

TRUSTEES' ANNUAL REPORT

For the period beginning: 1 January 2024

Ending: 31 December 2024

Ref: TRTP - TAP - 5

Charity name The Road to Parity

Registered charity number 1187425

Charity's principal address Office 4, Westminster Chambers

106 Lord St

Southport

PR8 1LF

Email: steps@theroadtoparity.org

Website: www.theroadtoparity.org

TRUSTEES

No.	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Jonathan Hill	Founder & Chair		
2	Richard Owens	Secretary		
3	Margaret Evison			

ADVISORS

Type of adviser	Name	Address
Uganda partner representative	Lilian Nayiga	Canaan Children's Development Initiative (CACDI) Katikamu subcounty, P.O Box 53, Luweero, Uganda
Uganda partner representative	Mwesigwa Julius	Canaan Children's Development Initiative (CACDI) Katikamu subcounty, P.O Box 53, Luweero, Uganda

Structure, governance and management

Trusts

Type of governing document

The charity is governed by a constitution document, dated 27 November 2019.

How the charity is constituted

Initially set up as a community organisation, The Road to Parity (TRTP) was granted charity status in January 2020 as a Charitable Incorporated Organisation (CIO).

Trustee selection methods

Trustees to date have been appointed. However, the charity welcomes approaches from people not connected to existing Trustees.

Additional governance

The Road to Parity has been working with an overseas partner in Uganda called Canaan Children's Development Initiative (CACDI).

CACDI is a non-governmental organisation (DNMC/848) registered in Luweero District, Uganda.

CACDI provides on the ground support and has been engaged through a Memorandum of Understanding (MOU). The MOU specifies the nature of the partnership, responsibilities, expected outcomes and monies involved.

Objectives and activities

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

To relieve poverty in developing countries through the provision of micro grants to enable beneficiaries to participate in the local economy and sustain themselves and their families in a manner that would otherwise be beyond their reach.

Summary of main activities undertaken for the public benefit in relation to objects

The Road to Parity (TRTP) has been running a poverty alleviation initiative in Uganda called Project Tweekembe. It has been managed in conjunction with partner, Canaan Children's Development Initiative (CACDI).

Under Project Tweekembe (which broadly translates to 'let's fight against poverty'), people in extreme poverty are given the opportunity to start a business with the help of a micro grant.

Using a strict screening and monitoring process, entrepreneurs are provided with the equipment and supplies necessary to begin trading.

Unlike many similar initiatives in developing nations, the small grant available through Project Tweekembe is not a loan and does not need to be repaid. TRTP believes people in extreme poverty have suffered enough.

The partnership with CACDI was announced in April 2024 following an international search for a new partner. This was due to the end of the partnership with Learning Links Foundation (LLF) in India. Project Unnati - using the same poverty alleviation model - ran in the slums of Delhi from 2019 to 2023. After successfully working together to set up 90 businesses, LLF declared other priorities.

Additional details of objectives and activities

Background: how Project Tweekembe works

Project Tweekembe takes a three-pronged approach:

1 - Identifying and selecting beneficiaries:

The potential beneficiaries come through two main routes; either by information provided by local council leaders or through independent outreach work in villages in and around the Luweero district, north of the Ugandan capital, Kampala.

Details of prospective beneficiaries are captured in a pre-defined format. Once the details are captured, a screening process starts.

Beneficiaries are screened using a strict points system. At its core is identifying people in extreme poverty – households who have been scraping an existence on around £10 or less, per person, per month.

Other factors considered include helping widows, victims of domestic violence, the poorly educated, sole breadwinners supporting large families, and the physically and mentally challenged.

Many of those approved for support are ready with their own business ideas, often based on past work experience. Those who don't have their own ideas are helped to devise a suitable venture.

2 - Finalise business needs and secure required equipment/stock:

Once a beneficiary has been approved for grant support, discussions progress about the equipment, supplies and stock required to get the business off the ground. With the agreement of the entrepreneur, the necessary items are sourced and procured. This supervised process is eased for recurrent business ideas, such as grocery stalls. Normally, the grant awarded is around £60.

3 - Three months 'hand holding' support:

Each beneficiary receives support to ensure their fledgling enterprise succeeds, such as guidance on record keeping, negotiation skills, dealing with customers and basic marketing techniques. This three-month period of support helps overcome initial challenges and provides a path for success.

It is made clear to participants from the start that the grant is one-off assistance and there is no coming back for more money.

Achievements and performance

Summary of the main achievements during the year

The Road to Parity conducted an entrepreneurship trial in Uganda to see if the same micro-grant-based model that was used in India could be applied in Uganda.

Early discussions indicated small modifications would be required for the Ugandan market. For example, new clothes were considered too expensive to sell quickly and may cause problems with cash flow, something a tiny enterprise could not withstand.

Fast turnover goods, such as groceries, were even more important because the beneficiaries were in rural areas, which did not generate the

Achievements and performance

Summary of the main achievements during the year cont'd

same high footfall as the slums of Delhi.

The trial would also test the compatibility of the two organisations, working together for the first time. Entrepreneurship was not something CACDI had been involved with before, so guidance and training materials were provided to help inform discussions with potential beneficiaries.

In all, 13 enterprises were supported in the trial, which began in May 2024. All but one showed a significant improvement in household income, while one of the entrepreneurs initially made encouraging progress before income dropped.

After a review in December 2024, eleven businesses continued to perform well, representing a success rate of 84%. As a result of the enterprises, household income increased, in some cases by six-fold.

All the entrepreneurs were women, eight of whom were the sole breadwinners. The average business grant was £59.

The enterprises were selling a variety of goods, including shoes, snacks, charcoal, fruit and vegetables, soft drinks, fish and stationery. Two mini restaurants were established.

One of the most successful businesses belongs to 37-year-old Robinah, whose stall sells chapatis and other snacks. The divorced mother of five was previously surviving on an allowance from her ex-husband of just 5,000 Ugandan Shillings a day, or £1. She could not even afford clothes for her children.



Robinah and one of the first businesses to be supported under Project Tweekembe in Uganda.

Robinah says the support she's received has been transformational. "I started up this business, which has really changed our life with my family, I make 30,000 a day, restock with working capital for the next day, look after my family and also save something with my village bank group."

Once again, some of the poorest people on the planet have shown what they can do if they are given a chance. The businesses instil pride and give the severely disadvantaged much needed hope. Most importantly, the businesses have provided financial independence and created opportunities that extreme poverty would otherwise deny.

Achievements and performance

TRTP has continued to communicate some of the deep and complex challenges that beneficiaries face on a personal level. Compounding the extreme poverty, many of the entrepreneurs are illiterate, while others have been victims of domestic violence or are physically challenged.

The World Bank has stated there are three different types of pain caused by poverty.

1. Physical pain that comes with too little food and long hours of work
2. Emotional pain stemming from the daily humiliations of dependency and lack of power
3. Moral pain from being forced to make choices such as whether to pay to save the life of an ill family member or use the money to feed their children.

The charity will continue to communicate and highlight these struggles where appropriate, while celebrating the efforts, extraordinary resilience and success of beneficiaries.

Financial review

Brief statement of the charity's policy on reserves

As the charity provides only one-off grants, there are no ongoing programme costs in the field. Once the businesses have been set up, they operate on a commercial basis and are self-sustaining. This minimises the necessity for reserves.

Details of any funds materially in deficit

There has not been a financial deficit since TRTP was set up in November 2018.

Further financial review details

The charity was able to use existing funds for the trial of 13 businesses in Uganda, relieving pressure on fundraising during the year.

TRTP had been attempting to change banks for some time after monthly charges were imposed on an account that was free at the time of opening some years earlier. Many charities have faced the same problem and the number of banks offering free basic banking is dwindling.

After much research, the charity identified a bank that would host an account without imposing monthly charges and the account was eventually switched in February 2024. In all, the transition took more than a year.

In another small win, the website provider finally conceded in February 2024 that the charity had been overcharged for several years when it should have been granted non-profit rates for theroadtoparity.org website. In a gesture of goodwill, the provider will not charge for the website again until 2028, representing a significant cost saving, although to date these website charges had been Trustee-funded.

From its inception, the charity has taken an uncompromising approach to costs. It will continue to do everything possible to reduce or eliminate overheads. Further significant savings were enjoyed because all communications and marketing work, including website updates and content management, were handled among Trustees. The charity remains grateful for free access to Microsoft 365 software through

Microsoft's Tech for Social Impact programme.

Proactive fund-raising was paused in 2024 as the trial in Uganda was carried out with existing funds. Donations continued to trickle in from members of the public, alongside affiliate marketing activity through ebay and easyfundraising.

Historically, donations have been encouraged by content produced for the charity's communication platforms; the roadtoparity.org website, LinkedIn, Facebook and Instagram. All communications activity is organic rather than paid.

Staff involved with the charity continue to work on a voluntary basis. Minimal expenses are accommodated, where necessary, for in-market field workers, which are incorporated into programme costs.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the charity's financial position. Trustees ensure that the financial statements comply with the Charity Commission's SORP 2005.

As of 31 December 2024, there was a balance of £945 in the charity bank account.

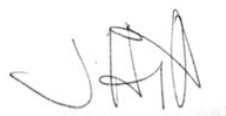
Total income	£112
Total expenditure (no grant provision)	£822
Bank balance as of 31 December 2024	£945

Declaration

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

Signed on behalf of the charity's trustees

Signature(s)



Full name(s) Jonathan Hill

Position (eg Secretary, Chair, etc)

Chair

Date

27 October 2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

THE ROAD TO PARITY

No (if any)

Receipts and payments accounts

CC16a

For the period from	01/01/2024	To	31/12/2024
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
DONATIONS	112	-	-	112	676
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	112	-	-	112	676
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	112	-	-	112	676
A3 Payments					
DONATIONS	822	-	-	822	61
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	822	-	-	822	61
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	822	-	-	822	61
Net of receipts/(payments)	945	-	-	945	1,595
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	945	-	-	945	1,595

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


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	BANK	945	-	-
		-	-	-
		-	-	-
	Total cash funds	945	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
			-	

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

Signature

Print Name

Date of approval



JONATHAN HILL

27/10/2025
28/10/2025

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