

Nyodema Foundation (Formerly Kassi Kunda Foundation)

Trustees End-of-Year and Independent Examiner's Report

Period: From 01st April 2025 to 31st March 2026.



Charity Number: **SC050419**

48 West George Street,
Clyde Offices, 2nd Floor,
Glasgow, G2 1BP.

Email: admin@nyodemafoundation.org.uk

Website: www.nyodemafoundation.org.uk

1. Charity Trustees

Trustee Name	Role	Status
Ebrima Kalleh	Trustee, Treasurer	Active
Solomon Ng'ambi	Trustee, Secretary	Active
Foday Sanneh	Trustee, Chairperson	Active

2. Objectives / Purposes

The purpose of the organisation, as enshrined in the SCIO constitution, is to foster sustainable improvements in marginalised groups' livelihood and wellbeing and enhancing long-term socio-economic integration. This mission is achieved through the following key objectives:

- ❖ Protection of human rights
- ❖ The prevention or relief of poverty
- ❖ The advancement of education, health, and wellbeing
- ❖ The advancement of citizenship and community development
- ❖ The advancement of the arts, heritage, culture, or science
- ❖ The relief of those in need by reason of age, ill health, disability, financial hardship, or other disadvantages

3. Structure, Governance, and Management

3.1. Constitution

The charity is a Scottish Charitable Incorporated Organisation (SCIO), registered on 31st August 2020. As a single-tier structured organisation, it operates under a clearly defined constitution that outlines its purpose, objectives, and code of practices.

To ensure ethical and inclusive operations, the organisation adheres to *safeguarding policies* and *equality, diversity & inclusion policies*. These frameworks guide all engagements with service users, donors, and stakeholders, upholding the highest standards of integrity and accountability.

3.2. Trustee Recruitment, Appointment, and Functions

The Board of Trustees plays a pivotal role in governing the organisation, ensuring alignment with its mission, objectives and legal obligations. Trustees' roles are reviewed, evaluated and where applicable, balloted in our Annual General Meetings. Key responsibilities of Trustees can be found in the SCIO Constitution.

3.3. Safeguarding, and Equality, Diversity & Inclusion Policies

The organisation maintains robust Safeguarding and Equality, Diversity & Inclusion Policies, which are actively disseminated to all trustees, volunteers, service users, and stakeholders. These policies are regularly reinforced to ensure adherence across all levels of operation.

Central to our mission is the commitment to supporting marginalised/disadvantaged and vulnerable communities with dignity, respect, and the protection of their fundamental human rights. The organisation recognises its duty to uphold these principles, ensuring fair treatment and safeguarding for all service users.

All stakeholders are made aware of these policies and receive periodic reminders of their obligations to comply with best practices. The codes of conduct, embedded within these policies, are publicly accessible upon request. To maintain relevance and effectiveness, the policies undergo annual reviews and updates as necessary.

4. Projects and Activities Delivered

In the current fiscal year (2025/2026), the organisation successfully delivered 3 key projects, each addressing critical community needs:

- 1) Targeted Intervention** – This is our flagship project, designed to deliver long-term sustainable improvements in service users' socio-economic integration through intensive one-to-one coaching, employability support, English language and digital literacy training, and targeted barrier removal. In delivering this project, 20 participants were carefully selected from marginalised communities, with key objectives aligned to the long-term socio-economic integration.
- 2) Crisis Management** – This project has been developed in response to the significant levels of marginalisation and vulnerability experienced by a proportion of our service users. It enables a rapid and effective response to urgent situations, providing immediate subsistence support, financial assistance, and safeguarding interventions where needed. The initiative acts as a critical gap-filling provision where public services are limited, fall short, or delayed.
- 3) Combat Loneliness & Social Isolation** – This initiative is aimed at reducing social isolation and fostering meaningful connections among marginalised and vulnerable communities. The project provides structured social, cultural, and community-based activities, alongside peer support and mentorship opportunities, to help service users build supportive networks, improve mental wellbeing, and engage positively with their communities.

This structured approach ensures that our initiatives remain laser focused, impactful, and aligned with our mission, strategy and objectives to drive sustainable socio-economic improvements in livelihoods and wellbeing of service users in Greater Glasgow.

5. Project Monitoring & Evaluation

Effective monitoring and evaluation are fundamental to the Foundation's commitment to delivering meaningful and sustainable improvements to our service users' wellbeing and livelihoods. We employ a robust framework that integrates continuous feedback mechanisms, including surveys, feedback forms, verbal consultations, written submissions, and end-of-project interviews with participants.

At the start of the fiscal year, we established clear success measures and key performance indicators aligned with our organisational objectives and project goals. These metrics ensure our evaluation tools (surveys, interviews, or observational data) effectively assess the impact and quality of our services. Below is a summary of outcomes of the 3 projects.

5.1. Targeted Intervention Achievements & Impacts:

Overall, the project was highly successful. Twelve out of the 20 participants secured meaningful employment and remain in employment at the time of the Post-Implementation Review conducted on 29th March 2026. This represents 60% of the total participants, exceeding the project's baseline target of 50%, which was considered ambitious given the high levels of marginalisation faced by service users.

As anticipated, four service users discontinued participation due to unforeseen circumstances, including ill health, changes in immigration status, and relocation. While the remaining four participants were not in employment at the time of writing this report, they demonstrated strong qualitative and quantitative improvements across key performance indicators. It is anticipated that these improvements will lead to sustained progress in their socio-economic integration.

We intend to continue monitoring the 12 participants who secured employment, as well as the four who are currently unemployed, beyond the project period. Furthermore, we plan to include the four unemployed participants in the 2026/2027 targeted intervention project should they not secure employment in the interim.

In addition to the overall outcomes, the following improvements were measured and observed among participants:

- ✓ 85% (17 out of 20 participants) reported a significant improvement in their English language and digital literacy skills, including written, oral, and practical application.
- ✓ 80% (16 out of 20 participants) reported increased awareness, knowledge, and confidence in applying for jobs, as well as improved understanding of where to access employment opportunities and available support for job seekers. All participants demonstrated enhanced understanding of the ethos, behaviours, and expectations of the modern British work environment.
- ✓ 80% of participants who completed the project (16 individuals) reported an increased sense of belonging, alongside improved mental health and wellbeing. These outcomes are strongly correlated with long-term engagement in the socio-economic sector.

- ✓ All project volunteers (some of whom were former service users) reported an increased sense of belonging, alongside enhanced skills and experience to support their progression within the socio-economic sector. Importantly, they also expressed a strong sense of pride in contributing meaningfully to the betterment of society.

5.2. Crisis Management Achievements & Impacts

Overall, the Crisis Management project was highly effective in delivering rapid, targeted, and life-stabilising support, reaching over 160 individuals/families from highly vulnerable and marginalised backgrounds. The project successfully achieved its core aim of providing immediate relief while preventing escalation into more severe socio-economic and wellbeing crises.

Through a flexible and responsive approach, 120 individuals received subsistence support, ensuring access to dietary/culturally appropriate and nutritious food, directly reducing food insecurity and associated stress. Additionally, 24 families benefited from multiple rounds of energy top-up vouchers, preventing utility disconnections and safeguarding safe living conditions, particularly during winter months.

Essential household support provided to 17 families addressed urgent gaps in basic living standards, enabling beneficiaries to maintain dignity, improve daily living conditions, and support children's engagement in education. Furthermore, 5 individuals received targeted crisis interventions focused on mental health and wellbeing stabilisation, with access to immediate counselling helping to prevent escalation and build resilience.

Collectively, these interventions contributed to reduced stress and anxiety, improved mental and physical wellbeing, and enhanced stability among beneficiaries, reinforcing the critical role of responsive, crisis-led support within the organisation's wider service delivery model.

In addition to these direct outcomes, the project demonstrated strong alignment with the organisation's broader success measures. Drawing from monitoring and evaluation frameworks established in the current financial year, the interventions contributed to:

- ✓ 92% reported improved ability to meet essential basic needs (including food, energy, and household stability) following crisis intervention support.
- ✓ 85% reported increased sense of safety, stability, and confidence in managing immediate crises.
- ✓ 100% of those supported reported reduction in stress and anxiety levels through immediate financial and subsistence relief.
- ✓ 87% reported enhanced mental and emotional wellbeing via crisis counselling and stabilisation support.
- ✓ 100% reported greater awareness and access to support services through engagement during crisis interventions.

The project highlighted the importance of early intervention and gap-filling support, acting swiftly where public services were delayed or insufficient to prevent deterioration in service users' circumstances and reduce long-term hardship.

Overall, the Crisis Management project has proven to be a critical, high-impact component of the organisation's service delivery model, demonstrating the value of flexible, responsive funding in addressing urgent needs while complementing longer-term socio-economic integration efforts.

5.3. Combat Loneliness & Social Isolation Achievements & Impact

Overall, the Combat Loneliness & Isolation project was highly successful in strengthening social connections, improving mental wellbeing, and fostering a greater sense of community belonging, benefiting approximately 380 individuals from marginalised and vulnerable backgrounds. The project effectively addressed loneliness and isolation through inclusive, culturally responsive community-based activities.

Across all activities, the project demonstrated strong demand and community relevance. Two community meal events engaged around 150 attendees, providing welcoming spaces for individuals to reconnect, build relationships, and re-engage with their communities.

Three family-oriented sporting events, with approximately 110 participants, promoted physical activity, intergenerational engagement, and social interaction, contributing to improved physical health, social bonding, and reduced isolation.

In addition, two summer barbecue events engaged around 120 participants, offering informal opportunities for meaningful social interaction while strengthening community cohesion and supporting long-term socio-economic integration.

Building on established success measures, the project demonstrated strong outcomes across key impact areas. Monitoring and feedback indicate that the initiative contributed to:

- ✓ 80% reported a strengthened sense of belonging and community integration.
- ✓ 82% reported improved awareness of community resources and increased likelihood of participating in future community or support activities.
- ✓ 88% reported increased confidence in engaging with others and participating in community activities.
- ✓ 78% reported expanded social connections and friendships.
- ✓ 85% reported enhanced mental and emotional wellbeing.
- ✓ 75% reported reduced stress and anxiety levels.
- ✓ 60% reported improved physical health outcomes.

Qualitative feedback reinforced these findings, highlighting social reconnection, increased confidence, and a renewed sense of purpose, alongside appreciation for the inclusive and culturally sensitive nature of activities.

Importantly, the project also acted as a gateway to wider support services, increasing awareness and encouraging engagement with other organisational programmes, including employability and targeted interventions.

6. Financial Performance & Review (2025-2026)

The following summarises our financial performance and review position for the reporting period, incorporating carry-forward balances from previous year.

6.1. Financial Performance

Since its establishment five years ago, the Foundation has achieved consistent year-on-year growth, reflecting its strong operational and financial sustainability. Our geographic reach and community impact have expanded significantly across Greater Glasgow, driven by increasing demand for our services. The growing number of beneficiaries, along with the success stories of past service users, highlights the positive outcomes of our work. This progress has been made possible through the unwavering dedication of our grant donors, trustees and volunteers, who remain pivotal to our success.

In the fiscal year ending 31st March 2026, the Foundation raised £57,625 in funding from various donor organisations. Combined with a carried-forward balance of £2,375 from the previous financial year, the total available funds amounted to £60,000.

6.2. Funders, Grant Amounts Awarded & Dates Paid

Funder's Name	Grant Amount Awarded	Date Paid
Foundation Scotland - Respond Fund Payment	£500.00	29/04/2025
The Robertson Trust (Year 2 Payment)	£7,000.00	06/05/2025
The National Lottery Community Fund	£15,025.00	06/06/2025
Scotmid Community Fund (Food Voucher)	£500.00	18/06/2025
Glasgow Community Mental Health and Wellbeing Fund (HSCP Tier 1&2 Children's MH & Wellbeing Group)	£12,000.00	12/08/2025
The Robertson Trust (Transport Running Cost)	£5,600.00	25/07/2025
Corra Foundation Boost Fund	£3,000.00	22/10/2025
Scotmid Community Fund	£1,000.00	18/12/2025
The Robertson Trust (Migrant Group Uplift)	£5,000.00	22/12/2025
Scottish Children's Trust	£1,000.00	23/12/2025
Corra Foundation (Household Hardship Fund)	£7,000.00	19/02/2026
Total Funds Raised (in-year)	£57,625.00	
Balance Carried-forward From FY 2024/2025	£2,375.00	
Total Funds Available (in-year)	£60,000.00	
Total Expenditure (in-year)	£55,935.00	

Key Financial Summary:

- Expenditure remained within approved budgets across all three projects.
- A total of 85.6% (£47,879) of funds was directly allocated to frontline service delivery, distributed across the 3 projects as follows:

- Targeted Intervention – £20,025
- Crisis Management – £15,300
- Combat Loneliness and Social Isolation – £12,554
- Administrative costs accounted for 14.4% (£8,056) of total expenditure, consistent with the Foundation's policy of maintaining such costs below 20%.

Comprehensive financial statements are provided below, including detailed breakdowns by funding stream and expenditure category, alongside the Statement of Receipts and Payments. The Statement of Receipts and Payments have been independently examined, with the examiner's report included.

This stable financial position supports the continuation of current services and provides a solid foundation for planned future expansion and effectiveness.

7. Future Strategic Plans & Directions

Moving into the 2026-2027 period, our strategic focus is to enhance and scale the three core projects delivered this year to ensure long-term sustainable impact:

Targeted Intervention Project

- Continuity of Support – We will continue to monitor the 12 participants who secured employment this year to ensure their long-term integration.
- Project Re-enrolment – The four participants who remained unemployed at the close of the current cycle will be prioritised for inclusion in the 2026/2027 project to further enhance their socio-economic integration.

Crisis Management Project

- Integrated Support Model – We plan to evolve our crisis response by combining foodbank and community meal provisions with on-site access to partner services, such as welfare advice and mental health support.
- Root Cause Advocacy – The Foundation will seek to participate in active dialogues and advocacy campaigns to address the policy-driven root causes of demand for crisis services.

Combat Loneliness & Social Isolation Project

- Scaling Effective Interventions – Building on the high demand for our community meals and sporting events (which engaged approximately 380 individuals), we aim to scale up these activities to reach new beneficiary groups.
- Service Gateway – We will further utilise these social events as a "gateway" to identify individuals who may benefit from our more intensive Targeted Intervention and Crisis Management Projects.

Organisational Sustainability

- Strategic Planning Fundamentals and Organisational Development Training – We have plan in place for Trustees to attend this training to strengthen strategic leadership and governance capability, practical planning tools, templates, frameworks, and project design and effective decision making. These capabilities will improve overall organisational effectiveness and sustainability.
- Diversified Funding – To protect our service continuity and reach more service users, we will implement a diversified fundraising strategy by targeting new grant-making bodies and multi-year funding.

8. Financial Reserves Policy

In line with our established policy, the Foundation maintained a £3,000 cash reserve in FY 2025-2026. These funds serve as a critical contingency, enabling swift responses to emerging crises and operational challenges affecting the vulnerable communities we support. We review this policy annually to balance immediate service delivery with long-term sustainability, ensuring we remain prepared for urgent crisis and needs.

9. Challenges

While the 2025-2026 fiscal year was marked by significant achievements, the organisation navigated several critical challenges arising from the complex needs of our service users and resource limitations:

- Overdemand for Essential Services – Our subsistence support under Crisis Management Project experienced significant oversubscription due to rising community needs and cost of living crisis. This required the emergency reallocation of unrestricted project resources to fund an additional support initiative during the Christmas and Ramadan periods.
- Funding and Resource Constraints – despite remarkable funding achievement (best funding year so far), persistent limitations in funding continue to impact our ability to meet the full scale of community demand.
- Financial Adaptations – In-year project budgetary changes had to be made due to project delivery risks. This measure was necessary to address immediate funding shortfalls and ensure service continuity for our most vulnerable users.
- Service User Attrition: Within our Targeted Intervention project, 20% of participants (4 individuals) were unable to complete the programme due to unforeseen external factors, including ill health, relocation, and changes in immigration status.

Declaration

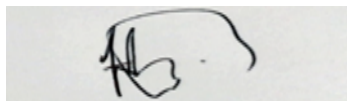
Signed on behalf of Nyodema Foundation Trustees:

Print Name: EBRIMA KALLEH


Designation: Treasurer

Date: 11th May 2026.



Signature

A handwritten signature in black ink, appearing to be "EBRIMA KALLEH", written on a light-colored background.

10.1. Statement of Receipts and Payments Accounts

Enter charity name below				Enter SC No.			
Nyodema Foundation				SC050419			
							
Receipts and payments accounts							
For the period from	Period start date			to	Period end date		
	Day	Month	Year		Day	Month	Year
	01	April	2025		31	March	2026
Section A Statement of receipts and payments							
	Unrestricted funds	Restricted funds	Expendable endowment funds	Permanent endowment funds	Total funds current period	Total funds last period	
	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £	
A1 Receipts							
Donations		-			-		
Legacies					-		
Grants	25,000	32,625			57,625	33,525	
Receipts from fundraising activities	-	-			-		
Gross trading receipts	-	-			-		
Income from investments other than land and buildings	-	-			-		
Rents from land & buildings	-	-			-		
Gross receipts from other charitable activities	-	-			-		
A1 Sub total	25,000	32,625	-	-	57,625	33,525	
A2 Receipts from asset & investment sales							
Proceeds from sale of fixed assets					-		
Proceeds from sale of investments					-		
A2 Sub total	-	-	-	-	-	-	
Total receipts	25,000	32,625	-	-	57,625	33,525	
A3 Payments							
Expenses for fundraising activities	2,154	1,673			3,827	1,005	
Gross trading payments	-	-			-	-	
Investment management costs	-	-			-	-	
Payments relating directly to charitable activities	18,124	32,902			51,026	30,339	
Grants and donations	-	-			-	-	
Governance costs:					-	2,555	
Audit / independent examination	650	-			650	650	
Preparation of annual accounts	432	-			432	102	
Legal costs	-	-			-	-	
Other	-	-			-	-	
A3 Sub total	21,360	34,575	-	-	55,935	34,651	
A4 Payments relating to asset and investment movements							
Purchases of fixed assets					-		
Purchase of investments					-		
A4 Sub total	-	-	-	-	-	-	
Total payments	21,360	34,575	-	-	55,935	34,651	
Net receipts / (payments)	3,640	(1,950)	-	-	1,690	(1,126)	
A5 Transfers to / (from) funds							
Surplus / (deficit) for year	3,640	(1,950)	-	-	1,690	(1,126)	

10.2. Statement of Balances

Nyodema Foundation		SC050419					
Section B Statement of balances							
Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Expendable endowment funds to nearest £	Permanent endowment funds to nearest £	Total current period to nearest £	Total last period to nearest £
B1 Cash funds	Cash and bank balances at start of year	2,375				2,375	3,501
	Surplus / (deficit) shown on receipts and payments account	1,690				1,690	(1,126)
						-	
						-	
	Cash and bank balances at end of year (Agree balances with receipts and payments account(s))	4,065	-	-	-	4,065	2,375
		1,950	1,950				
B2 Investments							
B3 Other assets							
B4 Liabilities							
B5 Contingent liabilities							
Signed by one or two trustees on behalf of all the trustees		Signature		Print Name		Date of approval	
				EBRIMA KALLEH (Treasurer)		11 May 2026	
				FODAY SANNEH (Chairperson)		11 May 2026	

Independent Examiner's Report

APPENDIX 3



		Independent examiner's report on the accounts						v2
Report to the trustees/members of	Charity name	Nyodema Foundation (formerly Kassi Kunda Foundation)						
Registered charity number	SC050419							
On the accounts of the charity for the period	Period start date				Period end date			
	Day	Month	Year		Day	Month	Year	
	01st	April	2025	to	31st	March	2026	
Set out on pages	11 and 12						(remember to include the page numbers of additional sheets)	
Respective responsibilities of trustees and examiner	<p>The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) 2005 Act and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.</p>							
Basis of independent examiner's statement	<p>My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, I do not express an audit opinion on the view given by the accounts.</p>							

**Independent
examiner's statement**

In the course of my examination, no matter has come to my attention [other than that disclosed on the attached page*]

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations

have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:**



Date:

13/05/2026

Name:

Eunice Simpson

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

45 Hopefield Road

Blackburn

EH47 7HX

*Please delete the words in the brackets if they do not apply. If the words do apply, set out those matters which have come to your attention on the following page.

** OSCR will accept digital or typed signatures

APPENDIX 3

Disclosure section

Only complete if the examiner needs to highlight material problems.

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