

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2021

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2021

Contents	Page
Administrative Information	1
Independent Examiner's Report	2
Trustees' Report	
• Charity Objectives	3
• How We Work	3
• Who We Are	4
• Risk Management	5
• Our Approach	5
• Our Activities	6
• Our Impact – Kenya Highlights	7
• Partnerships	8
• Financial Review and Reserves Policy	9
• Income	9
Statement of Financial Activities	10
Notes to the Accounts	11

TEAM KENYA

ADMINISTRATIVE INFORMATION

Registered charity number 1169045

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

Trustees Maggie Pavlou (Chair) – resigned June 2021
Lynda Evans (Chair) – appointed June 2021
Val Wilson
Jacky Quincey
Terry Courtney
Victoria Hancock Fell – resigned June 2021
Pavandeep Rai – appointed June 2021
Catherine Afedzie – appointed June 2021
Sally Alayarian – appointed December 2021
Bhakti Modha – appointed December 2021
Frithiof Wilhelmsen – appointed December 2021
Kirsty Brettell – appointed December 2021

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 2021

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2021 which are set out on pages 10 to 12.

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

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

23 April 2022

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

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

Charity objectives (as stated in the constitution)

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.

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 work – strategic planning review

The impact we aimed to achieve through our previous five-year strategy was a reduction in extreme poverty, gender inequality and injustice in Homa Bay County, Kenya. We continued to work with our implementation partner, Twende Pamoja to deliver projects focusing on the following three programme 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.

In addition, as the strategy approached its planned end date, we increased the focus on the organisational development of Twende Pamoja, in line with a #shiftthepower approach to international development. This is part of an evolving, longer-term framework which will help Twende Pamoja to become sustainable in their own right, resilient to change and adaptable to circumstances - local, national, and global.

As the global pandemic continued to disrupt operations and impact on income generation, the strategic aims from the 2015 – 2020 strategy continued throughout 2021. At the same

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

time, trustees took the opportunity to undertake a thorough review of the strategy and its relationship to the longer-term goal of sustainability for Twende Pamoja and some changes to the role of Team Kenya. Part of this review included the completion of the Charity Excellence Framework's self-assessment questionnaire. The results of this review are reflected in our new strategy to be published early in 2022.

Who we are

Throughout 2021 our trustees continued to ensure that all charitable activities undertaken follow Charity Commission guidance on public benefit as restrictions and challenges continued. Our small staff team, board of trustees and key volunteers continued to make an invaluable contribution to the day-to-day management of the organisation.

In the summer of 2021 our Capacity Building and Fundraising Manager, Laura Swan, left us to return to a previous charity in a new role. The trustees took this as an opportunity to revisit the operational structure of the organisation in light of the external environment and welcomed Peta Barrett as our Fundraising and Operations Manager. Claire Logan, a previous employee, continued to support the charity on a voluntary basis and her help has proved invaluable.

Vic Hancock Fell left the Team Kenya board in June 2021 when her term of office ended and the board welcomed Catherine Afedzie and Pavandeep Rai to the board as new trustees. Lynda Evans was appointed as the new Chair of Trustees to replace Maggie Pavlou in June 2021. The process of further trustee recruitment to both strengthen and diversify the board continued. In December 2021 Sally Alayarian, Bhakti Modha, Frithiof Wilhelmsen and Kirsty Brettell were all appointed as trustees.

As part of the strategic review, the trustees agreed the charity needed a full time, paid CEO to ensure its future sustainability. With the help of Eloise Leonard-Cross, from the Cranfield Trust, a structured business review was carried out which resulted in the appointment of Leela Shanti as our new CEO in mid-December 2021. Unfortunately this meant that the post of Grants and Impact Manager was no longer needed and Laura Craggs left Team Kenya to take up a post with another charity. This was an important milestone in our succession plan for our Founder and voluntary CEO, Val Wilson, as she continues to step back.

Support from the Cranfield Trust has also been invaluable in reviewing oversight of the financial procedures in Kenya and the link between these and our UK financial reporting. As a result of this and new trustee appointments, we were able to establish a Finance Sub Committee in December 2021 with agreed terms of reference. Other sub committees are planned for Risk, Kenya Projects and Funding and Engagement in order to support the new CEO in her role.

TEAM KENYA

TRUSTEES' REPORT YEAR ENDED 31 DECEMBER 2021

Risk management

Potential risks to the charity are discussed at regular intervals throughout the year, where our risk register and board action plan are formally reviewed. 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

Our in-depth strategy review in March 2021 not only reviewed the areas of work in Kenya but also the philosophy upon which that work is based. It reaffirmed our desire to

- focus on changing our narrative from "making a difference" to "here's how transformation really happens and why we need you to support and work with us."
- continue to focus on sustainable development projects through a collaborative approach because we believe in the ability of communities to identify and drive their own development agenda.
- building resilience for ourselves and our partner organization. This means ensuring we ourselves have the resilience to anticipate, prepare for, adapt and respond sensitively to change and disruption, through leadership and strategy, culture and behaviour and managing risk.
- maintain a strong awareness of the need for cross cultural learning and the impact of the culture of white supremacy on our relationships and partnership.

As an organisation we will invest significant resources to build, strengthen and sustain the core capacities of the communities it works alongside by developing thoughtful, long-term collaborations to achieve social justice and equity. Through a focus on our values of collaboration, empowerment, integrity and respect, we are planning how we can pass more responsibility and accountability to Twende Pamoja, to become a strong, sustainable, and independent organisation, through capacity building and with links to latest best practice in international development.

To effectively achieve our mission, Team Kenya will continue to apply the following methods and tools to our work:

- Partnership working and networking: overcoming the challenges of poverty cannot be achieved in isolation so we are committed to building on existing partnerships and actively seeking out new ones.
 - A place based, holistic approach to development: supporting development which is responsive to change, targets the entire community and using integrated, inclusive, participatory and flexible strategies.
 - Measuring impact and sharing results: measuring success based on the purpose of the charity, the needs of the beneficiaries, the quality of services and the resources available.
 - Learning and improving: being able to improve performance through a process of continuous assessment.
 - Feminist leadership: investing in women's leadership in the UK and Kenya to amplify the voices of women and girls.
-

TEAM KENYA

TRUSTEES' REPORT YEAR ENDED 31 DECEMBER 2021

Moving forward, we will continue to keep in mind three important cross cutting themes to our work:

- Gender mainstreaming: integrating a gender equality perspective at all stages and levels of policies, programmes, and projects to achieve gender equality.
- Climate-sensitive approach: a focus on the specific needs, priorities and realities of women exposed to the effects of climate change.
- Embracing the power of digital: access to digital technology can accelerate gender equality.

Our activities

We continued our partnership with the Inspiring Leadership Trust, giving 11 young women from Ndhiwa the opportunity to participate in their Raising Hopes Pathway – an 8 week personal development programme covering topics such as Cultural Intelligence, Emotions and Relationships and Health and Wellbeing and Resilience. One participant commented that the Emotions and Relationships module was “very helpful” in her role which involves managing others. Participating in this programme increased the confidence of several young women who are also former supported students, which meant that they were able to become co-creators, with our Funding and Operations Manager, of two pilot live streamed events. The first allowed one former student to share her experiences of growing up in Ndhiwa and how the support from Team Kenya and Twende Pamoja helped her. The second, to coincide with International Day of the Girl Child, gave several young women the opportunity to share their view on effective ways of improving gender equality in their community. This event, entitled “My Voice, Our Equal Future” was attended by some existing and potential new donors and was very well received.

*Thank you so much everyone, what a fantastic event!
The girls, you are all wonderful speakers, I have learnt so much*
-Monthly Donor

Other partnerships continued to grow and develop, as the Newcastle University Team Kenya Society appointed Reha Soni as their new President and other committee members, including Mayukha Govind Ram as Secretary, Priya Mann as Treasurer and Peter Lennard-Jones as Welfare Officer. An online yoga event was held early in 2021 and later in the year Mary, one of the societies Kenyan members, ran a session on the impact of charities like Team Kenya working in rural communities, from the perspective of a Kenyan girl. The new academic year saw the society expand to 30 members who organised a pub quiz and an end of year social event. Some members of the society are hoping to be able to visit Kenya in 2022.

Through the efforts of Molly Lawrence, a former society member, McKeeson UK chose Team Kenya as their Charity of the Year and have been undertaking a number of charity fundraising events, including “Office Olympics” and a one week 20,000 squats/sit-ups challenge (20,000 being the number of girls whose lives have been transformed by Team Kenya and Twende Pamoja since 2008). Their final challenge will be to collectively step 150,000 steps – the equivalent number it takes to climb Mount Kenya.

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

In the UK, there were also some key operational changes, including a move from eTapestry to Donorfy as our CRM. We also started to share our research and expertise more widely, through joining the Education Forum of the Small International Development Charities Network and a talk given to the Royal Geographical Society in November. Through participation in the SIDCN a link was made with Pursue, another small charity in Western Kenya, as a result of which staff from Pursue visited Ndhiwa to look at the projects run by Team Kenya and Twende Pamoja.

We were also successful in securing a place on the INTRAC: Small Charities with Big Ambitions programme which supports organisations with capacity building for sustainable impact. This allowed us to take part in two separate courses on Monitoring and Evaluation and Developing and Advocacy Strategy, which will be of enormous benefit in helping us deliver our goals for 2022.

Some fundraising events were able to go ahead as the Great North Run returned, we had a small yoga fundraiser, Whitley Bay High School recommenced their fundraising activities and the December Big Give, through matched funding and gift aid, is set to bring in over £7,600.

Our impact – Kenya highlights

Some key outcomes from project funds secured by Team Kenya for joint implementation include:

- Our British and Foreign School Society funded project to create a library in Ndhiwa was completed in March 2021, benefiting children from 16 partner schools through access to reading materials, Reading for Empowerment activities and even tuition during the very long period of school closure. By the end of the project, 8,450 primary school pupils had benefitted from Reading Clubs and the Learning Resource Centre had a total stock of 4,002 books.
- Our UKAid grant through the DfID's Small Charities Challenge Fund came to an end in May 2021. This 2 year project, around "Safe Access to Quality Education for Girls in Ndhiwa" meant that our holistic approach to ensuring quality education could be rolled out in 4 new partner schools, selected because of the high number of vulnerable pupils, the lack of clean drinking water and high levels of gender-based violence (GBV) in their communities. Feedback from UK Aid on our own monitoring and evaluation of the project was excellent with a particular strength identified as our approach to sustainability fostered by good community engagement and ownership, and a particularly strong approach to beneficiary feedback mechanisms. In the Project Completion Report which was verified by Mannion Daniels, the technical assessment of the project scored the project overall as an A (exceeded expectations).
- Funds from the Fonthill Foundation supported projects in 9 schools directly and 16 schools indirectly through salaries contribution for education staff, allowing the successful programmes of holistic support to continue.

TEAM KENYA

TRUSTEES' REPORT YEAR ENDED 31 DECEMBER 2021

- A grant from Evan Cornish has been used to develop the "Changing attitudes to girls' rights, fighting injustice and supporting victims of School-Related Gender Based Violence in Ndhiwa, Kenya". A baseline survey in 10 schools led to the development of safeguarding procedures, the setting up of confidential "dropboxes", teacher training, increased community awareness raising workshops, and work with local stakeholders.
- Funds from Charles Hayward supported the project "Sustainability and Economic Empowerment in Ndhiwa, Western Kenya" which included agricultural training for women and the trialling of new crops at Karibuni demonstration farm.

More about the work of our partner organisation Twende Pamoja can be found on their website at <https://www.twendepamoja.org/journal>.

Partnerships

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

Brian Mercer Trust	£10,000
Brian Murtagh Trust	£16,000
Chalk Cliff Trust	£ 5,000
Fonthill Foundation	£17,025
Gilchrist Educational Trust	£ 1,000
Green Room Charitable Trust	£ 1,000
Harambee Trust	£ 5,000
Hudson Charitable Trust	£ 300
Hugh Symons Trust	£ 5,000
Inspiring Leadership Trust	£ 1,800
JP Jacobs Trust	£ 50
Oakdale Trust	£ 1,000
Open Gate Trust	£ 2,500
Peter Cundill Foundation	£28,357
Rozelle Trust	£ 6,000
Shears Foundation	£ 5,000
Souter Trust	£ 3,500
William Leech Charity	£ 3,000

TEAM KENYA
TRUSTEES' REPORT
YEAR ENDED 31 DECEMBER 2021

Financial review and reserves policy

At the end of 2021 Team Kenya had reserves of £108,296 (2020: £122,091) of which £34,776 (2020: £42,642) 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 2021, the restricted reserves were for grant funded projects from:

Evan Cornish Foundation	£ 328
Chalk Cliff Trust	£ 4,500
William Leech Charity	£ 3,000
Brian Mercer Trust	£ 6,612
Brian Murtagh Trust	£15,336
Shears Foundation	£ 5,000

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 3 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 grants from charitable trusts and foundations, personal donations (regular and ad hoc), funds raised through corporate and education partners and income from fundraising events.

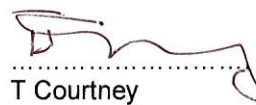
In 2021 our main sources of income were as follows:

Trusts and foundations	£111,759
Donations incl Gift Aid	£ 27,734
Corporate/Education partners	£ 4,622
Fundraising Events	<u>£ 10,342</u>
	<u>£154,457</u>

The UK administration and governance costs amounted to 5.3% (2020: 5.4%) of our total income.

The trustees' report was approved by the trustees on 23 April 2022 and is signed on their behalf by:


.....
L Evans
Trustee/Chair


.....
T Courtney
Trustee/Treasurer

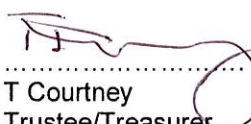
TEAM KENYA

STATEMENT OF FINANCIAL ACTIVITY (INCLUDING SUMMARY RECEIPTS AND PAYMENTS ACCOUNT) YEAR ENDED 31 DECEMBER 2021

	Unrestricted funds £	Restricted income funds £	2021 funds £	2020 funds £
Receipts				
Donations and legacies	86,545	63,325	149,870	196,098
Charitable activities	4,587	-	4,587	8,006
Total receipts	91,132	63,325	154,457	204,104
Payments				
Raising funds	1,589	-	1,589	884
Charitable activities	95,472	71,191	166,663	197,636
Total payments	97,061	71,191	168,252	198,520
Reconciliation of funds:				
Net receipts/(payments)	(5,929)	(7,866)	(13,795)	5,584
Total funds brought forward	79,449	42,642	122,091	116,507
Total funds carried forward	73,520	34,776	108,296	122,091
Statement of net assets				
Cash at bank	73,520	34,776	108,296	122,091

The accounts were approved by the trustees on 23 April 2022 and are signed on their behalf by:


.....
L Evans
Trustee/Chair


.....
T Courtney
Trustee/Treasurer

TEAM KENYA

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2021

1. Charity funds as at 31st December 2021

Fund names	Purpose and Restrictions	Fund balances brought forward £	Receipts £	Payments £	Fund balances carried forward £
Restricted funds					
Didymus Charity	Ensuring girls return to school post COVID, study clubs, girls' forums, counselling, home visits	4,000	-	4,000	-
Charles Hayward	Development of Karibuni Demonstration Farm and tree nursery combined with agricultural & business training, equipment and support for women's groups	13,000	-	13,000	-
Evan Cornish Foundation	Changing attitudes to girls' rights through a child protection campaign and supporting victims of school-related gender-based violence by establishing confidential and secure procedures in schools and the community in Ndhiwa, Kenya	10,000	-	9,672	328
Chalk Cliff Trust	Ensuring girls return to school post COVID, counselling, home visits and safe spaces	5,000	5,000	5,500	4,500
Ferguson	Ensuring girls return to school post COVID, counselling, home visits, Girls Support group & extra-curricular activities, mixed football, child protection training, community conversations	10,000	-	10,000	-
William Leech Charity	COVID mitigation: support for vulnerable families, transport & staff salaries	-	3,000		3,000
British&Foreign School Society	Ndhiwa Learning + Resource Centre, library& mobile book boxes, Reading for Empowerment programme in 15 schools, teacher training in 28 schools	642	-	642	-

continued.....

TEAM KENYA

NOTES TO THE ACCOUNTS

YEAR ENDED 31 DECEMBER 2021

Fonthill Foundation	GSG activities, extra support & emergency basic needs, participation in Girls forums & IT training, parents & community workshops, training, educational resources & classroom renovations for the schools	-	17,025	17,025	-
Souter Trust	Education: staffing & resources	-	3,500	3,500	-
Brian Mercer Trust	Women's agricultural, finance & good-parenting training, Karibuni demonstration farm	-	10,000	3,388	6,612
Green Room Charitable Trust	WEFS activities	-	1,000	1,000	-
Gilchrist Educational Trust	Support for the library and Learning & Resource Centre	-	1,000	1,000	-
Inspiring Leadership Trust	8 week personal development programme leading to the co-creation of an online International Day of the Girl Child event, sharing views on improving gender equality in their community.	-	1,800	1,800	-
Brian Murtagh Trust	Education: getting girls back to school following Covid related closures	-	16,000	664	15,336
Shears Foundation	Education: getting girls back to school following Covid related closures	-	5,000	-	5,000
Total restricted funds		42,642	63,325	71,191	34,776
Unrestricted funds		79,449	91,132	97,061	73,520
Total funds		122,091	154,457	168,252	108,296

2. Basis of the preparation of the accounts

The accounts have been prepared on the receipts and payments basis.