

ZIMBABWE LIFE PROJECT

UK Registered Charity Number 1189183

CEO Annual Report For the Financial Year: 1 April 2024 – 31 March 2025

1. Reference and Administrative Details

Zimbabwe Life Project (ZLP) is a UK-based charitable organisation established to improve mental health services and strengthen health systems in Zimbabwe through partnership, learning, and capacity building.

The charity operates through collaboration with government institutions, health professionals, academic partners, and diaspora volunteers, delivering public benefit through education, training, mentorship, and service improvement initiatives.

The following are the trustees of ZLP:

- Obiageli McKay, Trustee
- Ian McKay, Trustee
- Edgar Muzvidzwa, Trustee
- Linda Braddick, Co-Chair
- Kudzai Munyavi, Co-Chair

2. Structure, Governance and Management

Zimbabwe Life Project is governed by its Trustees, who are responsible for ensuring that the charity:

- Operates in accordance with its charitable objectives
- Complies with UK charity law and HMRC regulations
- Applies funds solely for charitable purposes
- Maintains effective financial and risk management

Day-to-day operations are overseen by the Chief Executive Officer, supported by volunteers and project leads.

No trustee received remuneration during the reporting period.

3. Objects and Public Benefit

Contact Information:
Email: info@zlp.org.uk

Website: <https://zlp.org.uk> | Twitter/X: @zimbabwelifeproject | LinkedIn: Zimbabwe Life Project | Facebook: @lifeZimbabwe

Charitable Objects

The objects of Zimbabwe Life Project are to:

- Advance mental health and public health in Zimbabwe
- Support the education, training, and wellbeing of healthcare professionals
- Promote knowledge exchange between the UK and Zimbabwe
- Strengthen leadership, governance, and accountability in health services

During the year, ZLP delivered public benefit by:

- Improving leadership and governance in public health institutions
- Supporting better quality healthcare delivery
- Strengthening mental health services and workforce wellbeing
- Promoting accountability and sustainable systems within Zimbabwe's public health sector

These benefits directly support vulnerable populations and frontline health professionals.

4. Review of Activities (April 2024 – March 2025)

4.1 Overview

During the reporting period, Zimbabwe Life Project focused on strengthening mental health and public health systems through leadership development, coaching, mentorship, and UK–Zimbabwe knowledge exchange.

A major component of the year's work was ZLP's role in the UK–Zimbabwe Health Partnership Pilot Project (UK-ZimHPP).

4.2 Health Leadership, Governance and Accountability

The UK-ZimHPP project aims to enhance the quality of health services and accountability in Zimbabwe's public health sector by strengthening leadership capacity at provincial and district levels and supporting parliamentary oversight.

ZLP worked in partnership with:

- Ministry of Health and Child Care (MoHCC)
- Health Service Commission (HSC)
- Parliamentary Portfolio Committee on Health (PPCH)

The project addressed leadership gaps that affect service delivery, workforce retention, and governance.

4.3 Coaching and Mentorship Programme

ZLP supported a structured coaching and mentorship programme for Provincial Health Executive (PHE) and District Health Executive (DHE) teams in Matabeleland South Province and Gwanda District.

The programme focused on:

- Leadership and management practice
- Financial and budget management
- Human resource governance
- Project planning and reporting
- Professional discipline and conduct

ZLP members participated virtual training sessions and deliver technical support and mentorship alongside HSC and MoHCC officials.

4.4 Key Results and Achievements

Significant improvements were recorded across multiple areas, including:

Leadership and Management

- Improved teamwork and coordination
- Regular, structured meetings with improved time management

Quality and Risk Management

- Development of risk registers
- National recognition for our work through an award received at Global Health Summit in March 2025 in London.

Community and Stakeholder Engagement

- Strengthened collaboration resulting in practical resource support from Global Health Partnerships
-

5. Financial Review

5.1 Income and Expenditure Overview

During the financial year **1 April 2024 to 31 March 2025**, Zimbabwe Life Project received income from donations, membership contributions, online fundraising platforms, and grant funding. The charity continued to operate with a strong reliance on volunteer support and partnership contributions to minimise overhead costs.

Income

The charity's income for the reporting period was as follows:

- **Individual Donations (Standing Order):**
 - One committed donor contributed **£10 per month**, totalling **£120.00**
- **Membership Contributions:**
 - Membership income totalled **£68.00**
- **PayPal Donations:**
 - Donations received via PayPal amounted to **£723.49**
- **JustGiving Donations:**
 - Donations received via JustGiving amounted to **£33.43**
- **Grant Income:**
 - Global Health Partnership Grant: **£30,678.20**

Total Income for the Year: £31,623.12

5.2 Expenditure

Expenditure during the year was incurred in direct support of the charity's objectives, including:

- Delivery of leadership training programmes aligned to the UK-ZimHPP programme.
- Travel and subsistence associated with UK-ZimHPP programme delivery and knowledge exchange

Zimbabwe Life Project continues to maintain a **low-cost operating model**, with a significant proportion of work delivered through:

- Volunteers
- Pro bono professional contributions
- In-kind support from partners

Expenditure was carefully managed to ensure value for money and alignment with charitable purposes.

5.3 Financial Controls and Stewardship

The UK-ZimHPP team maintained appropriate financial oversight throughout the reporting period. Controls include:

- Trustee and CEO oversight of all income and expenditure
 - Use of restricted grant funding in accordance with grant conditions
 - Transparent recording of donations and income streams
 - No remuneration or personal benefit to Trustees or officers
-

5.4 Reserves Policy

Zimbabwe Life Project holds limited unrestricted reserves. Any surplus funds at year-end are retained to:

- Support future programme delivery
-

- Maintain organisational sustainability
 - Meet essential operational commitments
-

5.5 Financial Outlook

ZLP acknowledges the importance of financial sustainability and plan to:

- Build on grant-funded partnerships
- Grow individual giving and membership support
- Diversify fundraising channels

All fundraising activity will continue to comply with HMRC and Charity Commission guidance.

6. Risk Management

ZLP regularly reviewed risks relating to:

- Financial sustainability
- Programme delivery
- Safeguarding and compliance
- Dependency on volunteer capacity

Mitigation measures included partnership working, strong governance oversight, and prudent financial management.

7. Plans for Future Periods

Looking ahead, Zimbabwe Life Project plans to:

- Continue leadership and mentorship programmes subject to funding
- Strengthen mental health service partnerships
- Expand UK–Zimbabwe knowledge exchange
- Support sustainable workforce development

A planned visit to Zimbabwe in October 2025 will further support programme continuity and partnership strengthening.

Issued on behalf of ZLP Executive Team

Lucia Vambe

Founder and Chief Executive Officer

Zimbabwe Life Project

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ZIMBABWE LIFE PROJECT

I report to the trustees on my examination of the accounts of Zimbabwe Life Project ("the charity") for the year ended 31 March 2025 on pages 7 to 8.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the Charities Act 2011 and applicable accounting standards.

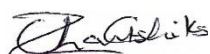
I have carried out an independent examination of these accounts as required under section 145 of the Charities Act 2011. My examination was carried out in accordance with the general Directions given by the Charity Commission for England and Wales. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, I do not express an audit opinion on the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

- which gives me reasonable cause to believe that, in any material respect, the requirements
- to keep accounting records in accordance with section 130 of the Charities Act 2011; and
- to prepare accounts which are consistent with the accounting records and comply with the accounting requirements of the Charities Act 2011

have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



C Zembe

Rainham, Essex, England

06 February 2026

Statement of Financial Activities for the year ended 31 March 2025

	31 Mar 2025	31 Mar 2024
	£	£
Income from:		
Grants and donations income	31,555	386
Membership fees	68	308
Income from fundraising activities	-	-
Other income	-	-
Total income	31,623	694
Expenditure on:		
Charity expenses	30,678	1,600
Other donations expenses	95	-
Administration and legal expenses	179	100
Marketing, PR, communication and technology expenses	151	81
Total expenditure	31,104	1,781
Net surplus/(deficit) for the period	519 -	1,087
Funds brought forward at 1 April	2,988	4,075
Funds carried forward at 31 March	3,507	2,988

Statement of Financial Position as at 31 March 2025

	31 Mar 2025	31 Mar 2024
	£	£
Current assets		
Cash and cash equivalents	3,507	2,988
	3,507	2,988
Net assets	3,507	2,988
Funds:		
Unrestricted funds	3,507	2,988