

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2019

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2019

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TEAM KENYA
ADMINISTRATIVE INFORMATION

Registered charity number 1169045

Principal Address 4 Park View
Wideopen
Newcastle upon Tyne
NE13 6LH

Trustees Valerie Wilson (Chair)
Alicia Pasotti
Jacky Quincey
Terry Courtney (Treasurer)
Victoria Hancock Fell
Kath Prandle (Secretary) - appointed October 2019
Sophie Milliken – appointed October 2019
Julie Scanlon - resigned May 2019
Philippa Michael - resigned October 2019

Treasurer Terry Courtney

Bankers Barclays Bank Limited
Octagon House
Gadbrook Park
Northwich
Cheshire
CW9 7RB

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

TEAM KENYA

INDEPENDENT EXAMINER'S STATEMENT

YEAR ENDED 31 DECEMBER 2019

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2019 which are set out on pages 12 to 19.

Responsibilities and basis of report

As the charity's trustees 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 charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

As the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in s145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Stephen Faid BSc FCA

6 August 2020

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

TEAM KENYA

TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2019

Charity Objectives (as stated in the 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 person with goods and services which they could not otherwise afford through lack of means.

To develop the capacity and skills 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.

To promote 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.



TEAM KENYA

TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2019

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.

Strategic Plan 2015-2020

The impact we aim to achieve through our five-year strategy is a reduction in extreme poverty, gender inequality and injustice in Homa Bay County, Kenya. We work with our implementation partner, Twende Pamoja (formerly Ndhiwa Community Empowerment & Development Project) to deliver programmes focusing on the following four priority areas:

1. Girls' Education - 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.
2. Economic Sustainability and Food Security - Families have improved food security and develop sustainable economic enterprises to support girls.
3. Advocacy for Safe Communities - Girls and young women are equal and respected members of society who are safe at home, in school and in their community.
4. Organisational Development - NCEDP are efficient, transparent and accountable and provide the maximum level of support to beneficiaries

How we Work

Throughout 2019 our trustees have ensured that all charitable activities undertaken follow 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 objectives and the actions planned to achieve them. All activities carried out must be aligned to these priorities and goals.

Our small staff team, board of trustees and key volunteers continue to make an invaluable contribution to the day-to-day management of the organisation.

In March we sadly said goodbye to our CEO Ben Margetts but welcomed Danielle Greenfield as our Fundraising Officer and Claire Logan as our Finance and Administration Assistant. Together they worked closely with our Development Manager Brad, Chair and Interim volunteer CEO Val Wilson and some key Trustees to support the operations of the charity in the UK and in Kenya.

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TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2019

In 2019, in consultation with Twende Pamoja, staff, volunteers and supporters, we completed a piece of work on agreeing our joint values which underpin our vision and mission and inform the way we work. The agreed values are “collaboration”, “empowerment”, “integrity” and “respect”. Each value is clearly defined in the context of both Team Kenya and Twende Pamoja and has a set of accompanied behaviours which are now being embedded in our working practices.

Risk management

Potential risks to the charity are discussed at regular intervals throughout the year, where our risk matrix, risk register and our policies are reviewed formally. We also actively seek guidance from the relevant regulatory bodies to ensure our compliance and limit risk to the organisation and our beneficiaries.

Our approach

2019 was our most successful year in terms of fundraising, with income significantly exceeding that of 2018 as well as a challenging target set in the budget. This was helped by a very large increase in successful applications to trusts and foundations, although every income stream saw an increase. We built on some key relationships with trusts and foundation and secured our first grant from the UK's Department for International Development Small Charities Challenge Fund. There were some excellent fundraising events, by far the biggest of these was our Mount Kenya challenge which raised nearly £37k. The Great North Run and a Hadrian's Wall walk also made important contributions. There was an incredible 50% increase in our voluntary income. We maintained relationships with school and university partners and continued to receive support from our valued regular donors. As a result of this, 2019 income was £310k compared to £206k in 2018 and above a challenging target of £290k. Over the last 12 years, Team Kenya's income has now exceeded £1million.

Our work with Twende Pamoja is holistic, and we work closely with the local community to ensure that we are reaching those in greatest need of support. For the past 8 years our school partnerships have focused increasingly on girls' education by identifying and removing the barriers they face, including low parental expectations, early forced marriage and child-birth, poor sanitation and lack of water in schools, violence, abuse and sexual exploitation. In 2019 as part of our work to champion schools as safe places for learning – free from gender bias, violence and discrimination, we have continued to focus on engaging communities, parents, boys and men and girls themselves to challenge patriarchal beliefs to change behaviour and negative attitudes.

In 2019 we have strengthened activities designed to support and promote gender responsive education including an innovative project to raise achievement, motivate teachers and introduce positive behaviour management as an alternative to corporal punishment. This was not only a very successful project in terms of its outcomes but also played an important role in supporting capacity building amongst Twende Pamoja.

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TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2019

Within each of our 14 partner schools, and their surrounding communities, we delivered the following projects:

- Clean drinking water
- Income generating school business farms to ensure the sustainability of our work
- Teacher training to: tackle corporal punishment and School-Related Gender-Based-Violence; and to improve teaching and learning practices promoting girl friendly schools
- Girls Support Groups including extra support for the most vulnerable girls
- Community advocacy to promote girls' safety and equality
- Mixed gender football to tackle School Related Gender Based Violence
- Women's groups including table banking and loans
- Agricultural training for women
- School improvements, and the provision of desks, books and teaching and resources.

Our impact

Our continued success in fundraising has enabled us to continue to increase our impact in Kenya.

In 2019 we were able to expand from working directly with 14 schools and their surrounding communities, to working with 28 schools. It is important to note that this was at the request of the local Department for Education and provides strong acknowledgement of the impact of our work by the wider community. Some key highlights from 2019 include:

- Supporting 420 of the most vulnerable girls to stay in school, building confidence and improving attainment
 - Providing agricultural training, seeds and tools to 350 women living in extreme poverty – helping to increase income by 174% on average.
 - Running an eight-week mixed gender football programme to tackle School related gender-based violence with 840 pupils
 - Carrying out community conversations with mothers, carers, fathers and community members, led by staff, chiefs, elders and religious leaders who were trained by us
 - Installing rainwater harvesting in 4 additional schools, ensuring pupils have access to clean drinking water and bringing the total of schools supported in this way to 14
 - Expanding our bee keeping project to a further 50 women, ensuring that they can maximize income from their land and support their daughters' education
 - Providing school improvements, books, resources and desks to all 14 of our partner schools
 - Establishing a community Learning Resource Centre (including childrens' adults' and education libraries), mobile libraries and Reading for Empowerment activities for pupils in 14 schools
 - Providing teacher training for head teachers, teachers and Girls Advocates from 28 schools on teaching and learning as well as classroom and whole school
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TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2019

management strategies to eliminate corporal punishment and school-related gender-based violence

- Running a Child Protection Campaign and carrying out community consultations involving key stakeholders to produce a Child Protection Community Action Plan
- Supporting the establishment of an alumni group of previously sponsored students
- Working with our partner organisation to employ 7 previously sponsored students who have graduated from college or University, into key roles within our partner organisation
- Supporting our partner organisation NCEDP to rebrand as Twende Pamoja and launch their own website <https://www.twendepamoja.org/what-we-do>
- Establishing a tree nursery and demonstration farm at Karibuni Eco Cottages providing grafted fruit trees and bananas to local schools and women's groups
- Providing leadership and entrepreneurial training to 30 women's groups leaders

In addition, we are thrilled to have seen a steady increase in the number of girls attending our partner primary schools and we are delighted that all the girls from our Girls Support Groups in 2019 progressed to secondary school in 2020.

Furthermore our data shows increased enrolment for girls and boys and a dramatic increase in retention and progression for girls in our first 14 partner primary schools: crucially there has also been a corresponding improvement in girls' performance and attainment and a reduction in School Related Gender Based Violence and forced marriage. These changes are not shown in other local primary school communities, where Team Kenya is currently not present.

These words from the Head Teacher of Pala School come from a completely unsolicited letter of appreciation and demonstrate the scope and success of many aspects of our work:

"[The] attitude towards education is slowly changing from negative to positive. Of importance to note also is the fact that during 2019, school dropout rate significantly reduced while pregnancy among schoolgirls was brought to zero; no reported case completely unlike the previous years, meaning therefore that our school has become a safe place for all learners, both boys and girls. This can be attributed to embracing of alternative discipline methods and strengthening of guidance and counseling as means of directing and guiding learner behaviour.

With all the intervention measures instituted by Team Kenya since we renewed our partnership, through the programmes undertaken together such as Brighter Futures [our football programme for girls and boys], Girls Support Group with its Extra Support [i.e. the basic needs for the girls], library and reading activities, school business farm and the financial support towards provision of clean and safe water and finally desks, our school has been able to improve its image and even the academic performance in both local and national examinations."

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TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2019

Meryl's Story



Meryl Akoth is 22 years old and recently graduated from Eldoret University, where she was studying to become an English Literature teacher. She is the first born into her family with five other siblings. Meryl was a part of the Girls' Support Group for four years and has since been supported through secondary school and University.

Meryl wants girls to be brought up in a different way in her community. She believes that training in football helps to bring all the girls together despite the challenges they all have. Meryl feels lucky that she can inspire people. Meryl is currently working for NCEDP (Twende Pamoja), Team Kenya's partner organisation in Ndhiwa. Meryl explains that her role is *"to mentor the young girls and help them out with their challenges. I also help in the community library; I help the learners with their areas of difficulty in various subjects whenever I can."*

During school holidays and alongside her studies, Meryl volunteered as a kitchen assistant, secretary to the CEO of Twende Pamoja and a mentor. This volunteering enabled Meryl to develop her skills; *"I have a lot of inclusive mentoring skills, IT skills and others. I have also learnt about positive relations with people."*

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TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2019

Ultimately, Meryl would like to become a teacher. She believes becoming a teacher she will have the opportunity and be able to give back to the community. She believes she now has a future with something fuelling her. A barrier she believes she might face when looking for employment is gender inequality in the workplace.

Meryl feels empowered and is very grateful for her sponsorship; *"before I became a member of Twende Pamoja, I was a young, naïve girl with low self-esteem. Now I am a fully grown young lady, with high self-esteem and who can stand up for herself but, most importantly, one who can defend others and empower them on how to become independent individuals."*

"My engagement to Girls' Support Groups made me who I am now, it has made the whole changes on me. I will implement the same to Twende Pamoja, I will help bring up young girls to the required standards, I will help in mentoring the young girls and helping them cope with their day to day challenges. I know this will be of great importance to Twende Pamoja."

Meryl's mother is currently a member of a table banking group. Meryl has noticed a big difference in her mother after she joined the table banking, as she can earn money to invest which gives her some independence. Meryl is happy to work in Ndhiwa, because she wants to give back to her community; *"I am really happy to be back and to help the community, it brings me a lot of contentment and satisfaction"*.

The future

All of the projects are implemented by our long term partner Twende Pamoja (formerly known as Ndhiwa Community Empowerment and Development Project). As a key part of our strategy for 2019, Team Kenya began to focus on capacity building for Twende Pamoja in preparation for a gradual transfer of strategic decision making from 'TK' to 'TP'. This seems the most sustainable direction to be moving in as well as the most appropriate and is in line with the most recent thinking in international development. The staff at Twende Pamoja now have considerable operational experience. It is only right that they, not we, should be taking the initiative in terms of the decision-making about future needs. Team Kenya will continue to give support, particularly in terms of liaison with funders and project MEAL, but more and more the detailed planning will take place in Kenya.

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TRUSTEES' REPORT

YEAR ENDED 31 DECEMBER 2019

Partnerships

Our sincere thanks to the following organisations for their support and to our many individual supporters and donors for their hard work and dedication:

Trust and foundations

Peter Cundill £86,540
Department for International Development SCCF £28,124
The British and Foreign Schools Society £25,632
The Fonthill Foundation £11,520
William Leech £5,000
Hugh Symons Charitable Trust £5,000
Didymus Charitable Trust £4,700
The Rozelle Trust £3,000
Ethel and Gwynne Morgan Trust £2,000
Souter Charitable Trust £2,000
Rothley Trust £850
North South Development Trust £500
Inner Wheel of Wellingborough £200
JP Jacobs Trust £50

Partnerships with schools and universities

Newcastle University
Sussex University
Durham University
Longbenton High School, Newcastle
Whitley Bay High School, Newcastle
Christchurch Primary School, North Shields
Silver Tree Primary, Durham
Hellingly Primary School East Sussex

British Council Connecting Classrooms schools partnership

Durham Cluster

Shincliffe CE Primary School
Cleves Cross

Rosa Street

Throston Primary School, Hartlepool

North Tyneside Cluster

Longbenton High School
Wellfield Middle School
Wallbottle High

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YEAR ENDED 31 DECEMBER 2019

Financial Review and Reserves Policy

At the end of 2019 Team Kenya had reserves of £118,850 (2018, £86,153) of which £6,126 (2018:£36,158) were restricted for specific projects. At the end of each financial year reserves for individual projects are calculated and carried forward.

At the end of 2019, the restricted reserves were for grant funded projects from:-

Peter Cundhill Foundation	£	287
British Foreign School Society	£	796
DFID	£	5,043

In accordance with our Financial Reserves Policy, Team Kenya endeavours to hold in reserve an amount deemed to be sufficient to support UK operational costs for a period of 3 months and activities in Kenya for 6 months should no other source of funding be available. The trustees are confident that the unrestricted reserves held at the end of the year are sufficient to comply with this policy. The amounts held in reserve are reviewed annually.

Income

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

In 2019 our main sources of income were as follows:-

Trusts and foundations	£	175,116
Donations incl Gift Aid	£	66,445
Fundraising Events	£	57,196
School and University donations	£	13,048

	£	311,805

The UK administration and governance costs amounted to 2.6% (2018: 3.2%) of our total income.

TEAM KENYA

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT) YEAR ENDED 31 DECEMBER 2019

Recommended categories by activity	Unrestricted funds £	Restricted income funds £	Total funds £	Prior year funds £
Income				
Income and endowments from:				
Donations and legacies	148,789	105,820	254,609	156,957
Charitable activities	57,196	-	57,196	50,489
Total	205,985	105,820	311,805	207,446
Expenditure				
Expenditure on:				
Raising funds	11,883	-	11,883	16,805
Charitable activities	130,586	136,852	267,438	190,808
Total	142,469	136,852	279,321	207,613
Net income/(expenditure)	63,516	(31,032)	32,484	(167)
Reconciliation of funds:				
Total funds brought forward	49,208	37,158	86,366	86,533
Total funds carried forward	112,724	6,126	118,850	86,366

TEAM KENYA


BALANCE SHEET


AS AT 31 DECEMBER 2019

	Unrestricted funds £	Restricted income funds £	Total this year £	Total last year £
Current assets				
Debtors	4,464	-	4,464	2,824
Cash at bank and in hand	110,380	6,126	116,506	86,153
Total current assets	114,844	6,126	120,970	88,977
Creditors: amounts falling due within one year	2,120	-	2,120	2,611
Net current assets/(liabilities)	112,724	6,126	118,850	86,366
Total assets less current liabilities	112,724	6,126	118,850	86,366
Funds of the Charity				
Restricted income funds	-	6,126	6,126	37,158
Unrestricted funds	112,724	-	112,724	49,208
Total funds	112,724	6,126	118,850	86,366

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

Signed on behalf of the charity's trustees


 V Wilson
 Chair of Trustees
 6th August 2020


 T J Courtney
 Treasurer
 6th August 2020

TEAM KENYA
NOTES TO THE ACCOUNTS
YEAR ENDED 31 DECEMBER 2019

1. Accounting policies

Basis of the preparation of the accounts

The financial statements have been prepared in accordance with Accounting and Reporting by Charities - Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102 second edition – October 2019)

Team Kenya CIO meets the definition of a public benefit entity under FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated in the relevant accounting policy note(s).

This is the first year that accounts have been prepared under FRS 102. Previous year accounts have been prepared on the Receipts and Payment Basis. The restatement of prior year comparatives is analysed in note 2 to the accounts.

Going Concern note

After reviewing the charity's forecasts and projections and its reserves, the Trustees have reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future.

Incoming resources

All material incoming resources have been included in the Statement of Financial Activities when the charity is entitled to the income, when any performance conditions attached are met, when it is probable that the income will be received and when the amount can be measured reliably.

Donated services

The contribution of general volunteers is not recognised as income in the charity accounts.

Resources Expended

All expenditure is included on an accruals basis and is recognised as a liability is incurred. The charity is not registered for VAT, therefore all expenditure is accounted for gross of irrecoverable VAT.

Tangible Fixed Assets

Tangible fixed assets, with a cost exceeding £1,000, are capitalised and depreciated over their expected useful lives.

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NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2019

Taxation

Team Kenya CIO is a registered charity and is exempt from UK corporation tax on income from its charitable activities.

Funds Structure

The Charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the Trustees in furtherance of the objects of the charity. Restricted funds have been provided to the Charity for particular purposes and may only be spent for the purposes for which they were given. Any balance remaining outstanding on a restricted fund at the end of the year is carried forward as a balance on that fund, unless permission has been given by the funder to remove the restriction on the balance outstanding.

2. Reconciliation with previous Generally Accepted Accounting Practice

As At 01 January 2019

Reconciliation of funds per previous reporting framework to funds determined under FRS 102

	Unrestricted funds	Restricted funds	Total funds
As previously reported	49,995	36,158	86,153
Debtors	1,824	1,000	2,824
Creditors	(2,611)	-	(2,611)
As restated under FRS102	49,208	37,158	86,366

Reconciliation of net income/(expenditure) per previous reporting framework to net income/(expenditure) determined under FRS 102

	Unrestricted funds	Restricted funds	Total funds
As previously reported	(11,567)	11,971	404
Income	(11)	1,000	989
Expenditure	(1,560)	-	(1,560)
As restated under FRS102	(13,138)	12,971	(167)

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NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2019

3. Current Assets

	2019	2018
	£	£
Prepayments and Accrued Income	1,470	1,200
Other Debtors	2,994	1,624
Total	4,464	2,824

4. Creditors

	2019	2018
	£	£
Accruals and Deferred Income	790	833
Taxation and Social Security	1,330	1,778
Total	2,120	2,611

TEAM KENYA

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2019

5a. Charity Funds – Current Year

Fund names	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Fund balances carried forward £
Evan Cornish Foundation	Changing attitudes to girls' rights and supporting victims of school-related gender based violence in Ndhiwa, Kenya	3,000	-	(3,000)	-
Linkedin for Good	Education support for girls in Ndhiwa	458	-	(458)	-
The Waterloo Foundation	Address school related gender based violence in Kenya schools	9,900	-	(9,900)	-
Southall Trust	Sustainable school business farms	3,000	-	(3,000)	-
Fonthill Foundation	Skilful Parenting project in schools in Ndhiwa, Kenya	13,760	11,520	(25,280)	-
Inspiring Leadership Trust	Support girls in Kenya schools	4,040	-	(4,040)	-
Newman Trust	Agricultural + financial training for women in Ndhiwa	2,000	-	(2,000)	-
Eleanor Rathbone Trust	Clean drinking water for girls in primary schools in Ndhiwa	1,000	-	(1,000)	-
Peter Cundhill	Support for girls' rights issues through a mixed gender football programme in primary schools	-	29,994	(29,707)	287
William Leech Charity	Ndhiwa Learning and Resource Centre	-	5,000	(5,000)	-
Didymus Charity	Agricultural training + tools for mothers of sponsored girls in Ndhiwa	-	4,700	(4,700)	-
Rothley Trust	Funding for textbooks and teaching resources in Ndhiwa	-	850	(850)	-
British&Foreign School Society	Ndhiwa Learning + Resource Centre	-	25,632	(24,836)	796
DFID	Safe access to quality education for girls in Ndhiwa, west Kenya	-	28,124	(23,081)	5,043
Other funds (balancing figure)	N/a	49,208	205,985	(142,469)	112,724
Total Funds as per balance sheet		86,366	311,805	(279,321)	118,850

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NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2019

5b. Charity Funds – Previous Year

Fund names	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Fund balances carried forward £
Thomas Cook	Water supply at Ndhiwa schools	45		(45)	-
Linkedin for Good	Education support for girls in Ndhiwa	2,958		(2,500)	458
Peter Cundhill	Support for girls' rights issues through a mixed gender football programme in primary schools	634	29,994	(30,628)	-
William Leech Charity	Ndhiwa Learning and Resource Centre	3,000		(3,000)	-
British&Foreign School Society	Ndhiwa Learning + Resource Centre	3,350		(3,350)	-
Charles Hayward	Agricultural + financial training for women in Ndhiwa	14,200		(14,200)	-
Evan Cornish Foundation	Changing attitudes to girls' rights and supporting victims of school-related gender based violence in Ndhiwa, Kenya		4,900	(1,900)	3,000
The Waterloo Foundation	Address school related gender based violence in Kenya schools		9,900		9,900
Southall Trust	Sustainable school business farms		3,000		3,000
Fonthill Foundation	Skilful Parenting project in schools in Ndhiwa, Kenya		27,760	(14,000)	13,760
Inspiring Leadership Trust	Support girls in Kenya schools		9,540	(5,500)	4,040
Newman Trust	Agricultural + financial training for women in Ndhiwa		2,000		2,000
Eleanor Rathbone Trust	Clean drinking water for girls in primary schools in Ndhiwa		1,000		1,000
Didymus Charity	Agricultural training + tools for mothers of sponsored girls in Ndhiwa		4,445	(4,445)	-
Rothley Trust	Funding for textbooks and teaching resources in Ndhiwa		1,100	(1,100)	-
Other funds (balancing figure)	N/a	62,346	113,807	(126,945)	49,208
Total Funds as per balance sheet		86,533	207,446	(207,613)	86,366

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NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2019

6. Trustee payments and benefits

No Trustee claimed any remuneration or benefits in connection with their duties as Trustee.

7. Related party transactions

There were no related party transactions.

8. Independent Examination of accounts

The cost of the independent examination for the year was £500 (2018: £300).

9. Analysis of staff costs

	2019	2018
	£	£
Salaries and wages	56,357	57,391
Social security costs		79
Pension costs (defined contribution pension plan)	1,488	2,237

No employee received remuneration above £60,000

10. Staff numbers

The average monthly head count was 3 staff and the average monthly number of employees during the year were as follows:

	2019	2018
Fundraising and administration	2	2
Charitable activities	1	1
Total	<u>3</u>	<u>3</u>