

# THE DURHAM LESOTHO DIOCESAN LINK

England & Wales · Charity number 702809

## Details

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Other names	DURHAM-LESOTHO LINK
Status	Registered
Legal form	Other
Registered	1990-05-08
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	Durham Lesotho Diocesan Link c/o Cuthbert House Stonebridge Durham DH1 3RY
Phone	07403 259453
Email	<a href="mailto:lee.musson@durhamlesotholink.org">lee.musson@durhamlesotholink.org</a>
Website	<a href="http://www.durhamlesotholink.org.uk">www.durhamlesotholink.org.uk</a>

## Activities

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**Objects:** 1) THE ADVANCEMENT OF EDUCATION.2) THE RELIEF OF PERSONS WHO ARE IN CONDITIONS OF NEED, HARDSHIP AND DISTRESS.3) THE ADVANCEMENT OF THE ANGLICAN CHRISTIAN RELIGION.

**Activities:** Helping develop child-focused rehabilitation programme, health education programme (including AIDS awareness, and diabetes), Christian education programme and income generating projects in Lesotho; developing educational projects for schools and raising awareness and support of initiatives in Durham diocese; fostering closer spiritual links between Anglican church in Lesotho and Durham

## Classification

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- **How:** Provides Human Resources, Provides Buildings/facilities/open Space
- **What:** General Charitable Purposes, Education/training, Religious Activities, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

## Geography

- **Area of benefit:** ANGLICAN DIOCESE OF DURHAM AND LESOTHO
- Lesotho
- Darlington
- Durham
- Gateshead
- Newcastle Upon Tyne City
- North Tyneside
- South Tyneside
- Sunderland

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£39,252	£37,731	-	-
2023-12-31	£52,033	£71,983	-	-
2022-12-31	£46,334	£48,272	-	-
2021-12-31	£58,848	£40,623	-	-
2020-12-31	£45,323	£54,075	-	-

## Trustees

Name	Role	Appointed
ELISABETH MARY BRYANT	Chair	2011-04-06
ALEX NELSON		
ANDREA MICHELLE PRITCHARD		2016-01-20
MRS RUTH HICKS		
Susan Ann Egglestone		2017-07-19
VEN NICHOLAS BARKER		

**THE DURHAM LESOTHO DIOCESAN LINK**

England & Wales - Charity number 702809

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# Accounts

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# DURHAM-LESOTHO DIOCESAN LINK

Charity number 702809

## Trustees' annual report for the period of January 1st 2024-December 31st 2024

*The Link was set up in 1986 as a partnership between the Dioceses of Lesotho and Durham, with a strong developmental element at its heart. Its core belief is that we are all one body in Christ; the Link is a tangible expression of that fact.*

The Diocesan Link's main mission is to educate, mentor and minister to disadvantaged children living in Lesotho, and to foster their personal and spiritual development by providing life skills coaching and outdoor adventure experiences in a safe and caring environment. School leavers and out-of-work young adults are also offered vocational training and other educational opportunities. Another core element of the Link's work is the delivery of a comprehensive range of developmental training for clergy, lay ministers, church leaders and youth workers - empowering them to serve their communities and become disciple-makers, spreading the gospel and building God's kingdom. When possible and practical, health education and agricultural projects are also expedited.

Throughout the year, the Link team in Lesotho made positive headway reinstating and expanding children's ministries and broadening their Christian Education Programme. For its part, the Durham Link continued to grant regular financial resources to support these projects, and to extend practical advice, guidance, technical skills and spiritual encouragement.

The LINK Centre's upgraded Backpackers accommodation, catering and outdoor activities, in particular, brought in good revenue and by the year's end, Lesotho Link experienced a much improved financial position, moving from a roughly break-even point in 2023, to a surplus of almost £10,000. With their building programme close to completion, this promising picture signalled a steady constructive progression in fiscal management, operational efficiency and site facilities.

### **Objectives and Activities**

The objectives of the trust apply to the Anglican Dioceses of Durham and Lesotho, and are as follows:-

- to facilitate and support the relief of individuals, particularly children, who are in need, hardship or distress
- to facilitate and support the advancement of education
- to facilitate and support the advancement of the Anglican Christian religion

The charity may also:-

- provide books and journals and undertake development projects in conjunction with other appropriate NGOs and funding agencies
- assist and support the provision of medical and educational facilities
- provide other such support or assistance as the Trustees may determine

### **The Link's Main Activities**

The majority of projects and activities take place at the LINK Centre, a residential Conference, Training and Outdoor Activity Centre located in Lesotho's capital, Maseru, and at the Mohatlane Community Education Centre (MCEC) which lies in the district of Berea. The MCEC offers young people vocational training in brick laying, welding and metalwork, cookery, carpentry and garment making; community-based outreach schemes also take place in the surrounding villages. Additional educational workshops are held throughout the diocese to cater for those living in isolated areas, difficult to access.

In the UK, gatherings, meetings and presentations are held in parish churches, Durham Cathedral, theological training colleges, Church of England schools and other key venues within the Durham diocese.

The Trustees regularly review how the money they are entrusted with should be spent and work closely with the Lesotho Link to ensure both dioceses benefit from the partnership.

The charity focused primarily on:-

**Supporting Lesotho Link's core projects** (children's ministries & Christian education)

**Supporting Lesotho Link's capacity to generate income**

**Working towards the revival of UK school Lesotho Programme**

**Rebuilding the website**

**Strengthening and developing the partnership**

**Strengthening and developing diocesan links**

To facilitate the Links objectives and activities, the charity collaborates with the Durham Diocese, Rock UK, C of E Academies in the diocese, the Basotho Education Trust (BET) and the Society of the Sacred Mission (SSM)

**Rock UK:** UK-based Christian charity providing outdoor activities and adventure

**The Basotho Educational Trust:** UK-based Christian charity funding education and vocational training

**Society of the Sacred Mission:** Anglican religious order founded 1893

### **Public Benefit Statement**

The Trustees confirm they have paid due regard to the Charity Commission's general guidance on public benefit.

The Durham Link EO works closely with both the Lesotho Link EO and Finance Department, and reports directly to the Trustee Board. The Trustees are confident that the Lesotho Link uses Durham Link funds to support children's ministries and Christian education, and to improve the LINK's facilities and infrastructure, thereby increasing its capacity to generate income. They are also proactive in ensuring restricted funds are used as instructed and fulfil the Link's objectives.

Other activities are aimed at supporting the advancement of education and the Anglican Christian religion in the Durham diocese.

### **Achievements and Performance**

The Durham Link EO, Lee Musson, is also Technical Director for Rock UK, a Christian charity which provides outdoor adventure. He is responsible for their Instructor Training Programme with oversight of all outdoor adventure activities across four Rock UK centres. He has been involved in Christian ministry for many years and has taken several teams of Rock UK trainees on working visits to the LINK Centre in Lesotho.

As part of his consultant contract, Lee is required to undertake up to two working visits to Lesotho per year, organised separately or in conjunction with a Rock UK group visit.

His main tasks are to undertake all Lesotho Link-related work, primarily:-

- acting as liaison between the two Links;
- helping develop and advance the partnership by providing ongoing mentorship and support for the Lesotho Link EO;
- appraising Lesotho LINK's finances and general administration, operations and human resources, and offering practical advice and guidance;
- supporting the staff and core projects;
- helping to identify any staff development training needs and offering the relevant skills and resources;
- encouraging school/educational programmes and help source local specialist support;
- supporting, delivering and promoting environmental awareness and sustainability;
- advocating succession planning and helping develop a long-term strategy for the future

## **The Durham Link**

In January, Lee led a 14-strong Rock UK team on another 2-week working visit. They took with them buoyancy aids, climbing equipment, helmets and canoe seats - essential replacement equipment difficult to source locally. The team funded and managed two 4-day camps (paddlesports, rope and land activities, singing and 'God slots') for 40 child-headed household (CHH) and other vulnerable children and held impromptu games sessions for local children in Maseru. The trainees were also tasked with repainting the conference hall, reorganising the boat shed, clearing out and replacing old apparatus and installing racks to stow the kayaks and canoes.

Such trips often have a profound and lasting impact on young lives - after returning to the UK, one of the young trainees penned an article for e-Moho (issue 42), describing his time in Lesotho.

When asked to sum up his experience in three words, he wrote, "exhilarating- tiring- humbling".

During his visit, Lee met with the British High Commissioner who extended an invitation to the Durham Lesotho Link to take part in Lesotho's Bicentenary celebrations marking the 200th anniversary of the founding of the Basotho nation. Events highlighting the country's heritage and culture, such as the Moshoeshoe Walk to Thaba Bosiu\*, parades/marches and a torch run, began in October 2023 and were to culminate in a huge gathering of high-profile leaders and thousands of people on 4th October, Lesotho's National Day.

Lee continued to build relations with the LINK Centre staff, advocating good communication and investing time with each member to better understand their roles, review achievements and identify areas for growth and improvement.

To reinforce children's and young people's ministry, he encouraged the Lesotho Link EO, Joseph Morenammele, to keep pursuing and cultivating connections with orphanages and like-minded NGOs tackling deaf children and violence against women.

In May, Joseph visited the UK, spending the majority of his time in the Durham diocese. The Trustees were his hosts and transport-providers for much of his stay. His busy programme included visits to theological colleges, Church of England Academies, St Antony's Priory (run by the Society of the Sacred Mission) [SSM], Rock UK's Whithaugh Centre, preaching engagements and the joint delivery of a short presentation and Q&A session at Diocesan Synod.

He attended a Trustee meeting/social gathering and towards the end of his visit met again to explore and discuss various ideas as to how both links might encourage greater collaboration with their respective dioceses and become more actively involved in collective worship and shared acts of service. Before returning to Lesotho, he visited numerous long-term supporters, former EOs and Trustees, including 93-year-old Margaret Wilkinson who sadly passed away later in the year.

In August, after months of planning, a small party of 5, Acting Bishop of Durham, Bishop Sarah, Lee and 3 Trustees/committee members, undertook a 9-day visit to Lesotho to participate in the country's Bicentennial celebrations. By shining a light on Lesotho's long-established relationship with the UK, the group hoped they might also reignite greater interest in the Diocesan Link.

Their individual itineraries included preaching, TV and radio slots and attending church gatherings. Lee ran a Paddlesport Rescue course for 8 of the LINK's OAK (Outdoor Adventure Klub) team and followed this up with refresher training. He hopes to repeat the course for more OAK members and deliver the Paddlesport Instructor course next visit. He also plans to deliver the higher Paddlesport Leader qualification once he gains his providership.

A Think Tank was set up in the wake of Joseph's visit to further explore how, through the application of world church mission and shared experiences/challenges, such as interpersonal relationships and climate change, a more mutual partnership might be developed. The group also talked about reviewing and expanding school links and re-engaging with parishioners.

For the last three years, Lesotho Link's Christian Education Programme has been funded by SSM, an Anglican religious order with communities based in the UK, South Africa/Lesotho, Japan and Australia. In November, 4 members from SSM's Southern African Province visited Durham. During their stay at St Antony's Priory, Trustees were invited to take them on a day trip to view and experience some of the region's ecclesiastical and cultural landmarks.

Throughout the year, Trustees devoted time to improve governance, rebuild the website, develop and edit the news bulletin, e-Moho, revive the UK schools Lesotho Project and research 'Telling the Story' - a history of the Durham-Lesotho Diocesan Link; all are works in progress.

Although financially stronger, the Lesotho Link still relies on funding from Durham: £20000 (£5000 each quarter) was transferred to Lesotho to fund children's ministries, Christian education and income-generating enterprise. The Board agreed to maintain reserves of £10,000 to cover the EO's annual salary, travel and expenses, general administration and any unexpected costs.

By working closely with the Durham Link EO, the Lesotho Link were able to implement more productive accounting practices, allowing them to operate more effectively. They also adopted various measures, such as targeted staff and Management Board training, producing a Board member Handbook and updating employment contracts, to improve governance and administration.

## **The Lesotho Link**

### **Lesotho Link's core projects - children's ministries and Christian education**

Children's ministries and Christian education have always been pivotal to the Link's work and are central to LINK Centre operations.

*"The Lesotho Link's mission has always been to support and disciple children and youth, and to make the LINK a place of Christian education, where young lives are transformed through the application of God's word."*

*Lesotho-Durham Link EO, Revd Dr Joseph Morenammele*

A key objective of the Link's Christian Education Programme is to train and equip individuals to teach others and create a ripple effect of theological education and leadership training within their local churches and communities.

### **Children's ministries**

Their Children and Youth Department currently offers marginalised children and young people, particularly from child-headed households (CHH\*\*), respite, rehabilitation and spiritual growth through the provision of paddlesports, life skills training, psychosocial support and CHH camps (outdoor activities, singing, games, dancing, fellowship and sharing the Gospel) at the LINK Centre - a place where they are valued and respected.

In January, after a 3-month induction period, the newly appointed Children and Youth Officer (CYO) and Child-Headed Household Coordinator (CHHC) took up their posts. Led by the EO, they drew up a comprehensive plan of action to expand the programme, refocusing on Christian values.

The Outdoor Activities Klub (OAK) team continued to oversee outdoor sports and adventure activities.

By May, they had restarted work in orphanages, preschools, Sunday schools and Anglican secondary schools, where they addressed assemblies, supported teachers and handed out Christian literature. The assemblies and Sunday School Leader training workshops were particularly effective and warmly received: more visits have been requested. Concurrent children's camps for children aged 7-10 and 11-18 were held at the LINK Centre, which they collectively helped make more welcoming and child-friendly.

The CHH Coordinator's role primarily involves weekly visits to 13 villages in rural Mokatlane to liaise with chiefs, elders, pastors and guardians, and deliver workshops on child health, relationships, education, land use and Christianity/the church. She also spent time retrieving identity documents and creating information files for 70 CHH children and sought to re-establish community-based agricultural and recreational activities and set up Youth Clubs and Bible study groups.

Later in the year, Jesus Generation Movement asked the CYO and CHHC to help run children's camps at Lancers Gap, Maseru. In October, as part of Lesotho's Bicentenary celebrations, they both held Independence Day Camps for 40 children, teenagers and young adults (ages 7-23) at the LINK.

From the onset, the CYO & CHHC brought valuable social work experience and understanding to their roles; to enhance their skill sets, they received further appropriate training and attended workshops. Working in collaboration with other NGOs, the Children and Youth team succeeded in reaching out to over 400 children and young people.

### **Christian education**

Funded by SSM, the Christian Education Programme remained solid. The CE team focused especially on supporting Sunday School teachers and Christian Leaders, especially Children and Youth Workers/Leaders, providing affordable training and financial assistance.

Clergy and lay ministers continued to receive accredited theological training and mentorship as well as opportunities to attend Bible Interpretation & Preaching courses and Discipleship & Leadership workshops. Training sessions in other parts of the diocese, plus remote access to Theological Education in Sesotho, Lesotho's national language, were also made available.

Bishop Kgabe continued to actively support the Link, encouraging clergy to use and visit the LINK Centre; her office organised a 3-day course 'Safe and Inclusive Church' to be held there.

To reach out to all areas of the diocese, the Link strove to utilise various means to promote the Centre's facilities, workshops and team building exercises and to offer to host church-run activities.

### **Schools Lesotho Project**

In the past, children's ministries have had a profound and lasting effect on young lives in the UK as well as Lesotho, with Year 10 pupils returning to the UK having witnessed extreme poverty and immersed themselves in an abjectly different culture - experiences which can be life-changing.

Work to restart the C of E Venerable Bede and Ian Ramsay Academies' Lesotho Project is in its initial stages; it is hoped visits to Lesotho will resume in 2026.

### **Lesotho Link's building programme, site facilities and maintenance**

The bulk of the LINK Centre's income comes from accommodation, catering, outdoor activity bookings and the hire of its conferencing facilities, kopanong ('meeting place') and camping grounds. The majority of bookings come from Government departments, NGOs, the Diocese, churches, schools, businesses, families and individuals.

In order to remain competitive, the Lesotho Link has an ongoing programme of maintenance to continually improve working conditions, site facilities and customer experience.

This year, they completed ensuite facilities to the Backpacker units and began the construction of a new toilet block near the boathouse. Other improvements included a new generator (outages are commonplace due to frequent lightning strikes), wider internet access, staff uniforms and new mattresses.

### **Strengthening and developing the partnership**

Durham Link provides funding for the Link's core ministries and works collaboratively with the Lesotho Link to align objectives with available resources, increase self-sufficiency and find the right balance between commercial and strategic development.

Together, they are also investigating ways to maintain and strengthen the partnership, particularly through the involvement of schools and their respective dioceses - the Link is a “gift which needs to be shared”.

By responding and adapting to cultural differences and changing dynamics, the Link is committed to continuing to support, educate and equip many more vulnerable children and young people, improving their quality of life and better preparing them for the future.

### **Financial Review**

The Trustees are responsible for preparing the Trustees’ Report and financial statements for each financial year. The financial statements give a true and fair view of the income and expenditure of the Charity for that year. In preparing the accounts, the Trustees apply best practice accounting policies and strive to make sensible and practical decisions.

The Trustees are accountable for keeping adequate accounting records that disclose, with reasonable accuracy, the financial position of the Charity at any one time. They are also responsible for taking appropriate steps to prevent and detect fraud and other financial irregularities.

#### **Review of the charity’s financial position for the year ended 31st December 2024**

Total bank balance at 31/12/2024 = £28,153.86 (CAF Cash = £14,251.79; CAF Gold = £13,902.07)

#### **Amount of reserves held**

Reserves held: £13,738

#### **Principal sources of funding**

The charity continues to rely on an annual £25,000 grant from the Durham Diocese, legacies and from regular giving from churches, trusts and individuals - funding from the Palmer Endcliffe Trust is earmarked to support Christian education and funding from the Basotho Education Trust is used to support further education and vocational training in institutions throughout Lesotho.

The charity does not inherently fundraise but, on occasion, Trustees give presentations and host one-off social events which may augment income.

### **Structure, Governance and Management**

The Durham Link is a Trust governed by a Deed of Declaration of Trust and additional Supplemental Deed. The Board of Trustees decides on development, strategy, policy and finance; responsibility for implementation is shared. The Board meets quarterly throughout the year and various subcommittees meet as required. Questions arising at a meeting are decided by a majority of votes; if necessary, the Chair has a second or casting vote. The appointment and re-appointment of Trustees must be ratified by resolution of the continuing Trustees. New Trustees often have a knowledge of, or a connection with, Lesotho and are chosen to fill a specific role or skills gap.

The Anglican Christian faith is preferred but not a requirement.

The Executive Officer is appointed by the Trustees and contracted to work 5 weeks per year on a self-employed basis; he is precluded from being a Board member. His chief responsibilities are to guide and support operations, projects and activities in Lesotho, offer advice as required and mentor the Lesotho Link EO.

Both the Durham Link and the Lesotho Link operate independently of their respective Diocese.

The EOs share updates via monthly remote meetings and provide the Trustees with written reports (fund status, projects and news updates) to help inform their decisions.

### **Serving Trustees**

Nick Barker (Vice Chair), Elisabeth Bryant (Chair), Susan Egglestone (Treasurer), Jason Exley, Ruth Hicks, Alex Nelson, Andrea Pritchard (Secretary), Rick Simpson

### **Executive Officer**

Lee Musson: self-employed consultant (reports to the Chair of Trustees)

### **Independent Examiner**

Charlie Forster: appointed January 2023

### **Registered address**

Durham Lesotho Diocesan Link  
Cuthbert House, Stonebridge, Durham DH1 3RY

### **Additional background information**

Lesotho is a small, mountainous landlocked country entirely surrounded by South Africa - boasting the world's highest lowest point (1,400 m above sea level) it is also known as the 'Kingdom in the Sky'. It is a constitutional monarchy with a population of roughly 2.3 million; the majority live in rural areas. Due to the altitude, the country is largely covered in grasses, resulting in an over-reliance on subsistence agriculture and livestock to meet basic needs.

There are 10 administrative districts and 4 geographical/ecological zones; mountains (75%), lowlands, foothills and the Senqu River Valley. National and official languages include Sesotho, English and Xhosa.

Politically the country is currently relatively stable. Economic growth is slow and heavily dependent on the export of water to South Africa, mineral/diamond exports and revenue from migrant workers.

Over recent years, overgrazing and unpredictable weather patterns have led to increasingly more severe droughts, extensive soil erosion, the depletion and alteration of the grasslands, crop failures and chronic food insecurity.

Other significant challenges include persistent and widespread poverty, high unemployment and rising food prices. Stubbornly high rates of Tuberculosis and HIV/AIDS, exacerbated by gender inequality, stigma, restricted access to healthcare services, lack of human resources and geographical constraints, have also impacted life expectancy and economic development.

It remains that Lesotho's poorest children are still more likely to be affected by malnutrition, HIV/AIDS, under-five mortality, orphanhood and school dropout.

### **Lesotho Link's 3-year Strategic Plan 2022-25**

10 'Key Priority Areas'

1. Re-establishment/Development of Children and Youth Department (particularly in Mokatlane)
2. Development of the LINK Centre for Christian Ministry & Leadership Training
3. Good Governance
4. Financial Sustainability & Stewardship
5. Staff Development & Performance (training, support and motivation)
6. Improvement of Infrastructure, Facilities and Equipment (completion of building project, renew old equipment)
7. Improved Environment (general maintenance)
8. Development of the Recreational Department (Adventure & Team Building Activities)
9. Public Relations within the Diocese, with like-minded NGOs and the Durham Link
10. Quality Services and Customer Care

## **The LINK Centre**

The LINK Centre boasts an attractive lakeside location in Lesotho's capital, Maseru.

It comprises an administration block, conference and resource centre/hall, kitchen and indoor dining area, kopanong (open wooden structure with external verandah and drop-down canvas side panels - ideal for conferences, workshops, wedding receptions, family celebrations etc.) a shower block, boathouse and new toilet block.

On-site accommodation includes the Backpackers (en suite accommodation units), Durham House (self-contained unit sleeping up to 16) and Rondavel (traditionally built round 'dwelling' sleeping 4)

Outdoor activities include paddlesports (canoeing, kayaking, paddle boarding), bouldering (climbing wall), abseiling, archery, obstacle course (low ropes etc.), trampolining (2024) bouncy castle (2024)

A campsite, picnic ground and general recreational areas lie within the Centre's grounds.

Staff are committed to protecting the wildlife and biodiversity of their surroundings and are keen to ensure any maintenance or activity-related work has minimal negative impact on the environment.

**The Mohatlane Community Education Centre (MCEC)** is Lesotho Link's second site serving the village communities in Berea District. The complex comprises a vocational school (60 places); church; primary school (run by the local authority); agricultural project; nurse/midwife-led clinic (offering HIV counselling, mother & baby services and basic medical healthcare).

## **Lesotho Link Staff**

The Link employs c.12 full-time staff; trainees/apprentices and casual staff are hired as required to assist the Finance, HR and other departments. The Head of the Outdoor Skills Activities team works with the Outdoor Activities Klub Instructor and other OAK members. The CHH Coordinator is based in Mohatlane and two security men are employed at the MCEC, one full-time, one weekend relief.

\* Thaba Bosiu served as a mountain fortress and capital during the reign of King Moshoeshoe I, founder of the Basotho Nation - It is now is a National Monument

\*\*Child-Headed Households (CHH) - children living on their own with no adult carer, many are double orphaned by HIV/AIDS.

The trustees would like to extend their sincere gratitude to the Durham Diocese and to supporting churches, trusts, NGOs and individuals whose generous financial contributions have been instrumental in securing the ongoing development of the partnership and continuation of the Link's work.

Andrea Pritchard  
Secretary

19th October 2025

**DURHAM - LESOTHO DIOCESAN LINK Charity Number : 702809**  
**Receipts and Payments Account for the Year ended 31st December 2024**

	Unrestricted Funds	Restricted Funds	2024	2023
<b>Receipts</b>				
<b>Donations</b>				
Churches UK	2,201.85	400.00	2,601.85	2,297.20
Individuals	2,065.20	2,200.00	4,265.20	5,192.50
St James USA		1,109.15		
Palmer Endcliffe Trust		1,500.00	1,500.00	1,500.00
CIS Townswomen's Guild	40.00			
Basotho Education Trust	-	-		16,752.00
Gift Aid	232.50	450.00	682.50	787.50
Diocese of Durham	25,000.00	-	25,000.00	25,000.00
Diocese of Durham legacy		3,485.50	3,485.50	
Leavers service	261.10	-	261.10	275.00
Bank Interest	15.21			178.38
CAFGold interest	291.09			
Retirement gifts	-	-		50.00
<b>Total Receipts</b>	<b>30,106.95</b>	<b>9,144.65</b>	<b>39,251.60</b>	<b>52,032.58</b>
<b>Payments</b>				
Transfers to Lesotho	20,000.00	2,650.00		37,188.00
Christian Education		1,500.00		1,500.00
Church of the Resurrection		400.00		400.00
St James USA		1,104.00		
Total transferred in 2024			<b>25,654.00</b>	
Basotho Education Trust		-	-	26,497.00
Travel to and from				
Lesotho	3,460.75	-	3,460.75	1,378.85
Exec. Officers' Fees	4,599.00	-	4,599.00	4,380.00
Administration	365.97	-	365.97	217.86
Bank Charges	166.00	-	166.00	371.75
Retirement Gift	-	-	-	50.00
Legacy transfer to CAFGold		3,485.50		-
<b>Total Payments</b>	<b>28,591.72</b>	<b>9,139.50</b>	<b>37,731.22</b>	<b>71,983.46</b>
Surplus / Loss	1,515.23	5.15	1,520.38	- 19,950.88

**Statement of Assets**

**Bank Balances at 31st December 2024**

CAFCash Account	14,251.79
CAF Gold Account	13,902.07

**Total Bank Balances** **28,153.86**

**Fund Balances at 31st December 2024**

Unrestricted Funds	Restricted Funds	Total
26,753.86	1,400.00	<b>28,153.86</b>

**Notes**

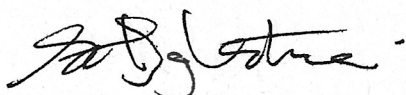
The CAF Gold account holds our unrestricted £10000 reserve. A legacy of £3485.50 was transferred to the account in July. The legacy and interest from that account will be used for a specific project, to be decided by trustees.

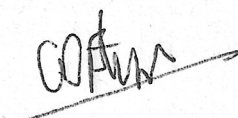
We were charged for the dollar transfer from St James's Church USA, hence the difference of £5.15 in the transfer on their behalf to Lesotho.

**Gift aid note**

Gift aid is still to be claimed on donations from December 2024.

**Signed**

  
Trustee

  
Hon Examiner

Date 5/3/25

Date 9/2/25

## **DURHAM-LESOTHO DIOCESAN LINK**

Registered Charity Number 702809

### **RESERVES POLICY**

**2024**

The Durham-Lesotho Link supports and helps develop child-focused rehabilitation programmes, health education programmes (e.g. AIDS awareness and diabetes), Christian education programmes and income-generating/capital projects in Lesotho; in the UK, it helps develop and encourage educational projects and school visits to Lesotho; the charity also raises awareness and seeks support for all these initiatives, throughout the Durham Diocese, and strives to foster closer spiritual links between the Anglican church in Lesotho and Durham.

The charity relies on an annual grant of £25000 from the Durham Diocese and on donations from churches, trusts and members of the public, many of whom are regular supporters. Although sources of income cannot be guaranteed, they have remained steady year upon year and the Diocese has not given the charity any indication that the grant will be reduced or withdrawn.

The charity does not fund-raise per se, but, by delivering presentations in churches throughout the Diocese, it actively promotes the charity and encourages financial support. Trustees also host one-off events and work with other educational and humanitarian NGOs (Christian and non-Christian) to fulfil the charity's objectives, both in the UK and Lesotho.

UK schools do their own fundraising to pay for visits to Lesotho and to support projects.

Trustees acknowledge the Lesotho Link is working towards self-sufficiency and is becoming less reliant on Durham Link funding.

Our budgeted expenditure is approximately £30000 per year. The charity's operational overheads & liabilities are minimal and it does not own any capital assets of significant value.

The reserves are held in a bank account which has a good rate of interest.

**It is the aim of the Durham-Lesotho Link to continue to maintain free reserves of £10000. This amount will fund Durham-Lesotho Link EO's annual salary of £4599 (to carry out Lesotho-based work) and other administration costs, including return flights to Lesotho and EO expenses. It should also cover emergencies, unexpected expenditure and allow for forward planning.**

**The Trustees agree with the Treasurer that this amount remains appropriate and affordable.**

**Our current reserves balance is £13738, which includes a legacy of £3485 received 9/7/24**

**Trustees agreed to set aside the accrued interest and legacy to help fund the installation of a zip wire at the LINK Centre in Lesotho; the project will be led by the Durham Link EO.**

**This Reserves Policy will be regularly monitored by the Trustees and reviewed on an annual basis.** Should the charity's financial position change significantly prior to the review, the Finance Committee will meet to discuss any issues of concern; its recommendations will be presented to the Board.

This policy was adopted and agreed by the Trustees on...18th September 2024



**Report to the trustees/  
members of**

Charity Name  
Durham – Lesotho Diocesan Link

**On accounts for the year  
ended**

31 December 2024

**Charity no  
(if any)**

702809

**Set out on pages**

1 and 2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 12 / 2024.

**Responsibilities and  
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent  
examiner's statement**

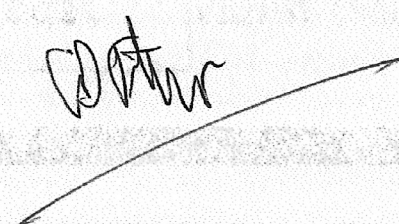
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Date:** 09/02/2025

**Signed:**



**Name:** Charles Dixon Forster

**Relevant professional qualification(s) or body (if any):**

**Address:** 10 Swinhope  
Washington  
Tyne & Wear NE38 9HR

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

A large, empty rectangular box with a thin black border, occupying the central and right portions of the page. It is intended for the user to provide details of items for disclosure as requested in the text to the left.

**THE DURHAM LESOTHO DIOCESAN LINK**

England & Wales - Charity number 702809

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# Accounts

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# DURHAM-LESOTHO DIOCESAN LINK

Charity number 702809

## Trustees' annual report for the period of January 1st 2023-December 31st 2023

*The Link was set up in 1986 as a partnership between the Dioceses of Lesotho and Durham, with a strong developmental element at its heart. Its core belief is that we are all one body in Christ; the Link is a tangible expression of that fact.*

As a Christian organisation, the Link's calling is to serve the needy children of Lesotho - by working in unison and in sustainable ways to equip, inspire and empower them, to resource the communities around them, to improve their quality of life and to give them hope for the future.

In the aftermath of three years of Covid-related disruptions and delays, 2023 was a year of recovery, reassessment and readjustment for both the Durham Link and the Lesotho Link. Whilst the Durham Link Trustees transitioned to different roles, extra responsibilities and a new EO, the Lesotho Link team strove to complete their building programme, fully reopen the 'LINK', the Link's Conference, Training and Resource Centre, and re-establish core projects.

### **Objectives and Activities**

The objectives of the trust apply to the Anglican Dioceses of Durham and Lesotho, and are as follows:-

- to facilitate and support the relief of individuals, particularly children, who are in need, hardship or distress
- to facilitate and support the advancement of education
- to facilitate and support the advancement of the Anglican Christian religion

The charity may also:-

- provide books and journals and undertake development projects in conjunction with other appropriate NGOs and funding agencies
- assist and support the provision of medical and educational facilities
- provide other such support or assistance as the Trustees may determine

### **The Link's Main Activities**

In Lesotho, the majority of projects and activities take place at the LINK Centre, located near the Maqalika Dam in Lesotho's capital, Maseru, and at the Link's second more rural site, the Mohatlane Community Education Centre (MCEC), which offers vocational training in brick laying, carpentry, welding & metalwork, cookery and garment making. Workshops also take place throughout the diocese to cater for those living in remote, hard-to-reach communities.

In the UK, gatherings, meetings and presentations are held in parish churches, Durham Cathedral, theological training colleges, C of E schools and other key venues within the Durham diocese.

The Trustees routinely review how the money they are entrusted with should be spent and regularly liaise with the Lesotho Link to ensure both dioceses benefit from the partnership.

The charity focused primarily on:-

**Supporting Lesotho Link's core projects** (children's ministries & Christian education)

**Supporting Lesotho Link's income-generating/capital projects** (completion of their building programme)

**Working towards the revival of the UK schools Lesotho Programme post Covid**

**Strengthening and developing the partnership** (maximising reach and impact using the services and resources available)

## **Public Benefit Statement**

The Trustees confirm they have paid due regard to the Charity Commission's general guidance on public benefit.

The Trustees are confident that the Lesotho Link uses Durham Link funds to support children's ministries and Christian education, and to improve the LINK Centre's infrastructure, thereby increasing its capacity to generate income. The Durham Link EO works closely with the Lesotho Link Finance Department and reports directly to the Trustee Board. The Trustees also ensure restricted funds are used as instructed and fulfil the Link's objectives.

Other activities are aimed at supporting the advancement of education and the Anglican Christian religion in the Durham diocese.

## **Achievements and Performance**

### **The Durham Link**

Durham Link's new EO, Lee Musson, is Centre Director at Whithaugh Park, one of Rock UK's outdoor activity centres, and has been involved in Christian ministry for many years. In addition, he runs the charity's Instructor Training Programme - a two year discipleship programme which also enables the young trainees to become qualified outdoor instructors. He has led several teams of young trainees on working trips to the LINK Centre and is familiar with its set-up and the staff.

As part of his consultant contract, he is required to undertake at least one, but preferably two, working visits to Lesotho per year - one may be organised in conjunction with a Rock UK group visit. His main tasks are to undertake Lesotho Link-related work, including, but not limited to:- act as liaison between the two Links; help develop and advance the partnership by providing ongoing mentorship and support for their EO; appraise and offer advice regarding their financial and general administration, human resources and general operations; support the staff and the core projects; help identify any training needs (e.g. outdoor activities, team building) and offer relevant skills and resources; endorse school exchange programmes and help source local specialist support; help deliver and promote sustainability & environmental awareness; encourage succession planning and help develop a long-term strategy for the future.

In January, Lee began his tenure by leading a 20-strong Rock UK team on their first 2-week visit to Lesotho in three years. They funded and led Child Headed Household\* (CHH) camps at the LINK Centre and carried out essential maintenance jobs - expanding WiFi, installing low ropes, and repainting existing buildings.

After returning to the UK, one of the trainees wrote an account of their experience for eMoho, the charity's news bulletin; they ended their article with, "*Lesotho has transformed a lot of us*".

In his Durham Link EO role, he was able to spend time familiarising himself with the Lesotho Link's finances, projects and general operations. He had already built good relationships with the Lesotho Link EO, Revd Dr Joseph Morenammele, and many of the staff, but was keen to get to know the new Youth Officer and see how children's ministries were developing.

The visit afforded Lee the chance to better understand his new role. He reported the LINK Centre's lapa/kopanong\*\* (constructed in 2022) was proving to be a real asset, attracting more and more bookings for accommodation and catering. The Backpackers (budget accommodation units), however, were still being upgraded and were out of action.

Lesotho's Bishop Vicentia Kgabe, appointed September 2021, arrived in the Durham diocese in February. Trustees helped draw up her busy programme of visits, meetings and preaching engagements and were her hosts and transport-providers for much of her stay. The Bishop made many new connections and her visit to address two Church of England Academies was seen as an ideal opportunity to begin reintroducing their own Lesotho Project - curtailed by Covid - which involved year 10 pupils participating in CHH camps, engaging with local school children and spending time at orphanages.

Lee made his first dedicated working visit to the LINK Centre in June/July. His experience managing a residential centre and training up new instructors proved invaluable. He appreciated the differences in cultural attitudes, beliefs and approach to business strategy, and was able to offer constructive advice and practical solutions to facilitate more effective accounting practices and forward planning. Lee is still learning what his EO role entails and how best to assert his authority to ensure Lesotho Link operations stay on course and Durham Link funding is used appropriately.

Trustee, Nick Barker and Stuart Bain, Diocesan Education Officer and retired Provost of Sunderland Minster, undertook a working visit to the Lesotho Link in October/November. Nick concentrated on information-gathering regarding 'Telling the Story' - a history of the development of the Durham-Lesotho Diocesan Link: he successfully interviewed past and present LINK Centre staff and many others besides. Stuart focused on developing educational connections. Nick returned to the UK more knowledgeable about the Lesotho Link's perspective and better prepared to deliver presentations in parish churches and elsewhere.

The Lesotho Link remains reliant on funding from Durham: £20000 (£5000 each quarter) was transferred to Lesotho to fund income-generating capital projects, children's ministries and Christian education. An additional £10000 was transferred in January to facilitate the completion of their building programme.

The Board agreed to increase the Reserve to £10,000 to cover the EO's annual salary, travel and expenses, general administration and any unexpected costs.

The Trustees continued to focus on their new roles, including producing and editing eMoho, governance and rebuilding the website; towards the year's end they began preparations for EO Joseph Morenammele's visit to the Durham diocese in 2024.

\*Child-Headed Households - children living on their own with no adult carer - many are double orphaned by HIV/AIDS. (Despite the availability of specialist clinics and effective medication, HIV/AIDS remains a significant issue in Lesotho)

\*\* lapa/kopanong - large open wooden structure with drop-down canvas side panels and external verandah, ideal for conferences, workshops, wedding receptions/family celebrations etc.

## **Lesotho Link's core projects**

### **Children's ministries**

Children's ministries and Christian education have always been pivotal to the Link's work and remain at the very heart of Lesotho Link operations.

Prior to Covid, children & young people were served under the Outdoor Skills and Activities (OSA) Programme; one of the units focused on Child Headed Households in rural Mohatlane. There was also *Coalition* which brought together children from different institutions in Maseru.

Over time, *Coalition* was replaced by an Outdoor Activities Klub (OAK), and this year, in line with their strategic planning, the Lesotho Link employed their first dedicated Children's and Youth Officer (CYO) to help establish a new Department. To support the initiative, Durham Link committed to fully fund the CYO's salary year 1 and 50% fund year 2.

The Child Headed Household Coordinator, who lives and works alongside vulnerable communities in Mohatlane, worked with the LINK Centre staff to identify the neediest children - primarily from pre schools, primary schools, Sunday schools and orphanages.

The new programme offers these disadvantaged children respite, rehabilitation and spiritual growth through the provision of outdoor activities, CHH camps (games, dancing, singing, outdoor adventure and sharing the Gospel), psychosocial support, life skills training (e.g. how to grow vegetables, maintain a keyhole garden) and opportunities to tackle challenging issues, in a safe, caring and inclusive environment. With ongoing support, they can look forward to brighter, more positive futures.

The unexpected resignations of the Children's Youth Officer and CHH Coordinator, meant the new programme, although developing relatively well, struggled to gain momentum. Interviews were held to find replacements; the newly appointed CYO and CHH Coordinator are due to start work in January 2024. In the meantime, the Children & Youth Department is under the care of the EO's office, assisted by LINK Centre staff.

Despite the setbacks, the Lesotho Link continued its outreach whenever possible. In September, Joseph and his team collaborated with the sisters of the 'Community of the Holy Name' to organise a girls' conference, themed 'Women of Honor'; girls from across the diocese attended - regardless of whether they were churched or unchurched. The convention tackled awareness and empowerment to help combat their struggles in a patriarchal society.

### **Christian education**

*"The Lesotho Link's mission has always been to support and disciple children and youth, and to make the LINK a place of Christian education, where young lives are transformed through the application of God's word"*

*Revd Dr Joseph Morenammele*

Good progress was made in their Christian Education Department. Bishop Kgabe continued to establish herself in the diocese and actively endorsed the Link's extensive CE programme. Clergy and lay ministers were given accredited training, pastoral support and encouragement and opportunities to attend certified courses and workshops, providing them with the tools to better serve their communities.

### **Lesotho Link's building programme**

The bulk of the LINK's income comes from accommodation, catering and bookings to hire its training and conferencing facilities, the new lapa/kopanong, campsite, recreational activities or outdoor activity sessions. The majority of bookings come from Government Departments, NGOs, churches, businesses, schools, the Lesotho Diocese and families.

Durham Link sent extra funding to speed up the completion of the programme to enable staff to refocus on core projects.

### **UK schools Lesotho Project**

The Link's children's ministries have had a profound and lasting effect on young lives in the UK as well as Lesotho. The positive impact of school visits for Year 10 pupils can be life-changing; they return to the UK having witnessed a very different culture and real poverty.

One school reported, "the pupils are exploding with stories and tales..." and, "many children say it dramatically changes their outlook on life".

Work to restart the C of E Venerable Bede and Ian Ramsay Academies' Lesotho Project is ongoing; they hope to resume visits in 2026.

### **Strengthening and developing the partnership**

The Durham Link not only helps fund the Lesotho Link's core ministries, but works closely with them to find the right balance between commercial and strategic development, reduce their reliance on external financial support and promote self-sufficiency. Whilst continuing to maintain and develop core projects, to combat the changing dynamics of their relationship, both Links are exploring ways to further involve their respective dioceses and keep the partnership strong.

### **To facilitate the Links objectives and activities, the charity collaborates with the Durham Diocese Rock UK, C of E Academies in the diocese, the Basotho Education Trust (BET) and the Society of the Sacred Mission**

**Rock UK:** UK-based Christian charity providing outdoor activities and adventure

**The Basotho Educational Trust:** UK-based Christian charity funding education and vocational training

**Society of the Sacred Mission:** Anglican religious order founded 1893, based in UK, Australia and Lesotho, funding the Link's Christian Education Programme and other theological learning

## **Financial Review**

The Trustees are responsible for preparing the Trustees' Report and financial statements for each financial year. The financial statements give a true and fair view of the income and expenditure of the Charity for that year.

In preparing the accounts, the Trustees apply suitable accounting policies and make judgements that are reasonable and prudent.

The Trustees are responsible for keeping adequate accounting records that disclose, with reasonable accuracy, the financial position of the Charity at any one time. They are also responsible for taking sensible steps to prevent and detect fraud and other irregularities.

### **Review of the charity's financial position for the year ended 31st December 2023**

Total bank balance at 31/12/2023 = £23,147.98 (CAF Cash = £13,7022.50; CAF Gold = £10,125.48)

See Receipts and Payments Accounts

### **Amount of reserves held**

Reserves held = £10,125.48

### **The charity's principal sources of funds**

The charity relies on an annual £25,000 grant from the Durham Diocese and from regular giving from churches and individuals; funding from the Palmer Endcliffe Trust is used to support Christian Education and funding from the Basotho Education Trust is used to support further education and vocational training in institutions throughout Lesotho.

The charity does not fundraise per se; occasionally, Trustees give presentations and host one-off social events which can boost income.

## **Structure, Governance and Management**

The Durham Lesotho Diocesan Link is an unincorporated association governed by a Deed of Declaration of Trust and additional Supplemental Deed.

The Board of Trustees decides on development, strategy, policy and finance; responsibility for implementation is shared. The Board meets quarterly throughout the year; various specialist subcommittees meet as required. Questions arising at a meeting are decided by a majority of votes: if necessary, the Chairperson of the meeting has a second or casting vote. The appointment and re-appointment of Trustees must be ratified by resolution of the continuing Trustees. All Trustees are requested to complete and sign a 'Fit and Proper Persons' Declaration. New Trustees often have a knowledge of, or a connection with, Lesotho and are chosen to fill a specific role or skills gap.

The Anglican Christian faith is preferred but not a requirement.

The Executive Officer is appointed by the Trustees and contracted to work 5 weeks per year on a self-employed basis; he is precluded from being a Board member. His primary responsibilities are to guide and support operations, projects and activities in Lesotho, advise when required and mentor the Lesotho Link EO.

Both the Durham and Lesotho Link EOs share updates via monthly Zoom meetings and provide the Trustees with written reports (fund status, projects, news updates) to help inform their decisions. Although a diocesan link, the partnership is independent of the Durham Diocese.

### **Trustees who served during the financial year 2022-2023**

Nick Barker (Vice Chair), Elisabeth Bryant (Chair), Susan Egglestone (Treasurer), Jason Exley, Ruth Hicks, Alex Nelson, Andrea Pritchard (Secretary), Rick Simpson

### **Executive Officer**

Lee Musson is a self-employed consultant; he is answerable to the Chair of Trustees

### **Independent Examiner**

Alan Dent (ex Trustee and Treasurer) retired end of December

### **Registered address**

**Durham-Lesotho Link EO: Birchwood, Holmfoot, Newcastleton, Scottish Borders TD9 0QJ**

### **Additional background information**

Lesotho is a small, mountainous country, a 6000 mile journey from the UK. It is surrounded by South Africa and has a population of approximately 2.2 million. There are 10 administrative districts and 4 geographical/ecological zones; mountains (75%), lowlands, foothills and the Senqu River Valley.

Its economy is reliant on subsistence agriculture, livestock, the export of water to South Africa (ref. the Lesotho's Highlands Water Project), diamond exports and revenue from migrant workers (300,000 reside in Maseru). Changing weather patterns have resulted in severe droughts, declining food production and chronic food insecurity - giving rise to an ever-increasing dependency on South Africa.

Covid-related loss of employment and loss of education were both disproportionately borne by the poorest children, women and young adults. In the intervening years, numerous factors, including high unemployment and rising food prices, have limited poverty reduction and, for those in greatest need, hampered access to basic social necessities.

Most recent estimates suggest 57% of households live below the national poverty threshold and 65.4% of children aged 0–17 are deprived in three or more dimensions of well-being. These children are more likely to be affected by malnutrition, HIV/AIDS, school dropout, under-five mortality and orphanhood.

### **The Lesotho Link**

The Lesotho Link's 3-year Strategic Plan 2022-25 focuses on 10 'Key Priority Areas'

1. Reestablishment/development of Children and Youth Department (particularly in Mokatlane)
2. Development of the LINK Centre for Christian ministry & leadership training
3. Good governance
4. Financial sustainability & stewardship
5. Staff development & performance (training, support and motivation)
6. Improvement of infrastructure, facilities and equipment (completion of building project, replacement of old equipment)
7. Improved environment (general maintenance)
8. Development of the Recreational Department (adventure & team building activities)
9. Public relations within the diocese, with like-minded NGOs and the Durham Link
10. Quality services and customer care

**The 'LINK' - Lesotho Link's Conference, Training and Resource Centre** - comprises an administration block, conference centre/hall, kitchen and indoor dining area, lapa/kopanong, a shower block and boathouse.

On-site accommodation includes the recently upgraded Backpackers, Durham House (self-contained unit sleeping up to 16) and Rondavel (traditionally built circular 'dwelling' sleeping 4)

Outdoor activities include water sports (canoeing, kayaking, paddle boarding), bouldering (climbing wall), abseiling, archery, obstacle wall/course (low ropes etc.) and geocaching

A campsite, picnic ground, general recreational area and lakeside walks lie within the Centre's grounds, which are a haven for wildlife.

The staff are committed to protecting the biodiversity of their surroundings - any maintenance or activity-related work is to have minimal negative impact on the environment.

**The Mokatlane Community Education Centre (MCEC)** is Lesotho Link's second site and serves the village communities in Berea District. If it can be developed in the right way, it has the potential to become a nationally recognised college and agricultural training facility.

The MCEC comprises a vocational school (60 places); church; primary school (run by the local authority); an agricultural project (growing high-yielding crops to benefit local villages); nurse/midwife-led clinic (offering low-cost Covid and HIV counselling, mother & baby services and basic medical healthcare).

**Lesotho Link Staff**

12 full-time staff are employed at the LINK Centre; trainees/apprentices are hired as required to assist the Finance and HR Departments. The head of the Outdoor Skills Activities Department works with the Activities Instructor and other Outdoor Activities Klub members. The new Children's and Youth Officer will begin work in January 2024.

Two security men, one full time and one weekend relief, are employed at Mokatlane; the new Child Headed Household Coordinator will be based there.

The trustees would like to extend their sincere gratitude to the Durham Diocese and to supporting churches, trusts, individuals and NGOs, whose ongoing financial contributions have been instrumental in securing the ongoing development of the partnership and the continuation of the Link's work.

Andrea Pritchard  
Secretary

19 October 2024

**DURHAM - LESOTHO DIOCESAN LINK**

**Charity Number : 702809**

**Receipts and Payments Account for the Year ended 31st December 2023**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2023</b>	<b>2022</b>
<b>Receipts</b>				
<b>Donations</b>				
Churches	1,897.20	400.00	2,297.20	4,229.59
Individuals	2,992.50	2,200.00	5,192.50	4,540.00
Palmer Endcliffe Trust	-	1,500.00	1,500.00	1,200.00
Basotho Education Trust	-	16,752.00	16,752.00	9,745.00
Gift Aid	337.50	450.00	787.50	880.00
Diocese of Durham	25,000.00	-	25,000.00	25,000.00
Leavers service	-	275.00	275.00	210.00
Bank Interest	178.38	-	178.38	29.53
Retirement gifts	-	50.00	50.00	500.00
<b>Total Receipts</b>	<b>30,405.58</b>	<b>21,627.00</b>	<b>52,032.58</b>	<b>46,334.12</b>
<b>Payments</b>				
Transfers to Lesotho	33,800.00	3,388.00	37,188.00	32,604.00
Christian Education		1,500.00		
Church of the Resurrection	-	400.00	400.00	400.00
Basotho Education Trust	-	26,497.00	26,497.00	9,800.00
Exec. Officers' travel to Lesotho	1,378.85	-	1,378.85	1,841.07
Exec. Officers' Fees	4,380.00	-	4,380.00	2,555.00
Administration	217.86	-	217.86	408.60
Bank Charges	371.75	-	371.75	163.50
Retirement Gift	-	50.00	50.00	500.00
Sundry Payments		-		
<b>Total Payments</b>	<b>40,148.46</b>	<b>31,835.00</b>	<b>71,983.46</b>	<b>48,272.17</b>
<b>Surplus / Loss</b>	<b>9,257.12</b>	<b>10,208.00</b>	<b>20,049.12</b>	<b>1,061.95</b>

**DURHAM - LESOTHO DIOCESAN LINK**  
**Charity Number : 702809**  
**Receipts and Payments Account for the Year ended 31st December 2023**

**Statement of Assets**

**Bank Balances at 31st December 2023**

CAFCash Account		13,022.50
CAF Gold Account	(unrestricted reserve)	10,125.48

**Total Bank Balances** **23,147.98**

**Fund Balances at 31st December 2023**

	Unrestricted Funds	Restricted Funds	
	21,747.98	1,400.00	<b>Total</b>
			<b>23,147.98</b>

**Notes**                      Rob and Margaret Bianchi retired as Executive Officers of the Link on December 31st, 2022. A late donation of £50 towards their retirement gift was received and transferred to Nick Barker who purchased the actual gift.

£3800 in total was transferred to the DLDL unrestricted reserve account to increase the total to slightly more than £10,000.

**Gift aid note**

Gift aid is still to be claimed on donations from December 2023.

**Signed**

  
Trustee

  
Hon Examiner

Date 12.5.24

Date 12.3.24

## **DURHAM-LESOTHO DIOCESAN LINK**

Registered Charity Number 702809

### **RESERVES POLICY**

**2023**

The Durham-Lesotho LINK supports and helps develop child-focused rehabilitation programmes, health education programmes (e.g. AIDS awareness and diabetes), Christian education programmes and income-generating/capital projects in Lesotho; in the UK, it helps develop and encourage educational projects and school visits to Lesotho; the charity also raises awareness and seeks support for all these initiatives, throughout the Durham Diocese, and strives to foster closer spiritual links between the Anglican church in Lesotho and Durham.

The charity relies on an annual grant of £25000 from the Durham Diocese and on donations from churches, trusts and members of the public, many of whom are regular supporters. Although sources of income cannot be guaranteed, they have remained steady year upon year and the Diocese has not given the charity any indication that the grant will be reduced or withdrawn.

The charity does not fund-raise per se, but, by delivering presentations in churches throughout the Diocese, it actively promotes the charity's work and encourages financial support. Trustees also host one-off events and work with other Christian NGOs to fulfil the charity's objectives, both in the UK and in Lesotho.

UK schools do their own fundraising to pay for visits to Lesotho and to support projects.

Trustees acknowledge the Lesotho Link is working towards self-sufficiency and is becoming less reliant on Durham Link funding.

Our budgeted expenditure is approximately £30000 per year. The charity's operational overheads and liabilities are minimal and it does not own any capital assets of significant value.

The reserves are held in a bank account which has a good rate of interest.

**It is the aim of the Durham-Lesotho LINK to achieve and then maintain free reserves of £10000, an amount which will fund Durham-Lesotho LINK's administration costs for 12 months and should also cover emergencies, unexpected expenditure and allow for forward planning.**

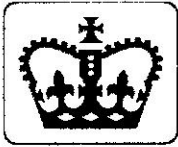
**In November 2022, the Treasurer confirmed £10000 was needed to cover 12 months' administration costs. Trustees agreed this was both appropriate and affordable, and could be achieved by December 2023 if paid in two increments, one of £2000 and one of £1800.**

**Our current reserves balance is £8215; £2000 was transferred in March 2023 and a further £1800 will be transferred in October - this will include money set aside in the budget to upgrade the website (work which will now take place in 2024) and will bring our total reserves to just over £10000.**

**When the time is right, trustees intend to spend accrued interest on a specific project.**

**This Reserves Policy will be regularly monitored by the Trustees and reviewed on an annual basis. Should the charity's financial position change significantly prior to the review, the Finance Committee will meet to discuss the situation and the Treasurer will present their recommendations to the board.**

This policy was adopted and agreed by the Trustees on.....13th September 2023



Section A

Independent Examiner's Report

Report to the trustees/ members of

DURHAM - LESOTHO DIOCESAN LINK

On accounts for the year ended

31 DECEMBER 2023

Charity no (if any)

702809

Set out on pages

1 AND 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2023

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 2011 Act and in carrying out my examination, I have followed the 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 (~~other than that disclosed below~~) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

\* Please delete the words in the brackets if they do not apply.

Signed:

*CDixon*

Date:

11 MARCH 2024

Name:

CHARLES DIXON FERSTER

Relevant professional qualification(s) or body (if any):

Address:

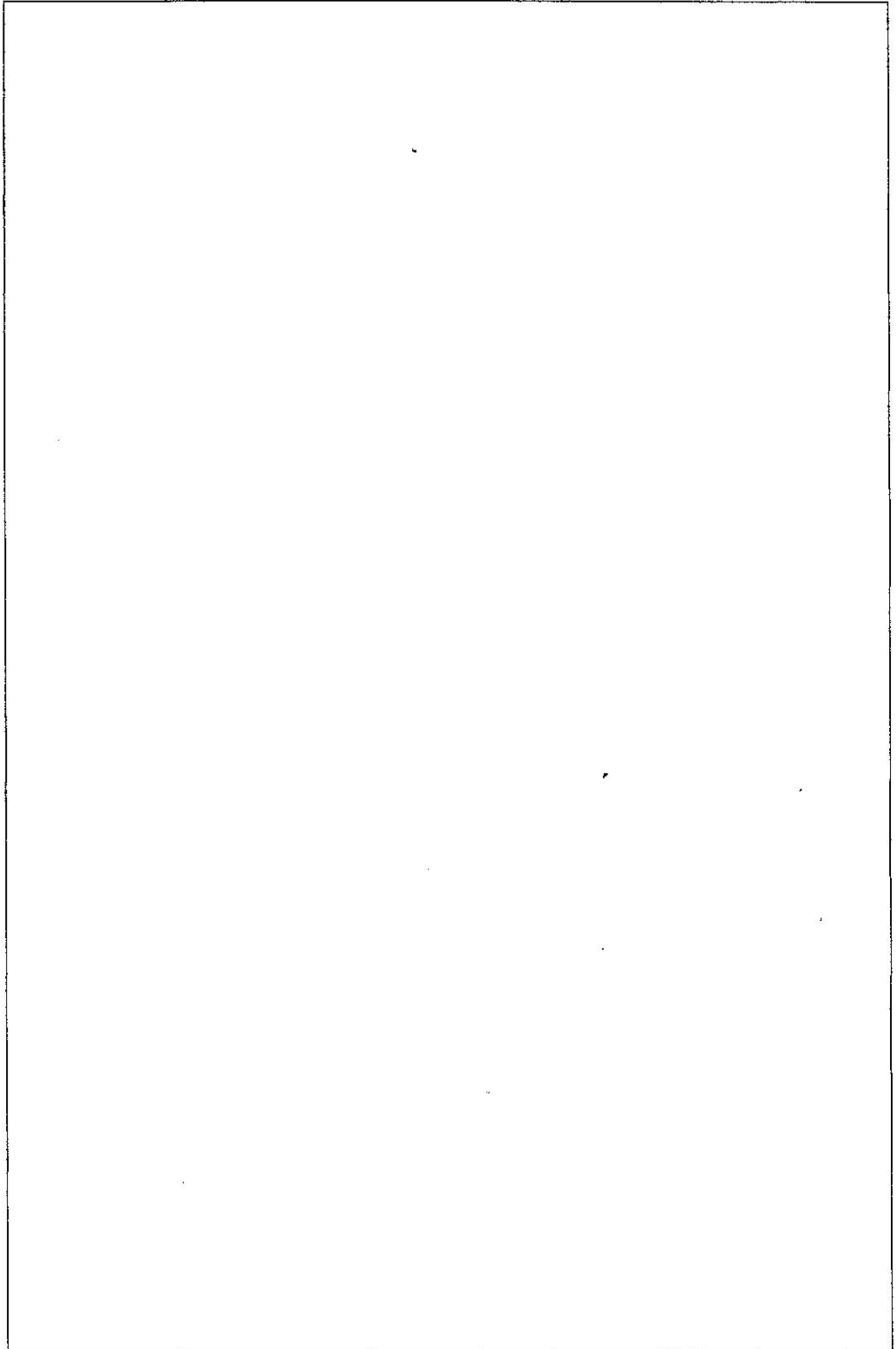
10 SWINHOPE

WASHINGTON

TYNE AND WEAR NE38 9HR

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**



**THE DURHAM LESOTHO DIOCESAN LINK**

England & Wales - Charity number 702809

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# Accounts

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# THE DURHAM-LESOTHO DIOCESAN LINK

Registered Charity Number: 702809

## ANNUAL REPORT 2022

The Durham-Lesotho Diocesan LINK is a partnership between two independent Christian organisations, the Lesotho Link, which manages and develops the 'LINK' - a residential resource centre specialising in education, training and outdoor activities - and the Durham Link, which, primarily, supports the Lesotho Link's work, spiritually, practically and financially.

Despite the challenges of the Covid pandemic, the Lesotho Link not only successfully navigated those challenges, but, in many ways, emerged in better shape. This was mainly due to the hard work, determination and commitment of its EO and the LINK staff, as well as the continued support and encouragement of the Durham Link. The new Bishop of Lesotho's positive influence on diocesan relationships and an improving political climate also played their part.

The Lesotho Link began the year in a strong financial position, with surplus in the bank. A well-prepared developmental programme gave key staff (hospitality, outdoor activities and site maintenance managers, plus the EO's PA) clear responsibilities and a mandate to share and progress their own ideas.

After months of disruption, it was important for the LINK, dependent on the revenue raised from catering and accommodation, to become fully operational once again. As the organisation pressed ahead with its re-revised building programme, staff members gradually started to welcome church and school groups back to the centre. The on-site recording of a popular TV programme generated good publicity and stimulated bookings. Large numbers of families, affected by travel restrictions to South Africa, also began to use the Centre's recreational activities, particularly at weekends.

The construction of a lapa (a traditional South African structure consisting of poles, roof and drop-down canvas side panels) with added kitchenette and storage area, took precedence over the planned upgrade of the Backpackers accommodation block. Although this increased their costs, the lapa has the capacity to seat up to 100 people and was in use by the end of the year - affording the Lesotho Link much greater flexibility.

The LINK's new kitchen arrangement and equipment proved to be game changers for the domestic staff, providing them with the means to improve standards as well as easily cater for the many groups attending the various workshops, training sessions, conferences and events.

On reassessing its active ministry, the Lesotho Link management board realised their child-focused projects - Child Headed Households (CHH), education, life skills training and outdoor adventure - needed to be put back at the heart of its work. To this end, they appointed an experienced, dedicated youth officer to oversee their CHH programme, Sunday schools training and church-based youth projects in Ha Mohatlane: she was soon developing new work, especially amongst local orphanages. The Durham Link agreed to fund this important post 2022/2023 and 50% fund in 2024.

The new Bishop better understood the scope of the Durham-Lesotho LINK's impact in the diocese, which meant relationships were more amicable & constructive. She actively supported and encouraged clergy training, worked well alongside the Lesotho Link's EO & was enthusiastic about a new degree course for priests. With her involvement, their busy Christian Education programme, funded by Durham Link & UK-based Society of the Sacred Mission, will continue to thrive.

Other projects, including Health and Environment, remain on hold until dedicated lead workers can be hired to manage and develop them.

At the Lesotho Link's second site in rural Ha Mohatlane, the situation was not so upbeat - the Community Educational Centre (MCEC) was operating without a warden to manage repairs and maintain its upkeep, and both the agricultural and eggs projects had stalled. Whilst the latter had proved unsustainable, after negotiating with the management board, men from the villages formed a co-operative to re-establish the cultivation of high yielding crops. After 6 months, they began supplying three local schools with produce for school meals; the MCEC also received a percentage.

The full time Child Headed Household coordinator was well-embedded in the community and continued to liaise with villagers to improve awareness and understanding. A more targeted approach to ongoing CHH young people's issues, however, had yet to be implemented.

The on-site vocational school (teaching carpentry, brick laying, welding & metalwork, cookery, garment making and agriculture) continued to do well and 185 were enrolled in the primary school. The nurse/midwife-led clinic offered Covid & HIV counselling and mother & baby services in addition to basic medical healthcare but, due to charges, was less well used than expected.

The Lesotho Link ended the year in as good a position as it has ever been; this was reassuring for the Durham Link which, ultimately, aims to facilitate the LINK's development, not maintain it.

Throughout 2022, Durham Link trustees progressed with redistributing tasks and responsibilities, and transitioning to a new EO. In March, they met and interviewed Lee Musson, manager of Whithaugh (one of four UK Centres run by Christian charity, Rock UK) and leader of previous Rock UK visits to the LINK. Lee was offered a newly defined EO position, starting January 2023; his appointment was endorsed by the Lesotho Link's EO and the Bishop of Durham.

In February, EO Rob Bianchi, after two years' absence, made his penultimate working visit to Lesotho. He was impressed by their ongoing response to Covid - the site was well-maintained and staff were keen, focused and had a real sense of purpose - his report was very encouraging.

Financially, the Durham Link kept within budget and trustees agreed to increase their reserve using the money gained from the cessation of the EOs' remuneration. The annual Diocesan Grant of £25,000 and donations from churches & individuals continue to form the bulk of the charity's income. The regular £20,000 was transferred to Lesotho, in quarterly payments, plus an extra £5,000 towards the LINK's building programme; a further £10,000 was promised, on the proviso all buildings were adequately insured.

Unfortunately, due to work commitments, the Bishop of Lesotho's anticipated July visit to Durham had to be postponed.

Jason Exley was welcomed to the board in September. He has experience in leading school groups to Lesotho and was eager to reinstate visits post Covid. Jason also offered to help redevelop the Durham Link's website after the EO changeover.

In November, after 30 years of working for the Durham-Lesotho LINK, and having made more than 50 trips to Lesotho, Rob and Margeret travelled to the LINK as Durham Link EOs for the last time. Before returning home, 100+ guests were invited to a blessing of the new lapa and celebratory farewell gathering held in their honour.

2022 saw the Lesotho Link grow in maturity, competence and confidence. The board acknowledged the need to redress the balance between commercial and strategic development if they were to fulfil their primary objective and succeed in identifying and reaching out to the neediest of Lesotho's children. Rob and Margaret's exit marked the end of an era for the Durham-Lesotho LINK, but their successor, Lee Musson, has the skill set, experience & energy to reinforce and encourage the Lesotho Link's resolve to work towards financial independence in a sustainable way. His appointment also reaffirms the partnership's Christian calling - to promote greater physical and spiritual unity between the Dioceses of Durham & Lesotho, through prayer, learning and the sharing of ideas & expertise.

**The Durham-Lesotho Diocesan Link is an unincorporated association**

**There is no limit to the number of trustees on the board; trustees may be appointed at a trustee meeting**

**Current trustees:** Nick Barker, Elisabeth Bryant, Susan Egglestone, Ruth Hicks, Alex Nelson, Andrea Pritchard, Rick Simpson

**New Trustee:** Jason Exley

**We said goodbye to:** Margaret Wilkinson (stepped down 31/12/2021)

**We remember:** Rev Dr Ntsiuoa Rathabaneng, first female Mosotho national ordained into priesthood in Lesotho

**Executive Officers (self employed):** Margaret Bianchi, Rob Bianchi (now retired/new EO starts January 2023)

**Address (until 31/12/22):** 8 Lindisfarne Washington Tyne and Wear

Andrea Pritchard (Secretary)

October 9th 2023

**DURHAM - LESOTHO DIOCESAN LINK**

Charity Number : 702809

**Receipts and Payments Account for the Year ended 31st December 2022**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2022</b>	<b>2021</b>
<b>Receipts</b>				
<b>Donations</b>				
Churches	3,829.59	400.00	4,229.59	5,980.36
Individuals	1,749.00	2,791.00	4,540.00	5,185.00
Palmer Endcliffe Trust	1,200.00		1,200.00	1,200.00
Basotho Education Trust		9,745.00	9,745.00	20,631.00
Gift Aid	392.00	488.00	880.00	851.25
Diocese of Durham	25,000.00		25,000.00	25,000.00
Leavers service	210.00		210.00	
Bank Interest	29.53		29.53	0.44
Retirement gifts		500.00	500.00	
<b>Total Receipts</b>	<b>32,410.12</b>	<b>13,924.00</b>	<b>46,334.12</b>	<b>58,848.05</b>
<b>Payments</b>				
Transfers to Lesotho	30,000.00	2,604.00	32,604.00	24,383.00
Church of the Resurrection	-	400.00	400.00	400.00
Basotho Education Trust	-	9,800.00	9,800.00	10,831.00
Exec. Officers' travel to Lesotho	1,841.07		1,841.07	
Exec. Officers' Fees	2,555.00		2,555.00	4,200.00
Administration	408.60		408.60	579.88
Bank Charges	163.50		163.50	202.50
Retirement Gift		500.00	500.00	
Sundry Payments			-	27.00
<b>Total Payments</b>	<b>34,968.17</b>	<b>13,304.00</b>	<b>48,272.17</b>	<b>40,623.38</b>
Surplus / Loss	- 2,558.05	620.00 -	1,938.05	18,224.67

**DURHAM - LESOTHO DIOCESAN LINK**

**Charity Number : 702809**

**Receipts and Payments Account for the Year ended 31st December 2022**

**Statement of Assets**

**Bank Balances at 31st December 2022**

CAF Cash Account		33,133.13
CAF Gold Account	(unrestricted reserve)	6,165.73

**Total Bank Balances** **39,298.86**

**Fund Balances at 31st December 2022**

Unrestricted Funds	Restricted Funds	Total
27,416.14	11,882.72	39,298.86


**Notes** Rob and Margaret Bianchi retired as Executive Officers of the Link on December 31st. Donations totalling £500 were made for a gift for them in December. They are referred to as RG in the accounts for December. A sheet labelled retiring summarises these, together with the payments made to Nick Barker who purchased the actual gift.

**Gift aid note** Gift aid is still to be claimed on donations from December 2022.

**Signed**

Trustee 

Date 12.03.2023

  
A. DENT  
Hon Examiner

10 MARCH 2023  
Date



Section A Independent Examiner's Report

Report to the trustees/ members of

Charity Name DURHAM - LESOTHO DIOCESAN LINK.

On accounts for the year ended

31 DECEMBER 2022

Charity no (if any)

702809

Set out on pages

1 AND 2 (remember to include the page numbers of additional sheets).

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2022

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 2011 Act and in carrying out my examination, I have followed the 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 (~~other than that disclosed below~~\*) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
• the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

\* Please delete the words in the brackets if they do not apply.

Signed:

[Signature]

Date:

25 OCT 2023

Name:

ALAN DENT

Relevant professional qualification(s) or body (if any):

[Blank]

Address:

9 THE OVAL
HOUGHTON - LE - SPRING
TYNE + WEAR DH4 5DR.

**THE DURHAM LESOTHO DIOCESAN LINK**

England & Wales - Charity number 702809

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# Accounts

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# The Durham-Lesotho Diocesan Link

Registered Charity Number: 702809

## Annual Report 2021

Throughout the year, the ongoing Coronavirus pandemic and a troubled economy meant the day to day running of the Lesotho Link was often finely balanced - operations were severely impacted and plans postponed or cancelled, which significantly reduced their income. At the main LINK site in Maseru, their reduced staff base had to be kept on half pay; casual workers were brought in to cover catering, hospitality & housekeeping. During periods of lockdown, however, when staff were unable to run activities or deliver training, they utilised the time productively to reassess their long-term projects, human resources and infrastructure; they drew up new proposals and reprioritised their objectives.

The Lesotho Link's vision is to see disadvantaged and marginalised children and young people lifted up and given a better, brighter future - through scripture, education, life skills training and outdoor adventure. Because of Covid, however, all Child Headed Household (CHH) adventure camps, including those usually led by visiting UK schools and Rock UK, were cancelled. The creation of more peer educators in schools and plans to begin an enhanced CHH programme, involving a 'Youth Health Corner' and community Sunday Schools, were put on hold.

Subsequently, the majority of child-focused work took place at the LINK's second site in rural Ha Mohatlane, where the CHH coordinator remained in full time work, developing both the educational and agricultural projects in addition to community-oriented self-help schemes.

When restrictions permitted, vocational training (carpentry, brick laying, welding & metalwork, cookery, garment making and agriculture) continued; the 60 places on offer were much in demand. Agriculturally, the success of their high yielding vegetable crops meant produce could be sold to villagers cheaply and their new poultry project soon became established, supplying eggs and providing short-term employment for CHH family members. To amplify reach and impact, the Lesotho Link has partnered with, and is a service provider to, other NGOs - the newly formed Christian charity, Peace Plan Lesotho, agreed to give dual purpose chickens to CHH families so they could set up their own small businesses.

Using unspent CHH funds, LINK staff also provided the surrounding villages with emergency food parcels (corn meal, salt, beans) and other essentials, such as cooking oil and seeds.

The pandemic badly affected Christian ministry, particularly that of Lesotho's rural lay ministers who are considered key to the life of the church, even though many of them are semi-educated. Between lockdowns, LINK staff held lay minister & discipleship workshops throughout the diocese and, for the benefit of all clergy and lay ministers, continued to deliver & develop their Christian Education (CE) programme of conferences, study groups, interactive seminars and 3-year theology course (in English and in Sesotho).

In September, the LINK co-hosted Lesotho's episcopal elections; the Revd. Dr Vicentia Kgabe became the third female Bishop in the Anglican Church of Southern Africa. On an official visit, she encouraged staff and praised the work of the CE department - which, this year, was wholly sponsored by the UK-based Society of the Sacred Mission (South Africa).

Government restrictions and the inability to afford trained staff meant their Health Education programme had to be temporarily suspended (save a diabetes workshop requested by the Department of Health). Their intention to revive the Environment programme was also deferred; measures taken to be eco-friendly and energy-efficient, however, remained unaffected.

LINK income is mainly generated through the provision of accommodation and catering; with this in mind, LINK staff carried out a comprehensive survey of the main site's existing infrastructure and revised its building programme. The construction of a new 8-bedded self-contained unit was shelved in favour of the repair, extension and modernisation of the kitchen, the Backpackers (original accommodation block) and the main conference hall (training and resource centre).

The proposed works were to be part-financed by the LINK's £10,000 building fund, which remained intact; Durham Link offered to send a further £10,000 once the programme had been prioritised and fully costed. It is evident they will need regular bookings, once the country opens up, in order to sustain their business.

Durham Link trustees will continue to encourage the Lesotho Link to press on with their succession planning, which is currently focused on the appointment of a new PA and financial administrator, securing local mentors and developing support networks.

Throughout the pandemic, LINK's EO and Management Board have become increasingly less dependent on Durham for guidance and emotional support, not least because of an enforced lack of face-to-face contact. Their growing confidence in their own decision-making, together with the EO's deep faith and strong leadership, will help them overcome future setbacks as they move towards self-sufficiency.

2021 was the start of an important developmental phase for the Durham Link, despite the adverse effects of the pandemic. After working in Lesotho for 30 years, both EOs notified trustees they would be stepping down from their roles in December 2022. They offered to continue working beyond this time, in a voluntary capacity, to help facilitate a successful changeover.

The charity relies on grants, in particular, the Durham Diocesan Grant of £25,000 per annum, and on donations from churches and individuals to cover their EOs' pay and expenses & in order to send £5,000 per quarter to Lesotho. Charitable giving, however, was gradually becoming more irregular and unpredictable; as the year progressed, it was clear the charity's existing EO model could no longer be afforded.

By May, trustees were able to hold their first in-person meeting - all other meetings, except one, were held virtually, including numerous sub-committee meetings. They agreed an EO was essential for the effective running of the Durham-Lesotho Link; they also agreed expenditure had to be reduced and the Lesotho Link encouraged to become less dependent on funding from Durham. A new EO job description with a slimmer, Lesotho-focused workload was drawn up and trustees began the task of seeking a replacement EO. At the same time, the EOs started to hand over various administrative jobs and responsibilities to trustees: the future appointment of new board members with the necessary skills to take on identified unfilled roles was also considered. Whilst they concentrated on the transition process, trustees decided it was both untimely and impractical to carry out any development training or spend money updating the website.

Travelling restrictions led to the cancellation of the February and November EO visits to Lesotho. Because of their much-reduced workload, both EOs' requested their remuneration be cut by 50% and reviewed periodically; this meant the Durham Link ended the year in a stronger financial position than predicted. Trustees decided to increase their regular funding to Lesotho in 2022 to push their building works through and put the LINK on a more solid financial footing.

The Durham-Lesotho LINK is advancing towards a mutually beneficial relationship which will be progressively more Lesotho LINK-led; its emphasis will be on promoting greater unity through learning and the sharing of ideas & expertise for the benefit of the people of Durham as well as Lesotho.

**The Durham-Lesotho Diocesan Link is an unincorporated association**

**There is no limit to the number of trustees on the board; trustees may be appointed at a trustee meeting**

**Current trustees:** Nick Barker, Elisabeth Bryant, Susan Egglestone, Ruth Hicks, Alex Nelson, Andrea Pritchard, Rick Simpson, Margaret Wilkinson

**Executive Officers (self employed):** Margaret Bianchi, Rob Bianchi

**Address:** 8 Lindisfarne Washington Tyne and Wear

Andrea Pritchard (Secretary)

October 5th 2022

**DURHAM - LESOTHO DIOCESAN LINK**

Charity Number : 702809

**Receipts and Payments Account for the Year ended 31st December 2021**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2021</b>	<b>2020</b>
<b>Receipts</b>				
<b>Donations</b>				
Churches	4,710.15	1,270.21	5,980.36	1,926.06
Individuals	2,335.00	2,850.00	5,185.00	6,103.13
Palmer Endcliffe Trust	1,200.00	-	1,200.00	11,100.00
Basotho Education Trust	-	20,631.00	20,631.00	
Gift Aid	401.25	450.00	851.25	1,190.00
Diocese of Durham	25,000.00		25,000.00	25,000.00
Bank Interest	0.44		0.44	3.47
<b>Total Receipts</b>	<b>33,646.84</b>	<b>25,201.21</b>	<b>58,848.05</b>	<b>45,322.66</b>
<b>Payments</b>				
Transfers to Lesotho	20,000.00	4,383.00	24,383.00	41,000.00
Church of the Resurrection	-	400.00	400.00	400.00
Basotho Education Trust		10,831.00	10,831.00	
Exec. Officers' travel to Lesotho	-		-	1,998.63
Travel from Lesotho	-		-	1,500.00
Exec. Officers' Fees	4,200.00		4,200.00	8,589.00
Administration	579.88		579.88	355.50
Bank Charges	202.50		202.50	140.00
Sundry Payments	27.00		27.00	92.25
<b>Total Payments</b>	<b>25,009.38</b>	<b>15,614.00</b>	<b>40,623.38</b>	<b>54,075.38</b>
Surplus / Loss	8,637.46	9,587.21	18,224.67	8,752.72

**DURHAM - LESOTHO DIOCESAN LINK**

**Charity Number : 702809**

**Receipts and Payments Account for the Year ended 31st December 2021**

**Statement of Assets**

**Bank Balances at 31st December 2021**

CAFCash Account	36,912.87
CAF Gold Account	4,324.04

**Total Bank Balances** **41,236.91**

**Fund Balances at 31st December 2021**

Unrestricted Funds	Restricted Funds	Total
29,974.41	11,262.50	41,236.91

Notes There have been no visits to or from Lesotho this year.

Gift aid note Gift aid is still to be claimed on donations from November to December 2021.

Signed



Trustee

Date 04.02.2022

  
A. DENT

Hon Examiner

Date 11 FEB. 2022

**THE DURHAM LESOTHO DIOCESAN LINK**

England & Wales - Charity number 702809

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# Accounts

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# Durham-Lesotho LINK

Charity number

## Annual Return 2020

The global Coronavirus pandemic made 2020 a hugely challenging and difficult year for the Durham-Lesotho LINK: its crippling effects in Lesotho were exacerbated by political instability, civil unrest, corruption, severe drought, food poverty and a lack of proper support and reliable information. When SA closed its borders, Lesotho was shut off and isolated 44 deaths/vaccination programme ?)

Only our February meeting went ahead as planned; all subsequent meetings were held virtually and focused mainly on finances, L LINK's core business/projects, L LINK staffing issues & 5-year plan/succession planning (preparations for substantive detailed discussions/in-person meeting when able)

Future very uncertain but surviving financially + business and core projects, particularly Christian education, going ahead when restrictions allow

LESOTHO LINK - in Feb: 50% hospitality staff gone (wages); advised against wedding site but alternative (good income source); diabetes & hypertension workshops/first aid at MCEC till March; Rock UK visit (CHH camps, internet + team-building challenge but no notable activity otherwise); LINK continues to collaborate with other NGOs/organisations to id eligible young offenders, mentally/physically disabled to enrol on programmes (CHH supported by Rock UK and UK schools) developing links/relationship with SSM - with generous donation for lay ministers = potential source of regular future funding for High Accommodate demand for Christian education (focus = evangelism & discipleship) - APBA courses appreciated by lay ministers & clergy alike (clear need to expand); train and equip more church members for ministry and make more disciples - always enjoyed good publicity, esp radio; no less than 9 different courses/training sessions; support young discipleship trainees on their journey with Christa; cash-strapped diocese (clergy working unpaid); Bp Mark's visit cancelled lack of support

In May (+ JM): no day time activity at M; night watchmen; painful losses re staff (reorganise/redeploy); working from home; precarious financial position tho paying less wages; JM on track to greater managerial independence but still needs support (hopes D LINK will retain RB/MB in some capacity but option 2 = new EO also acceptable; JM to visit UK & trustees to visit L to support training (evangelism, preaching, church admin/management, C leadership, youth and children's ministry, church ministry, health education); feels on track re KPA's otherwise but having to fire fight/progress severely disrupted - key programmes established and continue to be developed; dealing with pandemic as best they can (starting from sound financial position; many trainers trained; JM - isolation - Zoom meetings with management board - very difficult to make serious/major decisions (formal Board training postponed); need to be better engaged/accountable for decisions/involved/invested (exploring feasibility of working representative on Board)

In Sept (+ JM): in survival mode with JM terminating all contracts - rehiring 7 key staff on half wages to keep LINK ticking over (some work/bookings); staff redeployed & new staff where needed - max use of skills/productivity; thankfully, improved financial management meant they were in a position to cover all due severance pay; potential for L LINK to provide online C E raining (upgrade

LINK/attract more business) - investigating/exploring online CE teaching - interactive/multimedia coaching (how best D LINK can assist - Lindisfarne college/trial clergy training day); ended year in better financial position than expected but realise may not survive pandemic

MCEC: potential to become officially recognised school/college + agricultural centre recognised but no funds; CHH on hold but funds used to support 121 families in surrounding villages providing food parcels, essential items food, instruction and training re keeping safe; new poultry project set up and orphaned, marginalised, disadvantaged children involved in agricultural activities; 60 places at vocational school mainly unemployed - 200 applicants turned away (bricklaying/sewing/cookery/carpentry); huge potential to set up college (offering standardised 1-2/3 yr courses/recognised qualifications; health clinic closed but JM hopes to pilot 'Youth Health Corner' with resident experienced/skilled staff offering help/counselling - serving needs of young people from local area - in consultation to ensure effective/successful & make best use of resources Mpho (mentor/advocate/support worker) lives in community; interacts with/observes CHH & advises LINK how best to help them (holistic approach)

Make a difference positive/impact Health training - ongoing; challenge to keep trainers' skills/difficult to maintain training; extend programme/update info/higher level/; EB to introduce more subjects/devise manuals/help train more trainers; HoD supported but political instability = zero involvement despite promises - maintain pressure; make accessible to all (pay/unable to pay); working with tare mache to translate programmes including Coronavirus DVD; EB to use HE DVDs as outreach in UK; LINK to id new issues/people with nec skills to develop/deliver courses (presentation/ideas) & train trainers

Planning went ahead but JM + Martin's visit in May cancelled

Episcopal elections April/enthronement August (Bp elect to visit deanery in July ) attended by Bp; postponed; churches closed; JM Whatsapp groups/sermons to stay connected with parishioners;

Paul + DL LINK rep cancelled; Lambeth Conference cancelled  
November EO visits cancelled

DURHAM LINK: able to send extra £10k (£30k) to cover building programme (lack of funding meant initial building programme behind schedule - new 4 room unit would bring in much needed revenue) + core projects - agreed able to use if nec to maintain/pay LINK staff wages; finances down on 2019 but remain healthy (able to use surplus to set 2021 budget) telling the story - ongoing (how to develop/make interactive which can be added to + supported by timeline/essential work only) - not nec a success story; little or no progress/developments; website update - on hold; Cathedral display/noticeboard; health education programme; L LINK financial and virtual emotional support vital

EO's confirmed retirement in May 2022 and need to scale down commitments/involvement (responsibilities) - work ongoing re evaluation of current EO role/ job description/salary review/trustees group - ongoing; trustees to decide future possible shape/direction of charity to accommodate changes by summer 2021 (succession planning - ongoing); trustees agreed to review governing document (Deed of Trust) when appropriate; all agreed GDPR training advisable (officer?); evaluate

Our final meeting of the year ended with a prayer session for both dioceses - for LD/DL LINK ministry and work to lift the most disadvantaged and marginalised children out of poverty, giving them a better start in life & bring about lasting and positive change (LINK staff do not have requisite skills but help them recover/readjust back into society (referred to appropriate welfare - cementing a lasting, mutually beneficial diocesan equal partnership - JM work towards greater fellowship/stronger partnership; continue in objective of making L LINK God-centred place which transforms lives (instil into every aspect/make all activities God-centred/opportunities for spiritual growth (vision and mission); shared commitment encouragement, fellowship/friendship; so much uncertainty; LINK a 'Christian beacon' and JM a 'point of light'; many challenges ahead (drought/pandemic/new Bp); essential partnership

	Unrestricted Funds	Restricted Funds	2020	2019
<b>Receipts</b>				
<b>Donations</b>				
Churches	1,926.06		1,926.06	5037.41
Individuals	3,035.00	3,068.13	6,103.13	23555.74
Public Organisations	1,200.00	9,900.00	11,100.00	8925.00
Just Giving/My Donate			-	62.35
Gift Aid	815.00	375.00	1,190.00	1819.00
Diocese of Durham	25,000.00		25,000.00	23700.00
Bank Interest	3.47		3.47	6.47
<b>Total Receipts</b>	<b>31,979.53</b>	<b>13,343.13</b>	<b>45,322.66</b>	<b>63105.97</b>
<b>Payments</b>				
Transfers to Lesotho	28,500.00	12,500.00	41,000.00	36903.83
Transfer to Church of Resurrection from 2019		400.00	400.00	
Transfer Thare Machi from 2018 accounts			-	1300.00
Exec. Officers' travel to Lesotho	1,998.63		1,998.63	2880.97
Travel from Lesotho	1,500.00		1,500.00	
Exec. Officers' Fees	8,589.00		8,589.00	12600.00
Administration	355.50		355.50	199.43
Bank Charges	140.00		140.00	180.00
Sundry Payments	92.25		92.25	907.00
<b>Total Payments</b>	<b>41,175.38</b>	<b>12,900.00</b>	<b>54,075.38</b>	<b>54971.23</b>
Surplus / Loss	- 9,195.85	443.13	- 8,752.72	8134.74

**Bank Balances at 31st December 2020**

CAF Cash Account	18,688.64
CAF Gold Account	4,323.60

**Total Bank Balances** **23,012.24**

**Fund Balances at 31st December 2020**

Unrestricted Funds	Restricted Funds	Total
21,337.24	1,675.00	<b>23,012.24</b>

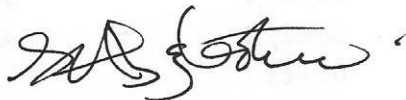
Notes

£1500 paid in April for subsequently cancelled flight from Lesotho was deducted from the regular transfer in June.

Gift aid note

Gift aid is still to be claimed on donations from November to December 2020.

Signed



Trustee

20/02/2021

Date



Hon Examiner

25 FEB 2021

Date