

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.



Florence Olwenge
Programme Manager

Mary Mwangi
Executive Director



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

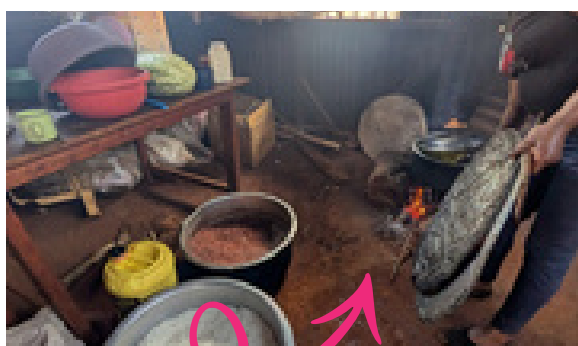
Kitui water tanks and collection point

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

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!"

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





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

RAISING
FUTURES
KENYA



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

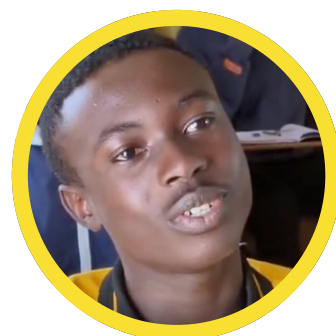
"This journey has changed my life, and now I return to inspire others because I know how far hope can carry someone."

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

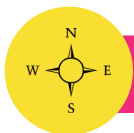
We continue to be committed to Shifting the Power to our passionate, experienced and dedicated colleagues in Kenya. We are acutely aware of the power imbalance between NGOs in the Global North, who typically have access to funding; and NGOs in the Global South, who typically are implementing the projects.

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 of 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>

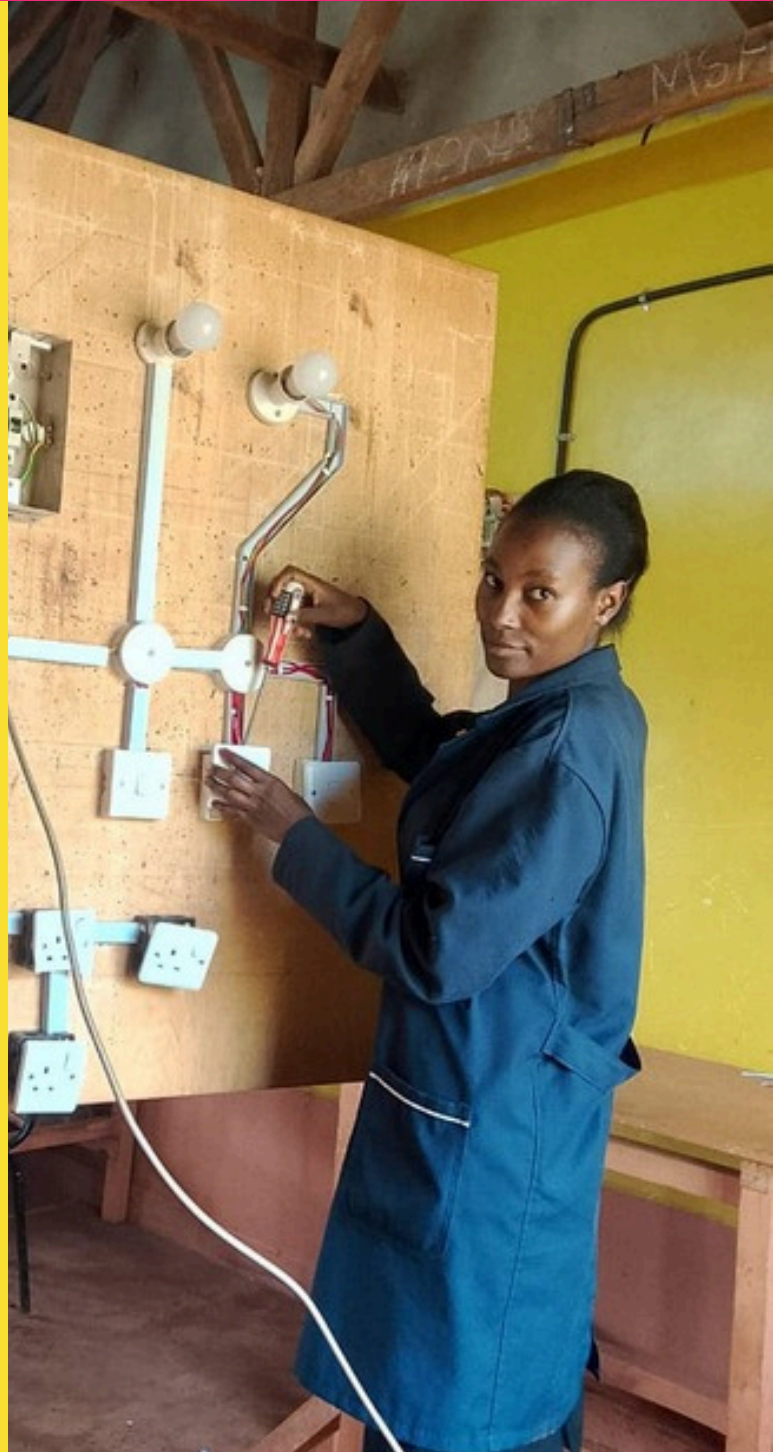
Thank you!

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 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

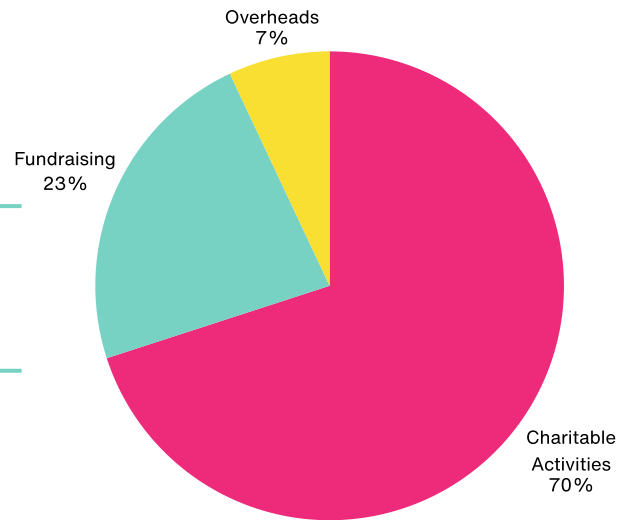
70% (£134,708)

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

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Laine Close
Brighton
East Sussex
BN1 6TD

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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:


.....
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

		Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	69,085	1,355	70,440	89,363
Charitable activities					
Charitable activities	5	-	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					
Charitable activities	6	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)					
Transfers between funds	12	(471) (548)	(548) 548	(1,019) -	(5,108) -
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		104,649	-	104,649	105,668
NET ASSETS		<u>104,649</u>	<u>-</u>	<u>104,649</u>	<u>105,668</u>
FUNDS	12				
Unrestricted funds				104,649	105,668
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.

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	<u>14,361</u>	<u>-</u>
Carried forward	32,420	35,000

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	-

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	<u>4</u>	<u>3</u>
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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	<u>703</u>	<u>-</u>	<u>703</u>
Total	<u>122,200</u>	<u>98,327</u>	<u>220,527</u>

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	84,350	141,285	225,635
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	105,668	-	105,668

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
	89,691	75,350

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	105,668	(1,019)	-	104,649

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>

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.