, the clarity of our purpose, and, above all, the tangible results we see in the lives of the young people we support.

We've been developing the relationship between the UK and Kenya Boards. Working together across geographies, we have built trust, shared accountability and a common understanding of what success looks like. Crucially, this relationship is allowing us to shift power in a more intentional and meaningful way. Our Kenyan partners are increasingly shaping not just delivery, but the direction of the organisation — telling us what works, what is needed, and what the future UK organisation should look like. As we look toward 2026, we will renew our strategy using these conversations as our bedrock, ensuring that leadership and decision-making are rooted as close as possible to the communities we serve.



Our donors and partners continue to offer steadfast support because our results speak for themselves. The outcomes achieved by our students—in technical skills, personal confidence, and economic opportunity—provide compelling evidence that our community-led approach works. Every pound entrusted to us is stretched to its limit to ensure high-quality delivery.

Being based in Kenya, I am fortunate to be a regular visitor to our centres, and I am constantly blown away by the young people I meet and what these courses mean to them. At a graduation ceremony in Nairobi earlier this year, I was deeply moved by the stories I heard. Students

spoke not just of the skills they had acquired, but of the futures they were now brave enough to imagine—from launching mobile hair-dressing businesses to offering, quite practically, to fix my car. These moments bring home the true essence of Raising Futures Kenya: it is not just about training; it is about restoring hope, dignity, and possibility.

Raising Futures Kenya is a small organisation, but its influence is significant. It succeeds because it listens, because it trusts local leadership, and because it refuses to overlook the potential of young people. I am immensely proud to serve as Chair of Trustees and to work alongside such committed colleagues, staff, and partners in both Kenya and the UK.

Thank you to everyone who has supported us over the past year. Your belief in this mission makes these outcomes possible. I hope this report gives you a clear sense of what we have achieved together—and the confidence to continue this journey with us.

Sophie Tanner
Chair of the Board of Trustees

Leaders' Reflections



2025 was a year of bold progress amid challenging times. Your support empowered our Kenyan partners to equip over 1,000 children and young people with technical and vocational skills for a brighter future - and to spark ripple effects of transformation across their communities.

Success stories like Roselyn's (p8) and Grace's (p10) highlight these ripples: within families, communities, and even among current Seed of Hope students whom they now mentor. They inspire me with the hope that communities truly can change, one life at a time.

These communities are the experts in their own lives, which is why we remain committed to shifting power to our Kenyan partners. This approach strengthens local leadership to design culturally attuned, sustainable, and transformative programs. By amplifying their expertise and decision-making, we aim for lasting impact that endures beyond our direct involvement. I'm continually inspired by our dedicated team, volunteers, trustees, and Kenyan partners - and deeply grateful to our loyal supporters. Thank you for your role in the successes you will read about in this report.

Laura Armstrong

Interim CEO

High youth unemployment remains one of the defining challenges of our time. At Seed of Hope, our response is to equip young people with market-relevant skills, paired with holistic support that removes barriers to participation and places them on clear pathways for self-reliance. This year, 1,060 young people enrolled across our centers, each taking a deliberate step and putting in the effort to change the story of their lives. Their progress reminds us that our work is not only about individual opportunity, but about strengthening families, communities, and the wider economy.

With our model Toolkit set to launch in 2026, Seed of Hope's proven success is ready to be replicated across diverse contexts, ensuring thousands more youth can access opportunity. We also invested in infrastructure to better support training and student services at our Centers, and continued to advance sustainability through our Greening Technical & Vocational Education & Training (TVET) work. I want to express my deepest gratitude to everyone who has contributed to Seed of Hope's journey this year. To our students, who have shown up with determination despite the many challenges they face, and inspiring us to keep doing this work; to our donors, whose generosity has kept doors open and dreams alive; to our partners, who have walked beside us to extend opportunity further than we could alone; to our staff, whose daily dedication turns vision into action; and to the wider community of supporters who continue to champion youth empowerment - each of you has played a vital role in shaping our work.



Mary Mwangi

Executive Director
Raising Futures Kenya NGO

THE KENYAN LED SOLUTION

Raising Futures Kenya is a small UK-registered charity driving big impacts on youth employment and vocational training in Kenya. We partner closely with a Kenyan-led NGO, guided by local experts Mary Mwangi and Florence Olwenge, to deliver their community-led Seed of Hope programme. For over 20 years, it has equipped young people aged 14-25 with accredited vocational skills, business training, wellbeing support, and qualifications in high-demand trades like catering, hairdressing, carpentry, motor mechanics, and fashion design- plus English, financial literacy, and computer skills.

In Kenya, poverty blocks education (one-third of students drop out of secondary school), while youth (35% of the population) face 67% unemployment, often due to skills mismatches. This fuels exploitation, abuse, violence, trauma, and mental health crises- hitting girls hardest through early marriage, motherhood, or gender-based violence. Around 60% of Seed of Hope participants are female (17% young mothers), and the programme breaks these cycles by fostering self-reliance and employment or self-employment opportunities.



Vision

Our vision is a world where all children and young people in Kenya live with dignity, hope, and the opportunity to fully participate in society.

Mission

Our mission is to create opportunities with children and young people in Kenya to break the cycle of poverty and inequality and fulfil their potential.

2025 HIGHLIGHTS

Kitui water tanks and collection point

Drilling the borehole

Catering and hospitality students in the new kitchen

New kitchen in Kariti Seed of Hope!

Kariti Catering and Hospitality students and staff were excited at the launch of the new kitchen facilities, which provide a new space for the 40 students to learn practical skills, and for 145 daily nutritious cooked lunches, essential to the concentration and wellbeing of every young person at Seed of Hope.



The old kitchen

The previous makeshift kitchen was smoky and required a strenuous uphill journey to carry the prepared food to the serving area. Staff and students are delighted with the new gas cookers and learning facilities.

Kitui Borehole and Water point

In 2025 our water project in Kangweni, Kitui county was finished! This includes a 240m deep borehole and community water point in an area where people are experiencing increasingly frequent drought, crop failure, food insecurity and hunger. The borehole gives the local community access to clean, safe water for their families and their crops.

A word from Executive Director, Mary Mwangi at our Kenyan-led partner NGO:

"The borehole is a major milestone for SoH Kitui, as an infrastructure achievement and a long-term investment in our students and the community. Reliable access to clean water will improve hygiene and health and create a more dignified and supportive learning environment. Beyond the centre, the borehole and the agribusiness project will benefit the wider community, reduce food poverty and strengthen our relationship with the community, reinforcing the idea that SoH grows with the community not apart from it. This is what meaningful development looks like, practical, sustainable and life-changing!"

The sound of the water being pumped and filling the 10,000 liter water tank on the site of our Seed of Hope vocational training centre, is a joyful sound carrying with it the promise of huge benefits for the community.

Now with a reliable water source, we are also creating a demonstration farm and will deliver agribusiness training to 300 members of the community per year, to train them in reliable drought-resistant growing methods and generating sustainable year-round income.



2025 HIGHLIGHTS

Young Mothers in the pilot programme

Ann says:

“Seed of Hope has been more than a school to me, it’s a lifeline. It gave me the skills, support and confidence I needed to stand strong for my child and for my future”



Ann, who took part in the young mothers pilot, Kitui

Young Mothers Pilot Programme

Between January and September 2025 we introduced a pilot to remove one of the main barriers to consistent class attendance: lack of affordable and reliable childcare. We gave 30 young mothers vouchers that could be redeemed for childcare costs. We were delighted by the impact of the pilot and the way these young women were motivated to use the skills they learned.



Leela meeting Seed of Hope students



Kirsty, Mary and Leela in Kenya

Pilot Project Outcomes:

- Average class attendance among young mothers increased from 83% to 92% (compared to 2024)
- Dropout rates among young mothers in Kitui decreased by 100% compared to previous years
- 85% of the young mothers reported reduced financial stress thanks to the vouchers
- 80% of beneficiaries used savings from the vouchers to buy basic necessities and purchase equipment for a small business start up
- Beneficiaries reported improved concentration and performance during training sessions

The UK team visits Kenya

In February 2025, CEO Kirsty Erridge and Head of Fundraising and Impact, Leela Shanti visited Kenya to see the Seed of Hope projects in person and discuss strategy with the Kenyan team.

UK Head of Fundraising and Impact, Leela Shanti says:

“What a privilege it was to spend valuable time in Kenya in-person with incredible colleagues - to meet with dedicated leaders, new members of the team, teachers and current students across all three centres, and see how the programme is actually run, in action, first-hand for the first time. I was able to see the impact behind the reports, feel the love and buzzing atmosphere in the room, and sit face to face to hear rich feedback and success stories, discuss challenges and visions for the future with a depth that remote communication just can’t match. It was deeply inspiring and motivating!”





Roselyne's Story

“Coming from a humble background, life was not always easy. Raised in a family that struggled to make ends meet, I learned from a young age the importance of hard work and resilience. As a girl growing up in these circumstances, society’s expectations were clear, mechanics was not a place for women like me. But I’ve always believed that your background doesn’t define your future.

The moment I heard about the opportunities at Seed of Hope, something inside me knew I had to take that bold step. Choosing mechanics wasn’t easy. I faced doubt, criticism, and discouragement , both from people in my community and even from within myself. Many questioned whether a young woman from a humble background could really make it in such a technical, male-dominated field.

But I pressed on.

Seed of Hope didn’t just equip me with technical skills , it transformed my mindset. The institute gave me the confidence to believe in myself, and the courage to stand tall in spaces where women are often overlooked. Through mentorship, practical training, and personal development programs, I discovered that I was not limited by my background or my gender. The supportive environment at Seed of Hope made me realize that I was capable of far more than I ever imagined. I met trainers and mentors who encouraged me to push past fear, challenge stereotypes, and pursue excellence, not just in mechanics, but in life.

It wasn’t easy being the only woman in the workshop, but I was determined to prove that hard work, not gender, defines success. Thanks to the strong foundation I gained from Seed of Hope, my commitment, and my performance during the attachment [internship], I was retained by Wellcheck Auto Garage. Today, I work proudly as the only woman in the team, handling complex automotive tasks and earning the respect of my colleagues.

This opportunity has not only changed my life but also given me the platform to inspire other young women, especially those from humble backgrounds, to believe that they, too, can break barriers in mechanics, engineering, and beyond.”



“Seed of Hope gave me the courage to dream and the skills to stand tall in a field I once thought was not for me.”

We interviewed our graduates
9 months after graduation...

Impact



89%

of graduates were in employment or self-employment, with most working in fields directly related to their training



85%

were financially independent, able to meet their own basic needs such as rent, food and bills



97%

Completion rate: far above the national average

Education Support

1,055

Children and young people completed Seed of Hope courses

61%

Of those supported were women and girls



17%

of those supported were young mothers



Earnings Improved



79%

were earning above the poverty line



21%

were earning above the national minimum wage

Return on Investment

£223

average cost of our training courses

3.5x

ROI for every £1 invested

93%

of all TVET graduates were working in a related field

90%

of all TVET graduates were supported into an internship to gain real world experience

Wellbeing & Multiplier Effect

100%

reported positive impact on wellbeing

80%

were supporting family members financially

92%

graduates actively regularly mentor other young people in their community

2 ZERO HUNGER



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES





Grace's Story*

“Life took a painful turn when I lost both my parents at the age of 15. My three brothers and I were taken in by our aunt, who already had her own children to care for. Life in her home was far from easy. We were treated more like laborers than family. Rest was a luxury we could never afford.

Eventually, I could no longer bear the constant frustration and emotional abuse at my aunt’s house. I moved into a tiny one-room house just to find peace. But even then, I felt alone, discouraged, and overwhelmed.

Then, something changed. I got an opportunity to join Seed of Hope to study Hairdressing and Beauty Therapy. I always knew I wanted to be a beauty therapist, but when I joined, I had no idea how I would feed myself or even pay my rent. I was emotionally broken and mentally exhausted. But through the counselling sessions offered at Seed of Hope, I started to find my strength.

Counselling helped me look at life differently. I began to understand that even though life throws challenges, I have the power to face them and find solutions. I realised that with the skills I was learning, I could start offering services and earn money to support myself. Today, I’m a different person. I am full of life, confidence, and joy. I feel healed, emotionally and mentally.”

“I look forward to completing my course in June and starting my own beauty business. Seed of Hope didn’t just teach me a skill, it gave me my dignity, my voice, and a second chance at life.” - Grace*

2025 IN FIGURES



77,671

Lunches distributed, benefitting every student and fuelling learning



2,252

Period packs distributed between 647 women and girls, enabling them to attend during their period



718

Childcare vouchers given out to support 184 young mothers, enabling them to attend classes and focus on learning



77,440

Attendances at Sexual & Reproductive Health & Relationships (SRHR) and Mental Health Wellbeing sessions



1,294

Individual counselling sessions, to heal from trauma and develop ways to cope



19,550

People benefitting from group counselling sessions



The support that sets us apart



- Mental wellbeing & counselling support
- Sexual health education

- Cooked lunches
- Period pads
- Childcare vouchers

Wellbeing

Addressing the trauma of experiencing poverty, inequality and, in some cases, extreme exploitation and abuse. Students feel supported, build resilience and coping mechanisms, so they're able to focus on learning.

Counselling

Group counselling addressing shared experiences and tackling stigma around mental health; and one-to-one counselling for students experiencing trauma.

Life-skills lessons

A curriculum about health and wellbeing, rights, and how to advocate for them, addressing healthy relationships, sexual and reproductive health, gender-based violence and discrimination, and substance misuse.

Practical Support

Removing barriers which may prevent students from being able to attend their lessons, setting them up for success.

- **Free daily lunch** - you can't focus on learning when hungry
- **Free childcare vouchers** - allowing young mothers to learn
- **Free period packs** - so girls never have to miss a lesson

Graduate Support

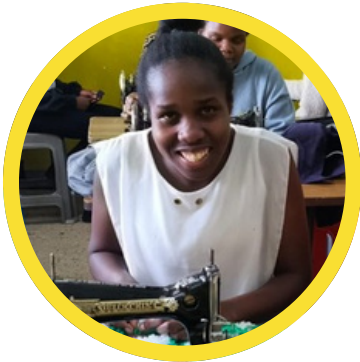
We bridge the gap between learning and earning, to support the transition to employment. We arrange internships, peer mentorship from former graduates, and free access to our Business Hubs with computers, equipment and materials to launch a small business. We also run additional needs-led projects in the local communities.

Our Graduates



Musyoka - Carpentry & Joinery

"I'm happy to be at Seed of Hope. I've already made a table and a stool by myself, and that makes me proud and hopeful for the future"



Joyline - Fashion & Fabric Design

"I used to miss almost five days of school every month, but thanks to Seed of Hope providing me with pads, I can now attend school every day with confidence."



Teresia - Hair & Beauty Therapy

"I joined Seed of Hope when my baby was just three months old, and now she's one year old. The childcare voucher has been a great support — it's helped me care for my baby's wellbeing and even cover transport to school. This support has made it possible for me to continue my training while raising my child."



Harrison - Catering & Hospitality

"This journey has changed my life, and now I return to inspire others because I know how far hope can carry someone."

Graduate Videos



Nyaoza - Fashion & Fabric Design

“Through my earnings now, I can help my mother, I can help my brothers and my siblings”



Bravin - Motor Vehicle Mechanics

“If you don’t have the education, you don’t have the transformation.”



Stephen - Electrical Installation

Stephen discusses from his workplace how the Seed of Hope course supported his path to self-sufficiency. “I can take care of myself and also my family.”



Francisca - Hair & Beauty Therapy

See the joy on Francisca’s face as she talks about the impact of the Seed of Hope course on her life! “My life is not the same as before [...] Now I am bright!”



For more inspiring graduate videos, visit our [YouTube channel!](#)

Our Strategic Plan 2022-2026

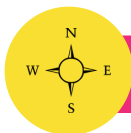
We continue to be committed to Shifting the Power to our passionate, experienced and dedicated colleagues in Kenya. We are acutely aware of the power imbalance between NGOs in the Global North, who typically have access to funding; and NGOs in the Global South, who typically are implementing the projects.

In 2025 our Kenyan partner NGO (also named Raising Futures Kenya) took the step to initiate a change of name to Growing Seeds of Hope Kenya NGO. This move was to further clarify the distinction between the two entities, which are working towards the same vision, but in very different ways. In the UK our primary function is to fundraise, build capacity and raise awareness; and in Kenya the primary function is to deliver the projects.

Over the remainder of this five-year strategy, we will collaborate closely as they build their team, resources, and capacity to assume greater decision-making for both organisations. We will actively encourage our loyal funders and supporters to direct contributions to them, reducing our role as intermediaries. We aim to enhance joint board involvement, so that the strategy is ambitious, practical, and grounded in local realities. We recognise that this is still a long journey of mutual learning, but both organisations remain fully committed to working together to achieve these goals.

Our Strategic Outcomes 2022-2026

Guiding our work over the 5 year period are the following outcomes:



Outcome 1

Raising Futures Kenya has an evidence based, independently reviewed and replicable model for holistic Technical and Vocational Education and Training (TVET) provision in Kenya.



Outcome 2

Facilitate Raising Futures Kenya NGO in Kenya to become the lead partner.



Outcome 3

Raising Futures Kenya in the UK have diversified our income sources and reduced RFK Kenya's reliance on our/overseas funding.

Strategic Themes 2022-2026

Underpinning all of our work over the 5 year period are the following themes:

Do Good, Be Better

Learn from the Shift the Power movement and embed it throughout our organisation. Embed a culture of reflection and respond to changes in society. Actively reflect on our own actions, admitting to failure, looking for opportunities to learn, to act, to be better, to share and to ensure no one is left behind and everyone has an opportunity to thrive.

Sustainability

This theme cuts across all of our work and includes:

- increasing the sustainability of our programmes in Kenya
- increasing the sustainability of our finances through income generating activities
- increasing the long term sustainability for young people and communities who are benefiting from training and skills development at Seed of Hope
- increasing self-reliance and using environmentally sustainable working practices wherever possible.

Wellbeing and Thriving

Our Seed of Hope programme centres on the wellbeing of students, ensuring they are in the best position to be able to thrive. We will ensure this is extended to all staff, volunteers and anyone working with Raising Futures Kenya. We will advocate for wellbeing in the sector. We consider the whole person in our work. Sustainable development isn't simple; solutions are often complex and unique to each individual. We work closely alongside children, young people and families to ensure they have all the support they need to break the cycle of poverty and inequality.

Our Future UK Vision

Within 15 years we would like Raising Future Kenya's (UK and Kenya) unique, evidence based, approach to Technical and Vocational Education and Training (TVET) to be integrated into Government, NGO and private TVET provision across Kenya – creating better outcomes for young people engaging in TVET.

Our ultimate long term goal is for there to be no need for a UK Raising Futures Kenya. In 15 years we would like RFK UK to be an influential voice and leading example in the UK development sector, advocating for localisation of development work and funding. We want RFK in Kenya to be fully autonomous, with donors and funders happy to fund them directly, and ideally with unrestricted funding which is the most effective and efficient way to give. We realise this requires a big shift in the UK/Global North funding sector so we are committed to being here for as long as our partner NGO needs us, and the support we offer will be led by their needs and requests.

Strategy Update and Plans

	2025 Update	2026 Plans
Outcome 1 - Evidence-based TVET model	<p>We supported our Kenyan partner NGO in enhancing the Seed of Hope training campuses, transforming them into inspiring centres of excellence.</p> <p>Our Kenyan partner NGO continued to share the Seed of Hope programme model with a total pf 31 other TVET providers in Kenya through their training and scaling model. Trained education partners saw rapid improvements, including lower dropout rates, reduced teenage pregnancies, and less drug use.</p>	<p>We will work alongside the Kenyan board to develop the scaling of our Seed of Hope model to other TVET providers. We will measure the impact of the training on these providers so we can share the model more widely.</p>
Outcome 2 - Shifting Power	<p>The UK Board and Kenyan Board continued to work towards agreed actions and milestones for Shifting Power, set out in our jointly agreed Shifting Power Roadmap. Led by the two Chairs, both based in Nairobi.</p> <p>We supported the Fundraising and Communications Officer at our Kenyan partner NGO to develop her skills to secure grants and donations directly to them.</p> <p>We continued to advocate for Global North funders to support our Kenyan partner NGO directly, rather than going through us first. In 2025 one of our funders agreed to fund our partner NGO directly. We have shared success stories of other funders who have done this, writing blog posts and LinkedIn posts to advocate for this shift.</p> <p>We supported and mentored the Monitoring and Evaluation Officer at our Kenyan partner NGO to expand and refine their Monitoring, Evaluation and Learning in order to be able to widely share the impact of Seed of Hope.</p>	<p>Continue to advocate for Global North funders to support our Kenyan partner NGO directly, rather than going through us first.</p> <p>Share success stories of other funders who have done this, write blog posts and LinkedIn posts to advocate for this shift.</p> <p>Support the Kenya team to be funder-ready, findable and fundable. Supporting the Kenya management team to use their time strategically to be able to engage more in networking, fundraising and strategic planning.</p>
Outcome 3 - Diversifying income	<p>Interim CEO has focused on diversifying UK income and developing new partnerships.</p> <p>Head of Fundraising and Impact focused on larger grants and invite-only funders.</p> <p>Fundraising and Communications Officer managing grant portfolio for smaller grants and stewarding current donors.</p>	<p>UK team to focus on solidifying and expanding UK donor base, including major donors and corporate partnerships.</p> <p>Head of Fundraising and Impact focused on larger grants and invite-only funders, as well as continuing to mentor the Kenya team to fundraise successfully from Kenya.</p> <p>Fundraising and Communications Officer to continue managing grant portfolio for smaller grants and to increase involvement in larger grants.</p>

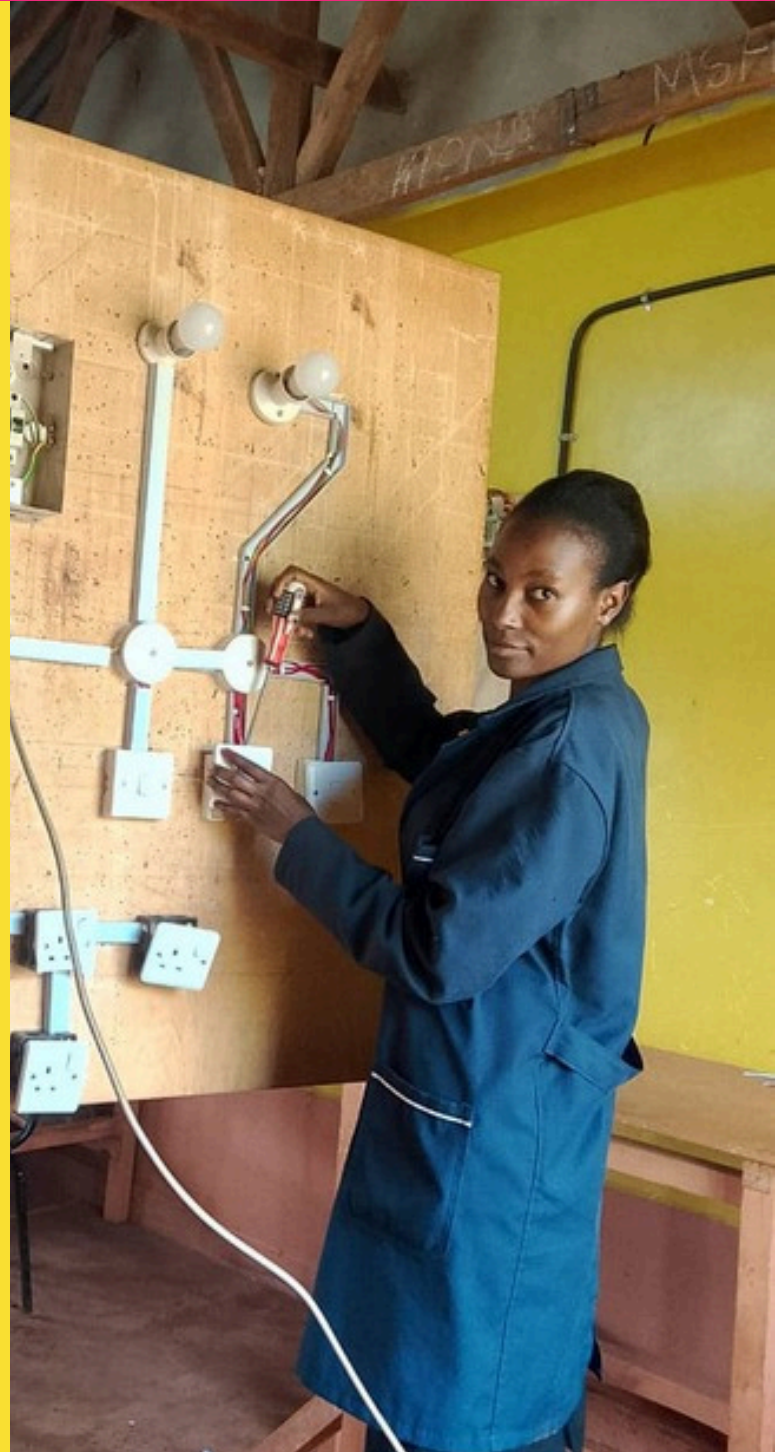
Thank you!

We keep our UK staff team to a minimum in order to prioritise employing staff in Kenya. All of our UK staff work part time.

- Laura Armstrong (interim CEO from November 2025)
- Kirsty Erridge - CEO (currently on maternity leave)
- Leela Shanti - Head of Fundraising and Impact
- Keely Bicknell - Fundraising and Communications Officer

Thank you so much to everyone who has contributed to our work this year. We are grateful to everyone who supports us.

If you want to find out more about our work or how you can get involved, please reach out to us!



KEY INFORMATION

Reserves Policy

It is the policy of Raising Futures Kenya to maintain the unrestricted reserves of the charity at a level sufficient to meet its committed spend, management, administration & support costs for a period of 3 months. The 'reserves' are unrestricted funds not committed or invested in tangible fixed assets and are split between UK and Kenya accounts as appropriate. In the UK we held unrestricted, designated reserves at the end of the year to cover 3 months UK running costs, which was £22,451.

Safeguarding

The safety and wellbeing of the students, community, volunteers and staff we work alongside is our top priority. We have a comprehensive Safeguarding Policy and set of procedures. All Kenyan staff undergo an annual safeguarding training course and our Senior Leadership have completed training in the implementation and management of safeguarding in the humanitarian sector. We have a Safeguarding Lead on the Board, Tom Quayle tom@raisingfutureskenya.org.uk.

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity. Trustees continue to review systems to mitigate the Charity's exposure to major risks.

Trustee Recruitment

Trustees are openly recruited based on the skills needs of the Board and then approved by current Trustees after a trial period of 3 months.

Public Benefit

The Trustees of Raising Futures Kenya confirm that they have complied with the duty contained within the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. This Annual Report details how we have delivered our purposes for public benefit.

Financial Overview

Income Statement

Charitable Activities

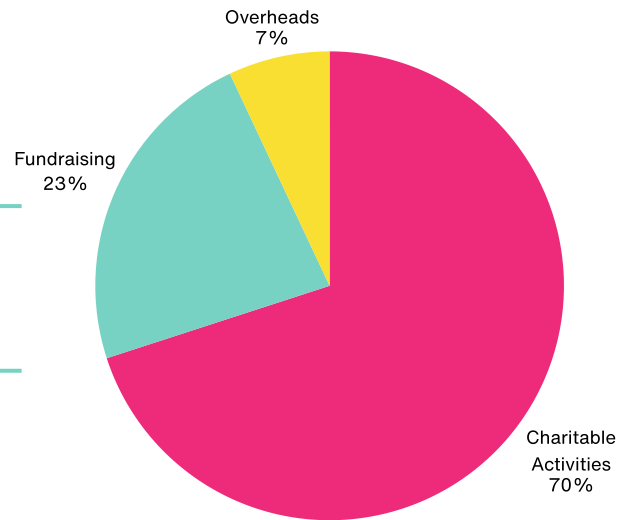
70% (£134,708)

Fundraising

23% (£44,153)

Overheads

7% (£13,926)



Income between 1st January - 31st December 2025 was £192,787.

Expenditure for the year was £193,806. In 2023 we moved to accruals accounting, which means income received in 2025 but to be spent on projects in 2026 have been accounted for as accruals.

£134,708 was spent on charitable activities which accounts for 70% of expenditure. The remainder was spent on necessities such as: fundraising 23% - generating funds in order to deliver the charitable activities and reporting to funders on how those funds were used, and governance and overheads (7%) which includes essential functions such as managing the finances, annual independent examination of accounts, insurance and adhering to our statutory obligations to ensure the charity is run professionally. We do not have an office in the UK; all UK staff are part-time and work from home to reduce overhead costs. We carefully account for every pound spent, maximizing impact by directing resources to those who need them most.

The Charity Trustees received no remuneration for their work as Trustees, but they can be reimbursed for travel expenses in line with our expenses policy (none were claimed in 2025).



REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025
FOR
RAISING FUTURES KENYA

F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

RAISING FUTURES KENYA

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

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RAISING FUTURES KENYA

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2025**

The trustees present their report with the financial statements of the charity for the year ended 31 December 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charitable objects are:

- 1.To develop the capacity and skills of socially and economically disadvantaged children and young people in Kenya in such a way that they are better able to identify and help meet their needs and to participate more fully in society.
- 2.The prevention of poverty (or financial hardship) among children and young people in Kenya by providing or assisting in the provision of education, training, and all the necessary support needed to enable individuals to generate a sustainable income and be self-sufficient.
- 3.To promote sustainable development for the benefit of the public by:
 - a).The relief of poverty and the improvement of the conditions of life in socially and economically disadvantaged communities.
 - b).The promotion of sustainable means of achieving economic growth and regeneration.

Sustainable development means development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

Significant activities

Details can be obtained in the attached report.

Public benefit

Details can be obtained in the attached report.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Raising Futures Kenya breaks cycles of poverty and inequality through quality education, skills training, and wellbeing support. Focusing on children and youth, especially girls, we help them gain skills, qualifications, and confidence for employment or entrepreneurship. We partner with a Kenyan NGO, who deliver free, community-led vocational training, business skills, and wellbeing programmes.

Fundraising activities

Details can be obtained in the attached report.

FINANCIAL REVIEW

Financial position

Details can be obtained in the attached report.

Reserves policy

Details can be obtained in the attached report.

FUTURE PLANS

Details can be obtained in the attached report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Charity constitution

The charity was registered as a Charitable Incorporated Organisation on 22 January 2019.

RAISING FUTURES KENYA

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Details can be obtained in the attached report.

Safeguarding

Details can be obtained in the attached report.

Risk management

Details can be obtained in the attached report.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1181670

Principal address

Community Base
113 Queens Road
Brighton
East Sussex
BN1 3XG

Trustees

O Geymond (resigned 20.1.25)
D Bunter-Jayasuriya
M Kuthiala (resigned 11.6.25)
D Russell
J Fleming (resigned 23.7.25)
L Armstrong (resigned 5.11.25)
S Tanner (Chair)
T Quayle (appointed 1.2.25)
C Muzonzini (Treasurer) (appointed 1.2.25)
K Rafter (appointed 1.2.25)
J Dickinson (appointed 26.10.25)
A L Reid (appointed 3.9.25)

Independent Examiner

Christopher Robert Tyler FCA DChA FCIE
F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

Bankers

Barclays Bank
Tamworth Business Centre
24 Middle Entry
Tamworth
B79 7NJ

Founders

Mrs V Packard
Rev J Packard

RAISING FUTURES KENYA

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2025

REFERENCE AND ADMINISTRATIVE DETAILS

CEO

Kirsty Erridge (on Maternity Leave June to December 2025)
Laura Armstrong (Interim CEO)

Email

hello@raisingfutureskenya.org.uk

Website

www.raisingfutureskenya.org.uk

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 18/5/26 and signed on its behalf by:

Christopher Muzonzini
.....
C Muzonzini - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
RAISING FUTURES KENYA**

Independent examiner's report to the trustees of Raising Futures Kenya

I report to the charity trustees on my examination of the accounts of Raising Futures Kenya (the Trust) for the year ended 31 December 2025.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all 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 Trust 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.



Christopher Robert Tyler FCA DChA FCIE

F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

Date: 6 June 2026

RAISING FUTURES KENYA**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025**

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	69,085	1,355	70,440	89,363
Charitable activities	5				
Charitable activities		-	92,243	92,243	98,087
Other trading activities	3	30,067	-	30,067	32,374
Investment income	4	37	-	37	703
Total		<u>99,189</u>	<u>93,598</u>	<u>192,787</u>	<u>220,527</u>
EXPENDITURE ON					
Raising funds		44,153	-	44,153	40,233
Charitable activities	6				
Charitable activities		40,562	94,146	134,708	170,832
Administration		11,170	-	11,170	9,850
Overheads		1,028	-	1,028	1,830
Support costs		2,747	-	2,747	2,890
Total		<u>99,660</u>	<u>94,146</u>	<u>193,806</u>	<u>225,635</u>
NET INCOME/(EXPENDITURE)		(471)	(548)	(1,019)	(5,108)
Transfers between funds	12	(548)	548	-	-
Net movement in funds		<u>(1,019)</u>	<u>-</u>	<u>(1,019)</u>	<u>(5,108)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		105,668	-	105,668	110,776
TOTAL FUNDS CARRIED FORWARD		<u>104,649</u>	<u>-</u>	<u>104,649</u>	<u>105,668</u>

The notes form part of these financial statements

RAISING FUTURES KENYA

BALANCE SHEET
31 DECEMBER 2025

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
CURRENT ASSETS					
Cash at bank		107,832	86,508	194,340	181,018
CREDITORS					
Amounts falling due within one year	11	(3,183)	(86,508)	(89,691)	(75,350)
NET CURRENT ASSETS		<u>104,649</u>	<u>-</u>	<u>104,649</u>	<u>105,668</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>104,649</u>	<u>-</u>	<u>104,649</u>	<u>105,668</u>
NET ASSETS		<u>104,649</u>	<u>-</u>	<u>104,649</u>	<u>105,668</u>
FUNDS	12				
Unrestricted funds				<u>104,649</u>	<u>105,668</u>
TOTAL FUNDS				<u>104,649</u>	<u>105,668</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18/5/26 and were signed on its behalf by:

Christopher Muzonzini
C Muzonzini - Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP (FRS102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019)', Financial Reporting Standard FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Trustees consider there are no material uncertainties about the charity's ability to continue as a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from donations is accounted for as received by the charity. The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs. The value of voluntary work is not included in the financial statements.

For legacies, entitlement is taken on a case by case basis as the earlier of the date on which the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Where legacies have been notified to the charity or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Donated goods

Donated goods and services have not been recognised in these financial statements as it is not practicable to do so and the cost outweighs the benefit.

Pensions.

RAISING FUTURES KENYA**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2025****1. ACCOUNTING POLICIES - continued**

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	62,017	80,200
Gift aid	5,173	9,163
Grants	3,250	-
	<u>70,440</u>	<u>89,363</u>

Grants received, included in the above, are as follows:

	2025	2024
	£	£
The Archer Trust	2,500	-
St Mary's Charity	750	-
	<u>3,250</u>	<u>-</u>

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Fundraising events	<u>30,067</u>	<u>32,374</u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	<u>37</u>	<u>703</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£	£
Grants	<u>92,243</u>	<u>98,087</u>

Grants received, included in the above, are as follows:

	2025	2024
	£	£
The Ashworth Charitable Trust	-	4,000
Austin Bailey Foundation	1,000	-
Brian Mercer Trust	10,000	10,000
Bryan Guinness Trust	2,059	2,000
The Chalk Cliff Trust	5,000	5,000
Coles-Medlock Foundation	-	10,000
Common Grounds	-	1,000
The De La Rue Charitable Trust	-	3,000
The Dulverton Trust	14,361	-
Carried forward	<u>32,420</u>	<u>35,000</u>

RAISING FUTURES KENYA**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2025****5. INCOME FROM CHARITABLE ACTIVITIES - continued**

	2025	2024
	£	£
Brought forward	32,420	35,000
Dunfermline Rotary Club	-	1,500
Eleanor Rathbone Trust	-	1,000
Fonthill Foundation	15,000	33,000
The Fore	7,743	438
Fresh Leaf Foundation	11,020	-
Gibbs Charitable Trust	2,000	-
Lennox Hannay Charitable Trust	2,000	-
The Ian Askew Charitable Trust	-	500
The NST Development Trust	-	1,000
Pat Newman Trust	-	1,250
The Peter Stebbings Memorial Trust	8,500	-
The Rainford Trust	-	2,688
The Rozelle Trust	5,000	-
The S M B Trust	-	1,500
E Slater Charitable Settlement	540	1,000
N Smith Charitable Settlement	1,000	-
The Souter Charitable Trust	-	15,000
The Sterry Family Foundation	3,000	2,000
Strathspey Charitable Trust	1,020	961
CB & HH Taylor 1984 Trust	2,000	-
Travers Smith	1,000	1,250
	<u>92,243</u>	<u>98,087</u>

In addition the following grants have been deferred to 2026:

	2025	2024
	£	£
The Peter Stebbings Memorial Trust	-	8,500
CB & HH Taylor 1984 Trust	-	2,000
The Fore	20,619	13,361
Fonthill Foundation	20,000	-
The Dulverton Trust	16,561	30,922
Fresh Leaf Foundation	26,377	14,458
Borehole Kitui - Individual donations	-	1,308
Dakri Charitable Trust	100	-
Pat Newman Trust	1,250	-
Bryan Guinness Charitable Trust	1,600	-

RAISING FUTURES KENYA

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2025**

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £
Charitable activities	134,708
Administration	11,170
Overheads	1,028
Support costs	2,747
	<u>149,653</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2025 nor for the year ended 31 December 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2025 nor for the year ended 31 December 2024.

8. STAFF COSTS

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	90,480	70,377
National insurance contributions - employer	10,151	6,008
Pension contributions - employer	2,192	1,858
Statutory maternity pay	(8,373)	-
Employment allowance	<u>(8,514)</u>	<u>(6,008)</u>
	<u>85,936</u>	<u>72,235</u>

Average number of employees	4	3
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No employees received remuneration in excess of £60,000 (2024 : none)..

The trustees consider its key management personnel to be the trustees. No employment benefits were paid to the key management personnel.

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	89,123	240	89,363
Charitable activities			
Charitable activities	-	98,087	98,087
Other trading activities	32,374	-	32,374
Investment income	703	-	703
Total	<u>122,200</u>	<u>98,327</u>	<u>220,527</u>

RAISING FUTURES KENYA

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2025

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
EXPENDITURE ON			
Raising funds	40,233	-	40,233
Charitable activities			
Charitable activities	29,547	141,285	170,832
Administration	9,850	-	9,850
Overheads	1,830	-	1,830
Support costs	2,890	-	2,890
Total	<u>84,350</u>	<u>141,285</u>	<u>225,635</u>
NET INCOME/(EXPENDITURE)	37,850	(42,958)	(5,108)
Transfers between funds	(24,837)	24,837	-
Net movement in funds	13,013	(18,121)	(5,108)
RECONCILIATION OF FUNDS			
Total funds brought forward	92,655	18,121	110,776
TOTAL FUNDS CARRIED FORWARD	<u>105,668</u>	<u>-</u>	<u>105,668</u>

10. INDEPENDENT EXAMINATION

Support costs include £1,440 in respect to the Independent Examination for 2025.

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Social security and other taxes	1,288	2,664
Other creditors	455	697
Accruals	1,440	1,440
Deferred grants	86,508	70,549
	<u>89,691</u>	<u>75,350</u>

12. MOVEMENT IN FUNDS

	At 1.1.25 £	Net movement in funds £	Transfers between funds £	At 31.12.25 £
Unrestricted funds				
General fund	105,668	(471)	(548)	104,649
Restricted funds				
Kariti Agribusiness	-	(548)	548	-
TOTAL FUNDS	<u>105,668</u>	<u>(1,019)</u>	<u>-</u>	<u>104,649</u>

RAISING FUTURES KENYA

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2025**

12. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	99,189	(99,660)	(471)
Restricted funds			
Seed of Hope	48,666	(48,666)	-
Kariti Agribusiness	-	(548)	(548)
Borehole Kitui	26,169	(26,169)	-
Kenya Fundraiser Role	7,743	(7,743)	-
Kariti Kitchen	11,020	(11,020)	-
	<u>93,598</u>	<u>(94,146)</u>	<u>(548)</u>
TOTAL FUNDS	<u>192,787</u>	<u>(193,806)</u>	<u>(1,019)</u>

Comparatives for movement in funds

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	92,655	37,850	(24,837)	105,668
Restricted funds				
Seed of Hope	(12,343)	(41,089)	53,432	-
Nairobi Build	29,164	(824)	(28,340)	-
Kariti Agribusiness	1,300	(1,045)	(255)	-
	<u>18,121</u>	<u>(42,958)</u>	<u>24,837</u>	<u>-</u>
TOTAL FUNDS	<u>110,776</u>	<u>(5,108)</u>	<u>-</u>	<u>105,668</u>

RAISING FUTURES KENYA

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2025

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	122,200	(84,350)	37,850
Restricted funds			
Seed of Hope	81,149	(122,238)	(41,089)
Nairobi Build	16,740	(17,564)	(824)
Kariti Agribusiness	-	(1,045)	(1,045)
Kenya Fundraiser Role	438	(438)	-
	<u>98,327</u>	<u>(141,285)</u>	<u>(42,958)</u>
TOTAL FUNDS	<u>220,527</u>	<u>(225,635)</u>	<u>(5,108)</u>

The purpose of each restricted fund was as follows:

1. Seed of Hope - For the Seed of Hope vocational training and education project in Kenya (spend every year).
2. Nairobi build - For the construction and equipping of a new training centre in Nairobi (to be spent in 2023, 2024).
3. Kenya Fundraiser Role - Grant for a fundraiser staff position in Kenya (to be spent in 2024, 2025 and 2026).
4. Kariti Agribusiness - Training project on agriculture in Kariti Seed of Hope centre (to be spent in 2023, 2024).
5. Borehole Kitui - Building a borehole in Kitui (to be spent in 2024, 2025).
6. Kariti Kitchen - To build and equip a kitchen in Kariti Seed of Hope Kitchen (to be spent in 2025).

13. RELATED PARTY DISCLOSURES

During the year the charity engaged the services of Sam Perry Daily Bread Consultancy to perform marketing work amounting to £2,340 (2024 : £1,360). Sam Perry is the husband of Dee Russell a trustee of the charity.

RAISING FUTURES KENYA

England & Wales - Charity number 1181670

Accounts



RAISING FUTURES

KENYA

ANNUAL REPORT 2024



www.raisingfutureskenya.org.uk

Registered Charity Number: 1181670

Raising Futures Kenya Annual Report 2024

Equipping young people in Kenya to become self-reliant, free from poverty and exploitation, through vocational and business skills training, with wellbeing support.

Vision, Mission and Values

Our vision is a world where all children and young people in Kenya live with dignity, hope, and the opportunity to fully participate in society.

Our mission is to create opportunities with children and young people in Kenya to break the cycle of poverty and inequality and fulfil their potential.

Our values:

In early 2025 we reviewed our values to ensure they still reflect the strategic direction we want to go in. For us, values need to be authentic and embedded in every aspect of our work and organisation, and we are proud to say that they are.

We are people-centred – Our organisational culture centres the importance of wellbeing, lived experience and ability to thrive, for all students, staff and anyone working with Raising Futures Kenya.

We are collaborative – We listen actively, reflect on our own actions, admit to failure, look for opportunities to learn, to act, to be better. We're happy to share with and learn from individuals and organisations in our work to create the biggest impact.

We are bold – We set ambitious targets both within our programmes and for advocating for change within the sector. We strive for meaningful impact, not just good intentions. We are not afraid to speak out and make bold changes.

Charity Details

- **Registered Charity Incorporated Organisation Number** - 1181670
- **Registered Address** - Raising Futures Kenya, Community Base, 113 Queens Road, Brighton, BN1 3XG
- **Email Address** - hello@raisingfutureskenya.org.uk
- **Website** - www.raisingfutureskenya.org.uk
-  facebook.com/RaisingFuturesKenya
-  instagram.com/raisingfutures
-  linkedin.com/company/raisingfutureskenya
- **Staff** - We keep our UK staff team to a minimum in order to prioritise employing staff in Kenya.
 - Kirsty Erridge - CEO (part-time)
 - Leela Shanti - Head of Fundraising and Impact (part-time)
 - Keely Bicknell - Fundraising and Communications Officer (part-time)
- **Awards** -



Our flagship programme - Seed of Hope

Raising Futures Kenya is a UK-registered charity making big impacts in Kenya across youth employment, vocational education and training opportunities - breaking cycles of poverty and inequality in under-resourced communities.

Working closely alongside our Kenyan-led partner, Raising Futures Kenya NGO (Non-Government Organisation), our award-winning Seed of Hope vocational training and business skills programme equips young people across Kenya with a combination of the skills and wellbeing support they need to progress successfully into employment or self-employment.

80% of graduates start a business or secure employment within 6 months, and 70% are financially self-reliant.

Since 2001, Seed of Hope has supported almost 5,000 disadvantaged young people aged 14-25, majority girls, to earn a sustainable income to support themselves and their families. Following significant investment from funders, we are on an upward trajectory, now reaching over 1,000 young people a year directly, and a further 3,000 per year through partners trained in the Seed of Hope model.

We are changing the narrative for young people in Kenya through our innovative approach to vocational training, and are recognised as a leader in our area.

Esther* (name changed) grew up walking to school barefoot, with the weight on her shoulders of being her family's only hope for a better life. When she fell pregnant aged 15, this hope was shattered and she sank into depression. As a young mother, Esther discovered Seed of Hope and enrolled in the Hair & Beauty course where she excelled. She received counselling and regained confidence. Free monthly childcare vouchers helped with the care of her young son and enabled her to focus on her learning. After successfully completing her course in June 2024, Esther launched her own business from the Seed of Hope Kangweni Business Hub and is now the star of her village!



Breaking cycles of poverty and trauma

Across Kenya, almost a fifth of the population now live in severe poverty due to a devastating combination of the pandemic's long-lasting impact on employment, ongoing high inflation and severe climate extremities such as drought and floods leading to loss of livelihoods and jobs. Many underserved young people leave school with no qualifications or employment skills, finding themselves locked out of training and job opportunities and at high risk of exploitation, particularly girls. Many of the young people we work with have experienced severe trauma, while others have been pushed into criminal activity to try and make ends meet. We believe in these strong and determined young people. We know that with our support they can recover and go on to create rewarding futures.

Vocational training and support

For over 20 years, we've been running our multi-award-winning, vocational education training programme through our education centres **in three high need areas** of Kenya - Dagoretti slum in urban Nairobi, and rural communities in the Semi-Arid Eastern (Kitui County) and Central Kenya (Murang'a County). **On average, 70% of students are female and 30% of those are young mothers.**

Our centres provide free, accredited 6 and 12 month vocational training courses (for example mechanics, fashion, carpentry or hospitality), as well as short targeted courses in entrepreneurship and digital skills. All vocational training includes core education in English, financial literacy, business and computer skills, to ensure young people have the skills they need to start their own business.

After the end of their course, students can choose to sit an exam to gain a nationally recognised qualification. We support and champion young people as they transition from learning to earning, by setting graduates up with internships, and free access to Seed of Hope Business Hubs where they can use computers, equipment, tools and the materials they need to launch a small business. Seed of Hope Graduates often mentor current students, and some have even been able to offer internships and employment in their own successful businesses, proving that cycles of poverty can be broken.

Our Seed of Hope programme includes:



- **Life Skills** - daily group sessions to tackle systemic barriers to oppression and inequality. Addressing issues such as gender inequality, gender-based violence, Female Genital Mutilation, substance misuse, sexual and reproductive health, and healthy nutrition. This empowers girls to know and assert their rights, and teaches boys how to become advocates for equality, using their power for good.
- **Counselling and mental health wellbeing** – group sessions to break down the stigma around certain health issues and how to maintain wellbeing, underpinned by unlimited individual counselling sessions to process trauma, develop coping mechanisms, and empower young people to speak out and report abuse.
- **Practical support** – free cooked lunches, packs of period products, travel cost support, and childcare vouchers, provided so young people are able to fully focus on their learning. Plus food packs for families during periods of extreme hunger or climate-driven emergencies.

We treat every student as an individual and personalise our support to their specific needs (physical and mental) and circumstances to set every student up for success.

Our free comprehensive, holistic, support package has been developed from 20+ years of experience and community engagement. This is what sets us apart. This is what makes Seed of Hope such an impactful training programme, giving young people the opportunity to change the direction of their futures and giving them opportunities full of dignity and hope.

What sets Seed of Hope apart from other vocational training

Training courses alone don't create meaningful change for young people. If young people are experiencing extreme poverty, trauma from abuse, are hungry or cannot afford sanitary products or childcare, they are unable to fully engage in lessons and learn.

Our vocational training and business skills courses are different from others. We actively research and remove barriers to learning and education for young people experiencing poverty. Our courses are completely free and they are accompanied by a holistic package of support to ensure no young person misses out on the opportunity for education and becoming self-reliant.

“

At Seed of Hope, we don't just equip young people with skills, we restore their confidence, nurture their mental wellbeing, and ignite hope for a brighter future. The transformation we witness is powerful: from despair to determination, from silence to self-belief, and from surviving to thriving.

- Florence Olwenge, Seed of Hope Manager, Kenya

”



Scaling sustainably

As well as running three Seed of Hope training centres, following investment from a US funder and with the support of other stakeholders in the government and charity sector, we are now scaling our work to 18 other vocational training centres across Kenya. Educational institutions are being trained and mentored to adopt our training model, with a focus on the holistic support elements, including the mental health and sexual and reproductive health education which is distinct to our training provision.

Shifting power

Raising Futures Kenya is recognised as a sector leader in genuine localisation and shifting power to our partner NGO in Kenya. Our Kenyan-led partner is building their resources and capacity to become fully self-reliant within the next 15 years. In the UK development sector, we are actively advocating for localisation of development work and funding, and have a goal to no longer be needed written into our strategic plan.

““We think that grants are more likely to succeed when they are held and implemented by those who are closest to the work. Granting directly to the local agency removes a layer of administrative cost and promotes trust-based philanthropy.”

– Anonymous grantmaker who awarded a six-figure, multi-year grant for Seed of Hope and our scaling programme, and were happy to fund our Kenyan-led partner directly.

Seed of Hope Impact 2024

Enabling young people in Kenya to access training, qualifications and employment skills



1,063
young people completed Seed of Hope courses



60%
of graduates were young women and girls, **25%** of whom were young mothers



65,912
cooked lunches provided, to fuel learning



2,620
period packs provided, enabling girls to attend classes during their period



808
individual counselling sessions provided to heal from trauma and develop coping mechanisms



553
monthly childcare vouchers provided enabling young mothers to attend classes and focus on learning



214
students were supported with exam fees and gained nationally recognised qualifications

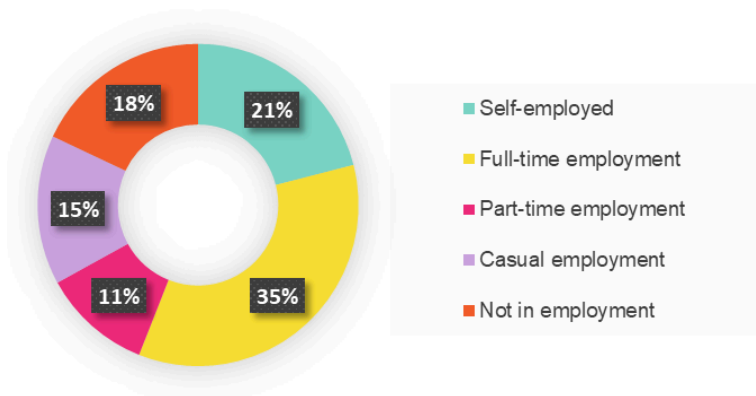


91%
of vocational course graduates were supported into internships to gain real-world experience

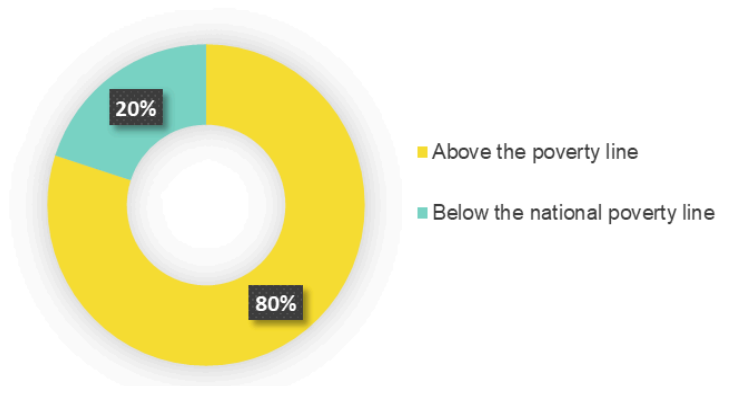
Outcomes and impacts

- **100%** of surveyed graduates reported increased confidence to start their own businesses.
- **80%** of vocational course graduates gained employment or self employment within 6 months.
- **80%** of graduates are earning above the national poverty line (World Bank set at 3252 Ksh/month).
- **70%** of Entrepreneurship course graduates went on to further education/training within 9 months.
- Ripple effects extended to mentorship and job creation for others within graduates' communities.

Employment status at 6 months beyond course-completion



Earning above the national poverty line at 6 months beyond course completion



Thank you!

Dear Friends of Raising Futures Kenya,

We had lots of achievements in 2024 to celebrate.

Perhaps the most notable was the official opening ceremony of our brand new Seed of Hope vocational training centre in Dagoretti, Nairobi in January 2024, combined with graduation. For our long term supporters, you'll know this has been a project close to our hearts for a number of years, so we are beyond delighted to have finally got to this stage. A huge thank you to everyone who donated to make this dream possible.

The new building includes 4 classrooms, a toilet block and a staff office. The temporary classrooms built to enable social distancing during COVID were not wasted, they have been installed on the first floor, as temporary additional learning spaces until phase 2 of our building plans.

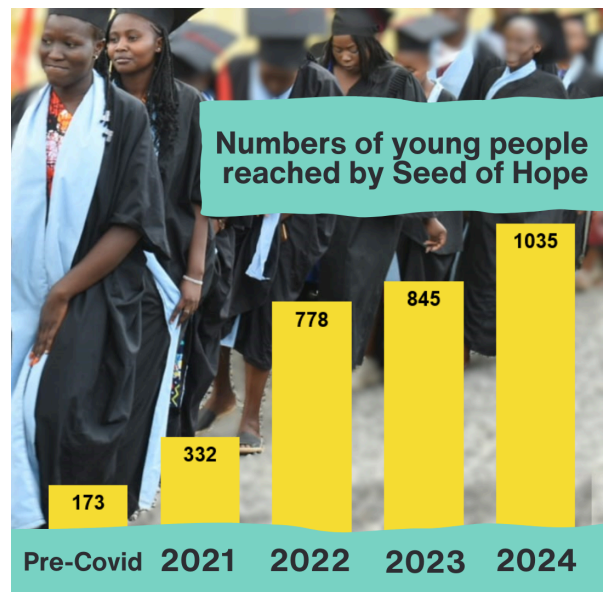
The new centre not only offers an inspiring, safe place for students to study their vocational and business skills courses, but it's also enabled an additional course to be added, and more spaces on the existing courses. The Hairdressing and Beauty Therapy launched in June 2024 and was at capacity within days of registration opening!

In its first year of being open, the new centre enabled 353 students to learn a skilled trade or business skills, and the Kenyan team have big plans to add an extra two floors to the building, expanding the courses they can offer, and replacing the shipping containers on site with a purpose built business hub, computer centre and mechanics workshop. Watch this space!

We were delighted to reach a huge milestone in the number of students our Kenyan-partner supported at Seed of Hope in 2024. For the first time ever, over 1,000 young people completed a vocational training or business skills course, setting them up for a future where they can earn their own money and break the cycle of poverty. Pre-COVID we were supporting around 170 young people a year, now it's a staggering 1,000+!

This would not be possible without the donations and support from each and every one of you, thank you for being part of this transformation.

In 2025 we are aiming to support **1,230** students through Seed of Hope, plus reaching an additional 3,000 through training partners to deliver the impactful Seed of Hope model in their own vocational training centres. This scaling model is being piloted for a second year in 2025 and we'll be sharing learnings next year with a view to being able to increase the reach of Seed of Hope by training partner institutions.



“Seed of Hope has been an outstanding programme in Kenya, recognized in National Awards as one of the best initiatives creating youth employment!

Fully cognizant of the positive impact we are making in the society, and limited to only accessing about 1,100 young people who can be accommodated in our 3 training centres, we have embarked on a conscious impact scaling process to ensure that even without building an extra physical training centre, we are able to reach thousands more young people and impact them positively.

We are therefore excited and proud to say that since 2024, we started transferring the knowledge and expertise that we have in making Seed of Hope a successful model to other institutions in the Technical Vocational Education & Training (TVET) sector, which has enabled them to reach more young people and retain them in their training courses!

We are keen to collect and share impact evidence with other stakeholders in the TVET sector in Kenya including the Department of TVET in the Ministry of Education with an ambitious objective to influence government policy regarding TVET training in Kenya to ensure the holistic change of the youth and young people in TVET.

- **Mary Mwangi, Executive Director, Kenya**



On the theme of new buildings, the Seed of Hope centre in Kangweni, Kitui (pictured below) also celebrated the construction of a brand new kitchen which is big enough to facilitate students for a Catering and Hospitality course which will be added in 2025. The new kitchen ensures the support team can provide the students with warm, nutritious meals to fuel their learning. Last year a whopping **25,930** lunches were given out at the Kangweni centre so it certainly will get well used! Perhaps the biggest thing to celebrate about it was that it was entirely funded by donations and grants raised by the Kenyan partner, from within Kenya! Proving that locally-led fundraising does work.



2024 saw some big changes on our UK Board as several Board members came to the end of their terms. We'd like to take this opportunity to thank Andy King (former Chair), Deborah Kimathi and Mike Doris for their invaluable contributions to Raising Futures Kenya over this pivotal time. We're delighted to welcome Sophie Tanner (new Chair) who lives in Nairobi, Laura Armstrong, Chris Muzonini, Tom Quayle and Kieran Rafter who have joined the UK Board with a wealth of experience, knowledge and energy, perfectly suited to the next era of our strategic plan.

There's no doubt that 2025 will be a challenging year for us to raise the funds we need to support the ambitious plans of our Kenyan partner. These include drilling a 30m borehole in Kangweni, Kitui, bringing much needed drinking water to the Seed of Hope centre, and community. It will also enable the team to irrigate the land to set up a demonstration farm to grow crops on. The crops will subsidise the students' lunches and surplus sold to cover some of the running costs of the centre. Members of the local community will come to the farm to learn agricultural and business skills, and how to adapt their

own crop growing to meet the changing climate. This is replicating a successful pilot in our Seed of Hope centre in Kariti, Murang'a.

Another new kitchen is also going to be built, this time in Kariti. As with the one in Kangweni, it will be big enough to facilitate the Catering and Hospitality students, and will provide daily nutritious lunches for the students.

We are aware many trusts and foundations are closing, pausing their grant making, or are moving away from supporting projects internationally. This is devastating to small charities, especially in light of the tragic USAID funding cuts, and the huge drop in funding from the UK Government. These cuts will always impact those who are most vulnerable, and experiencing the greatest levels of poverty and deprivation, as they have no safety nets. We are committed to stepping up and filling the gaps wherever possible to ensure all young people can access quality vocational and business skills training and tailored support, but we can only do this with your support.

Thank you very much for being part of our Raising Futures family. We appreciate there are so many worthy causes so it really means a lot when you choose to support us, thank you.

With best wishes,

Kirsty Erridge
UK CEO

Photo of Seed of Hope Nairobi launch ceremony and graduation - Jan 2024



Our Strategic Plan 2022-26

For over 20 years we have talked about Raising Futures Kenya (formerly Vision Africa) as being one organisation. The reality is we are two organisations working in close partnership, a Charitable Incorporated Organisation in the UK, and a registered NGO in Kenya. We're both called Raising Futures Kenya and we're both working towards the same vision and mission. We have just recognised that we have very different roles to play in achieving those goals: from the UK our primary function is to fundraise, and from Kenya the primary function is to deliver the projects.

For the first time, in 2022, the UK and Kenyan organisations developed their own separate Strategic Plans. This is because we recognise that the Kenyan NGO should have autonomy in deciding what the programme priorities should be and how best the funding should be invested to ensure young people can become self-reliant and free from poverty. The Kenyan staff are from the communities where we work and understand the nuanced needs of the communities and what projects/interventions will be successful.

We are committed to Shifting the Power to our passionate, experienced and dedicated colleagues in Kenya. We are acutely aware of the power imbalance between NGOs in the Global North, who typically have access to funding, and NGOs in the Global South, who typically are implementing the projects.

Over the 5 year period we're working with our Kenyan colleagues as they build up their team, resources and capacity to take on more of the decision making for our two organisations. We'll work to encourage our committed funders and supporters to fund them directly, rather than going through us in the UK as the go-between.

We appreciate this is a long journey, and we are learning as we go, but both organisations are committed to the process and continuing to work together very successfully with respect and dignity.

UK Strategic Outcomes 2022-26

Guiding our work over the 5 year period will be the following outcomes:

- ❖ **Outcome 1** – Raising Futures Kenya has an evidence based, independently reviewed and replicable model for holistic Technical and Vocational Education and Training (TVET) provision in Kenya.
- ❖ **Outcome 2** – Facilitate Raising Futures Kenya NGO in Kenya to become the lead partner.
- ❖ **Outcome 3** – Raising Futures Kenya in the UK have diversified our income sources and reduced RFK Kenya's reliance on our/overseas funding.

Strategic Themes for Raising Futures Kenya in the UK

Underpinning all of our work over the 5 year period will be the following themes:

Do good, be better

Learn from the Shift the Power movement and embed it throughout our organisation. Embed a culture of reflection and respond to changes in society. Actively reflect on our own actions, admitting to failure, looking for opportunities to learn, to act, to be better, to share and to ensure no one is left behind and everyone has an opportunity to thrive.

Sustainability

This theme cuts across all of our work and includes:

- ❖ increasing the sustainability of our programmes in Kenya
- ❖ increasing the sustainability of our income through income generating activities
- ❖ increasing the long term sustainability for young people and communities who are benefiting from training and skills development at Seed of Hope
- ❖ increasing self-reliance and using environmentally sustainable working practices wherever possible.

Wellbeing and thriving

Our Seed of Hope programme centres on the wellbeing of students, ensuring they are in the best position to be able to thrive. We will ensure this is extended to all staff, volunteers and anyone working with Raising Futures Kenya. We will advocate for wellbeing in the sector.

We consider the whole person in our work. Sustainable development isn't simple; solutions are often complex and unique to each individual. We work closely alongside children, young people and families to ensure they have all the support they need to break the cycle of poverty and inequality.

Our Future UK Vision

“Ultimately we don't want to exist in the UK”

– Kirsty Erridge, CEO

Within 15 years we would like Raising Future Kenya's (UK and Kenya) unique, evidence based, approach to Technical and Vocational Education and Training (TVET) to be integrated into Government, NGO and private TVET provision across Kenya – creating better outcomes for young people engaging in TVET.

Our ultimate long term goal is for there to be no need for a UK Raising Futures Kenya. In 15 years we would like RFK UK to be an influential voice and leading example in the UK development sector, advocating for localisation of development work and funding.

We want RFK in Kenya to be fully autonomous, with donors and funders happy to fund them directly, and ideally with unrestricted funding which is the most effective and efficient way to give. We realise this requires a big shift in the UK/Global North funding sector so we are committed to being here for as long as our partner NGO needs us, and the support we offer will be led by their needs and requests.

**"If you trust a charity enough to give them funds for a project,
why wouldn't you trust them with unrestricted funding?"**

Either you believe in them, and you trust them as an organisation, or you don't."

- UK funder after giving an unrestricted grant to a small charity

Strategy Update and Plans

	2024 Update	2025 Plans
Outcome 1 - Evidence-based TVET provision	<p>Supported our Kenyan partner to commission an Independent Evaluation of the programme work in Kenya with the aim of ensuring we are having the impact we think we are having, and to look for areas where we can improve or expand. The evaluation confirmed the impact we thought we were having. It highlighted some gaps in our Monitoring Evaluation and Learning (MEL) where we could be capturing more impact data on different indicators. It also highlighted a need for Business Hubs at each centre (currently in 2).</p> <p>Supported our Kenyan partner to share the Seed of Hope programme model with 13 other TVET providers in Kenya through their training and scaling model. Monitoring of the impact of the training is still on-going but so far findings have shown a decrease in the dropout rate across all partner organisations.</p>	<p>Supporting our Kenyan partner NGO to make improvements to the Seed of Hope training centres, making them inspiring centres of excellence.</p> <p>Supporting our Kenyan partner NGO to expand their training programme, for other TVET providers, to include how to implement all elements of Seed of Hope. Measuring the impact of the training and success of implementing the Seed of Hope model in other training centres so we can share the model more widely.</p>
Outcome 2 - Shifting Power	<p>Established Board-to-Board sessions for knowledge sharing. Our new Chair of the Board in 2024 is based in Nairobi.</p> <p>Continued to support the generation of income from within Kenya by reviewing and advising on funding applications, and encouraging funders to support the Kenyan NGO directly.</p> <p>Supported our Kenyan partner to expand their fundraising and impact capacity and resources by securing a grant for the recruitment of a fundraising and communications role, and a monitoring and evaluation role. (They were able to fundraise for a new kitchen at Seed of Hope Kangweni, Kitui solely from funds raised within Kenya). This will reduce reliance on the UK based Fundraising and Impact Manager, moving more operational functions to the Kenyan team, meaning eventually the UK capacity and resources can be decreased.</p>	<p>The UK Board and Kenyan Board working towards agreed actions and milestones for Shifting Power, set out in our jointly agreed Shifting Power Roadmap. Led by the two Chairs, both based in Nairobi.</p> <p>Supporting, when/if required, the Fundraising and Communications Officer at our Kenyan partner NGO to secure grants and donations directly to them.</p> <p>Advocating for Global North funders to support our Kenyan partner NGO directly, rather than going through us first. We'll do this by having open discussions with current funders, requesting they consider funding directly, sharing success stories of other funders who have done this, including our largest ever funder to date who is funding our Kenyan partner directly, writing blog posts and LinkedIn posts to advocate for this shift.</p> <p>Supporting, when/if required, the Monitoring and Evaluation Officer at our Kenyan partner NGO to expand and refine their Monitoring, Evaluation and Learning in order to be able to widely share the impact of Seed of Hope.</p>
Outcome 3 - Diversifying income	<p>Recruited a Fundraising and Communications Officer, part-time, to focus on managing the relationships with our wonderful donors and supporters, and sharing the stories and impact of the work our Kenyan partners are achieving, to secure further funding and support. Developed a partnership to potentially access European funding in 2025.</p>	<p>Interim CEO to focus on establishing corporate partnerships.</p> <p>Head of Fundraising and Impact to focus on larger grants and European funding.</p> <p>Fundraising and Communications Officer managing grant portfolio for smaller grants.</p>

Finance report

Income between 1st January - 31st December 2024 was £220,527. Expenditure for the year was £225,635. Last year we moved to accruals accounting, which means income received in 2024 but to be spent on projects in 2025 have been accounted for as accruals.

£170,832 was spent on charitable activities which accounts for 76% of expenditure. The remainder was spent on necessities such as: fundraising (18%) - generating funds in order to deliver the charitable activities and reporting to funders on how those funds were used and governance and overheads (6%) which includes essential functions such as managing the finances, annual independent examination of accounts, insurance and adhering to our statutory obligations to ensure the charity is run professionally. We do not have an office in the UK; all UK staff are part-time and work from home to reduce overhead costs.

The Charity Trustees received no remuneration for their work as Trustees, but they can be reimbursed for travel expenses in line with our expenses policy (not applicable in 2024).

Reserves Policy

It is the policy of Raising Futures Kenya to maintain the unrestricted reserves of the charity at a level sufficient to meet its committed spend, management, administration & support costs for a period of 3 months. The 'reserves' are unrestricted funds not committed or invested in tangible fixed assets and are split between UK and Kenya accounts as appropriate. In the UK we held unrestricted, designated reserves at the end of the year to cover 3 months UK running costs, which was £22,451.

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finance of the Charity and continue to review systems to mitigate the Charity's exposure to major risk.

Public Benefit Statement

The Trustees of Raising Futures Kenya confirm that they have complied with the duty contained within the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. Our Annual Report details how we have delivered our purposes for public benefit.

Safeguarding

The safety and wellbeing of the students, community, volunteers and staff we work alongside is our top priority. We have a comprehensive Safeguarding Policy and set of procedures. All Kenyan staff undergo an annual safeguarding training course and our Senior Leadership have completed training in the implementation and management of safeguarding in the humanitarian sector. We have a Safeguarding Lead on the Board, Tom Quayle tom@raisingfutureskenya.org.uk.

Trustee Recruitment

Trustees are openly recruited, and then approved by current Trustees after a trial period of 3 months.

We'd like to take this opportunity to thank all of our dedicated supporters and donors. Without your commitment and generosity, we wouldn't be able to continue our much-needed work supporting young people in Kenya to build their own rewarding future. Thank you.

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024
FOR
RAISING FUTURES KENYA

F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

RAISING FUTURES KENYA

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

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RAISING FUTURES KENYA

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charitable objects are:

- 1.To develop the capacity and skills of socially and economically disadvantaged children and young people in Kenya in such a way that they are better able to identify and help meet their needs and to participate more fully in society.
- 2.The prevention of poverty (or financial hardship) among children and young people in Kenya by providing or assisting in the provision of education, training, and all the necessary support needed to enable individuals to generate a sustainable income and be self-sufficient.
- 3.To promote sustainable development for the benefit of the public by:
 - a).The relief of poverty and the improvement of the conditions of life in socially and economically disadvantaged communities.
 - b).The promotion of sustainable means of achieving economic growth and regeneration.

Sustainable development means development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

Significant activities

Details can be obtained in the attached report.

Public benefit

Details can be obtained in the attached report.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Raising Futures Kenya breaks cycles of poverty and inequality through quality education, skills training, and wellbeing support. Focusing on children and youth, especially girls, we help them gain skills, qualifications, and confidence for employment or entrepreneurship. We partner with a Kenyan NGO, who deliver free, community-led vocational training, business skills, and wellbeing programmes.

Fundraising activities

Details can be obtained in the attached report.

FINANCIAL REVIEW

Financial position

Details can be obtained in the attached report.

Reserves policy

Details can be obtained in the attached report.

FUTURE PLANS

Details can be obtained in the attached report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Charity constitution

The charity was registered as a Charitable Incorporated Organisation on 22 January 2019.

RAISING FUTURES KENYA

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Details can be obtained in the attached report.

Safeguarding

Details can be obtained in the attached report.

Risk management

Details can be obtained in the attached report.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1181670

Principal address

Community Base
113 Queens Road
Brighton
East Sussex
BN1 3XG

Trustees

A King (resigned 19.8.24)
O Geymond (Deputy Chair)
M Doris (resigned 10.12.24)
D Bunter-Jayasuriya
M Kuthiala
D Russell
D Kimathi (resigned 19.8.24)
J Fleming
L Armstrong (appointed 1.11.24)
S Tanner (Chair) (appointed 1.11.24)
T Quayle (appointed 1.2.25)
C Muzonzini (appointed 1.2.25)
K Rafter (appointed 1.2.25)

Independent Examiner

Christopher Robert Tyler FCA DChA FCIE
F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

Bankers

Barclays Bank
Tamworth Business Centre
24 Middle Entry
Tamworth
B79 7NJ

Founders

Mrs V Packard
Rev J Packard

RAISING FUTURES KENYA

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

REFERENCE AND ADMINISTRATIVE DETAILS

CEO

Kirsty Erridge

Email

hello@raisingfutureskenya.org.uk

Website

www.raisingfutureskenya.org.uk

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 19 May 2025 and signed on its behalf by:

C Muzonzini - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
RAISING FUTURES KENYA

Independent examiner's report to the trustees of Raising Futures Kenya

I report to the charity trustees on my examination of the accounts of Raising Futures Kenya (the Trust) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all 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 Trust 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.

Christopher Robert Tyler FCA DChA FCIE

F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

29 May 2025

RAISING FUTURES KENYA

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	89,123	240	89,363	77,667
Charitable activities					
Charitable activities	5	-	98,087	98,087	129,326
Other trading activities	3	32,374	-	32,374	39,083
Investment income	4	703	-	703	189
Total		<u>122,200</u>	<u>98,327</u>	<u>220,527</u>	<u>246,265</u>
EXPENDITURE ON					
Raising funds		40,233	-	40,233	32,888
Charitable activities					
Charitable activities	6	29,547	141,285	170,832	166,938
Administration		9,850	-	9,850	7,619
Overheads		1,830	-	1,830	1,589
Support costs		2,890	-	2,890	3,525
Total		<u>84,350</u>	<u>141,285</u>	<u>225,635</u>	<u>212,559</u>
NET INCOME/(EXPENDITURE)		37,850	(42,958)	(5,108)	33,706
Transfers between funds	13	<u>(24,837)</u>	<u>24,837</u>	-	-
Net movement in funds		13,013	(18,121)	(5,108)	33,706
RECONCILIATION OF FUNDS					
Total funds brought forward		92,655	18,121	110,776	77,070
TOTAL FUNDS CARRIED FORWARD		<u><u>105,668</u></u>	<u><u>-</u></u>	<u><u>105,668</u></u>	<u><u>110,776</u></u>

RAISING FUTURES KENYA

BALANCE SHEET
31 DECEMBER 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
CURRENT ASSETS					
Debtors	11	-	-	-	13,906
Cash at bank		181,018	-	181,018	150,123
		<u>181,018</u>	<u>-</u>	<u>181,018</u>	<u>164,029</u>
CREDITORS					
Amounts falling due within one year	12	(75,350)	-	(75,350)	(53,253)
		<u>105,668</u>	<u>-</u>	<u>105,668</u>	<u>110,776</u>
NET CURRENT ASSETS					
		<u>105,668</u>	<u>-</u>	<u>105,668</u>	<u>110,776</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>105,668</u>	<u>-</u>	<u>105,668</u>	<u>110,776</u>
NET ASSETS					
		<u>105,668</u>	<u>-</u>	<u>105,668</u>	<u>110,776</u>
FUNDS					
	13				
Unrestricted funds				105,668	92,655
Restricted funds				-	18,121
				<u>105,668</u>	<u>110,776</u>
TOTAL FUNDS					
				<u>105,668</u>	<u>110,776</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 19 May 2025 and were signed on its behalf by:

C Muzonzini - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP (FRS102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019)', Financial Reporting Standard FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Trustees consider there are no material uncertainties about the charity's ability to continue as a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from donations is accounted for as received by the charity. The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs. The value of voluntary work is not included in the financial statements.

For legacies, entitlement is taken on a case by case basis as the earlier of the date on which: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Where legacies have been notified to the charity or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Donated goods

Donated goods and services have not been recognised in these financial statements as it is not practicable to do so and the cost outweighs the benefit.

Pensions.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES - continued

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	80,200	74,564
Gift aid	9,163	3,103
	<u>89,363</u>	<u>77,667</u>

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising events	<u>32,374</u>	<u>39,083</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>703</u>	<u>189</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Grants	<u>98,087</u>	<u>129,326</u>

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Allan and Nesta Ferguson Charitable Trust	-	20,000
The Archer Trust	-	5,000
The Ashworth Charitable Trust	4,000	-
Austin Bailey Foundation	-	1,000
Brian Mercer Trust	10,000	10,000
British Foreign School Society (BFSS)	-	11,948
Bryan Guinness Trust	2,000	6,500
The Chalk Cliff Trust	5,000	-
Coles-Medlock Foundation	10,000	-
Common Grounds	1,000	-
The De La Rue Charitable Trust	3,000	-
Dorfred Trust	-	1,000
Dunfermline Rotary Club	1,500	-
Eleanor Rathbone Trust	1,000	-
The Father O'Mahoney Memorial Trust	-	2,000
Fonthill Foundation	33,000	30,000
The Fore	438	1,200
The Grace Trust	-	1,000
The Ian Askew Charitable Trust	500	-
The Mirianog Trust	-	1,000
	<u>71,438</u>	<u>90,648</u>
Carried forward	71,438	90,648

RAISING FUTURES KENYA

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	2024	2023
	£	£
Brought forward	71,438	90,648
Love Is Kindness Charitable Trust	-	871
The NST Development Trust	1,000	-
Pat Newman Trust	1,250	-
The Rainford Trust	2,688	-
RG Charitable Trust	-	2,000
The Rozelle Trust	-	5,000
The S M B Trust	1,500	-
E Slater Charitable Settlement	1,000	-
Strathspey Charitable Trust	961	1,000
Stichting Climate Impact Foundation	-	14,807
The Souter Charitable Trust	15,000	15,000
The Sterry Family Foundation	2,000	-
Travers Smith	1,250	-
	<hr/>	<hr/>
	<u>98,087</u>	<u>129,326</u>

In addition the following grants have been deferred to 2025:

	2024	2023
	£	£
Peter Stebbings Memorial Trust (received in 2023)	8,500	8,500
CB & HH Taylor 1984 Trust (received in 2023)	2,000	2,000
The Fore (received in 2023)	13,361	13,800
Fonthill Foundation (received in 2023)	-	15,000
The Dulverton Trust (received in 2024)	30,922	-
Fresh Leaf Foundation (received in 2024)	14,458	-
Borehole Kitui - Individual donations (received in 2024)	1,308	-

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £
Charitable activities	170,832
Administration	9,850
Overheads	1,830
Support costs	2,890
	<hr/>
	<u>185,402</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

8. STAFF COSTS

Staff costs during the year were as follows:

	2024	2023
	£	£
Wages and salaries	70,377	61,854
National insurance contributions - employer	6,008	5,142
Pension contributions - employer	1,858	2,326
Statutory maternity pay	-	(11,895)
Employment allowance	<u>(6,008)</u>	<u>(3,067)</u>
	<u>72,235</u>	<u>54,360</u>

Average number of employees	<u>3</u>	<u>3</u>
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No employees received remuneration in excess of £60,000 (2023 : none)..

The trustees consider its key management personnel to be the trustees. No employment benefits were paid to the key management personnel.

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	75,484	2,183	77,667
Charitable activities			
Charitable activities	-	129,326	129,326
Other trading activities	39,083	-	39,083
Investment income	189	-	189
Total	<u>114,756</u>	<u>131,509</u>	<u>246,265</u>
EXPENDITURE ON			
Raising funds	32,888	-	32,888
Charitable activities			
Charitable activities	24,151	142,787	166,938
Administration	7,619	-	7,619
Overheads	1,589	-	1,589
Support costs	3,525	-	3,525
Total	<u>69,772</u>	<u>142,787</u>	<u>212,559</u>

RAISING FUTURES KENYA

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
NET INCOME/(EXPENDITURE)	44,984	(11,278)	33,706
RECONCILIATION OF FUNDS			
Total funds brought forward	47,672	29,398	77,070
TOTAL FUNDS CARRIED FORWARD	<u>92,656</u>	<u>18,120</u>	<u>110,776</u>

10. INDEPENDENT EXAMINATION

Support costs include £1,440 in respect to the Independent Examination for 2024.

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Social security	-	1,563
Amounts due from restricted fund	-	12,343
	<u>-</u>	<u>13,906</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Social security and other taxes	2,664	-
Other creditors	697	170
Amount due to unrestricted fund	-	12,343
Accruals	1,440	1,440
Deferred grants	70,549	39,300
	<u>75,350</u>	<u>53,253</u>

13. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	92,655	37,850	(24,837)	105,668
Restricted funds				
Seed of Hope	(12,343)	(41,089)	53,432	-
Nairobi Build	29,164	(824)	(28,340)	-
Kariti Agribusiness	1,300	(1,045)	(255)	-
	<u>18,121</u>	<u>(42,958)</u>	<u>24,837</u>	<u>-</u>
TOTAL FUNDS	<u>110,776</u>	<u>(5,108)</u>	<u>-</u>	<u>105,668</u>

13. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	122,200	(84,350)	37,850
Restricted funds			
Seed of Hope	81,149	(122,238)	(41,089)
Nairobi Build	16,740	(17,564)	(824)
Kariti Agribusiness	-	(1,045)	(1,045)
Kenya Fundraiser Role	438	(438)	-
	<u>98,327</u>	<u>(141,285)</u>	<u>(42,958)</u>
TOTAL FUNDS	<u><u>220,527</u></u>	<u><u>(225,635)</u></u>	<u><u>(5,108)</u></u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	47,672	44,983	92,655
Restricted funds			
Seed of Hope	-	(12,343)	(12,343)
Nairobi Build	22,313	6,851	29,164
Kariti Agribusiness	7,085	(5,785)	1,300
	<u>29,398</u>	<u>(11,277)</u>	<u>18,121</u>
TOTAL FUNDS	<u><u>77,070</u></u>	<u><u>33,706</u></u>	<u><u>110,776</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	114,756	(69,773)	44,983
Restricted funds			
Seed of Hope	80,309	(92,652)	(12,343)
Nairobi Build	50,000	(43,149)	6,851
Kariti Agribusiness	-	(5,785)	(5,785)
Kenya Fundraiser Role	1,200	(1,200)	-
	<u>131,509</u>	<u>(142,786)</u>	<u>(11,277)</u>
TOTAL FUNDS	<u><u>246,265</u></u>	<u><u>(212,559)</u></u>	<u><u>33,706</u></u>

RAISING FUTURES KENYA

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

13. MOVEMENT IN FUNDS - continued

The purpose of each restricted fund was as follows:

1. Seed of Hope - For the Seed of Hope vocational training and education project in Kenya (spend every year).
2. Nairobi build - For the construction and equipping of a new training centre in Nairobi (to be spent in 2023, 2024).
3. Kenya Fundraiser Role - Grant for a fundraiser staff position in Kenya (to be spent in 2024, 2025 and 2026).
4. Kariti Agribusiness - Training project on agriculture in Kariti Seed of Hope centre (to be spent in 2023, 2024).
5. Borehole Kitui - Building a borehole in Kitui (to be spent in 2024, 2025).
6. Kariti Kitchen - To build and equip a kitchen in Kariti Seed of Hope Kitchen (to be spent in 2025).

14. RELATED PARTY DISCLOSURES

During the year the charity engaged the services of Sam Perry Daily Bread Consultancy to perform marketing work amounting to £1,360 (2023 : £1,200). Sam Perry is the husband of Dee Russell a trustee of the charity.

RAISING FUTURES KENYA

England & Wales - Charity number 1181670

Accounts



RAISING FUTURES

KENYA

ANNUAL REPORT 2023



www.raisingfutureskenya.org.uk

Registered Charity Number: 1181670

Raising Futures Kenya

Annual Report 2023

Raising Futures Kenya is a small UK registered charity. For over 20 years, we've worked closely alongside our Kenyan partner organisation, Raising Futures Kenya NGO. Our partner NGO, led by women who are from the communities we work in and know the issues and solutions needed, have created projects which increase access to education, improve livelihoods and reduce poverty for young people.

Our award-winning training programme in Kenya, called Seed of Hope, enables young people who are from marginalised communities and experiencing poverty, to receive free vocational and business skills training.

Training alone cannot help young people to gain the skills and qualifications they need for the future; if they're suffering from trauma, they're hungry, they have a child to look after or they can't afford a period pad for example, they won't be able to focus on lessons. We actively look for, and address, any barriers young people may face which could stop them from learning and thriving. This is what sets us apart, and makes our training programme so successful. 6 months after graduating, 75% of Seed of Hope graduates are in employment, and 51% are earning enough to support themselves independently (with rent, food and bills).

Alongside the free vocational training and business skills courses, we provided unlimited counselling, food, childcare vouchers and period packs for 845 over 1,000 young people aged 14-25 (75% girls) in 2023. Students graduate from Seed of Hope with the skills, qualifications and confidence they need to find a job or start a business. Forging their own futures, self-reliant and free from poverty.

"As a young mother, being at Seed of Hope has been the best dream ever. This opportunity has been my only chance to get where I would like to be. The skills I have gained at Seed of Hope, along with the menstrual hygiene pack, child care voucher, and counselling I have received here, have played a significant role in my life. I look forward to starting my business after graduation, confident that this course will enable me to reach my dreams." - Patricia, Hairdressing & Beauty graduate, Seed of Hope Kariti 2023

Vision, Mission and Values

Our vision is a world where all children and young people in Kenya live with dignity, hope, and the opportunity to fully participate in society.

Our mission is to create opportunities with children and young people in Kenya to break the cycle of poverty and inequality and fulfil their potential.

Our values:

Inclusive - We listen to people and work together with them to develop solutions that really work and last. We do not discriminate on any basis.

Compassionate - We believe in the potential of all children and young people and recognise their challenges. We feel compelled to provide the support and opportunity that will help them change their lives.

Collaborative - We work together to make change happen, we're happy to share with and learn from individuals and organisations to create the biggest impact.

Trustees

Trustees are chosen and elected by the Raising Futures Kenya Board. The following trustees served throughout the year 2023:

- ❖ Andrew King - Chair
- ❖ Olivia Geymond - Deputy Chair
- ❖ Michael Doris - Treasurer
- ❖ Manni Kuthiala - Risk Lead
- ❖ Deborah Kimathi
- ❖ John Fleming
- ❖ Dan Bunter
- ❖ Dee Russell - Appointed 1st November 2023
- ❖ Khadija Owusu - Resigned 1st September 2023

Staff

- ❖ Kirsty Erridge - CEO (part-time)
- ❖ Leela Shanti - Head of Fundraising and Impact (part-time)

Charity Details

- ❖ **Registered Charity Incorporated Organisation Number** - 1181670
- ❖ **Registered Address** - Raising Futures Kenya, Community Base, 113 Queens Road, Brighton, BN1 3XG
- ❖ **Email Address** - hello@raisingfutureskenya.org.uk
- ❖ **Founders** - We were established in the UK in 2001 under the original name 'Vision Africa Give a Child a Future' by Rev and Mrs Packard and registered as a charity in England and Wales on 18th March 2002 under its constitution, which was adopted on 15th December 2001 and amended 9th March 2002. In January 2019 we rebranded as Raising Futures Kenya and registered with the Charity Commission as a Charitable Incorporated Organisation (CIO, registered charity number 1181670). Vision Africa Give a Child a Future's (1091198) liabilities and assets have been transferred to Raising Futures Kenya (1181670). Vision Africa Give a Child a Future (1091198) was officially closed and removed from the Charity Commission register in 2021.
- ❖ All photos and stories in this report are shared with consent.

Thank you!

Dear Friends of Raising Futures Kenya,

Thank you very much for your kind support and donations, especially over the past year, as we appreciate times are tough. As a small charity, every single one of our supporters means a lot to us. We know there are so many worthy causes to support, we are humbled and grateful that you choose to support us.

In 2023 we saw huge successes and achievements, but also huge challenges.

In Kenya, our partner NGO, trained and supported **845 young people** in 2023 through our Seed of Hope vocational and business skills training programme - more than the first 10 years of the project combined! In 2024 we are set to train over 1,000 young people. We've adapted how we deliver our training courses to reach more young people than ever before, without needing to add many additional costs to our annual budget.

Young people are not only graduating with a qualification, but with the confidence and skills to steer their own future. This couldn't have been possible without your support and donations - thank you.

At the end of 2023 we were delighted to complete the building of a new Seed of Hope vocational training centre in Nairobi, on land gifted to us by National Coatings & Supplies (NCS) several years ago. This new centre has been in the pipeline for many years and initial fundraising took place in the loving memory of Ruth Ross, daughter of our founders, who was heavily involved in the creation of Seed of Hope, our flagship vocational and business skills training programme. We are honoured to have received generous donations and grants to make this dream a reality. Students are no longer learning in temporary classrooms and shipping containers, they have comfortable, light, bright and inspiring classrooms to build their futures from. The centre was officially launched in January 2024 so we look forward to updating you further in our next Annual Report.

In 2023 our Kenyan team launched a new agricultural and business skills training course, for families and community members around our Seed of Hope centre in Kariti, M'uranga County. 305 people were trained in farming techniques, and how to preserve or add value to their crops to sell on and make a profit. The training was to help local people adapt their farming techniques in response to the changing climate, and to ensure students, and their families, are able to grow nutritious crops, and increase their income. The training was a huge success with the first cohort trained already producing enough crops to support their families, and sell surplus to generate some income.

These huge successes were achieved despite the devastating impact of the cost of living crisis, and the on-going drought, which is the worst in Kenya for years. The drought has caused crops to fail for several seasons, significantly driving up food prices and forcing more people, many already vulnerable, into food poverty, unable to provide a meal a day for their families. As always, women and girls have been hit hardest, they are more likely to be forced to leave education or to marry young, and are at the highest risk of exploitation and abuse. The Seed of Hope team has supported those most affected with emergency food supplies, and invited them to the agriculture training so they can adapt their own personal farming practices to the changing climate.

We continue our proud journey of "Shifting the Power" to our partner NGO in Kenya. We recognise the power imbalance between charities and NGOs in the Global North, who historically have more access to funding and grants, versus the charities and NGOs in the Global South who are working in the communities and delivering the projects where the need is. We are fiercely committed to ensuring our partner NGO in Kenya leads the decision making for the programmes and strategic direction, and increasingly secures funding directly, working towards delivering the most effective and efficient programmes which are needed most in

their communities. In 2023 we are delighted to have secured a significant multi-year grant from a US Funder who have enthusiastically agreed to fund our Kenyan partner directly, rather than coming via the UK charity first. This is a big leap forward in our journey to enabling the Kenyan NGO to secure funding directly and cut out the UK organisation as the go-between. Multi-year funding gives us the security to plan and make longer-term strategic decisions.

In the UK, we broadcast our first BBC Radio 4 Appeal which was presented by radio broadcaster and activist, Gemma Cairney, raising over £11,000 and helping us to reach new supporters. The appeal focused on the moving story of a Seed of Hope graduate, Linet, who overcame the most shocking abuse and adversity to prosper. We'd really recommend you taking 2 minutes to listen to it if you can, Linet's story is captivating. <https://www.bbc.com/charityappeals/what-your-money-does/radio-4-appeal/raisingfutureskenya-2022-2023>

Representatives from Raising Futures Kenya were invited to Buckingham Palace for an event hosted by His Majesty The King and Queen Camilla to celebrate 60 years of Kenyan Independence in October 2023. It was an honour to be there, representing our Kenyan colleagues who were unable to attend, and sharing the incredible work they achieve.

Several of our UK Board members were able to meet the Kenyan team, and visit the Seed of Hope centres, on trips to Kenya for their own work or travel. They were all blown away meeting some of the courageous and committed students and graduates, and the dedicated and inspiring teachers and staff.

Thanks to our wonderful family of supporters, donors and funders we have survived the last few challenging years and been able to support more young people in a single year than 10 years combined! We also raised enough for a new Seed of Hope training centre in Nairobi, which will launch hundreds of bright new futures every year.

Together we have been able to support young people to build a life free from poverty. They have gained the skills and confidence they need to secure a job, or start a small business and take control of the direction of their own future. They are waking up today with opportunities and options open to them, which they've never had before.

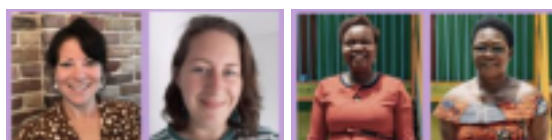
This wouldn't have been possible without each and every person and organisation who donated to us, volunteered with us, shared our social media posts or told someone about us. Together we are providing the stepping stone for young people to build a self-reliant future, free from poverty.

Thank you very much for being part of our family, we really appreciate you.

Best wishes,

Kirsty & Leela in the UK and Mary & Florence in Kenya

The Raising Futures Kenya UK and Kenya Leadership Team



2023 HIGHLIGHTS

845

**Students completed
Seed of Hope courses**

That's 5 times more students in 5 years !

**Individual counselling
sessions provided**

Supporting young people with mental health issues so they can be in the best position to learn.

2,224

529

Childcare vouchers given out

Enabling young mothers to attend lessons and build a secure future for their young family.

Cooked lunches provided

Ensuring young people can focus on learning without feeling hungry. We've also provided family rice packs to all students in Kitui due to the drought.

55,625

2,454

**Packs of period pads
given out**

Enabling girls to attend lessons when on their period by providing period pads for all girls.

**Students in employment 6 months
after completing their course**

And 51% earning enough to independently support themselves with their rent, food and bills.

75%

The need for our work

The cost of living crisis, rising unemployment and severe drought in Kenya have left young people with very few opportunities to get the skills needed for employment. Many end up living in poverty, struggling to find food for the day. As always, women and girls have been hit hardest. They are most likely to be forced to leave education, and are at the highest risk of sexual exploitation, abuse or child marriage.

Demand for our vocational and business skills training courses increased dramatically in 2023 as young people (aged 14-25) wanted to learn a trade or start a business to survive the current dire economic circumstances, and find a way for a better future.

Without Seed of Hope many young people face a bleak future of poverty, exploitation, abuse and crime, and no opportunities for a way out. That's where we come in. Our Seed of Hope programme can provide these young people with opportunity, dignity and hope for a safer, financially secure, happy future.

What we do - Seed of Hope

Through our Seed of Hope programme, we run three training centres in Kenya: in rural, remote Kitui and Murang'a Counties, and urban Dagoretti slum, Nairobi. Our partner organisation in Kenya is run by local people from the communities we work in, with an unparalleled understanding of local issues and needs. We run regular needs assessments with the community to ensure we can adapt and refine the programme to maximise its impact.

Our training courses

We provide 14-25 year olds with free accredited 6 or 12-month in-depth vocational training courses in: motor vehicle mechanics, fashion design, carpentry & joinery, electrics & wiring, hairdressing & beauty therapy and catering & hospitality. All courses include core education in English, financial literacy, business and computer skills. Students can take an external exam at the end of their course for a national qualification.

We also run 2-month short courses in Business, Financial Literacy and Computer Skills to enable young people to learn the essential skills of running a business and managing finances - perfect for those who don't necessarily need a skilled trade for the types of businesses they want to run. This was added in 2021, in response to the skills gap identified through our thorough community needs assessment, and has been incredibly popular.

What sets us apart

Training courses alone don't create meaningful change for young people. If young people are experiencing extreme poverty, trauma from previous abuse, are hungry or cannot afford sanitary products or childcare, they are unable to fully engage in lessons and learn.

Our vocational training and business skills courses are different from others. We actively research and remove barriers to learning and education for young people experiencing poverty. Our courses are completely free and they are accompanied by unlimited counselling, food, childcare vouchers, period packs and any support needed to ensure no young person misses out on the opportunity to build a brighter future for themselves.

We treat every student as an individual and personalise our support to their specific needs (physical and mental) and circumstances to set every student up for success.

We also tackle systemic barriers to oppression and inequality. In group sessions we address issues such as gender inequality, gender-based violence, Female Genital Mutilation, mental health and wellbeing, substance

misuse, sexual and reproductive health, and healthy nutrition. This empowers girls to know and assert their rights, and teaches boys how to become advocates for equality, using their power for good.

Our free comprehensive, holistic, support package has been developed from 20+ years of experience and community engagement. This is what sets us apart. This is what makes Seed of Hope such an impactful training programme, giving young people the opportunity to change the direction of their futures and giving them opportunities full of dignity and hope.

Tracking impact

We follow up with graduates 6, 12 and 18 months after they leave our courses, to measure the longer-term impact of our training. This sets us apart from most standard vocational training. We are building an evidence base ready to share learning and impact with other vocational training institutes, to reach even more young Kenyans. In 2024 we are commissioning an Independent Evaluation of Seed of Hope.

“Seed of Hope has been a beacon of transformation for countless young people over the years.

I have witnessed firsthand how our programs have turned hopelessness into determination and ambition.

The young individuals who come through our doors often arrive burdened by their circumstances, but they leave as confident, skilled, and inspired graduates, ready to make a positive impact in their communities.

Seeing their journeys unfold, and knowing that Seed of Hope played a pivotal role in their growth, is truly rewarding”

– Florence Olwenge, Seed of Hope Manager, Kenya



Our Strategic Plan 2022-26

For over 20 years we have talked about Raising Futures Kenya (formerly Vision Africa) as being one organisation. The reality is we are two organisations working in close partnership, a Charitable Incorporated Organisation in the UK, and a registered NGO in Kenya. We're both called Raising Futures Kenya and we're both working towards the same vision and mission. We have just recognised that we have very different roles to play in achieving those goals: from the UK our primary function is to fundraise, and from Kenya the primary function is to deliver the projects.

For the first time, in 2022, the UK and Kenyan organisations developed their own separate Strategic Plans. This is because we recognise that the Kenyan NGO should have autonomy in deciding what the programme priorities should be and how best the funding should be invested to ensure young people can become self-reliant and free from poverty. Our Kenyan staff are from the communities where we work and understand the nuanced needs of the communities and what projects/interventions will be successful.

We are committed to Shifting the Power to our passionate, experienced and dedicated colleagues in Kenya. We are acutely aware of the power imbalance between NGOs in the Global North, who typically have access to funding, and NGOs in the Global South, who typically are implementing the projects.

Over the 5 year period we'll work with our Kenyan colleagues to build up their team, resources and capacity to take on more of the decision making for our two organisations. We'll work to encourage our committed funders and supporters to fund them directly, rather than going through us in the UK as the go-between.

We appreciate this is a long journey, and we are learning as we go, but both organisations are committed to the process and continuing to work together very successfully with respect and dignity.

UK Strategic Outcomes 2022-26

Guiding our work over the 5 year period will be the following outcomes:

- ❖ **Outcome 1** – Raising Futures Kenya has an evidence based, independently reviewed and replicable model for holistic Technical and Vocational Education and Training (TVET) provision in Kenya.
- ❖ **Outcome 2** – Facilitate Raising Futures Kenya NGO in Kenya to become the lead partner.
- ❖ **Outcome 3** – Raising Futures Kenya in the UK have diversified our income sources and reduced RFK Kenya's reliance on our/overseas funding.

Strategic Themes for Raising Futures Kenya in the UK

Underpinning all of our work over the 5 year period will be the following themes:

Do good, be better

Learn from the Shift the Power movement and embed it throughout our organisation. Embed a culture of reflection and respond to changes in society. Actively reflect on our own actions, admitting to failure, looking for opportunities to learn, to act, to be better, to share and to ensure no one is left behind and everyone has an opportunity to thrive.

Sustainability

This theme cuts across all of our work and includes:

- ❖ increasing the sustainability of our programmes in Kenya
- ❖ increasing the sustainability of our income through income generating activities
- ❖ increasing the long term sustainability for young people and communities who are benefiting from training and skills development at Seed of Hope
- ❖ increasing self-reliance and using environmentally sustainable working practices wherever possible.

Wellbeing and thriving

Our Seed of Hope programme centres on the wellbeing of students, ensuring they are in the best position to be able to thrive. We will ensure this is extended to all staff, volunteers and anyone working with Raising Futures Kenya. We will advocate for wellbeing in the sector.

We consider the whole person in our work. Sustainable development isn't simple; solutions are often complex and unique to each individual. We work closely alongside children, young people and families to ensure they have all the support they need to break the cycle of poverty and inequality.

Our Future UK Vision

“Ultimately we don’t want to exist in the UK” – Kirsty Erridge, CEO

Within 15 years we would like Raising Future Kenya’s (UK and Kenya) unique, evidence based, approach to Technical and Vocational Education and Training (TVET) to be integrated into Government, NGO and private TVET provision across Kenya – creating better outcomes for young people engaging in TVET.

Our ultimate long term goal is for there to be no need for a UK Raising Futures Kenya. In 15 years we would like RFK UK to be an influential voice and leading example in the UK development sector, advocating for localisation of development work and funding.

We want RFK in Kenya to be fully autonomous, with donors and funders happy to fund them directly. We realise this requires a big shift in the UK/Global North funding sector so we are committed to being here for as long as our partner NGO needs us, and the support we offer will be led by their needs and requests.

Strategy Update 2023

In 2023 we made the following steps towards our strategic outcomes:

Outcome 1 - Evidence-based TVET provision

- ❖ Our monitoring, evaluation and learning tools were reviewed and enhanced by a sub-committee of staff and Board members from the UK and Kenyan organisations, enhancing our ability to monitor progress and impact. This includes feeding into the independent evaluation planned for 2024.
- ❖ The Kenyan partners created a curriculum to share with other TVET providers on the Seed of Hope model, to share learning. They identified 4 partner TVET providers and began a training programme with them.

Outcome 2 - Shifting Power

- ❖ Our UK CEO ceased line managing the Executive Director of the Kenyan NGO. This has now moved to a Kenyan Board member and the CEO and Executive Director are now equal colleagues leading the UK and Kenyan organisations.
- ❖ We were awarded a multi-year grant from a US foundation, after undergoing an in-depth vetting process from Bridgespan Consultancy, and encouraged the funder to award the grant directly to the Kenyan NGO, rather than via the UK.
- ❖ We secured a 2 year grant to fund a Kenyan Fundraising and Development Manager, in the Kenyan NGO, to increase resources for securing funding directly to the Kenyan NGO.

Outcome 3 - Diversifying income

- ❖ We broadcast a fundraising appeal on BBC Radio 4 to reach a new audience of supporters.
- ❖ Although this did not involve the UK team, it’s worth noting that the Executive Director in the Kenyan NGO galvanised the Kenyan Board to fundraise for a new kitchen at one of the Seed of Hope centres. This meant that together with funding secured from a Kenyan grant maker, and income-generating activities at the Seed of Hope centres, the kitchen construction was entirely funded by the Kenyan NGO. This marks a significant step forward in securing funding from within Kenya, and funding made directly to the Kenyan NGO.

Strategic Plans 2024

Outcome 1 - Evidence-based TVET provision

- ❖ Support our Kenyan partner to commission an Independent Evaluation of the programme work in Kenya with the aim of ensuring we are having the impact we think we are having, and to look for areas where we can improve or expand.
- ❖ Support our Kenyan partner to share the Seed of Hope programme model with other TVET providers in Kenya.

Outcome 2 - Shifting Power

- ❖ Establish Board-to-Board sessions for knowledge sharing. Our new Chair of the Board in 2024 is based in Nairobi.
- ❖ Continue to support the generation of income from within Kenya, and encourage funders to support the Kenyan NGO directly.
- ❖ Support our Kenyan partner to expand their fundraising and impact capacity and resources by investing in a fundraising and development role, and a monitoring and evaluation role.
- ❖ Share our lessons learned on the Shifting Power process, and advocate for the sector to move in this direction.

Outcome 3 - Diversifying income

- ❖ We will adjust our UK staffing to recruit a Fundraising and Communications Officer, part-time, to focus on managing the relationships with our wonderful donors and supporters, and sharing the stories and impact of the work our Kenyan partners are achieving, to secure further funding and support.
- ❖ This will enable us to have more resources to focus on seeking funding from the USA and the European Union, to diversify our income.

“Raising Futures Kenya NGO has been in a continuous journey since 2018 with the UK Partner, Raising Futures Kenya UK in shifting power from the UK to Kenya.

This has seen the strengthening of the capacity in Kenya for decision making including; developing a separate strategic plan, leadership strengthening, engaging highly skilled and active board members, actively doing local fundraising and resource mobilisation, developing organisation policies, managing finances and budgets and carrying out multi-million [Kenyan Shilling] build project in Nairobi that is now housing our Nairobi Seed of Hope training centre!

We are very proud to be among the pioneers in the 'shifting the power' conversation and would encourage all other Global North organisations to get on board as the benefits and positive impact is great, not just to the organisation but down to the staff and the beneficiaries!”

- Mary Mwangi, Executive Director, Kenya



Message from our Chair, Andy King

I want to use this opportunity to give you a peek behind the curtain of how Raising Futures is run. We have a few guiding principles, and a few guiding practices, which I want to share with you. The main practice is a commitment to each other – shown in a recurring agenda item in every meeting: is there anything keeping you up at night?

This isn't reflective of a staff with sleeping issues, but a commitment to raise niggles, concerns and issues at the first possible moment. A chance to be clear on priorities and to see the people in our organisation.

As the chair of the UK board, there are typically two things keeping me up at night:

1. How we build on the skills of our key people (particularly our country leaders Kirsty and Mary) without creating key person dependency.
2. Whether we're doing enough to shift the power to our Kenyan colleagues, particularly around the relationships between these key players.

In truth, 2023 brought me a reason for insomnia.

Kirsty and Mary, the women who between them know every single thing about Raising Futures Kenya, went on maternity leave. At the same time. We braced for impact... and everything continued.

What 2023 has taught me is that Raising Futures Kenya has many faces. Yes, Kirsty is often the face of the UK, and Mary is often the face of Kenya, but behind these two incredible women... are a bunch of other incredible people. Leela and Florence stepped up to the helm of the UK and Kenya respectively, and everything continued.

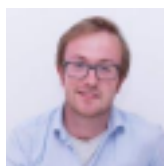
Leela and Florence brought their own unique approaches to the practices and protocols set in front of them. They forged new relationships and created new practices – and everything continued. We reached new heights of impact numbers, fundraising targets and board-to-board interactions.

They all came together to examine the second concern. We built a partnership with a new funder. The biggest funder in either the UK or Kenyan organisation's history. And they agreed to fund Kenya directly.

After a long application process, and several meetings with Kirsty and Mary to get to know Raising Futures and what we stand for, they agreed that for the power to sit with Kenya – so should the money. Because of this special funder, we have proof that shifting power is not only possible, but practicable. It's given us the confidence to speak to other funders, and beat our drum louder: **the power and the money belong with the people living the solution.**

In a room full of people shouting about shifting the power, it brings me endless pride to be part of an organisation doing it. Here we are in 2024, and there's nothing keeping me up at night.

To those with us on the journey – I hope you sleep a little easier knowing the difference you're making.



Best wishes

Andy King
Chair of Trustees

Finance report

Income between 1st January - 31st December 2023 was £246,265. Expenditure for the year was £212,559. This year we have moved to accruals accounting, which means income received in 2023 but to be spent on projects in 2024 have been accounted for as accruals.

£166,938 was spent on charitable activities which accounts for 79% of expenditure. The remainder was spent on necessities such as: generating funds in order to deliver the charitable activities, governance and overheads which includes essential functions such as managing the finances and adhering to our statutory obligations to ensure the charity is run professionally. We do not have an office in the UK; all staff work from home to try to reduce overhead costs.

The Charity Trustees received no remuneration for their work as Trustees, but they can be reimbursed for travel expenses in line with our expenses policy (not applicable in 2023).

Reserves Policy

It is the policy of Raising Futures Kenya to maintain the unrestricted reserves of the charity at a level sufficient to meet its committed spend, management, administration & support costs for a period of 3 months. The 'reserves' are unrestricted funds not committed or invested in tangible fixed assets and are split between UK and Kenya accounts as appropriate. In the UK we held unrestricted, designated, reserves at the end of the year to cover 3 months UK running costs, which was £18,191.

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finance of the Charity and continue to review systems to mitigate the Charity's exposure to major risk.

Public Benefit Statement

The Trustees of Raising Futures Kenya confirm that they have complied with the duty contained within the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. Our Annual Report details how we have delivered our purposes for public benefit.

Safeguarding

The safety and wellbeing of the students, community, volunteers and staff we work alongside is our top priority. We have a comprehensive Safeguarding Policy and set of procedures. All staff undergo an annual safeguarding training course and our Senior Leadership have completed training in the implementation and management of safeguarding in the humanitarian sector. We have a Safeguarding Lead on the Board.

Trustee Recruitment

Trustees are openly recruited, and then approved by current Trustees after a trial period of 3 months.

We'd like to take this opportunity to thank all of our dedicated supporters and donors. Without your commitment and generosity, we wouldn't be able to continue our much-needed work supporting young people in Kenya to build their own rewarding future. Thank you.

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023
FOR
RAISING FUTURES KENYA

F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

RAISING FUTURES KENYA

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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RAISING FUTURES KENYA

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2023**

The trustees present their report with the financial statements of the charity for the year ended 31 December 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charitable objects are:

1. To develop the capacity and skills of socially and economically disadvantaged children and young people in Kenya in such a way that they are better able to identify and help meet their needs and to participate more fully in society.
2. The prevention of poverty (or financial hardship) among children and young people in Kenya by providing or assisting in the provision of education, training, and all the necessary support needed to enable individuals to generate a sustainable income and be self-sufficient.
3. To promote sustainable development for the benefit of the public by:
 - a). The relief of poverty and the improvement of the conditions of life in socially and economically disadvantaged communities.
 - b). The promotion of sustainable means of achieving economic growth and regeneration.

Sustainable development means development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

Significant activities

Details can be obtained in the attached report.

Public benefit

Details can be obtained in the attached report.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Raising Futures Kenya was formerly known as Vision Africa Give A Child A Future.

We support vulnerable children and young people in Kenya through the provision of education, training and personal support.

We work closely with individuals, families, communities and external stakeholders to enable children and young people from all backgrounds and abilities to thrive and live poverty-free lives.

Fundraising activities

Details can be obtained in the attached report.

FINANCIAL REVIEW

Financial position

Details can be obtained in the attached report.

Reserves policy

Details can be obtained in the attached report.

FUTURE PLANS

Details can be obtained in the attached report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

RAISING FUTURES KENYA

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution

The charity was registered as a Charitable Incorporated Organisation on 22 January 2019.

Recruitment and appointment of new trustees

Details can be obtained in the attached report.

Safeguarding

Details can be obtained in the attached report.

Risk management

Details can be obtained in the attached report.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1181670

Principal address

Community Base
113 Queens Road
Brighton
East Sussex
BN1 3XG

Trustees

A King (Chair)
O Geymond (Deputy Chair)
M Doris (Treasurer)
D Bunter-Jayasuriya
M Kuthiala
D Russell
D Kimathi
J Fleming
Dr K Owusu (resigned 1.9.23)

Independent Examiner

Christopher Robert Tyler FCA DChA FCIE
F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

Bankers

Barclays Bank
Tamworth Business Centre
24 Middle Entry
Tamworth
B79 7NJ

Founders

Mrs V Packard
Rev J Packard

RAISING FUTURES KENYA

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2023**

REFERENCE AND ADMINISTRATIVE DETAILS

CEO

Kirsty Erridge

Email

hello@raisingfutureskenya.org.uk

Website

www.raisingfutureskenya.org.uk

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 19 August 2024 and signed on its behalf by:

M Doris - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
RAISING FUTURES KENYA**

Independent examiner's report to the trustees of Raising Futures Kenya

I report to the charity trustees on my examination of the accounts of Raising Futures Kenya (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all 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 Trust 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.

Christopher Robert Tyler FCA DChA FCIE

F1 CRT Limited
Flat 24 Wellingtonia Court
Laine Close
Brighton
East Sussex
BN1 6TD

3 October 2024

RAISING FUTURES KENYA**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	75,484	2,183	77,667	95,351
Charitable activities	5				
Charitable activities		-	129,326	129,326	104,330
Other trading activities	3	39,083	-	39,083	1,025
Investment income	4	189	-	189	117
Total		<u>114,756</u>	<u>131,509</u>	<u>246,265</u>	<u>200,823</u>
EXPENDITURE ON					
Raising funds		32,888	-	32,888	27,843
Charitable activities	6				
Charitable activities		24,151	142,787	166,938	175,717
Administration		7,619	-	7,619	5,874
Overheads		1,589	-	1,589	2,050
Support costs		3,525	-	3,525	1,072
Total		<u>69,772</u>	<u>142,787</u>	<u>212,559</u>	<u>212,556</u>
NET INCOME/(EXPENDITURE)		44,984	(11,278)	33,706	(11,733)
RECONCILIATION OF FUNDS					
Total funds brought forward		47,672	29,398	77,070	88,803
TOTAL FUNDS CARRIED FORWARD		<u><u>92,656</u></u>	<u><u>18,120</u></u>	<u><u>110,776</u></u>	<u><u>77,070</u></u>

The notes form part of these financial statements

RAISING FUTURES KENYA**BALANCE SHEET**
31 DECEMBER 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
CURRENT ASSETS					
Debtors	11	13,906	-	13,906	-
Cash at bank		119,659	30,464	150,123	77,440
		<u>133,565</u>	<u>30,464</u>	<u>164,029</u>	<u>77,440</u>
CREDITORS					
Amounts falling due within one year	12	(40,910)	(12,343)	(53,253)	(370)
NET CURRENT ASSETS		<u>92,655</u>	<u>18,121</u>	<u>110,776</u>	<u>77,070</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>92,655</u>	<u>18,121</u>	<u>110,776</u>	<u>77,070</u>
NET ASSETS		<u>92,655</u>	<u>18,121</u>	<u>110,776</u>	<u>77,070</u>
FUNDS	13				
Unrestricted funds				92,655	47,672
Restricted funds				18,121	29,398
TOTAL FUNDS				<u>110,776</u>	<u>77,070</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 19 August 2024 and were signed on its behalf by:

M Doris - Trustee

RAISING FUTURES KENYA

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 DECEMBER 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared in accordance with the Charities SORP (FRS102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019)', Financial Reporting Standard FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act. The financial statements have been prepared under the historical cost convention.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Trustees consider there are no material uncertainties about the charity's ability to continue as a going concern.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from donations is accounted for as received by the charity. The income from fundraising ventures is shown gross, with the associated costs included in fundraising costs. The value of voluntary work is not included in the financial statements.

For legacies, entitlement is taken on a case by case basis as the earlier of the date on which: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Where legacies have been notified to the charity or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Donated goods

Donated goods and services have not been recognised in these financial statements as it is not practicable to do so and the cost outweighs the benefit.

RAISING FUTURES KENYA

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023**

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	74,564	80,505
Gift aid	3,103	8,846
Grants	-	6,000
	<u>77,667</u>	<u>95,351</u>

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Fonthill Foundation	-	1,000
The George and Esme Politzer Charitable Settlement	-	5,000
	<u>-</u>	<u>6,000</u>

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising events	<u>39,083</u>	<u>1,025</u>

4. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	<u>189</u>	<u>117</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	£	£
Grants	<u>129,326</u>	<u>104,330</u>

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Allan and Nesta Ferguson Charitable Trust	20,000	-
The Archer Trust	5,000	5,000
Austin Bailey Foundation	1,000	1,000
Be One Percent	-	6,002
Brian Mercer Trust	10,000	-
Brian Murtagh Charitable Trust	-	2,000
British Foreign School Society (BFSS)	11,948	11,427
Bryan Guinness Trust	6,500	-
The Casey Trust	-	1,000
Charles Hayward Foundation	-	15,000
Coles-Medlock Foundation	-	5,000
Department for International Development (DFID)	-	51
Didymus	-	5,000
Dorfred Trust	1,000	-
	<u>55,448</u>	<u>51,480</u>
Carried forward	55,448	51,480

RAISING FUTURES KENYA

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 DECEMBER 2023**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	2023	2022
	£	£
Brought forward	55,448	51,480
Eleanor Rathbone Trust	-	1,000
The Father O'Mahoney Memorial Trust	2,000	-
Fonthill Foundation	30,000	-
The Fore	1,200	-
Fresh Leaf Foundation	-	25,000
Gilchrist Educational Trust	-	1,000
The Grace Trust	1,000	-
The Ian Askew Charitable Trust	-	500
Kiln Family Trust	-	500
The Mirianog Trust	1,000	-
Love Is Kindness Charitable Trust	871	-
Pat Newman Trust	-	1,250
RG Charitable Trust	2,000	-
The Rozelle Trust	5,000	5,000
Strathspey Charitable Trust	1,000	-
Stichting Climate Impact Foundation	14,807	-
The Souter Charitable Trust	15,000	13,600
W F Southall Trust	-	3,000
Travers Smith	-	2,000
	<hr/>	<hr/>
	129,326	104,330
	<hr/>	<hr/>

In addition the following grants have been received in the year and deferred to 2024:

	2023	2022
	£	£
Peter Stebbings Memorial Trust	8,500	-
CB & HH Taylor 1984 Trust	2,000	-
The Fore	13,800	-
Fonthill Foundation	15,000	-

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £
Charitable activities	166,938
Administration	7,619
Overheads	1,589
Support costs	3,525
	<hr/>
	179,671
	<hr/>

RAISING FUTURES KENYA

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2023

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2023 nor for the year ended 31 December 2022.

8. STAFF COSTS

Staff costs during the year were as follows:

	2023	2022
	£	£
Wages and salaries	61,854	59,641
National insurance contributions - employer	5,142	6,396
Pension contributions - employer	2,326	1,652
Statutory maternity pay	(11,895)	-
Employment allowance	<u>(3,067)</u>	<u>-</u>
	<u>54,360</u>	<u>67,689</u>

Average number of employees	<u>3</u>	<u>3</u>
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No employees received remuneration in excess of £60,000 (2022 : none)..

The trustees consider its key management personnel to be the trustees. No employment benefits were paid to the key management personnel.

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	93,548	1,803	95,351
Charitable activities			
Charitable activities	-	104,330	104,330
Other trading activities	-	1,025	1,025
Investment income	117	-	117
Total	<u>93,665</u>	<u>107,158</u>	<u>200,823</u>
EXPENDITURE ON			
Raising funds	27,843	-	27,843
Charitable activities			
Charitable activities	96,304	79,413	175,717
Administration	5,874	-	5,874
Overheads	2,050	-	2,050
Support costs	1,072	-	1,072
Total	<u>133,143</u>	<u>79,413</u>	<u>212,556</u>

RAISING FUTURES KENYA

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023**

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
NET INCOME/(EXPENDITURE)	(39,478)	27,745	(11,733)
RECONCILIATION OF FUNDS			
Total funds brought forward	87,150	1,653	88,803
TOTAL FUNDS CARRIED FORWARD	<u>47,672</u>	<u>29,398</u>	<u>77,070</u>

10. INDEPENDENT EXAMINATION

Support costs include £1,440 in respect to the Independent Examination for 2023 and £450 for 2022.

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Social security	1,563	-
Amounts due from restricted fund	12,343	-
	<u>13,906</u>	<u>-</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Social security and other taxes	-	105
Other creditors	170	265
Amount due to unrestricted fund	12,343	-
Accruals	1,440	-
Deferred grants	39,300	-
	<u>53,253</u>	<u>370</u>

13. MOVEMENT IN FUNDS

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	47,672	44,983	92,655
Restricted funds			
Seed of Hope	-	(12,343)	(12,343)
Nairobi Build	22,313	6,851	29,164
Kariti Agribusiness	7,085	(5,785)	1,300
	<u>29,398</u>	<u>(11,277)</u>	<u>18,121</u>
TOTAL FUNDS	<u>77,070</u>	<u>33,706</u>	<u>110,776</u>

RAISING FUTURES KENYA

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023**

13. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	114,756	(69,773)	44,983
Restricted funds			
Seed of Hope	80,309	(92,652)	(12,343)
Nairobi Build	50,000	(43,149)	6,851
Kariti Agribusiness	-	(5,785)	(5,785)
Kenya Fundraiser Role	1,200	(1,200)	-
	<u>131,509</u>	<u>(142,786)</u>	<u>(11,277)</u>
TOTAL FUNDS	<u>246,265</u>	<u>(212,559)</u>	<u>33,706</u>

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	87,150	(39,478)	47,672
Restricted funds			
Seed of Hope	1,653	(1,653)	-
Nairobi Build	-	22,313	22,313
Kariti Agribusiness	-	7,085	7,085
	<u>1,653</u>	<u>27,745</u>	<u>29,398</u>
TOTAL FUNDS	<u>88,803</u>	<u>(11,733)</u>	<u>77,070</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	93,665	(133,143)	(39,478)
Restricted funds			
Seed of Hope	63,356	(65,009)	(1,653)
Nairobi Build	28,802	(6,489)	22,313
Kariti Agribusiness	15,000	(7,915)	7,085
	<u>107,158</u>	<u>(79,413)</u>	<u>27,745</u>
TOTAL FUNDS	<u>200,823</u>	<u>(212,556)</u>	<u>(11,733)</u>

RAISING FUTURES KENYA

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 DECEMBER 2023**

13. MOVEMENT IN FUNDS - continued

The purpose of each restricted fund was as follows:

1. Seed of Hope - For the Seed of Hope vocational training and education project in Kenya (spend every year).
2. Nairobi build - For the construction and equipping of a new training centre in Nairobi (to be spent in 2023, 2024).
3. Kenya Fundraiser Role - Grant for a fundraiser staff position in Kenya (to be spent in 2023, 2024 and 2025).
4. Kariti Agribusiness - Training project on agriculture in Kariti Seed of Hope centre (to be spent in 2023, 2024).
5. Borehole Kitui - Building a borehole in Kitui (to be spent in 2024, 2025).

14. RELATED PARTY DISCLOSURES

During the year the charity engaged the services of Sam Perry Daily Bread Consultancy to perform marketing work amounting to £1,200. Sam Perry is the husband of Dee Russell a trustee of the charity.

RAISING FUTURES KENYA**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	74,564	80,505
Gift aid	3,103	8,846
Grants	-	6,000
	<hr/>	<hr/>
	77,667	95,351
Other trading activities		
Fundraising events	39,083	1,025
Investment income		
Deposit account interest	189	117
Charitable activities		
Grants	129,326	104,330
	<hr/>	<hr/>
Total incoming resources	246,265	200,823
EXPENDITURE		
Raising donations and legacies		
Cost of raising funds	32,888	27,843
Charitable activities		
Charitable activities	166,938	175,717
Administration	7,619	5,874
Overheads	1,589	2,050
Governance	3,525	1,072
	<hr/>	<hr/>
	179,671	184,713
Total resources expended	<hr/>	<hr/>
	212,559	212,556
	<hr/>	<hr/>
Net income/(expenditure)	33,706	(11,733)
	<hr/> <hr/>	<hr/> <hr/>

This page does not form part of the statutory financial statements

RAISING FUTURES KENYA

England & Wales - Charity number 1181670

Accounts

RAISING FUTURES KENYA

ANNUAL
REPORT 2022



www.raisingfutureskenya.org.uk

Registered charity number: 1181670

Thank you!

Dear Friends of Raising Futures Kenya,

Thank you very much for your kind support and donations over the past year. As a small charity each and every one of you means a lot to us and we are very grateful for you choosing to support us.

In 2022 we faced many challenges. The worst drought seen in years in Kenya has caused crops to fail, driving up food prices significantly, alongside the war in Ukraine increasing fuel prices. Communities were already struggling with the economic impact of COVID-19 causing increased unemployment rates, so this has pushed more people into extreme poverty. As always, women and girls have been hit hardest, are more likely to be forced to leave education, and are at the highest risk of exploitation and abuse.

Demand for our vocational and business skills training courses increased dramatically as people wanted to learn a trade or start a business to survive the current dire economic circumstances. We trained and supported more young people in 2022 than the first 10 years of the project combined.

This has all happened at a time when our donors are also experiencing a cost of living crisis, and sadly many have had to reduce or stop their financial support to us. Many funders are also stopping their support for international projects, including the UK Government's Small Charity Challenge Fund which we used to be eligible to apply to, or are closing altogether. This means the same small pool of funders are being approached by more charities than ever before, making it increasingly difficult to fund international work.

Thanks to our wonderful family of supporters we have weathered the storm of recent years, and for that we are eternally grateful. Our colleagues at our partner NGO in Kenya (also called Raising Futures Kenya) have worked incredibly hard to transform our Seed of Hope vocation training and business skills project so we could support more young people in 2022 than ever before, while carefully managing our costs.

Together we have been able to support young people to build a life free from poverty. They have gained the skills and knowledge they need to secure a job, or start a small business, and the counselling support we provide has enabled them to process the stress and trauma they have experienced over the last few years, building their resilience and giving them hope, opportunity and dignity. They are waking up today with opportunities and options open to them, which they've never had before.

This wouldn't have been possible without each and every person and organisation who donated to us, volunteered with us, shared our social media posts or told someone about us. Together we are making a difference and supporting young people to build a self-reliant future, free from poverty.

Thank you very much for standing by us, we really appreciate you.

Best wishes,

Kirsty & Leela in the UK and Mary & Florence in Kenya
Raising Futures Kenya Leadership Team



2022 HIGHLIGHTS

778

Students enrolled on
Seed of Hope courses

More than the first 10 years of Seed of Hope, combined!!

Individual counselling
sessions provided

Supporting young people with mental health
issues so they can be in the best position to learn.

4,600

1,212

Childcare vouchers given out

Enabling young mothers to attend lessons and
build a secure future for their young family.

Cooked lunches provided

Ensuring young people can focus on learning
without feeling hungry. We've also provided
family rice packs to all students in Kitui due to
the drought.

50,011

3,320

Packs of period pads
given out

Enabling girls to attend lessons when on their
period by providing period pads for all girls.

Data collected from the daily monitoring records taken by Seed of Hope teachers between Jan-Dec 2022.

Raising Futures Kenya Annual Report 2022

Raising Futures Kenya is a small UK registered charity. For over 20 years, we've worked closely with our Kenyan partner organisation, Raising Futures Kenya NGO. Together we develop projects owned by the community to increase access to education, improve livelihoods and reduce poverty for young people.

Our award-winning training programme in Kenya, called Seed of Hope, enables young people who are from marginalised communities and experiencing poverty, to access business and employment opportunities, and to ultimately become self-reliant and live free from poverty, safe from exploitation.

We provide free vocational and business skills training, counselling, food and practical support for over 700 young people a year (aged 14-25, 75% girls). This enables them to gain the skills, knowledge and confidence they need to secure employment or start a small business, generating enough income to live above the poverty line and become self-reliant and independent. After completing a Seed of Hope course, **over 90% of our young graduates go on to secure a job, start a business or access further training.**

"I realise now all the choices ahead of me. I know these choices are mine to make now. I look at my hands and know they can make money...Seed of Hope has made me feel free."

- Seed of Hope student 2022

Trustees

Trustees are chosen and elected by the Raising Futures Kenya Board.

Andrew Munnings stepped down in 2022 at the end of his 6 year term (29.09.22). We'd like to sincerely thank Andrew for their support and dedication. The following trustees served throughout the year 2022:

Chair: Andrew King

Treasurer: Michael Doris

Khadija Owusu

Deputy Chair: Olivia

Deborah Kimathi

John Fleming

Geymond

Manni Kuthiala

Dan Bunter

Founders - Mrs. V. Packard. Rev. J. Packard.

Bankers - Barclays Bank, Tamworth Business Centre 24 Middle Entry, Tamworth, B79 7NJ

Independent Examiner - Chris Tyler

Registered Charity Incorporated Organisation Number - 1181670

All photos and stories in this report are shared with consent.

Staff

Kirsty Erridge is the CEO.

In July 2022 Natalie Hayden joined us for 1 day a week as our Fundraising Support Officer.

In November 2022 Leela Shanti joined us for 4 days a week as our Head of Fundraising and Impact.

Contact

Registered Address - Raising Futures Kenya, The Circle, 33 Rockingham Lane, Sheffield, S1 4FW

hello@raisingfutureskenya.org.uk

History

Raising Futures Kenya is a UK registered charity working in close partnership with a Kenyan Non-Governmental Organisation (NGO). We were established in the UK in 2001 by Rev and Mrs Packard and registered as a charity in England and Wales on 18th March 2002 under its constitution, which was adopted on 15th December 2001 and amended 9th March 2002.

In January 2019 we rebranded as Raising Futures Kenya and registered with the Charity Commission as a Charitable Incorporated Organisation (CIO, registered charity number 1181670) to replace our former name, Vision Africa Give a Child a Future. The Trustees of the charity felt that the CIO structure, which was not available when the charity was originally founded, was more appropriate for the future ambitions of the charity. Vision Africa Give a Child a Future's (1091198) liabilities and assets have been transferred to Raising Futures Kenya (1181670). Vision Africa Give a Child a Future (1091198) was officially closed and removed from the Charity Commission register in 2021.

Vision, Mission and Values

Our **vision** is a world where all children and young people in Kenya live with dignity, hope, and the opportunity to fully participate in society.

Our **mission** is to create opportunities with children and young people in Kenya to break the cycle of poverty and inequality and fulfil their potential.

Our **values**:

Inclusive - We listen to people and work together with them to develop solutions that really work and last. We do not discriminate on any basis.

Compassionate - We believe in the potential of all children and young people and recognise their challenges. We feel compelled to provide the support and opportunity that will help them change their lives.

Collaborative - We work together to make change happen, we're happy to share with and learn from individuals and organisations to create the biggest impact.

Our Strategic Plan 2022-26

2022 saw the start of a new Strategic Plan for Raising Futures Kenya. For 20 years we have talked about Raising Futures Kenya (formerly Vision Africa) as being one organisation. The reality is we are two organisations working in close partnership, a Charity Incorporated Organisation in the UK, and a registered NGO in Kenya. We're both called Raising Futures Kenya and we're both working towards the same vision and mission. We have just recognised that we have very different roles to play in achieving those goals: from the UK our primary function is to fundraise and from Kenya the primary function is to deliver the projects.

For the first time, in 2022, the UK and Kenyan organisations developed their own separate Strategic Plans. This is because we recognise that the Kenyan NGO should have autonomy in deciding what the programme priorities should be and how best the funding should be invested to ensure young people can become self-reliant and free from poverty. Our Kenyan staff are from the communities where we work and understand the nuanced needs of the communities and what projects/interventions will be successful.

We are committed to **Shifting the Power** to our passionate, experienced and dedicated colleagues in Kenya. We are acutely aware of the power imbalance between NGOs in the Global North, who typically have access to funding, and NGOs in the Global South who typically are implementing the projects.

Over the next 5 years we'll work with our Kenyan colleagues to build up their team, resources and capacity to take on more of the decision making for our two organisations. We'll work to encourage our committed funders and supporters to fund them directly, rather than going through us in the UK as the middle-man.

Strategic Themes for Raising Futures Kenya in the UK

Underpinning all of our work over the next 5 years will be the following themes:

Do good, be better

Learn from the Shift the Power movement and embed it throughout our organisation. Embed a culture of reflection and respond to changes in society. Actively reflecting on our own actions, admitting to failure, looking for opportunities to learn, to act, to be better, to share and to ensure no one is left behind and everyone has an opportunity to thrive.

Sustainability

This theme cuts across all of our work, from: increasing the sustainability of our programmes in Kenya; increasing the sustainability of our income through income generating activities; increasing the long-term sustainability for young people and communities who are benefiting from training and skills development at Seed of Hope; and increasing self-reliance and using environmentally sustainable working practices wherever possible.

Wellbeing and thriving

Our Seed of Hope programme centres on the wellbeing of students, ensuring they are in the best position to be able to thrive. We will ensure this is extended to all staff, volunteers and anyone working with Raising Futures Kenya. We will advocate for wellbeing in the sector.

We consider the whole person in our work. Sustainable development isn't simple; solutions are often complex and unique to each individual. We work closely alongside children, young people and families to ensure they have all the support they need to break the cycle of poverty and inequality.

Our Future UK Vision

"Ultimately we don't want to exist in the UK" – Kirsty Erridge, CEO

In 15 years we would like Raising Future Kenya's (UK and Kenya) unique, evidence based, approach to Technical and Vocational Education and Training (TVET) to be integrated into Government, NGO and private TVET provision across Kenya – creating better outcomes for young people engaging in TVET. In 15 years we would like RFK UK to be an influential voice in the UK development sector, advocating for localisation of development work and funding.

Our ultimate long term goal is for there to be no need for a UK Raising Futures Kenya. We want RFK in Kenya to be fully autonomous and donors and funders happy to fund them directly. We realise this requires a big shift in the UK/Global North funding sector so we are committed to being here for as long as our partner NGO needs us, and the support we offer will be led by their needs and requests.

UK Strategic Outcomes 2022-26

Guiding our work over the next 5 years will be the following 3 outcomes:

- **Outcome 1** – Raising Futures Kenya has an evidence based, independently reviewed and replicable model for holistic Technical and Vocational Education and Training provision in Kenya.
- **Outcome 2** – Facilitate Raising Futures Kenya NGO in Kenya to become the lead partner.
- **Outcome 3** – Raising Futures Kenya in the UK have diversified our income sources and reduced RFK Kenya's reliance on our/overseas funding.



The Raising Futures Kenya NGO team in Kenya at their staff training day

The need for our work

In 2022, 17% of Kenya's population was living in extreme poverty, on less than 1.90 U.S. dollars per day. The vast majority of those 8.9 million Kenyans live in rural areas, in underserved communities like those where we work (Statista, 2022).

Across Kenya, rising inflation on food, fuel and household basics along with the worst drought seen in years, on top of the devastating impacts of the Covid-19 pandemic on employment (with over 1.5 million young people out of work), pushed more young people into deeper poverty. Most cannot afford secondary education: on average 60% of Seed of Hope students have not had secondary education, and this rises to 97% in one of our rural centres. They leave school with no qualifications or employment skills, particularly girls, and find themselves locked out of training and job opportunities as the cost of living worsens.

We are seeing the effects even more acutely in the rural, remote and slum communities we work in. Families are living hand to mouth, desperate to find money for food, selling anything they have to survive. Girls and women have been hit hardest, which puts them at high risk of exploitation. Many of the young people we work with have experienced unimaginable trauma, exploitation and abuse. Several young girls are parents as the result of rape, while others have been forced into marriages. Many have had to sell sex as a means to survive, and have experienced drug/alcohol addiction and criminal activity.

The situation has led to a huge increase in demand for our free Seed of Hope courses and the wellbeing support provided. In response to community needs, in 2021, we overhauled our programme and condensed the duration of our courses to enable young people to learn the skills and secure employment quicker. We also introduced a new short business and computer skills course for budding entrepreneurs. These changes meant we increased the number of places available from just 127 a year to 735! **In 2022 we have supported more young people than the last 10 years combined!**

Without Seed of Hope many young people face a bleak future of poverty, exploitation, abuse and crime and no opportunities for a way out. That's where we come in. **Our Seed of Hope programme can provide these young people with opportunity, dignity and hope for a safer, financially secure, happy future.**

What we do - Seed of Hope

Through our Seed of Hope programme, we run three training centres in Kenya; in rural, remote Kitui and Murang'a, and urban Dagoretti slum, Nairobi. Our partner organisation in Kenya is run by local people from the communities we work in, with an unparalleled understanding of local issues and needs. We run regular needs assessments with the community to ensure we can adapt and refine the programme to maximise its impact.

Our training courses

We provide 14-25 year olds with free accredited 6 or 12-month in-depth vocational training courses in: motor vehicle mechanics, fashion design, carpentry and joinery, hairdressing and beauty therapy and catering and hospitality. All courses include core education in English, financial literacy, business and computer skills. Students can take an external exam at the end of their course for a national qualification.

We also run 2-month short courses in Business, Financial Literacy and Computer Skills to enable young people to learn the essential skills of running a business and managing finances- perfect for those who don't necessarily need a skilled trade for the types of businesses they want to run. This was added in 2021, in response to the skills gap identified through our thorough community needs assessment.



Catering & Hospitality course, Motor Vehicle Mechanics course and Hairdressing & Beauty course 2022.

What sets us apart

Training courses alone don't create meaningful change for young people. If young people are experiencing extreme poverty, trauma from previous abuse, are hungry or cannot afford sanitary products or childcare, they are unable to fully engage in lessons and learn. What sets us apart from traditional vocational training is not only that our courses are completely free, so they are fully inclusive to the most marginalised young people, but that we treat every student as an individual and personalise our support to their specific needs (physical and mental) and circumstances to set every student up for success.

Our free support package, developed from 20+ years of experience and community engagement, addresses barriers young people face in accessing education and employment, as shown:

What we do	Outcome
<p>1. Life skills lessons Tackle sensitive issues such as gender-based violence, FGM, young marriage, substance misuse, family planning, health, hygiene and nutrition. Includes group counselling and encourages students to work together to seek solutions to local/cultural challenges.</p>	<ul style="list-style-type: none"> • Helps to address community-wide issues negatively impacting on students, particularly girls. • Empowers girls to know their rights. • Encourages boys to become allies for girls. • Helps to reduce stigma around mental wellbeing, and signposts students to our individual counselling.
<p>2. Counselling support Unlimited free counselling sessions open to all students to work through the trauma, abuse and exploitation they've experienced.</p>	<ul style="list-style-type: none"> • Enables young people to process trauma and develop coping mechanisms. • Empowers young people to speak out and report abuse.
<p>3. Practical support Free cooked lunches, support with travel costs, childcare vouchers and free menstrual hygiene packs and emergency food packs for families experiencing extreme poverty and hunger.</p>	<ul style="list-style-type: none"> • Removes barriers to accessing training, attending lessons and completing courses. • Young people can focus on learning as their immediate needs of hunger, childcare and hygiene are met to be able to attend full time.
<p>4. Graduate support 3-month placements secured for real-world experience. Access to the Seed of Hope Business Hub, its computers, tools and materials to launch a small business. Peer mentoring from former Seed of Hope graduates in their community.</p>	<ul style="list-style-type: none"> • Young people are supported to make the leap from learning to employment or to set up their own business. • Young people become self-reliant and generate a sustainable income to support themselves and their families.

Tracking impact: We follow up with graduates 6, 12 and 18 months after they leave our courses, to measure the longer-term impact of our training. This sets us apart from most standard vocational training. We are building an evidence base ready to share learning and impact with other vocational training institutes.

“Working with these young people, you see transformation every day. Many of our students are young mothers. All the odds are stacked against them. Yet in every single one of our classrooms, the top performing student is a mother. I know in a year’s time these young women will come back grinning from ear to ear, happy with the life they have built for themselves, and their children, using the tools they learnt here.” – Ann Mary, Seed of Hope Teacher, Kitui



Seed of Hope Kariti Graduation 2022

Message from our Chair, Andy King

This year, I was fortunate enough to visit Kenya again for the first time since the pandemic.

It was brilliant to spend time with our Kenyan partners - or should I say - our Kenyan leaders. Whilst there were many improvements I could point to in the Seed of Hope sites, the biggest improvement came from the Kenyan staff.

In the last few years, our Kenyan colleagues have gone from good to great. They are more confident, more decisive and have a team united around purpose. They are running the kind of organisation many UK businesses can only dream of running.

The results speak for themselves. I met with five students who told me that Seed of Hope has given them choices. They explained that previously that had felt stuck, with no options. But now, they know the options are nearly endless. One student said "I look at my hands, and know they can make money... Seed of Hope has made me feel free."

At Raising Futures Kenya, we are proud to champion choice.

We choose to be led by the communities we serve. We choose to see young people as individuals, rather than students. We choose hope over despair every time.

Thank you for choosing this too.



A handwritten signature in black ink, appearing to read 'A KING'.

Andy King, Chair of Trustees

James' story

James (name changed) is a 22-year-old Fashion and Design graduate of Seed of Hope Nairobi. He has been passionate about fashion and design from an early age, and loves travelling and meeting new friends as this gives him unique opportunities to generate new ideas.

James is the last born of six children, and was orphaned at a very tender age. His only family members were his siblings who at the time were living with different relatives across the city. James stayed with a family friend who gave him accommodation and food, but did not support his education. He had to depend on his elder brother to put him through school which was challenging because his brother had three children of his own to support. James's primary and secondary school life was characterised by a lot of on and off dropout because he had to skip classes and



engage in casual work as a minor to raise money for his school fees. He worked hard to successfully complete secondary school.

James joined Seed of Hope in January 2022. He undertook a course in Fashion and Fabric design and was mentored in business skills. Alongside his course, he went through mental health and wellbeing sessions and was taken through counselling by both internal and external counsellors.

He successfully finished his course and graduated in July 2022 having gained new skills and knowledge in the fashion and fabric design field. He was now set to go for a 3-month industrial attachment where he could get hands-on experience in the fashion and fabric design industry. After his internship, he secured full time employment at one of the local fashion houses, where he is currently employed as a tailor. At the moment, he is making bags made out of denim material, he makes dresses on order and he also does custom made denim shirts.

James is now earning a decent income that enables him to pay for his rent and bills and also make monthly savings. He is happy to mentor Seed Of Hope students and young people within his community, and encourages them by narrating his story and how it is important to focus and work hard towards achieving your goals in life.

Programme Update 2022 by Kirsty Erridge

Seed of Hope Programme

Our flagship vocational training programme for young people, Seed of Hope, was founded in 2004. The last two years have been incredibly challenging for our staff and teachers in Kenya who have worked tirelessly to ensure our students were still able to receive their education, whilst coping with their own personal circumstances. Kenya is still suffering from the devastating economic impact of COVID-19, alongside the worst drought in recent history and a cost of living crisis. Our team is more committed than ever before to ensure more young people can access the free training and support available at Seed of Hope, as it's needed more than ever.

In July 2021 Seed of Hope underwent the biggest transformation since it began. We carried out a comprehensive community needs assessment with over 300 participants to determine which businesses were surviving in the wake of COVID-19, and what the skills gaps were in the local communities. In response to the findings we condensed the length of the courses, added a new short course and increased our support for young people.

In 2022 we were able to support more young people than ever before. **778 young people joined Seed of Hope courses and received skills training and personalised support.** To put this into context, this is more students than we supported in the first 10 years of Seed of Hope combined.

In 2022 we supported 544% more young people than before the pandemic (average annual student numbers used to be just 143 per year)!

That's 778 young people who are waking up today with the skills, knowledge and confidence they need to build a secure future for themselves in these turbulent times. When they thought there were no opportunities or hope, thanks to you, we could be there to show them there were.



Graduation ceremonies 2022

“I was not satisfied with the life I was living. I wanted to do a vocational training course, so I could rely on the skills even in old age, but I could never afford it, until I heard of the free vocational courses offered at Seed of Hope. Leaving drugs behind, thanks to counselling, has been a huge milestone for me and with completing the skills course I am sure of a dignified future.” - Seed of Hope graduate 2022

Business Hub in Kangweni, Kitui County

In February 2022 we also launched our first Educational Business Hub at the Seed of Hope centre in Kangweni, Kitui. The business hub provides tools, equipment and computers for graduates to use to start-up their business. Once they are earning enough they can start to buy their own tools and equipment. We have a business skills teacher based at the hub to offer guidance and advice. We know it’s a big leap from learning a skilled trade in a classroom to running your own business so this provides the ideal stepping stone.

Since it’s been opened we have had over 50 graduates running businesses from the hub including hairdressing and beauty therapy and fashion design and tailoring.

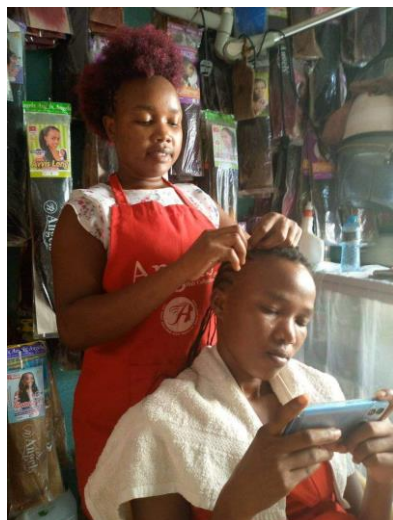


The broader community is also making use of the cyber cafe, which sits within the hub, and generates a small amount of income for the centre through computer use and printing services - none of which are available locally so it’s serving a local need as well as generating income for the hub.

Nelly’s story

Nelly* (name changed) is a 23-year-old young mother of two who likes travelling and making new friends. Nelly has five siblings; she was raised by her mother with the help of her older siblings after her father passed away. Nelly joined secondary school but unfortunately had to drop out after form 2 as her elder brother, who was paying for her school fees, fell ill.

Nelly then got married and had two children. Sadly, her husband stopped being supportive and she had to move back to her mother's home with her two children. Having no skill or income, she decided to join the Seed of Hope programme in Kangweni.



Nelly enrolled at Kangweni Seed of Hope in July 2022 to study hairdressing and beauty therapy and she graduated in December 2022. She received additional support such as young mothers' childcare vouchers, financial and business skills training and also mental health wellbeing support and counselling.

The free training that Nelly received meant that her family did not have to struggle financially while she was on the course. The support that she received through the childcare vouchers helped her take care of her children while still attending classes, therefore enabling her to focus on her craft, which she excelled at. Nelly also became young mothers' club leader where she led the girls in supporting each other through their training journey.

Nelly secured an internship placement in a beauty Spa in Mombasa because of her skills and the customer care skills that she obtained at Seed of Hope. She is being paid well and this has enabled her to send her mother money to take care of her children. She hopes to start her own salon business in the future.

New Agribusiness Pilot Project in Kariti, Murang'a County

Through Seed of Hope, the free training and additional support we offer was very well established at 'supplying' training, and improving employment prospects. In 2022 we recognised that despite this, we were not doing anything to reduce the general needs of the community in the first place - reducing the 'demand' for free training.

Our partners in Kenya carried out a community needs assessment to see what support families of students, and the wider community, needed to address the common issues facing everyone such as poverty, climate change, lack of employment and business opportunities. Through the research we found that the most common occupation in the area, due to its arid and rural nature, was small-scale farming. However, farmers were using outdated techniques and their crops were failing in the changing climate, meaning they weren't able to grow enough to provide for their families or generate any income. This was resulting in more families experiencing poverty, unable to provide regular nutritious food, or send their children to school.

In response to the needs identified, we decided to develop a pilot project which would provide training in agriculture and business skills. This would enable local families to maximise the yield of the crops they could grow on their small farms and learn how to add value to the crops in order to sell them to generate income (such as drying fruit etc).

We established a demonstration farm in the grounds of our Seed of Hope centre in Kariti. This will enable us to demonstrate the different crops and soil treatments, grow more crops to supplement the student lunches we provide and to sell surplus crops to subsidise the running costs of the centre in the future.

The project launched with our first cohort of 79 local people in September 2022. The training runs for 3 months, providing 2-3 days training a month, and is delivered in partnership with the Ministry of

Agriculture. Members are divided into groups depending on their location, so they can provide peer support to each other between training and afterwards. Members were taught how to prepare and treat the soil, the different crops which would survive and thrive, how to plant them and care for them and were all given some seeds to get them started. They were taught different things they could do to add value to the crops after harvest including drying fruit etc.

Business and finance skills training was provided to enable them to sell their surplus crops and products for a profit and to assist with managing their finances. They visited a local market to do some research into the types of products and crops on offer and local selling prices to give them an idea of what to sell their own produce for.

The pilot project is set to continue in 2023 with another 3 cohorts of local people being trained. After this, the local farmers will be trained to become trainers so they can self-organise their own training and continue to use our Seed of Hope Kariti centre and farm to demonstrate the different crops and soil treatments.



Awards

Finalist - Best NGO on Promotion of Human Rights, Diversity and Inclusion Awards

In March 2022 we were shortlisted as a finalist in the Diversity and Inclusion Awards in the category for Best NGO on Promotion of Human Rights, held in Nairobi. Mary Mwangi (Operations Director) and Florence Olwenge (Seed of Hope Manager) were very proud to represent the charity at the awards ceremony in Nairobi.



We were nominated for our work over the last 20 years to support and encourage inclusion in education for children with disabilities. Our nomination statement said:

“Raising Futures Kenya supports Kirunguru School in Kandara District and Percy Davies School in Kambiti, offering specialist residential education, therapies and personal care. They work with parents and the wider community to challenge stigma and harmful attitudes towards disabled people and work with partners to carry out assessments on children from the local communities and advise parents on educational and care plans. They work to get disabled children into mainstream education where possible.”

We are proud to announce that both specialist education schools are now fully financially independent, no longer requiring funding from us, thanks to community ownership and support from the Ministry of Education.

Winner - Improving Impact, Charity Governance Awards

In May 2022, The Clothworkers' Company selected Raising Futures Kenya as the winner of the Improving Impact category at their annual Charity Governance Awards. Andy King (Chair), Olivia Geymond (Deputy Chair) and Mike Doris (Treasurer) were proud to represent Raising Futures Kenya at the awards ceremony in London. Here's what the judging panel said:



“The judges felt RFK demonstrated visionary leadership in prioritising the needs of the local community and taking a dynamic approach to streamlining its programmes.

The board has also focused on shifting power to local communities and developing local leadership in Kenya — the organisation brought most of its programmes into community ownership and is empowering its implementation partner for the ‘Seed of Hope’ to take on more operational and strategic decision-making. The judges were impressed by RFK’s ambitions to share learning from the process of shifting power from organisations in the Global North to those implementing the projects in the Global South.

All this has been underpinned by a more rigorous approach to impact measurement. The judges were particularly struck by RFK’s decision to focus on its most impactful programme and felt this demonstrated the organisation’s ambition to focus on depth of impact over breadth. Working closely with partners from communities to collect data using a range of quantitative and qualitative methods has also enabled RFK to be more agile in responding to change and supported continuous improvement of its programme.”

Plans for 2023

We are under no illusion that 2023 is going to be an easy year. The cost-of-living crisis hitting our kind donors, as well as the communities we work alongside, means there will be a huge increase in need at a time when people will need to cut back on their charitable giving. Coupled with many funders shutting the doors to international development charities we are preparing for a challenging year.

We are delighted to have a BBC Radio 4 Appeal being aired on Sunday 26th February 2023 so we hope this will generate much needed funds and increase the number of people who know about us, and what we do. We will also be taking part in the Big Give Christmas Challenge in December where donations are matched for 1 week.

Due to the uncertain funding climate, we will be working alongside our colleagues in Kenya to support them with generating income within Kenya and becoming more sustainable (in line with our strategic plans). This will be from a variety of income generating activities such as catering, dressmaking and maximising our centre farms to subsidise running costs, alongside fundraising from local funders and corporations. Our joint target is for 10% of Kenyan expenditure to be generated in Kenya in 2023.

Seed of Hope will continue to be our flagship programme as it has the most impact in supporting young people to become self-reliant and live free from the constraints of poverty. We will continue to assess the needs of the community and identify skills gaps in the local economy to ensure the courses we offer are meeting a specific need, and will provide good earning potential for graduates.

We will continue with the pilot project for the Agribusiness community training project in Kariti, providing agricultural and business skills training to the parents/guardians of Seed of Hope students, and members of the local community. This will enable them to learn which crops are best to plant to thrive in the current climate, and how to add value to them to sell. By helping families and communities to increase the yield on their farms it improves their nutrition and health and enables them to generate money.

Our focus in 2023 will be fundraising for, and commencing the building of a new Seed of Hope centre in Nairobi. The land was generously donated to us a few years ago but the current combination of converted shipping containers and corrugated iron temporary classrooms (pictured) are not fit for purpose. We plan to build an accessible, inspiring 4 classroom building and new toilet block, with the option to add an additional floor in future, when funding allows. The new building will enable us to add an additional course and increase the number of students we can support each year to 510 students, up from currently just 195. This is a huge commitment for us as a small charity, but it is essential to the future of Seed of Hope in Nairobi - where we always have the highest demand for courses.



Current corrugated iron classrooms in Nairobi, and new proposed building (phase 1 will only be the ground floor)

Finance report

Receipts from all sources (income) between 1st January- 31st December 2022 was **£200,823**.

Payments (expenditure) for the year was **£212,556**.

£175,717 was spent on charitable activities which accounts for 87% of expenditure. The remainder was spent on generating funds, governance and admin/overheads which includes managing the finances and adhering to our statutory obligations to ensure the charity is run professionally. We do not have an office in the UK; all staff work from home to try to reduce overhead costs.

The Charity Trustees received no remuneration for their work as Trustees, but they were reimbursed for travel expenses in line with our expenses policy.

The financial statements have been prepared on the receipts and payments basis plus a statement of Assets and Liabilities in accordance with the charity's constitution and in accordance with the requirements of the Charities Act 2011. The accounts have been examined by an independent examiner.

Reserves Policy

It is the policy of Raising Futures Kenya to maintain the unrestricted reserves of the charity at a level sufficient to meet its committed spend, management, administration & support costs for a period of 3 months. The 'reserves' are unrestricted funds not committed or invested in tangible fixed assets and are split between UK and Kenya accounts as appropriate. In the UK we held unrestricted, designated, reserves at the end of the year to cover 3 months UK running costs, which was £21,075. The remaining £26,597 unrestricted cash held at year end is for planned expenditure in 2023 (as we do not currently use accruals accounting).

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finance of the Charity and continue to review systems to mitigate the Charity's exposure to major risk.

Public Benefit Statement

The Trustees of Raising Futures Kenya confirm that they have complied with the duty contained within the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. Our Chairman's report details how we have delivered our purposes for public benefit.

Safeguarding

The safety and wellbeing of the students, community, volunteers and staff we work alongside is our top priority. We have a comprehensive Safeguarding Policy and set of procedures. All staff undergo an annual safeguarding training course and our Senior Leadership have completed training in the implementation and management of safeguarding in the humanitarian sector.

We'd like to take this opportunity to thank all of our dedicated supporters and donors. Without your commitment and generosity, we wouldn't be able to continue our much-needed work supporting vulnerable children and young people in Kenya. Thank you.



Receipts and payments accounts

For the period from	Period start date 01/01/2022	To	Period end date 31/12/2022
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	78,702	2,828	-	81,530	99,523
Grant income	6,000	104,330	-	110,330	105,690
GiftAid	8,846	-	-	8,846	5,313
Bank Interest	117	-	-	117	12
	-	-	-	-	-
Sub total (Gross income for AR)	93,665	107,158	-	200,823	210,538
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	93,665	107,158	-	200,823	210,538
A3 Payments					
Charitable activities	96,304	79,413	-	175,717	174,227
Cost of raising funds	27,843	-	-	27,843	22,996
Administration	5,874	-	-	5,874	5,370
Overheads	2,050	-	-	2,050	1,673
Governance	1,072	-	-	1,072	990
	-	-	-	-	-
Sub total	133,143	79,413	-	212,556	205,256
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	133,143	79,413	-	212,556	205,256
Net of receipts/(payments)	- 39,478	27,745	-	- 11,733	5,282
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	87,150	1,653	-	88,803	83,521
Cash funds this year end	47,672	29,398	-	77,070	88,803

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Barclays Account 1 RFK	11,418	29,398	-
	Barclays Account 2	978	-	-
	RBS	14,201	-	-
	CAF Shawbrook (Reserves Account)	21,075	-	-
	Total cash funds	47,672	29,398	-
	(agree balances with receipts and payments account (s))	OK	OK	OK


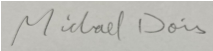
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details N/A	-	-	-

		Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	Details N/A		-	-

		Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Details N/A		-	-

		Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Details PAYE Payable	Staffing	105	
	Pensions Payable	Staffing	182	
	Student Loan Deductions Payable	Staffing	83	

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

Signature	Print Name	Date of approval
	Andy King - Chair	11.01.2023
	Mike Doris - Treasurer	11.01.2023

**INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES
ON THE UNAUDITED ACCOUNTS OF RAISING FUTURES KENYA**

I report to the charity trustees on my examination of the accounts of Raising Futures Kenya for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all 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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or

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 to enable a proper understanding of the accounts to be reached.



C R Tyler FCA DChA FCIE
F1 CRT Limited
Chartered Accountant
Flat 24, Wellingtonia Court
Laine Close
Brighton
BN1 6TD
Date: 13th January 2023

RAISING FUTURES KENYA

England & Wales - Charity number 1181670

Accounts



RAISING FUTURES KENYA

ANNUAL REPORT 2021



Thank you!

Dear Friends of Raising Futures Kenya,

Thank you very much for your kind support and donations over the past year. As a small charity each and every one of you means a lot to us and we are very grateful for you choosing to support us.

In 2021 we faced many challenges, with the impact of COVID-19 continuing to significantly affect the communities we work alongside in Kenya. Unemployment rates are increasing dramatically which is forcing more young people and families into poverty. In the second half of the year the country also experienced severe drought (and continues to in 2022), causing crops to fail and driving up the cost of food dramatically. Demand for our vocational training courses increased as people wanted to learn a trade or start a business to survive.

This has all happened at a time when many funders are stopping their support for international projects, or are closing all together. After the merger of the Department for International Development with the Foreign and Commonwealth Office, the UK Government stopped funding essential projects like ours, by closing the Small Charities Challenge Fund and dramatically reducing the annual spend on international development. This means the same small pool of funders are being approached by more charities than ever before, making it increasingly difficult to fund international work.

Thanks to our wonderful family of supporters we have weathered the storm of 2021. Our colleagues in our partner Kenyan NGO worked incredibly hard to transform our Seed of Hope vocation training and business skills project so we could support more young people than ever before, while carefully managing our costs. Together we have been able to support young people to build a life free from poverty. They have gained the skills and knowledge they need to secure a job, or start a small business and the counselling support we provide has enabled them to process the stress and trauma they have experienced the last few years, building their resilience and giving them hope, opportunity and dignity.

This wouldn't have been possible without each and every person and organisation who donated to us, volunteered with us, shared our social media posts or told someone about us. Together we are making a difference and supporting young people to build a self-reliant future, free from poverty.

Thank you very much for standing by us, we really appreciate you.

Best wishes,

Kirsty in the UK and Mary & Florence in Kenya
Raising Futures Kenya Leadership Team

2021 HIGHLIGHTS

312

Students graduated from Seed of Hope in 6 months

The highest number we've ever had!

Individual counselling sessions provided

Supporting young people with mental health issues so they can be in the best position to learn.

3,708

179

Childcare vouchers given out

Enabling young mothers to attend lessons and build a secure future for their young family.

Cooked lunches provided

Ensuring young people can focus on learning without feeling hungry. We've also provided family rice packs to all students in Kitui due to the drought.

23,196

1,480

Menstrual hygiene packs given out

Enabling girls to attend lessons when on their period by providing sanitary pads for all girls.

**This data was collected from the daily monitoring records taken by Seed of Hope teachers between 1st July - 31st Dec 2021. The students from 2020 returned for practical training at the beginning of the year, to make up for time lost during COVID-19 lockdown, so our first cohort of new students was July 2021.*

Raising Futures Kenya Annual Report 2021

Formerly known as: Vision Africa Give a Child a Future

Raising Futures Kenya works together with vulnerable children and young people in Kenya to enable them to access free vocational training and business skills courses alongside a comprehensive package of practical support and counselling through our Seed of Hope programme. We support students aged 14-25 to find secure employment or set up a small business enabling them, and their families, to build a financially secure future, free from poverty. Our Seed of Hope programme won a Small Charity Big Impact Award from The Foundation for Social Improvement and has been externally audited for impact, being rated as 'highly impactful'.

For 20 years we have worked side by side with our partner NGO in Kenya (also called Raising Futures Kenya) to develop projects that are owned by the community and create real, lasting, sustainable change.

The need for our work

Across Kenya, over **1.5 million young people aged 15-24 are unemployed** and not in education or training (KNBS Labour Report, Dec20). We've seen firsthand the devastating impact this has had on children, young people and families. Many families live hand-to-mouth and rely on casual labour jobs which have now been lost, particularly in the rural areas and informal settlements (slum) communities where we work. Families are selling their limited assets such as farming tools to pay for food, reducing their means to earn money in the future. **People are scared about losing their home, worried where their next meal is coming from and feel hopeless about their future.**

High levels of youth unemployment and poverty puts young people, particularly young girls, at high risk of exploitation including; child marriage, teenage pregnancy, selling sex as a means to survive, drug/alcohol addiction and criminal activity. Vulnerable girls are also the victims of gender based violence, including rape, sexual violence, sexual harassment and physical violence. **These horrendous experiences often cause significant trauma and poor mental health.**

Young people experiencing poverty will have poor health and nutrition, are likely to become homeless, fall into a cycle of crime and are at high risk of sexual abuse or exploitation if they don't get any support.

That's where we come in, when young people are at a crucial crossroads in their life.

Self-employment is now the most secure way to earn an income in these communities and is actively encouraged by the Government, but many young people do not have the skills and knowledge needed. Few young people in Kenya have secondary education (based on our student entry interviews, only of 27% the young people we work with), and this is often poor quality. Financial literacy (money management) and business skills are not addressed in formal education in Kenya, and young people struggle to access any capital funding to establish their own businesses.

We could offer all these young people and families cash to resolve their immediate crisis. But we know this is not sustainable in the long-term, it won't resolve the causes of poverty, it doesn't give people dignity or the skills and knowledge they need to become self-reliant. So in 2002 we created our Seed of Hope training programme.

What we do - Seed of Hope

Through our Seed of Hope training programme **we provide free vocational training and business skills courses for 14-25 year olds** to ensure every young person has access to skills education. All students are taught essential literacy, numeracy and computer skills to prepare them for the world of work and managing their money. Students have life skills sessions everyday which address issues impacting them, and work together to develop community-based solutions. Issues include; gender based violence, knowing and asserting your rights, healthy relationships, reproductive health, nutrition etc.

We know there are still many barriers to accessing free training for people living in extreme poverty. We provide a comprehensive package of practical support to address these barriers, and to put students in the best possible position to focus on their education and thrive. This support includes;

- **Nutritious cooked meals** - students can't focus on learning when they're hungry, for many young people the only meals they eat are at Seed of Hope.
- **Menstrual hygiene packs** - every month girls miss lessons because they're on their period and can't afford sanitary pads, we ensure every girl has menstrual hygiene packs every month and provide training sessions so they understand what's happening to their bodies.
- **Childcare vouchers** - sadly the pandemic saw a huge increase in the number of child marriages and teenage pregnancies. We want to ensure young mothers can have the opportunity to gain the skills and knowledge they need to build a financially secure future for themselves and their baby.
- **Counselling** - many young people joining Seed of Hope have experienced significant trauma, abuse, bereavement and depression. They can't focus on learning when they are dealing with significant mental health issues. We provide group and individual counselling to all students to help them to process what they've been through and find ways to cope and build resilience.
- **Graduate support** - we run a mentorship project matching new graduates with former graduates who are running successful businesses to provide peer support and share their learning. We have just launched an Educational Business Hub in Kitui where graduates can launch their businesses. They have access to all of the tools, equipment, computers and support they need to make the transition from learning to running a successful small business.

Our holistic approach to education, addressing external issues affecting young people as well as providing skills training, is unique and what sets us apart from other technical vocational training providers. **90% of Seed of Hope graduates are employed, running their own business or in further education.**

In 2021 we were proud to see two programmes in Kenya reach full self-reliance, no longer requiring financial support from us, you can read more about it on page 11 & 12. Seed of Hope has been our most impactful programme, creating lasting long-term change in the communities where we work so this is the programme we are focusing on going forward.

History

Raising Futures Kenya is a UK registered charity working in close partnership with a Kenyan Non-Governmental Organisation (NGO). We were established in the UK in 2001 by Rev and Mrs Packard and registered as a charity in England and Wales on 18th March 2002 under its constitution, which was adopted on 15th December 2001 and amended 9th March 2002.

In January 2019 we rebranded as Raising Futures Kenya and registered with the Charity Commission as a Charitable Incorporated Organisation (CIO, registered charity number 1181670) to replace our former name, Vision Africa Give a Child a Future. The Trustees of the charity felt that the CIO structure, which was not available when the charity was originally founded, was more appropriate for the future ambitions of the charity. Vision Africa Give a Child a Future's (1091198) liabilities and assets have been transferred to Raising Futures Kenya (1181670), Vision Africa Give a Child a Future (1091198) was officially closed and removed from the Charity Commission register in 2021.

Vision, Mission and Themes

Our **vision** is a world where all children and young people in Kenya live with dignity, hope, and the opportunity to fully participate in society.

Our **mission** is to create opportunities with children and young people in Kenya to break the cycle of poverty and inequality and fulfil their potential.

Our overarching themes are embedded in each and every aspect of our work at Raising Futures Kenya.

Theme 1 – Sustainability - We work hard to ensure that everything we do is environmentally and socially sustainable. Whether it is the decisions we make about travel or printing, or the projects we engage with in Kenya.

Theme 2 – Transparency - We want to be leaders in transparency in the charity sector. We commit to making our decision-making processes, finances and fundraising practices publically available for our supporters to see for themselves. We're very confident in our approach to development and management.

Theme 3 – Respect - We treat everyone with respect, whether students and their families, our generous donors who make our work possible, the teachers at our vocational training centres, or our employees and volunteers.

Theme 4 - Person centred - We consider the whole person in our work. Sustainable development isn't simple, solutions are often complex and unique to each individual. We work closely with the children, young people and families we support to ensure they have all the support they need to break the cycle of poverty and inequality.

Theme 5 - Shifting the power - We recognise the power imbalance between charities and NGOs in the Global North, who historically have more access to funding and grants, versus the charities and NGOs in the Global South who are working in the communities and delivering the projects where the need is. We are proudly committed to ensuring our partner NGO in Kenya, who directly works alongside the young people we support and delivers the programmes, increasingly takes on the strategic decision making power to work autonomously, and increasingly accesses funding directly. Working towards delivering the most effective and efficient programmes which are needed most in their communities.

Trustees

Trustees are chosen and elected by the Raising Futures Kenya Board. The following Trustee stepped down in 2021 at the end of their 3 year term: Jo Chamberlain (12.08.21), Brogan Pierce (26.10.21), James Bramble (26.10.21). We'd like to sincerely thank them for their support and dedication.

The following trustees served throughout the year 2021:

Chair: Andrew King	Khadija Owusu (Appointed 11.05.21)	Olivia Geymond (Appointed 07.10.21)
Treasurer: Michael Doris	John Fleming (Appointed 07.10.21)	Dan Bunter (Appointed 07.10.21)
Deborah Kimathi		
Andrew Munnings		
Manni Kuthiala		

Founders - Mrs. V. Packard. Rev. J. Packard.

Bankers - Barclays Bank, Tamworth Business Centre 24 Middle Entry, Tamworth, B79 7NJ

Independent Examiner - Rachel Cooper

Registered Address - Raising Futures Kenya, The Circle, 33 Rockingham Lane, Sheffield, S1 4FW

All photos and stories in this report are shared with consent.

Registered Charity Incorporated Organisation Number - 1181670

Staff

Kirsty Erridge remained as UK Director for the first half of the year. In July 2021 Vic Hancock Fell returned from maternity leave, part-time for 2 days a week. Kirsty remains full-time and Kirsty and Vic share the role of Co-Directors. (Vic has since stepped down in July 2022).

Message from our Chair, Andy King

2021 could easily have been an impossible year. Many charities, including organisations we would consider friends of Raising Futures, haven't made it through.

Yet as ever, when we find we come on hard times, we only need to look to the young people we exist to serve for inspiration.

One of my favourite stories is that of Meshack. One of our first motor vehicle mechanic students, Meshack found a shell of a car in his neighbourhood and said he would make it move again. Even his mechanics teachers told him it couldn't be done - they didn't even know where he'd begin looking for the right parts.

But two years later, the teachers heard the puffing and wheezing and banging of a vehicle coming up the road. Inside was Meshack. The car was still damaged, but he was grinning from ear to ear. He'd made it move.

As a board, and an organisation, we challenge ourselves to share in Meshack's determination.

As many funders have moved to only funding local projects, it would be easy to accept defeat - to think 'these parts aren't made anymore'.

Young people like Meshack teach us that when we refuse to give up on ourselves, other people refuse to give up on us too. When we set a very clear goal of what success would look like, it becomes much easier to achieve. If we take baby steps every day, within a year, we will move miles.

This determination has seen us through the tough times well. Our brilliant staff in Kenya and the U.K. are working to change the gear of our organisation - meaning we are reaching more people than ever before.

I am very excited to share what the future holds for Raising Futures Kenya holds. We know together we can put more Meshacks in the driving seat; we'd love you to join us for the drive.



Andy King, Chair of Trustees

A handwritten signature in black ink, which appears to be 'A. King'.

Ann's story



Ann enrolled at Seed of Hope Kariti in 2010. She is one of 10 siblings with both parents struggling to fend for the family through casual work in their village. Being the sixth child in the family, Ann had a very difficult and unstable childhood, often eating one meal per day or at times going to sleep hungry when there was no money to buy food. She didn't start school at five or six years old like most children, she was left to care for her younger siblings while her mother went to look for casual jobs.

When she was a little older, she was forced to work as a house help in order to support the family. Instead of being in school, Ann was earning a little income for the family at the age of just nine years. She faced all kinds of mistreatment at the hands of her employer and after working for one year, Ann ran away from the home she was working in, and found her way back home. She pleaded with her parents to allow her to go to school and they allowed her to join primary school, she was ten years old.

Ann completed her primary education but faced yet another challenge when it was time to transition to secondary school - again, there was no money to pay for her fees. She felt hopeless and got another job as a house help in a nearby town. She

only worked for a month as she could not take any more mistreatment. Then Ann heard about Seed of Hope.

"I learned about Seed of Hope at church on Sunday. The following Monday I took myself for registration and requested the head teacher to allow me to go to class immediately as I wanted to learn the skills."

After joining Seed of Hope Kariti on the Fashion and Fabric Design course, Ann says her life changed as she met other young people who became her friends, her self-esteem improved and she gained confidence. The teachers not only equipped her with the vocational skills, business and life skills she yearned for, but also provided counselling and mentorship that enabled her to believe in herself.

The teachers saw the potential in Ann and after completing her training she was supported to set up her own small tailoring business. Ann worked hard in her new business, she wanted to transform her life and change the living standards of her family. Through her business, Ann was able to support her younger siblings through primary school and even one through high school. She got married and moved her business from the village to a nearby shopping centre. She now has two beautiful children and has found creative ways of taking care of her children while still running the business. She's fully self-reliant and an inspiration to her siblings.

Ann is well known by the students at Seed of Hope as each year she finds the time to go back to Kariti to speak, mentor and support students.

"I am blessed to have joined the training centre in Kariti because my life has never been the same again. I became self-reliant after training in fashion design, have supported my siblings and am now taking care of my own family. I am in a better place today thanks to Seed of Hope teachers and everyone who contributed to my success."

**Ann's story was captured in an interview by Vic Hancock Fell in 2019.*

Programme Update 2021 by Kirsty Erridge

Despite COVID-19 continuing to seriously affect unemployment rates and poverty levels in the communities we work alongside, we have still made significant progress towards our strategic priority areas in 2021, which are:

1. Continue to deliver and develop/improve our vocational training model (Seed of Hope) to boost opportunities for young men and women from vulnerable communities in Kenya.
2. Build the capacity of our two partner special educational needs schools, Percy Davies and Kirunguru, to facilitate full community ownership and future sustainability of the schools, without the financial support of Raising Futures Kenya.
3. Equip and empower the families of the re-integrated children and former sponsored students, to be income secure and able to provide for their families' basic needs.

COVID-19 and Drought Emergency Support

Thanks to our wonderful generous supporters and funders we were able to continue to offer emergency support, for the most vulnerable children and families who had lost all of their household income when COVID-19 led to huge unemployment and more people faced living in poverty. Emergency support included food, hygiene products and cooking fuel depending on each family's individual needs.

During a crisis, those who are most vulnerable are often hit hardest. This is no different in Kenya with those on the lowest income, or living under the poverty line, struggling the most to feed their families. Unfortunately the economic crisis of COVID-19 has been confounded by a severe drought at the end of 2021 (continuing into 2022). Crops are failing, which will have an on-going impact, animals are dying and the prices of food and fuel are skyrocketing.

Students and families in Kitui County, where one of our Seed of Hope centres are, have suffered incredibly. Teacher reported that students were taking their free lunches home with them to share with their families. As soon as we realised this was the case, we implemented the Friday Rice Project. Every student and member of staff were given a large bag of rice to take home to share with families for the week. We also introduced breakfast for all students and snacks throughout the day as we realised the meal they had with us was often the only time they were eating. Ensuring they have enough food and are nourished enables them to focus on their learning and get the most out of their time at Seed of Hope.



Seed of Hope Programme

Our flagship vocational training programme for young people, Seed of Hope, underwent the biggest transformation since it began in 2004.

We wanted to understand the impact of COVID-19 on the local economy, to see which businesses were surviving and what skills local communities needed, to ensure we were still meeting a need. In November 2020 we surveyed over 300 people across the 3 communities where our Seed of Hope centres are based, Kitui County, Murang'a County and Nairobi. We spoke to a variety of stakeholders; students, graduates, teachers, local business owners, community leaders and representatives from local government.

The findings showed that whilst many young people wanted to join a course, they couldn't commit 1-2 years to learning a skilled trade because they needed to earn money quicker to support their families, especially with the increase in people living in poverty due to COVID-19. We also learnt that young people would like to learn how to run a small business, but don't necessarily need to learn the skilled trade.

This led us to completely restructure the way we delivered our Seed of Hope vocational training to meet the needs of the community. Instead of following the school calendar, which included lengthy holidays, we decided to have two enrollments per year, halving the duration of the courses to 6 or 12 months. We also introduced a new 2 month short course at all 3 centres teaching Entrepreneurship, Financial Literacy and Computer Skills, for people wanting to start a business. This increased our annual capacity to 900 students, previously just 250.

The first 3 months of 2021 saw us welcoming our 2020 students back for their practical lessons after months of theory lessons at home. We were hoping to hold graduations for them to celebrate getting through such a tough year of learning. Unfortunately Kenya went back into lockdown in March 2021 so this wasn't possible, instead students returned in groups of 4 to receive their graduation certificates.

In April - June 2021 the staff and teachers worked tirelessly to rewrite the curriculums, so they could be delivered in 6 or 12 months. They worked in close partnership with the Technical Vocational Education Training Authority (TVETA) and the examining boards to ensure the curriculum was comprehensive and approved. We created a new Seed of Hope brand, website and social media channels, aimed at potential students in Kenya. We repainted the centres and invested in new desks (suitable for social distancing), more computers, textbooks and resources. We recruited 3 new teachers to lead the Entrepreneurship, Financial Literacy and Computer Skills course and we worked closely within the communities to let them know about the courses starting in July!



The new Seed of Hope was born!

In just 6 months from July - December 2021 we had 332 students enrolled on courses - the most we've ever had since Seed of Hope began, and this was just for half a year!

This new course structure and course types will be piloted for another year in 2022. We'll then carry out another community needs assessment and review how effective it has been, and what changes need to be made. We are committed to being agile and responding to the changing needs of the community, with the aim of increasing youth employment and reducing poverty.



Another transformation for Seed of Hope took place in our Kitui centre. For several years we had piloted giving graduates start-up business loans to help them establish their new businesses. Unfortunately the impact of COVID-19, and increased urgent needs, meant the loans were diverted for urgent survival resources such as food, rent and fuel or any profits from the business were used for those things rather than repayments. We spent a lot of time talking to the graduates, their families and the local community to see how we could help the graduates launch their businesses, in a more sustainable way.

This led us to develop the new Educational Business Hub at Kitui. A 4 room building, the hub has all of the tools, equipment and computer graduates need to launch their business. They are able to use the resources to launch their businesses and when they are earning enough they can begin to buy their own tools and equipment over time. They have the teachers on hand to offer guidance and support which makes the hub the perfect stepping stone between education and running a successful small business. It also has a low-cost computer cafe which the local community can use for computers and printing which will help to generate income to cover the running costs of the hub in future.



The building of the hub was completed at the end of the year so we look forward to welcoming graduates in 2022.

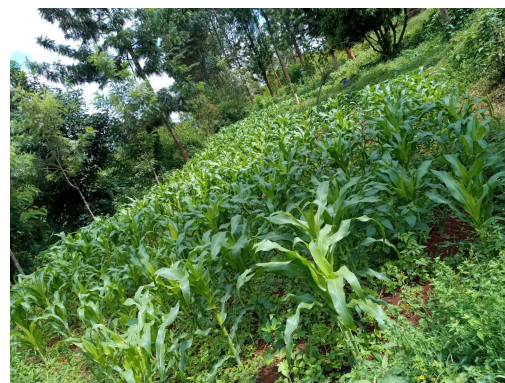
Special Educational Needs Schools Programme - 2 schools are now self-reliant!



For over 10 years we have supported two special educational needs schools in Murang'a County, Kenya, Percy Davies and Kirunguru, to provide education, nutritional support, therapies and counselling for children with physical disabilities or Special Educational Needs (SEN). We have worked closely with families and the wider community to break down stigma and find disabled children in the community to provide them with appropriate education and therapies, ensuring they have the earliest intervention possible and the best chance to fulfil their potential. We have worked hard to create long-term attitude change about disability.

In 2019 we received a generous donation to this programme that, after 2 years, has helped us to achieve something amazing. Both Percy Davies School and Kirunguru School are now 100% self-sufficient, no longer reliant on external funding to provide their life-changing support to children with disabilities.

Through a combination of practical support, up-skilling and financial investment into income generation projects, both schools are now able to fully fund themselves. They both have a school business farm and greenhouse that produces nutritious food for the children to eat, and they can sell the extra to generate income for educational materials and therapies for the children. The schools have also developed excellent relationships with the wider community and local government who both now support the schools with any additional costs they may have. Obviously economic conditions in Kenya are very fragile, so we will keep in close contact to ensure the schools are managing ok during these challenging times.



Family Strengthening Programme - Families are now self-reliant!

Children living in orphanages are among the most marginalised groups in society globally, they are highly vulnerable to neglect as well as physical and sexual abuse. Over the last 5 years, we have reunited over 60 children from two children's homes in Kenya with their family through family tracing, community engagement and counselling. In 2020 and 2021, we started to support the families to become self-reliant by starting up small businesses so they can continue to provide for themselves and their children without external support.

All families took part in business skills and financial literacy training and were given start-up funds to establish their businesses. It was a struggle to get them established during the restrictions in place for COVID-19, so some took longer than we'd originally planned pre-COVID but they all pulled through it with additional support from our wonderful team in Kenya.

By August 2021, the families were able to pay for 70% of their children's school fees, through the profits made from their small businesses. This was part of a staggered reduction in financial support from Raising Futures Kenya over the course of the 2021 with a view to families being financially independent.

Despite the challenges these families have faced due to COVID-19 and the recent drought in Kenya causing havoc to livelihoods, we are beyond proud and grateful to report that in November 2021 all families were able to pay for 100% of school fees and basic needs, for the first time.



The families have made this project their own, with Nominated Group Leaders taking on the group coordination and leadership, with minimal support from the Raising Futures team in Kenya. They're ensuring the group activities and support are continuing and are now running the groups fully independently. Families have also set up individual and group savings funds, which members contribute to monthly. These groups are a sustainable long-term support network for the families which is a great success and couldn't have been possible without the help of our supporters, thank you.

With your support we've achieved what all non-profits dream of – our support is no longer needed for these two programmes, they are fully self-reliant and locally owned.

Plans for 2022

2022 sees the start of a new Strategic Plan for Raising Futures. For 20 years we have talked about Raising Futures (formerly Vision Africa) as being one organisation. The reality is we are two organisations working in close partnership, a Charity Incorporated Organisation in the UK, and a registered NGO in Kenya. We're both called Raising Futures Kenya and we're both working towards the same vision and mission. We have just recognised that we have very different roles to play in achieving those goals, from the UK our primary function is to fundraise and from Kenya the primary function is to deliver the projects.

For the first time, in 2022, the UK and Kenyan organisations will have their own Strategic Plan. This is because we recognise that the Kenyan NGO should have autonomy in deciding what the programme priorities should be and how best the funding should be invested to ensure young people can become self-reliant, free from poverty. Our Kenyan staff are from the communities where we work and understand the nuanced needs of the communities and what projects/interventions will be successful.

We are committed to **Shifting the Power** to our passionate, experienced and dedicated colleagues in Kenya. We are acutely aware of the power imbalance between NGOs in the Global North, who typically have access to funding, and NGOs in the Global South who typically are implementing the projects.

Over the next 5 years we'll work with our Kenyan colleagues to build up their team, resources and capacity to take on more of the decision making for our two organisations and we'll work to encourage our committed funders and supporters to fund them directly, rather than going through us in the UK as the middle-man.

Seed of Hope will continue to be our flagship programme as it has the most impact in supporting young people to become self-reliant and live free from the constraints of poverty. Our focus in 2022 will be fundraising for, and commencing the building of a new Seed of Hope centre in Nairobi. The land was generously donated to us a few years ago but the current combination of converted shipping containers and corrugated iron temporary classrooms (pictured) are not fit for purpose. We plan to build an accessible, inspiring 4 classroom building and new toilet block, with the option to add an additional floor in future, when funding allows. The new building will enable us to add an additional course and increase the number of students we can support each year to 510 students, currently just 195. This is a huge commitment for us as a small charity, but it is essential to the future of Seed of Hope in Nairobi - where we always have the highest demand for courses.



Finance report

Receipts from all sources (income) between 1st January- 31st December 2021 was **£210,539**.

Payments (expenditure) for the year was **£205,257**.

£174,227 was spent on charitable activities which accounts for 85% of expenditure. The remainder was spent on generating funds, governance and admin/overheads which includes managing the finances and adhering to our statutory obligations to ensure the charity is run professionally. We do not have an office in the UK, staff work from home to try to reduce overhead costs.

We also secured a £20,000 grant from an embassy in Kenya, which was paid directly to the Kenyan NGO and is not reflected in these accounts. This is part of our work to support our Kenyan partner to secure income in-country.

The Charity Trustees received no remuneration for their work as Trustees, they were reimbursed for travel expenses in line with our expenses policy.

The financial statements have been prepared on the receipts and payments basis plus a statement of Assets and Liabilities in accordance with the charity's constitution and in accordance with the requirements of the Charities Act 2011. The accounts have been examined by an independent examiner.

Reserves Policy

It is the policy of Raising Futures Kenya to maintain the unrestricted reserves of the charity at a level sufficient to meet its committed spend, management, administration & support costs for a period of 3 months. The 'reserves' are unrestricted funds not committed or invested in tangible fixed assets and are split between UK and Kenya accounts as appropriate. In the UK we held unrestricted, designated, reserves at the end of the year to cover 3 months UK running costs, which was £18,310. The remaining £68,840 unrestricted cash held at year end is for planned expenditure in 2022 (as we do not currently use accruals accounting).

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finance of the Charity and continue to review systems to mitigate the Charity's exposure to major risk.

Public Benefit Statement

The Trustees of Raising Futures Kenya confirm that they have complied with the duty contained within the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. Our Chairman's report details how we have delivered our purposes for public benefit.

Safeguarding

The safety and wellbeing of the students, community, volunteers and staff we work alongside is our top priority. We have a comprehensive Safeguarding Policy and set of procedures. All staff undergo an annual safeguarding training course and our Senior Leadership have completed training in the implementation and management of safeguarding in the humanitarian sector.

We'd like to take this opportunity to thank all of our dedicated supporters and donors, without your commitment and generosity we wouldn't be able to continue our much needed work supporting vulnerable children and young people in Kenya. Thank you.



Photo: Students at Seed of Hope Kitui receive their free monthly menstrual hygiene packs

hello@raisingfutureskenya.org.uk
Raising Futures Kenya, The Circle, 33 Rockingham Lane, Sheffield S1 4FW



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Raising Futures Kenya

**On accounts for the year
ended**

31 December 2021

**Charity no
(if any)**

1181670

Set out on pages

17 & 18

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2019.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, 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 Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed 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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

29 July 2022

Name:

M R Cooper

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

ACA

Address:

29 Welbeck Avenue

Southampton

SO17 1ST

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.




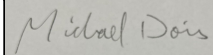
Receipts and payments accounts

For the period from	Period start date	To	Period end date
	01/01/2021		31/12/2021

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	98,587	936	-	99,523	66,929
Grant income	24,264	81,426	-	105,690	153,967
GiftAid	5,313	-	-	5,313	6,947
Bank Interest	12	-	-	12	2
	-	-	-	-	-
Sub total (Gross income for AR)	128,176	82,362	-	210,539	227,845
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	128,176	82,362	-	210,539	227,845
A3 Payments					
Charitable activities	50,646	123,581	-	174,227	173,291
Cost of raising funds	22,996	-	-	22,996	17,117
Administration	5,370	-	-	5,370	5,239
Overheads	1,673	-	-	1,673	661
Governance	990	-	-	990	844
	-	-	-	-	-
Sub total	81,675	123,581	-	205,257	197,152
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	81,675	123,581	-	205,257	197,152
Net of receipts/(payments)	46,501	- 41,219	-	5,282	30,693
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	40,649	42,872	-	83,521	52,828
Cash funds this year end	87,150	1,653	-	88,803	83,521

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Barclays Account 1 RFK	55,998	1,653	-
	Barclays Account 2	2,238	-	-
	RBS	10,598	-	-
	CAF Shawbrook (Reserves Account)	18,316	-	-
	Total cash funds	87,150	1,653	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
	Pensions Payable (refund due 2021)	-	224	-
		-	-	-
B3 Investment assets	Details			
		-	-	-
B4 Assets retained for the charity's own use	Details			
		-	-	-
B5 Liabilities	Details			
	PAYE Payable (due Jan21)		1,296	01 January 2021
	Student Loan Deductions Payable (due Jan21)		177	01 January 2021
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Andy King (Chair)	29.07.22	
		Mike Doris (Treasurer)	29.07.22	

RAISING FUTURES KENYA

England & Wales - Charity number 1181670

Accounts

Raising Futures Kenya Annual Report 2020

Formerly known as: Vision Africa Give a Child a Future

Raising Futures Kenya works together with vulnerable children and young people in Kenya to enable them to access free technical vocational education, business skills training and mental health and wellbeing support through our Seed of Hope programme. We support students aged 14-25 to find secure employment or set up a small business enabling them, and their families, to build a financially secure future, free from poverty. Our Seed of Hope programme won a Small Charity Big Impact Award in 2019 from The Foundation for Social Improvement and has been externally audited for impact, being rated as 'highly impactful'.

For 19 years we have worked in close collaboration with local people and organisations in Kenya to develop projects that are owned by the community and create real, lasting, sustainable change. We support young people like **Linet** (pictured), who had an incredibly traumatic childhood and no practical skills or educational opportunities. She graduated from Seed of Hope with a qualification in Fashion Design and is now a tailor at the company where she did her work experience. As well as supporting her twins, she is now able to send money to support her six siblings with their education and hopes to start her own business when she has saved enough.



***"My life wouldn't have been good without Seed of Hope. I've found everything that I've never had before. I don't know where I would have been right now without it, I would have been demoralised, I probably would have died because of my low self-esteem and depression."
- Linet, Seed of Hope student***



Photo: Students at Seed of Hope Kitui

The need for our work

“With no other options for education or work, I turned to sex work to put a roof over my head. The harsh life as a street girl, I was harassed and abused by the big boys and I became pregnant. I thought about committing suicide as I felt like this life has no meaning and my child’s life would be even more tragic than mine.” - Seed of Hope student 2019

Across Kenya, over 1.5 million young people aged 15-24 are now unemployed and not in education or training (KNBS Labour Report, Dec20). Half of these young people have lost their jobs since the start of COVID-19. We’ve seen firsthand the devastating impact this has had on children, young people and families. Many families live hand-to-mouth and rely on casual labour jobs which have now been lost, particularly in the rural areas and slum communities where we work.

Self-employment is now the most secure way to earn an income in these communities and is being encouraged by the Government, but many young people do not have the skills and knowledge needed. Few young people in Kenya have secondary education (only of 27% the young people we work with), and this is often poor quality. Financial literacy (money management) and business skills are not addressed in formal education in Kenya, and young people struggle to access any capital funding to establish their own businesses.

High levels of youth unemployment and poverty puts young people, particularly young girls, in a very vulnerable position - at high risk of exploitation including; child marriage, teenage pregnancy, selling sex as a means to survive, drug/alcohol addiction and criminal activity. Vulnerable girls are also the victims of gender based violence, including rape, sexual violence, sexual harassment and physical violence. These horrendous experiences often cause significant trauma and poor mental health.

Nicholas’ Story

Nicholas joined Seed of Hope Kitui in 2020 three years after completing his primary school education. He had spent those three years working for a local butchery in his village. He had no opportunities or hopes and thought he had a bleak future ahead of him.

However, a chance meeting with a former Seed of Hope student meant he heard about the free courses on offer. He immediately enrolled in the Hairdressing and Beauty therapy course. This was a courageous step as he was the only male enrolled in the class amongst 24 girls but that didn’t stop him.

Nicholas was a stellar student in his class and was always among the top performers. During the COVID-19 lockdown, when centres were closed for face-to-face training, Nicholas started a work attachment (internship) with a local salon. At first customers were curious, as not many people had seen a man working in a salon before within the community. In the two months that he was on attachment, he was able to build a number of clients who would specially request him as they were so impressed with his skill.

The work experience gave Nicholas the confidence he needed to learn more about the workplace and running a business, and the motivation to develop his skills when the face-to-face training resumed. His parents have seen his personal growth and can attest to the dedication in which Nicholas has put in making sure he is the best at his craft.

Nicholas is now working at the salon where he did his work attachment and has grown his network of private clients. He intends to apply for the business loan offered by Seed of Hope Kitui to start his own salon and cosmetic shop. In his own words; **“Seed of Hope has helped me change my life in ways that I didn’t think were possible, I’m glad that I was able to take this opportunity for it has given me the hope for a better future”.**



History

Raising Futures Kenya (registered charity number 1181670), formally known as Vision Africa Give a Child a Future, is a UK registered charity working in partnership with a Kenyan Non-Governmental Organisation (NGO). Vision Africa Give a Child a Future (registered charity No is: 1091198) was established in the UK in 2001 by Rev and Mrs Packard and was registered as a charity in England and Wales on 18th March 2002 under its constitution, which was adopted on 15th December 2001 and amended 9th March 2002.

In December 2018, we re-branded as Raising Futures Kenya. In January 2019 a new organisation, Raising Futures Kenya CIO was registered with the Charity Commission as a Charitable Incorporated Organisation (CIO, registered charity number 1181670) to replace Vision Africa Give a Child a Future. The Trustees of the charity felt that the CIO structure, which was not available when the charity was originally founded, was more appropriate for the future ambitions of the charity. Once all of Vision Africa Give a Child a Future's (1091198) liabilities and assets are transferred to Raising Futures Kenya (1181670), Vision Africa Give a Child a Future (1091198) will be officially closed and removed from the Charity Commission register.

Vision, Mission and Themes

Our **vision** is a world where all children and young people in Kenya live with dignity, hope, and the opportunity to fully participate in society.

Our **mission** is to create opportunities with children and young people in Kenya to break the cycle of poverty and inequality and fulfil their potential.

Our overarching themes are embedded in each and every aspect of our work at Raising Futures Kenya.

Theme 1 – Sustainability - We work hard to ensure that everything we do is environmentally and socially sustainable. Whether it is the decisions we make about travel or printing, or the projects we engage with in Kenya.

Theme 2 – Transparency - We want to be leaders in transparency in the charity sector. We commit to making our decision-making processes, finances and fundraising practices publically available for our supporters to see for themselves. We're very confident in our approach to development and management.

Theme 3 – Respect - We treat everyone with respect, whether students and their families, our generous donors who make our work possible, the teachers at our vocational training centers, or our employees and volunteers.

Theme 4 - Person centred - We consider the whole person in our work. Sustainable development isn't simple, solutions are often complex and unique to each individual. We work closely with the children, young people and families we support to ensure they have all the support they need to break the cycle of poverty and inequality.

Trustees

Trustees are chosen and elected by the Raising Futures Kenya Board. The following trustees served throughout the year 2020:

Chair: Andrew King

Treasurer: Michael Doris (appointed 23.09.20)

Secretary: Jo Chamberlain

Andrew Munnings

Deborah Kimathi

Brogan Pierce

James Bramble

Manni Kuthiala (appointed 23.09.20)

The following Trustee stepped down in Feb 2020: Laura Roberts

Founders - Mrs. V. Packard. Rev. J. Packard.

Bankers - Barclays Bank, Tamworth Business Centre 24 Middle Entry, Tamworth, B79 7NJ

Independent Examiner - Susan Forde

All photos and stories in this report are shared with consent.

Chair's Report for the period Jan-Dec 2020

Throughout this incredibly difficult year, we found ourselves increasingly drawn to the power of young Kenyans and their stories to keep us going.

I personally found myself regularly going back to a quote from Esther, the head girl at Seed of Hope Nairobi.

When asked what advice she would give to her past self, she said; **"When you feel like you have reached the end of your rope, tie a knot and hold on. You are stronger than you know."**

This was the advice we needed this year. 2020 was the most challenging year we've ever experienced as an organisation. It presented the perfect storm for us; huge increased need for emergency aid due to COVID-19, coupled with a huge reduction in funding available to charities working in international development with many funders closing their doors to charities like us.

Thankfully several funders and our wonderfully generous supporters stepped in during our hour of need and granted us emergency funding which we were able to quickly disburse to Kenya, and to the families and children who had no food and no rent to keep a roof over their heads. We are incredibly grateful to our loyal pool of generous supporters, many of whom have been with us since the charity began, who donated to our emergency appeal and enabled us to be where we were most needed most. Here is a summary of what's happened at Raising Futures Kenya in 2020.

Staff changes

In May 2020 we wished Vic Hancock Fell, our UK Director, a happy maternity leave as she had her second child. Kirsty Erridge, our Deputy UK Director, was promoted to interim UK Director to cover Vic's role until her return in July 2021.

Projects

Despite COVID-19, 2020 has seen us make significant progress towards our strategic priority areas:

1. Continue to deliver and develop/improve our vocational training model (Seed of Hope) to boost opportunities for young men and women from vulnerable communities in Kenya.
2. Build the capacity of our two partner specialist schools, Percy Davies and Kirunguru, to facilitate full community ownership and future sustainability of the schools, without the financial support of Raising Futures Kenya.
3. Equip and empower the families of the re-integrated children and former sponsored students, to be income secure and able to provide for their families' basic needs.

COVID-19 Emergency Support

Thanks to our incredible generous supporters and funders we were able to very quickly launch an emergency support project for the most vulnerable children and families who had lost all of their household income when restrictions to prevent the spread of COVID-19 lead to huge unemployment levels. As our team in Kenya work very closely with the children, young people and families in our projects we had the infrastructure in place to quickly assess the level of support each family needed and within 2 weeks were able to provide them with emergency support. We're really proud of this and it's certainly one of the advantages of being a small organisation and being able to be agile and respond quickly.

We supported 358 people with emergency support such as food, hygiene products and cooking fuel. We also paid rent for many families at risk of becoming homeless. Towards the end of the year many families were supported with a small amount of seed funding to start a small business so they wouldn't be reliant on us for on-going support. There are still young people we are supporting going into 2021.



Seed of Hope Programme



Our flagship holistic vocational training programme, which is free for all vulnerable 14-25 years olds, continued despite the COVID-19 lockdown resulting in all schools and colleges in Kenya closing from March 2020. Our fantastic team of teachers quickly pivoted and adapted the courses to be delivered to students remotely. This was done through a variety of WhatsApp groups, text messages, phone calls and printed work packs for those children and young people without phones. All students were also able to access free counselling sessions with some of our specially trained teachers. This mental health wellbeing support was so vital to many students who were going through incredibly difficult situations.

Our 3 Seed of Hope training centres remained closed for 7 months. When they reopened we had a phased return of students with some students going on work placements whilst others came in for their practical lessons and then swapped. Sadly, although most students continued with the remote learning, not all students were able to come back to practical lessons. This was due to a variety of reasons; not living in the area any longer (having returned to their home or to live with extended family), having to find work to support their families due to the widespread increase in poverty but perhaps the most sad was the number of girls who didn't return because they had been married off or had fallen pregnant. This is a common issue affecting girls in communities the world over, poverty often leads to exploitation of girls and young women or forces them to make heartbreaking decisions such as turning to prostitution or crime to survive. Our teachers have been working closely with these girls, and their families, to support them back into learning.

We treat every student as an individual and tailor the support they need to help them stay in education. This includes practical support such as free cooked lunches, menstrual health products for all girls and support with travel costs. We continue to provide our Life Skills, Wellbeing, Empowerment and Gender Equality sessions to students every week. These sessions cover topics such as healthy relationships, respect, gender based violence, female genital mutilation, sexual and general health, nutrition and many other topics which help to empower young people to know and assert their rights. We are committed to challenging harmful traditional practices and anything which perpetuates gender inequality. Students also have access to free counselling whenever they need it to help them cope with past trauma and depression/anxiety etc. We know that students can't focus on learning if they are hungry or suffering from a past trauma, we're here to support them with these issues so they're in the best possible position to learn and build a secure, rewarding future for themselves.

We have been working on increasing sustainability of the two rural Seed of Hope centres, Kitui and Kariti, through the expansion of their farms. We've been planting a mixture of short-term and long-term crops to supplement the lunches provided for the students and surplus can be sold to generate income to subsidise the running costs of the training centres. We're very keen to reduce our environmental impact so growing our own crops is a small step towards this.



All of our staff are from the communities we work in so we knew there was an increased need for training and support for young people to be able to set up their own business, as employment opportunities were even more scarce. 1.5 million young people under 25 are unemployed in Kenya now, almost half of these lost their jobs due to COVID-19. In November 2020 we undertook a large-scale Community Needs Assessment surveying over 300 participants across the communities we work alongside. Participants included: students, parents/guardians, teachers, local business owners, Government officials, local education and training providers, village leaders etc.

The findings from this needs assessment has given us time to review our Seed of Hope programme and how we can increase the students we can work alongside in 2021, alongside increasing sustainability of the programme so there isn't a reliance on overseas funding.

Special Education Schools Programme



Thanks to a grant from Danish charity Help Every Day, we have made significant progress with Strategic Objective 2. Both Percy Davies and Kirunguru Special Education Schools now benefit from income generating farms to supplement their feeding programme and generate income for school costs. The schools have planted a variety of short-term and long-term crops so there is something for every season. In 2021 the schools will set up their additional income generating activities which includes a small bakery and a posho mill to make flour. We are confident both schools will be totally self-reliant mid way through 2021.

Photo: New crops ready for planting

Family Strengthening Programme

We've made excellent progress with Strategic Objective 3 thanks to our Programme Manager Winnie. At the end of 2020 all 41 families in our Family Strengthening Programme had taken part in financial literacy and business skills training, and had received their business start up grant. They have set up a variety of businesses from general stores, fruit and vegetable stalls, food stalls, second hand clothing and homeware stores, basket weaving, mat making, tailoring, farming and many more!



Photo: Nelius, guardian of one of the children, at her new stall selling beans and pulses.

Our goal is that these families will be running successful profitable businesses that enable them to generate income to support their children's basic needs and education costs by the end of 2021 so they will be fully self-sufficient and independent.

This training and opportunity to become financially independent was more important since COVID-19. Many families rely on casual labour jobs which are often irregular and poorly paid. Sadly due to lockdown restrictions most of these jobs were lost and families lost their only source of income. We provided emergency support such as food and hygiene products. For some families we paid their rent as they'd lost all income and were at risk of becoming homeless. Having the opportunity to set up and run their own family business, and not be reliant on anyone else, is a huge stepping stone towards independence.

This is the final hurdle in a long and emotional journey for 63 children who have been reunited with their families after growing up in a children's home. With this support, these families will never be torn apart by poverty again.

Plans for 2021

Thanks to the Waterloo Foundation for a grant towards developing a new strategy, we are well underway with developing a new 3 year strategy which will be finalised in 2021 ready to be implemented from 2022.

Our needs assessment in November 2020 showed a huge demand for business and financial literacy training courses, along with requests for computer training. In response to this, we will be introducing a new course; 'Business, Financial Literacy and IT Skills Training', at all three Seed of Hope centres to focus on providing the essential skills and knowledge needed to set up a small business. Feedback from the community was that many would like to learn how to set up a business but can't commit to learning a skilled vocational trade. This new 2 month short course will enable people to set up a wide variety of businesses in their local communities. This will help the local economy by circulating money locally and improving poverty levels in the area. We will run this course 6 times a year which means more people can take part in the training and we can target all young people in the community rather than just school leavers. We hope to train 450 young people on this course in a year. We will be offering childcare vouchers to enable young parents to attend the training.

Our vocational training courses will be condensed into 6 or 12 month courses which will enable graduates to start their business or secure employment quicker which will help their household income and help to reduce poverty in the community.

A new Business Hub in our Kitui Seed of Hope centre will be a base for graduates to launch their business from. It will have the tools, equipment, textbooks and computers they need to get their business started. Once they have saved enough they can buy their own tools and set up on their own. The Hub will have a full-time Business and IT teacher available for guidance and support and graduates will be able to ask their vocational training teachers for technical advice. We think the hub will become the perfect stepping stone between full-time education and running a successful business. The building work for the Business Hub will begin in early 2021. We are very grateful to the British & Foreign School Society for supporting this project. Funding towards this was received at the end of 2020 although the building will begin in 2021 which is why our income looks higher than our expenditure this year.

As an organisation we are committed to tackling racial and social injustice and will be doing everything we can in 2021 to address inequalities and to become better allies to all marginalised members of society. We have established a UK/Kenya Trustee working group to ensure our two Boards work collaboratively together and have an opportunity to make suggestions and to voice any concerns or issues.

Thank you

As always, the progress made with our projects is only possible thanks to our hardworking and dedicated partner organisation Vision Africa NGO. Mary Mwangi, Florence Olwenge, Winnie Kavutha, Sherry Waweru and all of the dedicated teachers and support staff continue to push for progress across all our programme areas and we are very grateful for their continued energy and hard work.

We continue to prioritise the development of our organisation both in the UK and that of our partner organisation in Kenya and we recognise the importance of capacity building at all levels to ensure we are the most efficient and effective organisation we can be. In 2020 we have worked closely alongside our partner organisation in Kenya to further build their capability and independence and will continue in 2021 as we develop our strategic plans for the next era.

Our fundraising in 2020 was very good mainly thanks to wonderful supporters of our emergency COVID-19 appeal, and for several grants received at the end of 2020 for projects starting in 2021. Unfortunately we are anticipating an uncertain couple of years as major funders are withdrawing their funding for international projects which increases competition for the same small pots of funding, and individuals have changes in the circumstances which may impact their ability to donate.

On behalf of myself, Kirsty and everyone at Raising Futures Kenya we would like to take this opportunity to sincerely thank everyone who has contributed to helping us through this year and being able to support the most vulnerable people when they needed us most. Every donor, volunteer, staff member, funder and Trustee has played an integral part in helping us to achieve our mission to create opportunities for vulnerable children and young people in Kenya to break the cycle of poverty and inequality and fulfil their potential. Thank you.



Andy King, Chair of Trustees

A handwritten signature in black ink that reads "ANDY KING". The signature is stylized and written in all caps.

Finance report

The Charity Trustees received no remuneration for their work as Trustees, they were reimbursed for travel expenses in line with our expenses policy.

Receipts from all sources (income) between 1st January- 31st December 2020 was **£227,845**. It is worth noting that £42,872 was income received at the end of 2020 is restricted for projects beginning in 2021.

Payments (expenditure) for the year was **£195,015**.

£171,838 was spent on charitable activities which accounts for 88% of expenditure.

The financial statements have been prepared on the receipts and payments basis plus a statement of Assets and Liabilities in accordance with the charity's constitution and in accordance with the requirements of the Charities Act 2011. The accounts have been audited by an independent examiner.

Reserves Policy

It is the policy of Raising Futures Kenya to maintain the unrestricted reserves of the charity at a level sufficient to meet its committed spend, management, administration & support costs for a period of approximately 3-6 months. The 'reserves' are unrestricted funds not committed or invested in tangible fixed assets and are split between UK and Kenya accounts as appropriate. In the UK we held restricted reserves at the end of the year to cover 3 months UK running costs.

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finance of the Charity and continue to review systems to mitigate the Charity's exposure to major risk.

Public Benefit Statement

The Trustees of Raising Futures Kenya confirm that they have complied with the duty contained within the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. Our Chairman's report details how we have delivered our purposes for public benefit.



Photo: Seed of Hope Fashion Design student

We'd like to take this opportunity to thank all of our dedicated supporters and donors, without your commitment and generosity we wouldn't be able to continue our much needed work supporting vulnerable children and young people in Kenya. Thank you.



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Raising Futures Kenya

On accounts for the year
ended

31st December 2020

Charity no
(if any)

1181670

Set out on pages

11-12

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

Responsibilities and
basis of report

As the charity trustees of the Trust, 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 Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed 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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

* Please delete the words in the brackets if they do not apply.

Signed:

Susan Forde

Date:

14/06/2021

Name:

Susan Forde

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

ACCA

Address:

1 Hurston Grove

Storrington

RH204HQ

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name Raising Futures Kenya	No (if any) 1181670
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CC16a



Receipts and payments accounts

For the period from	Period start date 01/01/2020	To	Period end date 31/12/2020
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	64,297	2,632	-	66,929	61,654
Grant income	15,163	138,804	-	153,967	67,576
GiftAid	6,947	-	-	6,947	9,755
Bank Interest	2	-	-	2	15
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	86,409	141,436	-	227,845	139,001
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	86,409	141,436	-	227,845	139,001
A3 Payments					
Charitable activities	56,185	115,653	-	171,838	106,289
Cost of raising funds	16,647	-	-	16,647	14,735
Administration	2,675	2,350	-	5,025	1,830
Overheads	366	295	-	661	1,401
Governance	844	-	-	844	603
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	76,717	118,298	-	195,015	124,858
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	76,717	118,298	-	195,015	124,858
Net of receipts/(payments)	9,692	23,138	-	32,830	14,143
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	32,114	19,734	-	51,848	-
Cash funds this year end	41,806	42,872	-	84,678	14,143

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Barclays Account 1 RFK	31,444	42,872	-
	Barclays Account 2	2,614	-	-
	RBS	6,592	-	-
	Total cash funds	40,650	42,872	-
	(agree balances with receipts and payments account(s))	See B2 note	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	PAYE Payable (refund due in 2021)	932	-	-
	Pension Payable (refund due in 2021)	224	-	-
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 liability relates	Amount due (optional)	When due (optional)
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Andrew King	11.06.2021	
		Michael Doris	21.06.2021	