

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2016

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

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2016

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TEAM KENYA
ADMINISTRATIVE INFORMATION

Registered charity number 1122894

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

Trustees V Wilson (Chair and Chief Executive Officer)
A Jeans
J Quincey
E Suggitt (March 2016)
E Casson (March 2016)
T J Courtney (August 2016)

L Evans (resigned December 2016)
P Greenaway (resigned January 2016)

Treasurer L Evans (resigned August 2016)
T J Courtney (August 2016)

Bankers CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

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

TEAM KENYA
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 DECEMBER 2016

I report on the accounts of the charity for the year ended 31 December 2016 which are set out on pages 10 to 11.

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 Acthave 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

1 April 2017

HENDERSONS
Chartered Accountants
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TEAM KENYA

TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2016

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.

Our Vision is for every girl in Kenya to have an equal chance to achieve her potential and be free from poverty.

Our Mission is to involve entire communities in gender equality, so that girls in rural Kenya can create their own bright futures.

We work with local Kenyan people to educate girls, empower women and transform communities in rural Kenya.

HOW WE DO THINGS

Throughout 2016 the Trustees have ensured that all charitable activities have been undertaken with regard to the Charity Commission guidance on public benefit. This is achieved through our current five year strategy and twelve month operational plan which outlines the main priorities, goals and actions to achieve them. All activities carried out must be aligned to these priorities and goals.

We also continued to invest in our organisational capacity in the UK by continuing to pay a freelance marketing and fundraising professional (who had previously been a volunteer) to support us with day-to-day management and income generation. Investment in this role undoubtedly contributed to our most successful fundraising year to date.

Our entire Board of Trustees and key volunteers continue to make an invaluable contribution to the day-to-day management of the organisation. Val Wilson, our Chair of Trustees and CEO, continues to work full time on a voluntary basis – her role is currently vital to our success and survival. In 2016, in order to ensure the future sustainability of the charity, the trustees took the significant decision to work towards employing our first member of staff early in 2017.

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TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2016 (Continued)

Strategic Plan 2015-2020

During 2016 we continued our focus on our strategic plan. The strategic priorities of the charity in partnership with Ndhiwa Community Empowerment and Development Project were as follows:

1. Girls' education
2. Economic sustainability and food security
3. Health, hygiene and nutrition for school children
4. Rural girls' safety and security
5. Social justice and equality
6. Organisational Development of NCEDP and Team Kenya

Our strategy is ambitious and draws on learning and experiences – we intend to make a long term and profound difference to the community in Ndhiwa. Our work with girls is crucial in supporting the fight against poverty, ensuring gender equality and sustainable development. At the core of everything we do are our beneficiaries, understanding and addressing the root causes leading to poverty and inequality and taking innovative approaches alongside tried and tested methods appropriate to the local context and situation.

Trustee Recruitment

The process for recruiting Trustees was reviewed in 2015 and a new "Recruitment and Vetting of Trustees" policy developed which outlines a ten-step recruitment, selection, vetting and induction process for new Trustees. The Board of Trustees is supported in their work by a volunteer who acts as Secretary. A priority for 2016 was the development and strengthening of our Board of Trustees. We welcomed 2 new Trustees with fundraising experience (Emilie Suggitt and Emily Casson) and a new highly skilled volunteer Treasurer (Terry Courtney) who joined the Board as a Trustee in August and who has transformed our financial systems. A further 2 potential trustees will be added to the Board in 2017 following completion of their induction (Dr Julie Scanlon and Lizzi Hollis).

Risk Management

Potential risk to the charity is discussed at regular intervals throughout the year using a risk matrix and one of the trustees has responsibility for developing and reviewing the matrix formally with all of the trustees twice a year. In 2016 the charity continued to use the services of a development consultancy in the UK to supplement the work of the Trustees and ensure a sustainable future for the charity through increased fundraising and grant applications. A decision was made in 2016 to change the charity structure from a Trust to a Charitable Incorporated Organisation (CIO) to minimise risk. A new constitution was written and submitted to the Charity Commission. Our 'Objects' remain the same.

We decided to change to a CIO for several reasons:

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TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2016 (Continued)

- as a Trust, our Trustees were personally liable for the charity's affairs
- as a Trust, we could not employ anyone, or own any property
- a CIO is a new type of charity structure that we feel is a more suitable structure for Team Kenya as we grow.

Transition from Trust to CIO

On the 5th September 2016, Team Kenya CIO was registered with the Charity Commission under registration number 1169045.

Team Kenya Trust will be dissolved in 2017 as per the requirements of the Trust Constitution following the submission of the 2016 accounts to the Charity Commission. All funds and assets are transferred to the CIO as of 1st January 2017.

HOW WE WORK

Why Ndhiwa?

Ndhiwa is a small town in Homa Bay County, Nyanza Province. Ndhiwa is remote and rural and the way of life is very traditional. 63% of the community in Ndhiwa and the surrounding area live in extreme poverty, caused by factors including physical and political isolation, corruption, gender discrimination and inequality, human rights violations, high population growth and lack of clean water, electricity and sanitation.

Teenage pregnancies, early marriage, polygamy, wife inheritance and violence against women and girls are common issues in this very traditional, rural location. Young people, especially adolescent girls, are extremely vulnerable and face social, political, economic and community challenges including lack of adequate skills, lack of access to finance, credit and entrepreneurial opportunities and teenage girls are vulnerable to political manipulation, crime and prostitution.

- Kenya is the largest and most advanced economy in east and central Africa. Yet nearly half of the population live below the poverty line.
- Women in Kenya do not enjoy the same rights as men. They are frequently denied an education and the right to own land, and are subjected to Gender Based Violence (GBV).
- Though primary education is free, it is still inaccessible for many. Secondary education is fee-paying, which excludes many, especially girls.
- The main source of livelihood in Ndhiwa is smallholder subsistence farming with food poverty over 50%.
- Average life expectancy in Ndhiwa is 47.5 years against a Kenyan national average of 64 years.
- Homa Bay County has the highest rate of HIV/Aids in Kenya at over 26%.

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TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2016 (Continued)

Why girls and women?

- 66 million girls around the world are not in school. Why? Simply because they were born a girl.
- The rate of HIV/ AIDS in Ndhiwa is the highest in Kenya, with teenage girls most at risk due to lack of education and generally accepted attitudes about sexual abuse and exploitation of girls.
- Teacher-pupil abuse and sexual exploitation of girls are widespread.
- 64% of girls in Ndhiwa have experienced sexual or violent threats in school.
- 26% of girls are married before their 18th birthday.
- Very few girls in Ndhiwa progress to secondary education and even fewer complete four years.
- Girls and young women have the potential to become transformational agents of change in rural economies such as Ndhiwa.

Partners and Partnership Management

We continue to work in close partnership with our sole implementation partner in Ndhiwa, NCEDP, which is a registered Kenyan NGO. This uniquely close relationship continues to enable us to work together with the grassroots community in Ndhiwa. Val Wilson leads our Partnership Management, working closely with NCEDP CEO and Board in Kenya. Each year, we work towards further independence for NCEDP and hope that within the timeframe of our 2015-2020 strategy, they will be more and more self-sustaining.

Joint activities with TAG International Development continued throughout 2016 with successful projects under the umbrella of Water Work for Girls. Jacky Quincey continued the role of Project Leader providing support, advice and training for the WWFG team in Ndhiwa. New partnerships were established with Tackle Africa and Ace Africa which the trustees plan to strengthen in 2017.

We have always worked with partners to achieve our goals, now we look to form new partnerships in the UK and Kenya to ensure our work is effective and we make the biggest possible impact.

2016 Summary of Successes and Achievements UK and Kenya

UK Fundraising

2016 saw our most successful fundraising year to date. We were very successful in securing income from Trusts and Foundations and received generous donations from several major donors and continued support from our UK partner schools.

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TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2016 (Continued)

The following funds were received from organisations and trusts:

Allan and Nesta Ferguson Charitable Settlement	£10,000
Cargill Worldwide	£16,970
Jochnick Foundation via TAG International Development	£26,356
Comic Relief Generating Ideas	£9,850
Linkedin For Good Foundation	£6,798
N Smith Charitable Settlement	£1,000

Other notable fundraising successes included

Mount Kenya Challenge April	£10,000
Great North Run	£5,000

Partnership with Schools and Universities

Whitley Bay High School, Newcastle
Longbenton High School, Newcastle
Newcastle University
Bydales Outwood Academy, Marske
Christchurch Primary School, North Shields
Long Whatton Primary, Leicestershire

UK Organisational Development

A very successful 'away day' Team Building and planning workshop for trustees and key volunteers was held in York in December 2016. A review of trustee roles and plans for 2017 were discussed with a new Trustees Action Plan agreed to replace the Operational Plan for 2017. It was agreed that Trustees would meet quarterly and subgroups meet more regularly. A new Risk Matrix was agreed and a review of the UK scholarship reporting and recording led to new systems being set in place at the end of 2016.

Kenya - Our Six Project Areas

Success for Girls in School - Helping 10-17 year old girls stay in school and be safe, healthy and happy.

Advocacy for Safe Communities - Creating safe communities for girls to survive and thrive.

Aspire Scholarships - Providing life changing scholarships to secondary school and universities, for 14-23 year old bright girls from very poor families.

Growing Food Security - Working to sustainably reduce food poverty by training community members in environmentally friendly farming techniques.

Women into Enterprise - Providing women in the poorest communities with small loans and business training so they secure not only their future, but future generations too.

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TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2016 (Continued)

Sustainable Eco Tourism - Involving the entire community in its own future sustainability. Karibuni Eco Cottages is a social enterprise, run entirely by local people, bringing in income to support projects in the community.

Further details of our activities and impact in Kenya can be found in our 2016 Team Kenya and NCEDP Annual Review.

NCEDP Organisational Development and Capacity Building

Included in our 2016 operational plan were key actions relating to capacity building of the staff and Board in Kenya. A very successful Board retreat and workshops were held in April with sessions run by the NGO Board and a UK expert. Training to enhance the skills and knowledge of the Board and staff continued throughout 2016 including the introduction of a Risk Matrix, Board Action Plan and Monitoring and Evaluation framework.

Other notable activities in Kenya included our research into School Related Gender Based Violence (SRGBV). Comic Relief funding enabled us to carry out research into the root causes and extent of School Related Gender Based Violence (SRGBV) in Ndhiwa and to examine the effectiveness of various intervention strategies. Our ultimate goal was to provide girls with safety from violence and all forms of abuse, particularly in and around school.

The findings were shocking and despite knowing that we would uncover some worrying statistics, the research highlighted just how serious the problems of SRGBV and GBV are in Ndhiwa. The full report can be viewed here:

<https://www.teamkenya.org.uk/wp-content/uploads/2016/10/School-Related-Gender-Based-Violence-SRGBV-Report-1-1.pdf>

New implementation strategies were agreed with the team in Kenya and funding applications submitted to strengthen our work. We were successful in securing three years' funding amounting to £90,000 from the Peter Cundill Foundation for a new Brighter Futures project to be launched early in 2017.

FINANCIAL REVIEW

Reserves Policy

At the end of 2016 the Charity had reserves of £17,658 (2015:£21,440) which were restricted for specific projects and an additional £72,745 (2015:£27,186) which was available for regular beneficiary activities. At the end of each financial year reserves for individual projects are calculated and carried forward.

For 2016 the restricted reserves were for grant funded projects from LinkedIn for Good (£7,658) and the Ferguson Trust (£10,000).

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TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2016 (Continued)

The trustees are confident that the reserves held are sufficient to ensure that, if there was a significant drop in funding, the current activities would be able to continue whilst alternative sources of income are found. The amounts held in reserve are reviewed annually.

Sources of funding

The Charity's two main sources of fundraising are from donations (regular and ad hoc) and grants from charitable trusts and foundations. The operational plan sets out the Charity's main activities for the year and all expenditure is aligned to these.

In 2016 our main sources of income were as follows:-

Grants	£53,246
Individual Donations incl Gift Aid	£58,749
Corporate Donations	£18,201
Fundraising Events	£16,113
School and University donations	£10,039
Karibuni Eco Cottages	£4,324
Other Donations	£5,763

The UK Administration and Governance costs amounted to 5% (2015: 4%) of our total income.

In 2016 a total of £98,763 (2015: £93,301) was sent to Kenya to be spent directly on our charitable projects and beneficiaries in Kenya.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees



V Wilson
Chair of Trustees
1 April 2017



T J Courtney
Treasurer
1 April 2017

TEAM KENYA

RECEIPTS AND PAYMENTS ACCOUNT

YEAR ENDED 31 DECEMBER 2016

	Notes	2016 Unrestricted £	2016 Restricted £	2016 Total £	2015 Total £
Receipts					
Donations		113,165	-	113,165	64,319
Investment income		24	-	24	21
Grant income		-	53,246	53,246	63,786
Total receipts		113,189	53,246	166,435	128,126
Payments					
Cost of generating donations		17,834	-	17,834	6,819
Charitable activities		41,735	57,028	98,763	93,301
Governance and administration		8,061	-	8,061	4,638
Total payments		67,630	57,028	124,658	104,758
Net receipts/(payments)		45,559	(3,782)	41,777	23,368
Cash funds b/f		27,186	21,440	48,626	25,258
Cash funds c/f	1	72,745	17,658	90,403	48,626

TEAM KENYA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2016

1. Analysis of net assets between the funds

Cash Funds	Unrestricted Funds	Restricted Funds	Total
	£	£	£
General	72,745	-	72,745
LinkedIn for Good	-	7,658	7,658
Ferguson Trust	-	10,000	10,000
Total cash at bank	72,745	17,658	90,403