

# Empowering Young Women (EYW)

## Trustee Annual Report

For the year ended 31 December 2024

### Reference and Administrative Information

**Charity Name:** Empowering Young Women (EYW)

**Charity Status:** Charitable Company Limited by Guarantee

**Company Number:** 14535109

**Charity Number:** 1206870

**Registered Address:**

Community House

Badger Street

Bury

BL9 6AD

**Trustees (Directors):**

- Esther Martin Garcia

- Luciano Fernandez Gomez

### Structure, Governance and Management

Empowering Young Women (EYW) is a charitable company limited by guarantee (Company No. 14535109) governed by its Articles of Association adopted upon incorporation. The charity has no share capital, and each member's liability is limited to £10.

The Board of Trustees—who are also the directors for the purposes of the Companies Act 2006—are responsible for the overall strategic direction, governance, and financial management of the charity. Trustees ensure compliance with charity and company law, oversee the charity's operations, and safeguard its assets.

Membership is open to individuals and organisations who apply and are approved by the trustees. Directors may also establish classes of membership as set out in the governing document. Trustees meet regularly to discuss strategy, financial oversight, and programme development, ensuring alignment with EYW's charitable purposes.

#### Appointment and Induction of Trustees

Trustees are appointed by the members in general meeting or by the existing trustees. Upon appointment, each trustee receives an induction pack including the governing document, the latest annual report and accounts, and the Charity Commission guidance "The Essential Trustee (CC3)". Trustees are briefed on their legal obligations and EYW's current projects, governance policies, and safeguarding practices.

## Charitable Purposes

Empowering Young Women (EYW) exists to advance equity, education, and opportunity for young women and adolescent girls in underserved East African communities. The charity's mission is to inspire, empower, and foster a culture of possibility—enabling beneficiaries to thrive and realise their leadership potential regardless of background. EYW promotes access to education and professional development for women who might otherwise face barriers due to social, economic, or geographic disadvantage.

The Articles of Association restrict EYW's purpose to the advancement of education for the public benefit, particularly through workshops, mentoring, and funding support for young women in Kenya, with potential expansion into the UK. The trustees confirm that in planning and delivering activities, they have had due regard to the Charity Commission's guidance on public benefit.

## Objectives and Activities

EYW delivers its charitable objectives through a range of targeted education and empowerment programmes designed to equip young women with the skills, confidence, and knowledge needed to lead positive change in their communities. The charity combines academic, professional, and personal development approaches, using hybrid (in-person and digital) methods to maximise access and inclusion.

### Empowering Educational Programme (EEP)

Weekly hybrid workshops across five schools promote academic achievement, inclusivity, and peer leadership. In the reporting year, 178 sessions were delivered both in person and online, creating dynamic learning environments where students are encouraged to share experiences, support one another, and build leadership capacity.

### Elevate Experiential Hub (EEH)

The EEH supports young adults aged 18+ through mentorship, professional networking, and creative development. In 2024, 35 workshops, live events, and networking gatherings were held, supported by strategic partnerships with Deloitte East Africa, IBM (SkillBuilds Education Platform), and Microsoft (Garage Innovation). These collaborations strengthened the quality of delivery and provided practical, industry-focused learning experiences.

### University Collaborations

EYW worked with three major African universities to deliver transformative higher education programmes:

1. *Leadership for Equity* (Addis Ababa Science and Technology University and Makerere University, Uganda) – mentoring and career readiness for women in STEM and business fields.
2. *Enterprise for Women* – professional and entrepreneurship training supporting economic independence and local innovation.
3. *Digital Empowerment & Inclusion* – creating pathways for women into digital careers such as data science, financial engineering, and artificial intelligence.

## Achievements and Performance

The 2024 reporting year marked significant growth in EYW's programmes and partnerships. The charity continued to deliver measurable impact across education, employment readiness, and community leadership. Its activities directly benefited more than 500 young women and girls through in-person and digital engagement.

### Key Activities and Outcomes:

- 178 school-based workshops and 35 experiential hub events delivered across Kenya and East Africa.
- Three university partnerships established, expanding EYW's reach into new academic and professional disciplines.
- Collaboration with Deloitte, IBM, and Microsoft enabled the integration of professional mentoring and digital skill-building into core programmes.
- Tangible improvements in self-confidence, academic progression, and job readiness among participants.

### Impact Highlights:

- More beneficiaries progressed into higher education or skilled employment, particularly in STEM, agribusiness, and digital industries.
- Schools, universities, and families provided strong positive feedback on programme delivery and outcomes.
- Alumni network "The Cheetahs" grew into a vibrant community of mentors and role models promoting gender equity and leadership.

## Financial Review

EYW's funding base during 2024 comprised contributions from its founders, a number of individual donors, and a small but growing network of corporate partners. The charity continues to prioritise transparency, accountability, and the effective use of resources in pursuit of its objectives.

In 2024, Burberry joined as a key fundraising partner, supporting programme delivery and helping EYW broaden its impact through innovation and events. Expenditure for the year focused on education programme delivery, alumni support, community initiatives, staffing, and essential operational costs.

EYW maintains a prudent reserves policy to ensure financial sustainability and safeguard future delivery. All funds were used solely for the charity's purposes. The trustees regularly monitor budgets and maintain appropriate oversight to ensure value for money and alignment with the charity's mission.

## Plans for the Future Period

The charity's strategic focus for 2025–2026 is to build on existing success, strengthen sustainability, and expand its reach across Kenya, East Africa, and globally. EYW will continue to

deliver quality education and empowerment opportunities while pursuing new collaborations and sources of support.

**Strategic Objectives:**

- Launch major targeted fundraising initiatives to scale up three signature projects.
- Further invest in and refine the Empowering Educational Programme (EEP) and Elevate Experiential Hub (EEH).
- Strengthen reputation, credibility, and international visibility through partnerships, recognition, and transparent reporting.

**Signature Projects for 2026:**

1. **HOST Project (Holistic Opportunities for Sanitation and Transformation)** – developing modern sanitation facilities for schools in underserved Kenyan areas, integrating hygiene education and infrastructure to promote dignity and attendance.
2. **Warrior Up-Skill Programme** – providing structured martial arts and mentorship for teenagers in vulnerable communities, fostering resilience, discipline, and leadership.
3. **EYW Alumni Community – The Living Legacy** – nurturing a global network of alumni advocates supporting mentorship and peer-driven initiatives.
4. **Ongoing Development of Education Programmes** – enhancing hybrid learning, modular workshops, and partnerships to expand opportunities for girls and women in education and employment.

## Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Annual Report and Financial Statements in accordance with UK law and accounting standards. They must ensure that proper accounting records are maintained, financial statements give a true and fair view of the charity's financial position, and that the organisation operates in compliance with its governing document and statutory obligations. The trustees confirm that EYW has adequate resources to continue in operation and that there are no material uncertainties regarding its ability to continue as a going concern.

## Dissolution

In accordance with Article 60 of the Articles of Association, in the event of dissolution, any remaining assets after settling liabilities shall be applied directly towards Empowering Young Women's charitable purposes or transferred to another charity with similar objectives. Under no circumstances shall any assets be distributed among members.

Approved by the Board of Trustees on: 31 October 2025

Signed on behalf of the Board:



**ESTHER G. MARTIN**  
Chief Executive Officer and Founder  
esthergm@eywafrika.org | M +26 786 371154  
*Foster, believe and fulfill your own potential*  
♥ ♪ ☺

On Friday, the 31st of October 2025

Esther Martin Garcia  
Chair of Trustees

## EMPOWERING YOUNG WOMEN

Registered Number  
14535109  
(England and Wales)

Unaudited Dormant Financial Statements for the Year ended  
31 December 2024

# EMPOWERING YOUNG WOMEN

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# EMPOWERING YOUNG WOMEN

## Company Information for the year from 1 January 2024 to 31 December 2024

**Directors** FERNANDEZ GOMEZ, Luciano  
GARCIA MARTIN, Esther

**Registered Address** Community House  
Badger Street  
Bury  
BL9 6AD

**Accountant** Davenports Group Ltd  
Community House  
Badger Street  
BL9 6AD

**Registered Number** 14535109 (England and Wales)



# EMPOWERING YOUNG WOMEN

## Directors' Report

The directors present their report and the financial statements of the company for the year ended 31 December 2024. The company is dormant and has not traded during the year.

The directors who served during the year were as follows:

FERNANDEZ GOMEZ, Luciano

GARCIA MARTIN, Esther

### Statement of Directors Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit and loss for the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

# EMPOWERING YOUNG WOMEN

## Directors' Report (continued)

### **Small companies regime**

The report of the directors has been prepared taking advantage of the small companies exemptions of Section 415A of the Companies Act 2006.

### **By order of the board:**

GARCIA MARTIN, Esther  
Director

23 October 2025

# EMPOWERING YOUNG WOMEN

## Accountants' Report

### **Report of the Accountant to the directors of EMPOWERING YOUNG WOMEN (the company)**

These financial statements have been prepared in accordance with our terms of engagement and in order to assist you to fulfil your duties under the Companies Acts that relate to preparing the financial statements of the company for the year ended 31 December 2024.

We have prepared these finance statements, which include the Income Statement, the Statement of Financial Position and the related notes, based on the accounting records, information and explanations provided by you. We do not express any opinion on the financial statements.

On the Balance Sheet you have acknowledged your duties under the prevailing Companies Acts to ensure that the company keeps adequate accounting records and prepares financial statements that give "a true and fair view".

You have determined that the company is exempt from the statutory requirement for an audit for this accounting period. Therefore, the financial statements are unaudited.

The financial statements are provided exclusively to the directors of EMPOWERING YOUNG WOMEN for the limited purpose mentioned above, and may not be used or relied upon for any other purpose or by any other person, and we shall not be liable for any other usage or reliance.

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Davenports Group Ltd  
Community House  
Badger Street  
Bury  
BL9 6AD

Date: 23 October 2025

# EMPOWERING YOUNG WOMEN

## Income Statement

for the year from 1 January 2024 to 31 December 2024

	Notes	2024 £	2023 £
<b>Turnover</b>		75,217	120,884
Cost of sales		(69,308)	(38,948)
<b>Gross profit</b>		5,909	81,936
Distribution costs		(9)	-
Administrative expenses		(43,853)	(21,731)
Interest payable and similar charges		(395)	(171)
<b>(Loss)/profit before taxation</b>		(38,348)	60,034
<b>(Loss)/profit for the year</b>		(38,348)	60,034

# EMPOWERING YOUNG WOMEN

## Statement of Financial Position

31 December 2024

	Notes	2024		2023	
		£	£	£	£
<b>Current assets</b>					
Cash at bank and on hand		23,057		63,634	
		<u>23,057</u>		<u>63,634</u>	
<b>Creditors amounts falling due within one year</b>	3	(1,370)		(520)	
		<u>(1,370)</u>		<u>(520)</u>	
<b>Net current assets (liabilities)</b>			21,687		63,114
<b>Total assets less current liabilities</b>			21,687		63,114
Creditors amounts falling due after one year	4		-		(3,080)
			<u>-</u>		<u>(3,080)</u>
<b>Net assets</b>			21,687		60,034
			<u>21,687</u>		<u>60,034</u>
<b>Capital and reserves</b>					
Profit and loss account			21,687		60,034
			<u>21,687</u>		<u>60,034</u>
<b>Reserves</b>			21,687		60,034
			<u>21,687</u>		<u>60,034</u>

The company was dormant and has not traded during this reporting period and it was entitled to exemption from audit under section 480 of the Companies Act 2006 relating to dormant companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The directors have chosen to not file a copy of the company's profit and loss account under section 444 (5A) Companies Act 2006.

The members have agreed to the preparation of abridged accounts for this accounting period in accordance with section 444(2A).

The financial statements were approved and authorised for issue by the Board of Directors on 23 October 2025, and are signed on its behalf by:

GARCIA MARTIN, Esther  
**Director**  
**Registered Company No. 14535109**

**EMPOWERING YOUNG WOMEN**

**Notes to the Financial Statements**

**for the year ended 31 December 2024**

**1. Accounting policies**

**Statutory information**

The company is a private company limited by guarantee and registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

**2. Average number of employees**

	2024	2023
Average number of employees during the year	0	0

**3. Creditors: amounts due within one year**

	2024	2023
	£	£
Trade creditors / trade payables	1,370	520
Total	<u>1,370</u>	<u>520</u>

**4. Creditors: amounts due after one year**

	2024	2023
	£	£
Other creditors	-	3,080
Total	<u>-</u>	<u>3,080</u>

**EMPOWERING YOUNG WOMEN**  
**Detailed Profit and Loss Account**  
**for the year from 1 January 2024 to 31 December 2024**

	2024 £	2023 £
<b>Turnover</b>		
Interest Income	19	6
Received Donations	75,198	120,878
	<u>75,217</u>	<u>120,884</u>
<b>Cost of sales</b>		
Cost of Goods Sold	40,586	36,252
Direct Expenses	205	2,696
Direct Wages	28,517	-
	<u>69,308</u>	<u>38,948</u>
<b>Gross Profit</b>		
Gross Profit	5,909	81,936
	<u>5,909</u>	<u>81,936</u>
<b>Distribution Costs</b>		
Postage, Freight & Courier	9	-
	<u>9</u>	<u>-</u>
<b>Administrative expenses</b>		
Advertising & Marketing	15,818	16,489
Audit & Accountancy fees	2,294	810
Foreign Currency Gains and Losses	(288)	(192)
Insurance	9	-
IT Software and Consumables	98	189
Professional Fees	5,209	1,048
Subscriptions	520	121
Telephone & Internet	442	102
Travel - International	19,751	2,853
Travel - National	-	311
	<u>43,853</u>	<u>21,731</u>
<b>Interest payable and similar charges</b>		
Bank Fees	395	171
	<u>395</u>	<u>171</u>
<b>(Loss)/profit for the year</b>		
Net (loss)/profit	(38,348)	60,034
	<u>(38,348)</u>	<u>60,034</u>

## **Independent Examiners' Report to the Trustees of Empowering Young Women**

*Charity Number: 1206870*

*Year ended: 31<sup>st</sup> December 2024*

### **Independent Examiner's Report**

I report on the financial statements of Empowering Young Women for the year ended 31 December 2024, which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes.

### **Respective Responsibilities of Trustees and Examiner**

The charity's trustees are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ("the Act").

They are also responsible for ensuring that the charity's accounts are properly kept and comply with the governing document and the Act.

I am appointed to carry out an independent examination under section 145 of the Act.

My responsibility is to examine the accounts and to state whether any matter has come to my attention which gives me cause to believe that the accounts are not compliant with the Act or otherwise require amendment.

### **Basis of Independent Examination**

My examination is carried out in accordance with the directions given by the Charity Commission under section 145(5)(b) of the Act, and is limited to reviewing accounting records and comparing them with the accounts presented.

It also includes a consideration of any unusual items or disclosures identified from the records or explanations provided.

The examination provides a moderate level of assurance but does not constitute an audit and I do not express an audit opinion.

### **Independent Examiner's Statement**

In connection with my examination, no matter has come to my attention:

- which gives me reasonable cause to believe that, in any material respect, the accounting records were not kept in accordance with section 130 of the Charities Act 2011; or
- that the accounts do not accord with those records; or
- that they do not comply with the requirements of the Act or with the Charities SORP (FRS 102); or
- that any matter should be drawn to the attention of the trustees to enable a proper understanding of the accounts.

Accordingly, in my opinion, the accounts have been prepared properly, are consistent with the underlying records, and give a true and fair view of the charity's affairs for the year ended 31 December 2024.

*Daniel Sheldon*



AAT - 20385829

Davenports Group

Community House, Badger Street, Bury, BL9 6AD

Date: 31/10/2025