

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2014

HENDERSONS
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2014

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TEAM KENYA

ADMINISTRATIVE INFORMATION

Registered charity number 1122894

Principal Address 15 Park View
Woodlands Park
Wideopen
Newcastle upon Tyne
NE13 6LH

Trustees V Wilson (Chair and Chief Executive Officer)
L Evans (Treasurer appointed November 2014)
A Jeans
J Quincey
P Greenway
A Gupta
V Gallant (appointed 8 December 2014)

Treasurer L Evans

Bankers CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
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Accountants Hendersons
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA

TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2014

CHARITY OBJECTIVES (as stated in Trust Deed)

The Trustees must apply the income of the charity in furthering the following objects ...

The relief of financial and social hardship among people living and working in western Kenya, by providing such persons with goods and services which they could not otherwise afford by:

- Developing the capacity and skills of the members of the socially and economically disadvantaged community in western Kenya, in such a way that they are better able to identify and help meet their needs and to participate more fully in society.
- Promoting sustainable development for the benefit of the community in western Kenya, by the relief of poverty and the improvement of the conditions of life, by preservation, conservation and protection of the environment and the prudent use of resources and by the promotion of sustainable means of achieving economic growth and regeneration.

Why Ndhiwa Community?

Ndhiwa is one of the most remote and disadvantaged communities in Kenya. Life expectancy is 46.5 years, ranked 39 out of 45 districts in Kenya. 75.5% of children attend primary school but only 15.7% progress to secondary school, one of the lowest in the country. 62.78% of the population suffer from food poverty which results in 27.5% of the children under 5 suffering from malnourishment. Food poverty is caused by the physical and political isolation of the region, corruption, gender discrimination and inequality, human rights violations, high population growth, lack of clean water, electricity and sanitation. Ndhiwa has the highest HIV/AIDS rate in Kenya. The main source of livelihood is smallholder subsistence farming but environmental degradation, poor water management, poor harvest management, declining soil fertility, soil erosion, floods and droughts caused by climate change and deforestation lead to a lack of food security.

Why focus on Girls and Young Women?

Adolescent girls and young women are the most marginalized and disadvantaged, ultra poor section of this very traditional community where retrogressive cultural practices such as wife inheritance and polygamy mean that women have few rights, no status and no voice in their community. Only 1% of women in Nyanza own land title deeds. Physical, sexual and psychological abuse of women and girls is widespread and tolerated as normal. HIV/ AIDS prevalence is much higher in girls and women aged 15 - 24 years than in boys or men of a similar age. Girls and young women have the potential to become transformational agents of change in rural economies such as Ndhiwa.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

Why sustainable development is important

A focus for our current 5 year strategy is ensuring the future sustainability of Team Kenya as an organisation and its role alongside its Kenya partner organisation NCEDP. Sustainable development is development that meets the needs of the present, without compromising the ability of future generations to meet their own needs. We believe in an approach that is concerned with the environment but also about ensuring a strong, healthy and just society. This means meeting the diverse needs of all people in existing and future communities, promoting personal wellbeing, social cohesion and inclusion, and creating equal opportunity.

ACTIVITIES

Education

- Student sponsorship programme to enable access to primary and secondary education for children whose families would not otherwise be able to afford it
- Homework club providing space and support for children to complete their homework, receive extra tuition and counselling and guidance
- Training, guidance and counselling to empower vulnerable girls via a network of Girls' Support Groups. Additionally, using girls' football and other activities to promote behaviour change and raise the self-esteem of vulnerable girls

Enterprise

- Support, training and advice for Ndhiwa Community Empowerment and Development Project (NCEDP)
- Youth Group, supporting and empowering young secondary school leavers to gain skills and experience through involvement in small business development where they may become employed or raise funds for university scholarships
- Vocational training and support for entrepreneurship, helping unemployed girls and young women to become economically productive and establish self-supporting projects and small businesses

Sustainable Development

- Developing Karibuni Cottages as an eco-tourism facility to provide accommodation and meeting facilities for local, national and overseas visitors with net income re-invested in community projects and training on environmental issues
- Using Karibuni as a centre of good practice for renewable technology, environmental conservation and recycling. Developments include solar power, composting, Eco-san toilets, rainwater collection, tree planting, poultry and agricultural projects supported by awareness raising and education.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

HOW WE DO THINGS

UK Governance

Team Kenya is overseen by a Board of Trustees. In 2014 the Board maintained its number of trustees at 7. There were three changes to the Board of Trustees personnel:

- Vicki White resigned in May 2014
- Victor Gallant became Trustee – Grants and Governance in December 2014
- Lynda Evans took over the role of Treasurer in November 2014

Towards the end of 2014 the Board of Trustees undertook an exercise to evaluate the governance and strategic direction of Team Kenya. This resulted in the appointment of the new trustee for governance and a change of responsibilities within the board.

Links with educational organisations

In 2014 the charity continued to raise awareness in the UK and elsewhere of our responsibilities as global citizens via partnerships with schools and their communities. The schools and colleges we have worked in partnership within the last 12 months include Whitley Bay High School, Longbenton Community College in North Tyneside, New College Durham, Newcastle College Sixth Form, Hyde School, Philips High Manchester and Northumbria University. Longbenton Community College and Whitley Bay High School both had successful student visits to Ndhiwa in 2014.

To extend the awareness of Team Kenya and how schools can support our work a number of presentations were given to individual schools, the senior managers of the North Tyneside high schools and the chaplains from all the catholic high schools in the North East. With the support of a grant from CAFOD, St. Mary's Catholic School in Longbenton was involved in a new approach where workshops were arranged with a number of 6th form students. These students then arranged a series of events to raise awareness of Team Kenya and such issues as gender equality with the rest of the school population.

Whitley Bay High school continued with their longstanding excellent support to Team Kenya. Through the tutor groups and general fundraising such as sponsored hill walking the school was able to raise sufficient funds to sponsor over 20 young people in Kenya. Staff in the school also sponsored a number of students in Kenya.

Longbenton Community High school continued with their excellent support to the work of Team Kenya. Staff and students organised a range of fundraising activities such as an Africaid festival and a Jubilee Ball. These funds were used to sponsor three students in Kenya; purchase textbooks, desks and lockers for Arina Primary School and staff, resources and transport for the Arina Girls Support Group. A member of the Arina teaching staff visited the school in April 2014. Wycliffe visited a wide range of curriculum activities in the school and staff and students helped him to visit the local area and experience a number of cultural activities such as watching a Newcastle United football match. A group of staff and students then visited Kenya in October 2014. The group spent time supporting staff and students in Arina School and visiting the local communities. Longbenton has also been involved in the Connecting Classroom Project.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

A Kenyan module has been included in the geography curriculum and work has been carried out on social equality issues. The school has also been involved in a pen pal scheme. Team Kenya volunteers have continued to provide support and advice to teachers and students in relation to global development issues and the new Sustainable Development Goals which will replace the Millennium Development Goals. The appointment of a Trustee with responsibility for Education and additional volunteers allow us to maximise the benefits from these existing links and develop new ones, both for students in the UK and our beneficiaries in Ndhiwa.

Links with businesses

Team Kenya continues to be supported by Orangebus – a Newcastle based digital marketing company which has supported the charity for the last seven years. In March 2014 a team from Orangebus climbed Mount Kenya to raise funds and then visited Karibuni where they met many staff and students, including George Okatch, who they are now helping to support through college. Orangebus also continue to maintain and support our website and helped us create a social media plan which has been successfully implemented and has resulted in increased support from around the country.



Marketing and social media

New volunteers have helped us increase our follower levels and interactions on Facebook, Twitter, Instagram and Pinterest and a “Team Kenya 20” campaign (also promoted on the website) has successfully raised awareness and sponsorship for additional students. Monthly email newsletters are now sent to over 500 subscribers with new contacts regularly being added.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

Another group of volunteers are currently improving the Karibuni website and making it editable and the Team Kenya website is regularly updated with blogs by Orangebus which are also shared via social media.

Funding and Fundraising

The charity's funds come primarily from individual donors via standing orders, UK partner schools' fundraising and a variety of fundraising events organised by our volunteers and visitors to Karibuni Eco cottages. The second year of funding from Hazel's Footprint Trust to support resources for sponsored students, the homework club and improvements to the library facilities continued to provide additional resources for these projects.

The promised donation from Lady Leech Trustees of £5,000 was received – this is for a solar panel, upgrading IT and other facilities and to contribute to the Librarian's salary.

The trustees are grateful for the continued support of individuals, schools, colleges and organisations who gave financial support, and volunteers who give their time to enable Team Kenya to support the charitable activities in Kenya. A new group of fundraising volunteers in Brighton and Hove began to operate in 2014, raising funds from a variety of activities. The Great North Run in September generated over £1,000 of additional funds through charity places.



All funds donated by individuals and restricted or designated grant funding in 2014 was spent in Kenya on projects and on our beneficiaries. Money spent in the UK is kept to a minimum with small amounts of Gift Aid and specific fundraising spent on administration, monitoring, evaluation and transport costs in the UK.

TEAM KENYA
TRUSTEES' REPORT (CONTINUED)
YEAR ENDED 31 DECEMBER 2014

Strategic and Operational Planning

Team Kenya has an annual planning cycle, which ensures that we maintain a sharp focus on our objectives and develop/deliver programmes in Kenya, which effectively address local priorities and are based on thorough consultation and research. In 2014 we continued with the 3-5 year strategic plan introduced in 2012 in collaboration with our Kenyan partners.

The use of an appraisal system with performance objectives and action plans for individual staff in Kenya has ensured we have the correct people working in key roles. For example the Chair of NCEDP is an experienced local head teacher in one of our targeted villages.

Monitoring and Evaluation

The continued implementation of the strategic plan is supported by constantly developing monitoring and evaluation systems, to ensure that, whilst we track activity and outputs, the primary focus is on outcomes. Monitoring and evaluation takes place on a single project basis or in relation to individual grants where funders have specific objectives and reporting requirements. Monitoring and evaluation also occurs on a more generic basis against our charity objectives through regular reports on projects to Trustees. The critical element in all of this is to ensure value for money and that Team Kenya maximizes the impact of every pound or Kenyan shilling spent. Trustees visit Ndhiwa regularly to participate in the process, with the CEO visiting 3 times per year. These visits also provide opportunities to share knowledge, undertake research and discuss strategic planning with our partner organisations.

Risk management

Trustees have maintained an awareness of the main risks that the charity faces and developed strategies to try and mitigate these risks. The largest ongoing risk remains that of a budget/funding shortfall due to some grants and funding streams coming to an end. In 2014 steps were taken to successfully address this situation and ensure that alternative sources of funding enabled the sound financial running of the charity to continue. At the end of 2014 a risk audit was undertaken to review current risks to the charity and implement actions to mitigate against these. As a result of this and work with new volunteers, rigorous processes for budget predictions and monitoring are now in place.

Charity reserves

It is the policy of the charity that unrestricted funds, which have not been designated for a specific use, should be maintained at a level equivalent to six months expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which the additional funds may be raised.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

HOW WE DO THINGS – ACTIVITIES IN KENYA

Partnerships

We continue to support an active 'participatory approach' to rural development with the inclusion of all of the stakeholders and beneficiaries as the key to success.

In 2014 we continued to work in close partnership with the local community in Ndhiwa and NCEDP (Ndhiwa Community and Empowerment Development Project). In 2014, with the help and support of Team Kenya, NCEDP became a Kenyan NGO. The NCEDP Chair resigned in 2014 and was replaced and Team Kenya's CEO continues to represent the UK charity as one of NCEDP's board members.

Our commitment to developing the skills and capacity of NCEDP board and staff continued in 2014. One member of the board is studying part time for a Diploma in Human Resource Management and another member (formerly a sponsored student) has successfully completed a Diploma in Business.

NCEDP produces its own Annual Report and Accounts which will be externally audited and presented to the Kenyan NGO council in March 2015. Their accounts are also examined by the UK trustees and monthly financial reports are monitored by the UK trustees.

All of the Kenyan staff are employees of our partner organisation, NCEDP. In August 2014 NCEDP appointed a Marketing and Fundraising Consultant/Advisor from the UK to work at Karibuni for eight months from October 2014. The key purposes of this role are to increase the capacity, knowledge and skills of the NCEDP staff; to devise, implement and deliver marketing and fundraising strategies for Team Kenya projects and to increase profitability and diversity of the organisation's funding base.

Financial systems

In 2014 improvements were made to the financial systems in Kenya with a change in trustee roles and responsibilities and the use of 2 volunteers from AFID, Tana and Andrea, who donated their time and expertise to work with staff in Kenya and Trustees in Australia and the UK. Current processes were audited, recommendations made and new record keeping documentation introduced. As a result the 2014 audit report, collated by Tana, was praised by the auditors in Kenya. Andrea provided three months training for Kenyan staff in the new financial procedures which include:

- new spreadsheets for each department to meet audit requirements
- amended asset registers for all stock
- a monthly income and expenditure tracking system and
- enhanced budgeting procedures

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

Sponsored Students Programme

Education, particularly for vulnerable girls, is the key to development. However, many families in Ndhiwa cannot afford to send their children to school and if they have limited funds these are directed to male offspring. Funds are raised in the UK, primarily from sponsorships, to support young people in Ndhiwa to access education. The responsible UK trustees work with local Kenyan staff to make this happen successfully. The program in 2014 comprised of 31 sponsored students enrolled in secondary school and 11 college students. In 2014 results of form 4 school leavers continued to improve with all 6 students (4 girls and 2 boys) achieving grade B.

The homework club continued to support students learning through the provision of tuition and mentoring and gives students access to health education and a library. Students are selected on application by set criteria. The selection criteria were developed to ensure that we are offering scholarships to students who are bright but extremely needy and would not otherwise be able to attend school. Team Kenya encourages potential sponsored students to be members of our Girls' Support Group where they receive mentoring and guidance and we can identify and provide additional support to the most vulnerable youth.

Scholarships are available to both genders but we have a specific target towards girls as they are less likely to be able to attend school compared to their male counterparts - i.e. enrolment rates are higher for male students.

Students are assessed at least once per month by staff in Kenya. There are many extraneous issues that can impede a student's progress so reports are also sent to the Sponsored Students Coordinator on a monthly basis. Team Kenya does not just provide school fees but, where possible, manages many factors affecting the student from providing medical expenses, study facilities and personal effects without which they would not be able to stay in school. It is the Coordinator's role to ensure that we are providing holistic care for the sponsored students and this continued to be important for many students in 2014.

Overall, the programs in place are achieving successful outcomes with students achieving their goals of graduating from secondary school with opportunities for employment, increased self-esteem and the ability to control the direction of their lives to a greater extent than if they had not received sponsorship from Team Kenya. The Sponsored Students Program is integral to the development of the community as without education, there are limited opportunities for improvement in the community.

Girls' Support Groups

Research consistently proves that girls' education is a major factor in breaking the cycle of poverty and injustice. Team Kenya and NCEDP are committed to improving the lives of girls and young women by addressing their needs and priorities at every stage of their lives with specific targeted support in primary schools. Our Girls' Support Groups use girls' and boys' football as a tool for behaviour change, as well as one to one mentoring and support, health education, life skills training (through drama, poetry and music) and support for school studies. Gender equality is the foundation of our strategy and an integral part of our vision and mission.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

Girls from the local Ndhiwa primary schools come to the pleasant surroundings at Karibuni on Saturday and Sunday afternoons for a range of activities and the opportunity to relax and enjoy themselves in a safe environment. Volunteers and staff pay regular visits to the GSGs in the other primary schools which are further away, meeting the students, running activities, providing guidance and counselling, and basic necessities for those in the greatest need. Occasional gatherings are arranged at Karibuni where all the girls come together for music and fun activities.

The Girls Support Groups activities have led to dramatic improvement in recruitment and retention of vulnerable girls in schools, as a result of our intervention academic standards and levels of achievement of our girls in both primary and secondary schools has improved dramatically.

Youth Group

The Youth Group have continued their solar lamp project throughout 2013 and have also been heavily involved in the joint Water Works for Girls Project with TAG (see later section)

Karibuni Eco Cottages

Karibuni is run by NCEDP in partnership with Team Kenya and has several roles

- It is a community based eco-tourism project, which offers basic but comfortable accommodation to visitors and volunteers, whilst providing local employment and generating an income for re-investment in community projects supporting girls and women.
- A venue and base for all of the activities and projects run and managed by NCEDP including the office, library, homework club, sewing and weaving project, Girls Support Group and Youth Group.
- It also acts as an eco-centre which trials and promotes alternative renewable energy sources and educates/raises awareness regarding climate change and environmental conservation - this is an essential role in the context of sustainable development.
- More information about this project can be found at www.karibunicottages.com

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

WATER WORKS FOR GIRLS (WWfG)

A big project for 2014 (continuing into 2015) was Water Works for Girls, in conjunction with TAG Development. So far this has generated £22,393.69 for a variety of jointly funded projects. Team Kenya was approached by TAG Development initially in 2013 as they were looking for a partner in Kenya to work with on a project they had already secured funding for linked to the provision of clean water, school and family nutrition programmes and water play therapy for girls. The project runs for 2 years and after the first year has become well known in Ndhiwa with support from local government officials and contacts established with other NGOs in the region, including Action Aid, Plan International and World Vision. The school communities who already worked with Team Kenya are extremely supportive of the project and have become actively engaged in the work. Recent reports have shown that parents are moving their children to our project schools because of the availability of clean water and some teachers who had requested transfers to other schools have now cancelled these.



TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

Key achievements of Water Works for Girls (Y1)

- Children in all 3 project schools have access to clean water
- All 3 schools have decent toilets with hand washing facilities
- The neediest children are now fed at lunchtime
- The Kenyan project manager has received training in gender based violence
- Vulnerable girls are joining in one to one and group sessions led by our Girls Support Group assistants
- The Karibuni greenhouse is producing tomatoes for sale, the open field is ploughed and ready for planting and the poultry project is producing eggs and baby chicks

The project has three main outcomes.

Education context: each partner school has a rain water harvesting system and toilets with hand washing facilities; kitchen facilities have been installed in each school and the feeding programmes have started using crops grown at the schools.



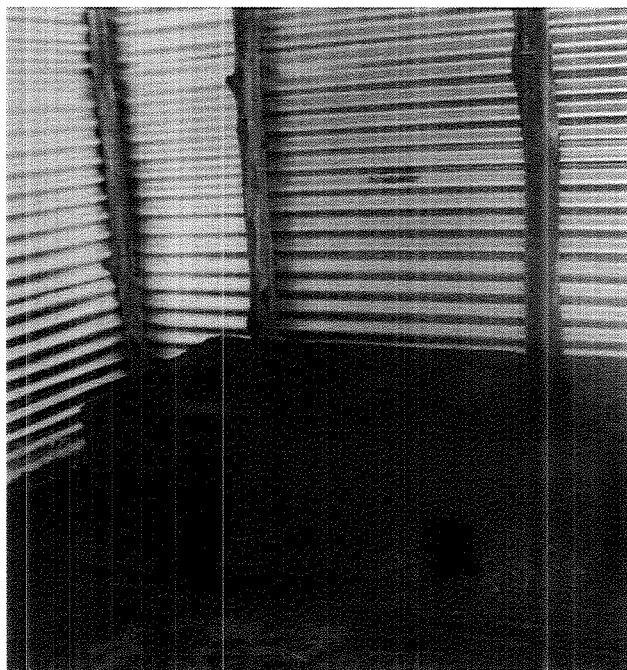
Kodungo school rainwater harvesting system – much of the work was carried out by parents and community leaders, an important part of the project to ensure a) buy in and b) security and maintenance of the facility.

All three schools have had upgrades to their toilets, with separate facilities for boys and girls with locking doors. The children can now be taught about the importance of hand washing and other aspects of personal hygiene. The Girls Support Group activities have a strong emphasis on water and the avoidance of water borne diseases. Kitchen facilities are installed in all three schools with clean water for cooking and washing dishes, which will greatly improve the safety and hygiene of the food.

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TRUSTEES' REPORT (CONTINUED)
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Bongu's old kitchen



The interior of the new kitchen at Bongu

Maize and beans have been grown in school fields and these crops will provide a basic lunch for those who live too far away or whose families cannot provide them with food. New seeds will be bought from the sale of surplus maize ready for the next planting. The intention is that the programme will be self-sustaining.

The poultry house is complete with 20 hens and 2 cocks. This was after several months of research and consultation to ensure that the poultry would be disease free. One or two of the hens are already laying eggs and chicks are being bred to ensure the next generation of layers. The target is to realise an average of 6 chicks per hen and increase the stock and raise the chicks to maturity before engaging in commercial egg production.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

Gender context : A mapping exercise has been carried out to look at all of the organisations working with children and research has been carried out to identify gaps in provision in collaboration with the local government and non-government organisations. Seminars, meetings and workshops have been held with the District Commissioner, senior staff in the Social Services Department and Children's Office, key people working with other NGOs including Action Aid and Plan International, heads and teachers, school board members and community leaders and parents at our three partner schools. Participants were selected for a training programme which began in March 2015. Initial training has been carried out with key school staff and Girls Support Group Assistants on sexuality, children's rights, sexual exploitation, reproductive health, GBV detection and prevention and emotional support for traumatised girls in school and at home. Following this, mentors and GSG assistants have carried out training with girls using football, drama, and song and dance work. After school activities have been introduced along with a sexuality and reproductive health programme. The girls are being taught to recognise their own worth and also receive guidance on issues concerned with hygiene and sanitation, child abuse and neglect and ways to avoid them. Additional visits are being made to the girls' homes to discuss these issues with the girls and their families. Much of this work was in preparation for the March visit by Yael Livneh and Nogah Shiloah from Israel. With backgrounds in art therapy, psychotherapy and the treatment of trauma, the aims of their visit will be to raise awareness of violence against girls and women, to provide expertise and practical tools to be used in crisis situations, to increase understanding among teachers of their roles in promoting social change and to reduce absenteeism in schools. Yael and Nogah will work with school teachers, mentors and community leaders through workshops using stories, art materials, dolls, puppets, games, cards and water.

Economic context: preparation for a Social Corporation has been completed, a Business Plan drawn up and School Sub-Committees established. The aim of the part of the project is to increase the income generation capacity of rural families so that they are able to keep their children, especially girls, in education. The beneficiaries are families with at least one girl who is at risk of not completing her education and a condition of participation is that some of the income generated will be used to ensure girls attend school. Profits from the pilot projects of the school business farms will be used to sustain the feeding projects then be fed back into schools to support vulnerable and at risk girls. The teachers in charge of the projects will work closely with pupils to provide labour for activities relating to manure collection, planting, nursery establishment, weeding and harvesting. Funding for this project comes from the WWfG Revolving Fund and table banking.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014



Table banking group in operation

The demonstration greenhouse at Karibuni is functioning and tomatoes are being produced and sold. In addition, basil, bulb onion and kales are being planted. In addition to the greenhouse, a nearby open plot is being cultivated and 21 raised paddocks have been created for vegetable diversification with plans to plant onions and water melons at the start of the rainy season.

TEAM KENYA IN THE FUTURE: PRIORITIES FOR 2015

Collaborating with our partners in Kenya we intend to continue to provide support for young people through their education, focusing particularly on girls, and to work towards increasing the number of our beneficiaries being equipped with entrepreneurial, business, ICT, financial and life skills. The intention is that this will stimulate the rural economy by creating a range of new and diverse enterprises relating to agriculture and tourism, thus increasing food security, income, access to education and having a multiplier effect in the wider economy. The Team Kenya Trustees continue to closely monitor activities against our strategic objectives which have been revised in 2014 to ensure the successful integration of the WWfG project. In 2015 the Trustees will be looking at the possibility and implications of becoming a Charitable Incorporated Organisation.

OUR VISION, MISSION AND VALUES

Our Vision:

For communities in western Kenya to be free from poverty, injustice and inequality, where all have the opportunity to realise their potential.

Our Mission:

To work with partners and stakeholders to empower local communities to achieve sustainable development, gender equality and the alleviation of poverty.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

Our Values

Team Kenya sees itself as:

- Caring and respecting people's individuality
- Promoting people's rights
- Enabling and empowering people to take action

In pursuing our work we share and maintain the following values:

- the belief that by narrowing gaps in equality and removing barriers to participation, achievement and wellbeing we can improve the quality of life of people in Ndhiwa
- the need to recognise and promote equality and diversity
- everyone deserves to be treated with dignity and respect

We believe:

- collaboration and partnership with other organisations and agencies will help us achieve our vision
- knowledge of the local community and an understanding of their needs is essential for interventions to be successful.
- the delivery of services should be matched to local needs and physically located close to the community so that everyone can reach and access them

We will be accountable by:

- undertaking all decisions and carry out activities in an open and transparent way
- undertaking all activities within an agreed and accountable framework with clear reporting, monitoring and review arrangements
- continually asking "are we making a difference", listening to the replies and acting on them

STRATEGIC PRIORITIES for a reduction in extreme poverty, gender inequality and injustice in Homa Bay County

Girls Education

Goal: Girls gain access to and attain a good quality education and have relevant skills and knowledge to fully participate in economic social and cultural life

We will:

- Support and promote activities to remove the barriers to girls education, promote the importance of girl friendly schools and increase girls' access to education
- Support and enable schools in Ndhiwa to provide good quality education
- Support girls through primary and secondary school, providing financial assistance, promoting the use of counselling, guidance, the development of life skills and health education
- Support successful secondary school students via *Karibuni Youth Group* to develop skills and knowledge and generate income to enable them to continue into further education and training or meaningful employment within the local community.

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

Economic Sustainability and Food Security

Goal: *Improved economic wellbeing of families and the development of sustainable economic enterprises*

We will:

- Work with NCEDP to further develop Karibuni Eco cottages as 'centre of excellence' to demonstrate good practice in appropriate aspects of Sustainable Development including social enterprise,
- Work with partners to further develop Karibuni site as a self-sustaining enterprise which will also support the local community including investment in the maintenance and development of the site and buildings
- Provide funds, training, and advice and support the management of Karibuni Eco cottages so that staff are able to provide an excellent quality of service and hospitality
- Support the promotion and marketing of Karibuni Eco cottages to increase use by both overseas volunteers/tourists and in country to maximise the income generated for re-investment in enterprise, education and community projects
- Support youth enterprise via the Karibuni Youth Group
- Support work with rural adolescent girls and their families so they can become major stakeholders in agriculture and natural resource management
- Provide funds, training, advice and support for social enterprise activities, micro-finance, business, entrepreneurial, leadership and agricultural skills

Health, Hygiene and Nutrition for School Children

Goal: *Children have access to safe clean water, good sanitation in schools, gender appropriate health and nutritional information and possess the confidence to make a healthy transition to adulthood*

We will:

- Support the provision of sexual and reproductive health education for school children.
- Help children and families understand the importance of adequate nutrition *and work with our partners* to provide families with nutritional information to enable access to a balanced diet
- Support the provision of education and information about the importance of personal hygiene and provide our supported students with the resources to maintain good standards.
- Work with other organisations to enable adequate access for children to clean water and sanitation in schools

Rural Girls' Safety and Security

Goal: *Girls are safe and secure in school and in their communities and have more opportunities to develop their life skills, improve their prospects and achieve their potential*

We will:

- Work towards the prevention and eliminate all forms of violence and harassment of girls in school
- Support and promote activities upholding children's rights

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

- Support and promote activities that lead to the prevention and eradication of gender based violence
- Support the education of boys and men about the value of girls
- Encourage the education of girls and the local community on existing laws and offer support services to those affected by violence
- Support the provision of emotional support for girls and activities leading to confidence building, life skills and leadership skills including Girls Support Groups, drama, music and football
- Promote community education (including parents and teachers) relating to the elimination of gender discrimination and harmful practices (to improve girls' safety and security)

Social Justice and Equality

Goal: *Girls and young women are equal and respected members of society*

We will:

- Focus on rural adolescent girls as the agents of change in their communities
- Cooperate and collaborate with NCEDP Board members, staff and volunteers to develop capacity and skills
- Build capacity, empower and provide opportunities for rural adolescent girls to have an active voice in household and community decisions
- Support communities to encourage and engage girls and young women as leaders
- Promote the role of women and girls as equal *development* partners through leadership and cultural transformation
- Share knowledge and good practice based on current international research and relevant global initiatives

Accountability and Effectiveness

Goal: *To ensure that Team Kenya is efficiently run, provides the maximum level of support for our partners in Kenya and delivers value for money*

We will:

- Work closely with our Kenyan partners to ensure that Team Kenya support is directed at the most important needs of their communities
- Ensure effective communications with grant funders and sponsors
- Develop a Monitoring & Evaluation strategy that meets Team Kenya's own needs
- Develop a fundraising strategy
- Secure the funding required to ensure that Team Kenya can continue to operate effectively, including the possibility of funding 1 or more UK based staff
- Develop a NE and/or UK marketing strategy for Team Kenya
- Cooperate and collaborate with NCEDP Board members, staff and volunteers to develop capacity and skills

TEAM KENYA

TRUSTEES' REPORT (CONTINUED)

YEAR ENDED 31 DECEMBER 2014

- Support NCEDP to develop existing partnership, initiate new partnership and engage successfully in networking, locally, nationally and internationally
- Identify opportunities for working in partnership with other organisations in the UK and elsewhere
- Collaborate with others in civil society, the business community, and other funders to enable us to achieve our goals

This report was approved by Team Kenya Board of Trustees on 10 May 2015


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Val Wilson
Chair of Trustees

A fully illustrated version of this report is also available on request and on our website
www.teamkenya.org.uk

TEAM KENYA

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 31 DECEMBER 2014

I report on the accounts of the Charity for the year ended 31 December 2014 which are set out on pages 21 and 22.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. 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 seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

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

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



Stephen Faid BSc FCA
10 May 2015

HENDERSONS
Chartered Accountants
Sterling House
Brunswick Industrial Estate
Wideopen
Newcastle upon Tyne
NE13 7BA

TEAM KENYA

RECEIPTS AND PAYMENTS ACCOUNT

YEAR ENDED 31 DECEMBER 2014

	Notes	2014 Unrestricted £	2014 Restricted £	2014 Total £	2013 Total £
Receipts					
Donations		55,988	1,400	57,388	56,059
Investment income		21	-	21	36
Grant income		-	29,834	29,834	6,690
Total income		56009	31,234	87,243	62,785
Payments					
Cost of generating donations		2400	-	2400	2998
Charitable activities		52572	33,455	90,225	74,650
Governance costs		1798	-	1798	984
Total expenditure		56,770	33,455	90,225	74,650
Summary					
Cash funds b/f		21,619	6,621	28,240	40,105
Receipts net of expenses		(761)	(2,221)	(2,982)	(11,865)
Transfers		-	-	-	-
Cash funds c/f	1	20,858	4,400	25,258	28,240

TEAM KENYA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2014

1. Analysis of net assets between the funds

Cash Funds	Unrestricted funds £	Restricted funds £	Total £
General	20,858	-	20,858
Karibuni	-	900	900
Lady Leech	-	1,500	1,500
Hazel Footprints Trust	-	2,000	2,000
Total cash at bank	20,858	4,400	25,258