



# RAISING FUTURES

KENYA

ANNUAL REPORT 2024



[www.raisingfutureskenya.org.uk](http://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](mailto:hello@raisingfutureskenya.org.uk)
- **Website** - [www.raisingfutureskenya.org.uk](http://www.raisingfutureskenya.org.uk)
-  [facebook.com/RaisingFuturesKenya](https://facebook.com/RaisingFuturesKenya)
-  [instagram.com/raisingfutures](https://instagram.com/raisingfutures)
-  [linkedin.com/company/raisingfutureskenya](https://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



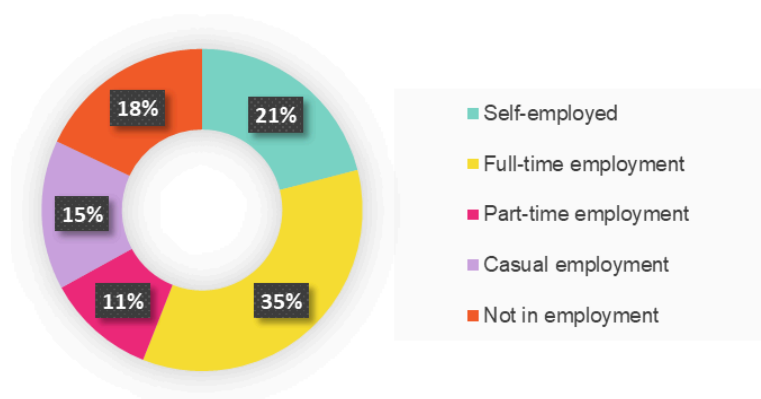
**91%**

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

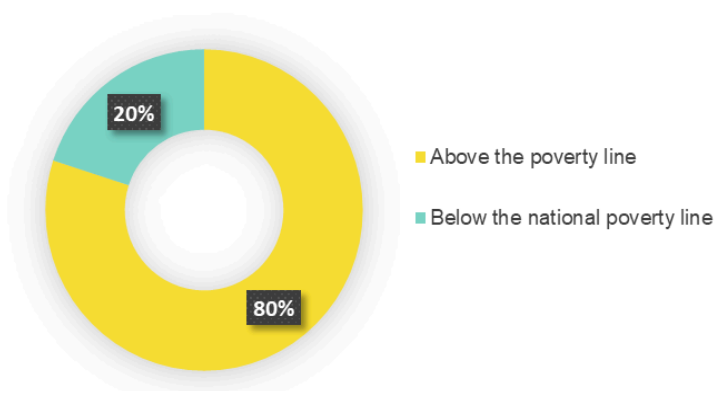
## Outcomes and impacts

- **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.

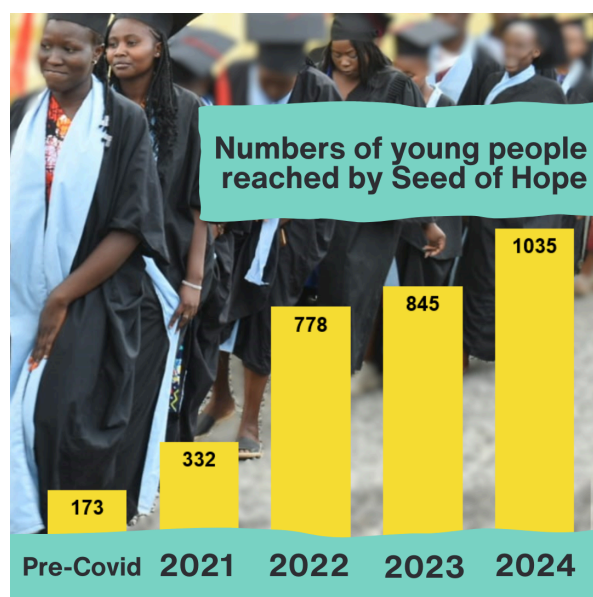
The new centre not only offers an inspiring, safe place for students to study their vocational and business skills courses, but it's also enabled an additional course to be added, and more spaces on the existing courses. The Hairdressing and Beauty Therapy launched in June 2024 and was at capacity within 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
<b>Outcome 1 - Evidence-based TVET provision</b>	<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>
<b>Outcome 2 - Shifting Power</b>	<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>
<b>Outcome 3 - Diversifying income</b>	<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](mailto: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

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

The notes form part of these financial statements

RAISING FUTURES KENYA

BALANCE SHEET  
31 DECEMBER 2024

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

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**

	Activity	2024	2023
		£	£
Grants	Charitable activities	<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/>
	98,087	129,326
	<hr/>	<hr/>

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/>
	185,402
	<hr/>

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

**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	(6,008)	(3,067)
	<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
	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	75,484	2,183	77,667
<b>Charitable activities</b>			
Charitable activities	-	129,326	129,326
Other trading activities	39,083	-	39,083
Investment income	189	-	189
<b>Total</b>	<u>114,756</u>	<u>131,509</u>	<u>246,265</u>
<b>EXPENDITURE ON</b>			
Raising funds	32,888	-	32,888
<b>Charitable activities</b>			
Charitable activities	24,151	142,787	166,938
Administration	7,619	-	7,619
Overheads	1,589	-	1,589
Support costs	3,525	-	3,525
<b>Total</b>	<u>69,772</u>	<u>142,787</u>	<u>212,559</u>

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 £
<b>NET INCOME/(EXPENDITURE)</b>	44,984	(11,278)	33,706
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	47,672	29,398	77,070
<b>TOTAL FUNDS CARRIED FORWARD</b>	<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 £
<b>Unrestricted funds</b>				
General fund	92,655	37,850	(24,837)	105,668
<b>Restricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<u>110,776</u>	<u>(5,108)</u>	<u>-</u>	<u>105,668</u>



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

13. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	122,200	(84,350)	37,850
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	47,672	44,983	92,655
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	114,756	(69,773)	44,983
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<u><u>246,265</u></u>	<u><u>(212,559)</u></u>	<u><u>33,706</u></u>

**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.