



**TEAM KENYA**



# Impact Report 2021

Educating girls, empowering women, transforming communities.

## About us

Team Kenya was officially established in 2008 to work together with communities in Ndhiwa, South Western Kenya, to support girls and women to live a life free from poverty.

Working hand-in-hand with our long-standing partner organisation Twende Pamoja and local communities, we have transformed the lives of over 60,000 people in Ndhiwa, including 20,000 young girls.

We are committed to being community led and finding holistic and effective solutions for families we work alongside, to ensure better outcomes for vulnerable girls.



### Our vision

To work with partners to educate girls, empower women and transform communities in Western Kenya through education and sustainable development practices.



### Our mission

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



### Our values

Collaboration, empowerment, integrity and respect.



### What we do

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

## A word from our Chair



### Lynda Evans

2021 continued to be a period of change for Team Kenya and our partner organisation, Twende Pamoja. It was also a year of much progress in the UK, with a successful Trustee recruitment campaign which created a larger, diverse board of Trustees with a wide range of skills and experience. Even though the pandemic continued to affect how we operate, it also brought benefits and meant that new Trustees were not limited by geographical location. Our new board puts us in a strong position to both lead the future strategic direction of the charity and support Twende Pamoja with their development pathway.

Whilst the pandemic continued to impact our ability to run face to face events, we created opportunities to pilot some online events as a means of giving some of our beneficiaries a voice and the chance to tell others how they and their

families have benefitted from the support provided by Twende Pamoja and funded by Team Kenya. We were disappointed by the UK government's decision to reduce the UK Aid budget, having successfully passed the first application stage for a second Small Charities Fund grant. The loss of a large amount of planned income meant a lot of hard work in terms of grant applications and other income streams. The Great North Run was a welcome opportunity for some of our supporters to raise funds and we ran a successful Big Give campaign. Our new corporate partner, McKesson, held several fund-raising events to raise funds.

Shortly after I took over as Chair of Trustees in June, myself and two other Trustees were lucky enough to be able to meet staff face to face in London. The focus of this event was to discuss the issues experienced with funding during the pandemic, our plans for moving forward and the resources which would be needed. Discussions continued with Trustees in the months that followed and led to the decision to recruit a paid CEO. Alongside this we began to work with a consultant to review our mission and vision to reflect the changing nature of our work.

We were lucky enough to be accepted onto INTRAC's "Small Charities with Big Ambitions" programme, opting for participation in the Advocacy and MEL courses. Our learnings from this project can be shared with Twende Pamoja as part of our transition plan which we will gradually return to as the impacts of the pandemic decline. Twende Pamoja means "let's go together", and this is still what we would like to do – with our partners

and the community in Ndhiwa, with donors and organisations in the UK and with partners from around the world so that we can continue to work towards our vision "for every girl in Kenya to have an equal chance to achieve her potential and be free from poverty". As Twende Pamoja are able to take on more responsibility for project design, implementation and evaluation in Kenya, here in the UK Team Kenya hope to be able to look for opportunities to influence attitudes, grow awareness and understanding of holistic, community based approaches to international development which lift girls out of poverty.

## THE CHANGE WE WANT TO SEE:

**An enabling environment exists for women and girls to thrive, in rural and marginalised areas of Western Kenya.**

**Girls have strong skills and knowledge and access to quality education**

**Families have the economic ability and food security to support girls**

**Girls and women are equal and respected members of society**

**Community-driven development overcomes barriers, changes attitudes and effectively tackles poverty.**



## Strategy for 2021

With the effects of the global pandemic likely to continue throughout 2021 and beyond, the Trustees made the decision to extend the 2015 – 2020 strategy in terms of our operational activities and at the same time use this as an opportunity to revisit our longer-term strategy and the resources we will need to support this.

For 2021 we therefore focused on continued support for the existing programmes in Kenya and in the UK:

- Growing Team Kenya's income to a sustainable level
- Investing in organisational development, sustainability and capacity building of Twende Pamoja
- Investing in organisational development and capacity building to strengthen the resilience of Team Kenya.
- Building a reflective and learning culture as we strive to evolve and share best practice.

At the heart of all our work is the desire to make positive and sustainable changes to the lives of girls in Ndhiwa and to empower them to create their own bright futures.



## Meet our new CEO



### Leela Shanti

Leela Shanti was appointed as our new CEO in December 2021. Leela brings with her a wealth of knowledge and experience in international development; particularly in education, enterprise and community-led change. She was formerly in a senior leadership role with Action Through Enterprise, where she was instrumental in its organisational growth and development in improving lives in rural communities in Ghana. She is a champion of small international development charities and a Working Group Member of the SIDCN network to amplify the voices of 'smalls' and the communities they serve.

At Team Kenya, Leela will lead the UK staff team and work in collaboration with Team Kenya's implementing partner, Twende Pamoja, building on their achievements and working to achieve their big ambitions. She steps in to allow Founder/CEO, Valerie Wilson, to step back, though Val will remain involved on the board, working closely with Twende Pamoja and our amazing new CEO.

Talking about her appointment, Leela said, "It's a new year and the start of a new adventure for me. I'm so excited to be working with a charity that is dedicated to advancing gender equality. I'm honoured to join the team and put my all into working with our

UK team, board, volunteers and supporters, and our incredible Kenyan partner Twende Pamoja to educate girls, empower women, advocate for safe communities, and raise the voices of women and girls in Ndhiwa, Western Kenya."

Lynda, Chair of Trustees said, "The Trustees were looking to appoint a passionate individual who could take the charity forward in its longstanding aims to shift the power, and move beyond 'making a difference' to 'demonstrate how change really happens'. The ongoing global Covid-19 pandemic has had a disproportionately negative impact on women and girls, and we need to grow and strengthen the resilience of our organization to meet the needs created by deepening poverty. To do this we need to deliver on our fundraising and engagement plans and grow. Leela will be leading this exciting challenge."



## Meet our Trustees



**Lynda Evans**  
Chair of Trustees

Formerly a Trustee and Board Secretary, Lynda was appointed as Chair of Trustees in June 2021. Her involvement with Team Kenya over 10 years has included volunteering on the joint Team Kenya / Twende Pamoja values project and developing the 'shift the power' transition plan. Lynda, now retired has a background in teaching, teacher training, and leadership.



**Jacky Quincey**  
Trustee

Jacky has over 30 years' experience in education, starting her career as a teacher in East Africa and finishing as Deputy Head in a Northumberland High School. She volunteered at our projects in Ndhiwa and has been supporting our grants fundraising for several years. In 2022, Jacky will be stepping back from the board and supporting Team Kenya as an Advisor.



**Valerie Wilson**  
The Founder and former Chair of Trustees

Val has over 30 years' experience in leadership roles in education and international development with a focus on capacity building, strategic development and project management. She had to temporarily step back into the CEO role from Jan 2020-Dec 2021. As she hands over to Team Kenya's new CEO, she remains actively involved as a Trustee and Partnership Coordinator between Team Kenya and Twende Pamoja.



**Terry Courtney**  
Treasurer

Terry is our Treasurer. He is a qualified Accountant with 40 years' experience, most recently as Finance Director of an engineering business where he was responsible for all finance and most commercial activities. Terry is now retired but holds a Non-Executive Directorship with a design and manufacturing company and is a Trustee of two local charities.



## Meet our new Trustees

Newly joined the board in 2021 and 2022



**Sally Alayarian**  
Trustee

Sally joined Team Kenya as a Trustee in December 2021 and is very proud to contribute to the organisation in further encouraging communities to embrace and support gender equality. Professionally Sally has more than 20 years of international management experience in financial and professional services and is currently working as Chief Risk Officer and Non-Executive Director.



**Kirsty Brettell**  
Trustee

Kirsty joined the board of Trustees in January 2022. She has a background in events and has volunteered with Team Kenya in Ndhiwa in 2016 and 2019, conducting a review of organisation wide planning, MEL tools and processes. Kirsty will be providing support on the Fundraising and Engagement Sub Committee and is already engaged in supporting our Retrospective MEL Review project.



**Bhakti Modha**  
Trustee

Bhakti has joined the board in December 2021. She is currently a Director at UBS with many years' experience in finance. Bhakti has Kenyan heritage and particular interest in supporting Team Kenya and Twende Pamoja's work to empower women through enterprise and supporting the development of the Karibuni Women's Enterprise Initiative.



**Pavandeep Rai**  
Trustee

Pavandeep joined as a Trustee in June 2021, but first engaged as a student volunteer with the Newcastle University Team Kenya Society in 2013. Pavandeep has organised several fundraising events, supported grant funding and research initiatives. Pavandeep was born in Kenya and still holds strong connections to her roots and is passionate about the empowerment of women. By profession, Pavandeep is a Management Consultant specialising in Growth Strategy.



**Catherine Sackey**  
Trustee

Catherine has worked across the public and charity sectors. She has been a Chief Executive of a mental health charity, managed regeneration projects, strategic partnerships and worked with an international book aid charity to supply learning materials and equipment. She has been a Non-Executive Director, School Governor and a Lay Member of the Lord Chancellor's Advisory Committee on the Recruitment of Magistrates.



**Frithiof Wilhelmsen**  
Trustee

Frit joined Team Kenya as a Trustee in December 2021. He is a member of the charity's Finance Sub Committee and dedicates his time to providing financial planning and governance support to the Twende Pamoja team. Frit holds a Masters of Public Administration and International Affairs from Columbia University and a BA from King's College London. Frit is Norwegian, but based in Zurich, where he works for the Macquarie group's maritime finance team.

## The long term impacts of Covid-19

The community around Ndhiwa, Homa Bay County, in Western Kenya is remote and isolated, so that in terms of infection numbers, we will never know the full impact of Covid 19. As in many parts of the world, Covid 19 exacerbated the risks that girls and women in general face in their day to day lives - especially those who are perceived to be highly vulnerable due to underlying conditions such as poverty and/or poor health. The schools were closed and crucial support networks were no longer available, which often led to girls spending more time at or near home where in many cases they were vulnerable to abuse. Pregnancy rates among teenage girls soared, so that in 2021 Homa Bay County had the second highest number of pregnancies among 10–14 year olds in the country, second only to Nairobi. Markets were closed, so there was nowhere to sell whatever surplus crops families may have had from their small gardens. Because they were unable to sell, they were also unable to buy, and food poverty became an even more serious and widespread issue than normal. Team Kenya supported numerous families during these months with emergency food supplies such as maize, rice and cooking oil, as well as supplying very basic needs such as blankets, soap, hand gel, sanitary pads and underwear.

During the pandemic we were able to successfully support many girls to stay in touch with their education. Our librarians and peer mentors liaised with local community volunteers to regularly

take reading materials and practice exam papers for those in their final year of primary school to the scattered communities. They printed off and distributed on-line materials provided by the government and Twende Pamoja's Education staff provided lessons in Ndhiwa for those who could get there. Many of the schools voiced their appreciation of the fact that these girls had not lost ground while the schools were closed and had remained motivated and keen to succeed when the schools reopened.

There was a real concern that many of these most vulnerable girls would not return to school, whether because their families had got used to having their help at home, or because they were dubious about the value of education for girls and were keen for them to get married, or simply because they might not be able to afford the necessities such as school uniform, shoes, school stationery etc. Despite all this, when the schools were able to reopen, 97.5% of the girls Twende Pamoja had been supporting returned to their classes, a much higher figure than elsewhere in the county. Efforts were focused on following up the small number who didn't return, and on ensuring that the girls who did go back had what they needed. Catch-up classes continued and focused on any areas that girls particularly struggled with.

We are aware there will be some continuing long-term effects from Covid which are being considered in current and future project development and grant funding applications. As plans for families to be able to support themselves were delayed there was and will continue to be, an increased need to focus on sustainability through supporting women's economic resilience alongside the ongoing back to school support. A knock-on effect of this is a need to support girls able to continue into secondary education, which is fee-paying and far more expensive.



## Our programmes

Alongside Twende Pamoja, we are now working with sixteen partner schools in Ndhiwa, and their surrounding communities, and collaborating on advocacy work in a further twelve.

Our three programme areas work together holistically to tackle gender inequality and build the resilience of women and girls.

Highlights from each of our programme areas in 2021 are featured over the next three pages.

### 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.

We will achieve this by:

- Teacher training on girls' rights and their safety, positive behaviour management, inclusive teaching and learning strategies
- Reading for empowerment and mobile book boxes in schools and reading activities and access to ICT at the Learning & Resource Centre
- Girls' support groups
- Homework clubs
- Youth groups and peer mentors
- Resources for primary schools

### 2. 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.

We will achieve this by:

- Community training in girls' rights and safety, good parenting, the prevention of abuse
- Support and advice for victims of abuse
- Community advocacy
- Mixed gender football
- Training for Community Volunteers for Child Protection

### 3. Economic Sustainability and Food Security

Families have improved food security and develop sustainable economic enterprises to support girls.

We will achieve this by:

- Karibuni demonstration farm used for training, learning about new crops and up to date agricultural practice
- Table-banking savings schemes
- Small loans for women
- Agricultural training for women
- Provision of tools for women
- Beekeeping

### 4. Organisational Development and Sustainability

- Team Kenya and Twende Pamoja are efficient, transparent and accountable.
- Twende Pamoja can generate their own source of income to support their work.



## The impact of our funded programmes

We have worked with our partner Twende Pamoja for over 12 years now. Since 2017 we have increased the focus on the organisational development of Twende Pamoja in line with a #shiftthepower approach to international development. Our joint longer-term goal remains for Twende Pamoja to become sustainable, resilient to change and adaptable to circumstances - local, national and global.

Some key outcomes from project funds secured by Team Kenya and implemented by Twende Pamoja include:

- A British and Foreign School Society funded project to create a library in Ndhiwa was completed in March 2021, benefitting 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.
- The UK Aid grant awarded 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 four 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).

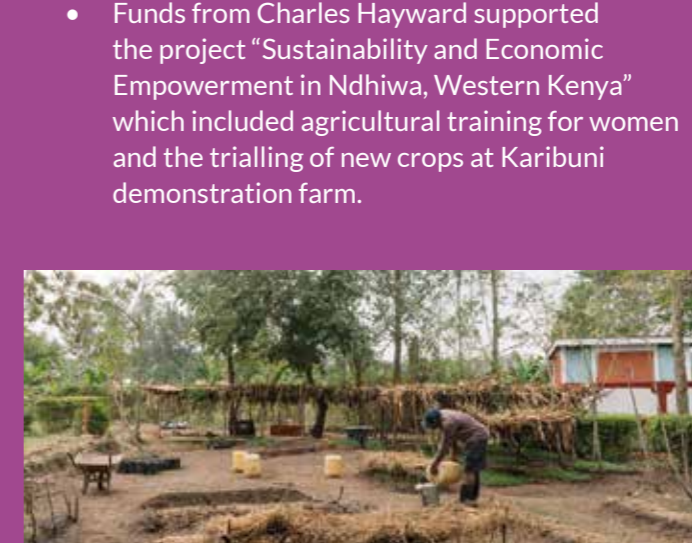
- Funds from the Fonthill Foundation supported projects in 9 schools directly and 16 schools indirectly through salaries contribution for education staff, allowing the successful programmes of holistic support to continue.
- Funds from Charles Hayward supported the project "Sustainability and Economic Empowerment in Ndhiwa, Western Kenya" which included agricultural training for women and the trialling of new crops at Karibuni demonstration farm.



Students from Sibouche School.



St. Phillips students return to school.



## Our holistic approach

**Qinter Otieno is 39 years old. She is one of Twende Pamoja's Girls Advocates and a table banking CVCP (Community Volunteer Child Protection), in Rangenya Primary School. She has given us permission to share her story, which is typical of many women in Ndhiwa and illustrates how the holistic support provided by the programme strategy helps in many ways.**

Qinter has a teaching diploma and is married with two sons. As a guidance and counselling teacher she took the opportunity to become one of Twende Pamoja's trained girls advocates and was able to identify vulnerable girls in her school and recommend them for further support. She received a monthly allowance for the work and was also given seeds from the enterprise projects.

Once trained as a CVCP she was in turn able to train other women. As a result of her work, the number of teenage pregnancies in Qinter's school declined, more girls were able to return to school and extra support was provided for those who needed it. The women she trained learnt about the importance of saving and the demand for table banking increased.

In May 2021, Twende Pamoja received a letter from the Headteacher at Pala Primary School thanking them for support which "was meant to cushion our boys and girls from the adverse effects of the pandemic".

The following areas of support were noted from both the Education and Enterprise Programme areas:

- Radios provided girls with the resources to listen to online lessons
- In the 2021 exams, 3 of the top 5 candidates at Pala had received some form of support
- Provision of basic supplies meant that girls were ready to learn and none dropped out of school
- Through the crops grown on the school business farm, a school feeding programme now provides porridge for pre-school learners
- Safe spaces were provided for girls who needed it, with hand wash, masks and sanitiser.



### **Linet's story shows how both she and her family have benefited from a variety of support:**

*"I am Linet, I am 14 years old. Currently I am in class 8 in Manywanda primary school. Since I joined this project I have learnt a lot. The project has made me improve my life skill knowledge, it has encouraged me to work hard in class.*

*My parent has started a business just because of the support from the project and she can now provide for my school levies. It has prevented me from getting*

*involved in bad relationship such as boyfriend relationship which can ruin my life. It made me to change my bad behaviour both in school and at home.*

*I have received items such as soap, solar lamps, pads, pants, uniform and school items among others. I also appreciate the holiday event (girls ICT, homework club and girls forum) organised by the organisation. I have learnt a lot, I can now operate a computer, got good encouragements, and this motivated me."*

Parents of children from Manywanda School have benefitted from the Enterprise Programme Area activities and this makes it more likely that their daughters will stay in school:

Women trained on Moringa and Roselle production including value addition. Five of them have been able to make Roselle juice on their own as well as selling to local villagers, three of them have increase in household income, ten of them managed to improve their savings in table banking while the rest have been using both Moringa and Roselle products in their meals.

With a very small piece of land for the group, members were able to obtain ksh. 3,000 and equally distributed to each member, three of them have fully ventured in Roselle production as this is believed to improve their economic well-being.

## Our activities in the UK

In the UK, there were also some key operational changes, including the appointment of Peta Barrett as Funding and Operations Manager. One of Peta's first tasks was to facilitate a move from eTapestry to Donorfy as our CRM. Peta also developed our first online event linked to International Women's Day, which was an opportunity for several supporters to hear first hand from some of our beneficiaries.

We also started to share our research and expertise more widely, through joining the Education Forum of the Small International Development Charities Network (SIDCN), where we co-presented a workshop on barriers to school attendance. At a talk given to the Royal Geographical Society in November on our experience as a small international development charity. Through participation in the SIDCN a link was made with Pursue, another small charity in Western Kenya, and as a result of this connection staff from Pursue visited Ndhiwa to look at the projects run by Team Kenya and Twende Pamoja. Rachael from Pursue told us her highlights from the visit were finding out how beneficiaries were involved in every stage of the projects and learning about the emergency groups set up to meet the needs of the most vulnerable girls.

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 an Advocacy Strategy, which will be of enormous benefit in helping us deliver our goals for 2022 and beyond. The advocacy course will support the development of our future advocacy strategy through goal setting and developing an advocacy roadmap. Learning from the monitoring and evaluation course will be shared with Twende Pamoja as this course has a cross cutting focus on building partners' MEL capacity and managing MEL remotely.

Some fundraising events were able to go ahead as restrictions eased:

- The Great North Run returned and our amazing runners raised a total of almost £4,000
- We had a small, online yoga fundraiser
- Whitley Bay High School recommenced their fundraising activities.
- And the December Big Give, through matched funding and gift aid, brought in over £7,600.



### Peta Barrett Fundraising and Operations Manager

Peta is our part-time Fundraising and Operations Manager, with over 4 years of experience in bringing together global communities to empower the world's most vulnerable and marginalised women and girls. With a focus on community engagement, Peta's collaborative approach connects people from all walks of life, who share our vision for gender equality for all girls and women in Homa Bay, Kenya. Peta also contributes over 13 years of strategic and operational experience to our dynamic team. Peta believes that all women and girls, especially those facing the worst injustices of inequality, must be actively included in the global movement for gender equality.



### Claire Logan Volunteer Finance and Admin Support

Claire is a valued Team Kenya volunteer currently supporting us as a Finance and Admin Assistant. She was previously involved in supporting volunteers and the planning of our Community Conversations Programme in Ndhiwa. Before joining us she worked for 30 years teaching in secondary schools, including 3 years working with VSO in the Gulf Province of Papua New Guinea.



## Our partnerships

### Inspiring Leadership Trust

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 of our 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 views 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

### Newcastle University Team Kenya Society

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, Ellie Sizeland as Kenya Visit Coordinator 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 planning to be able to visit Kenya in 2022.

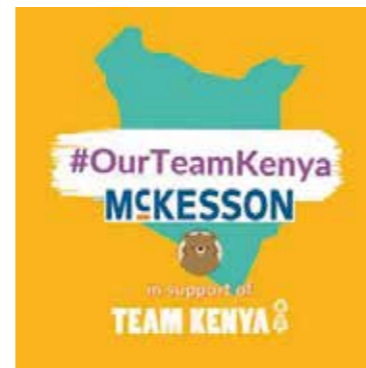
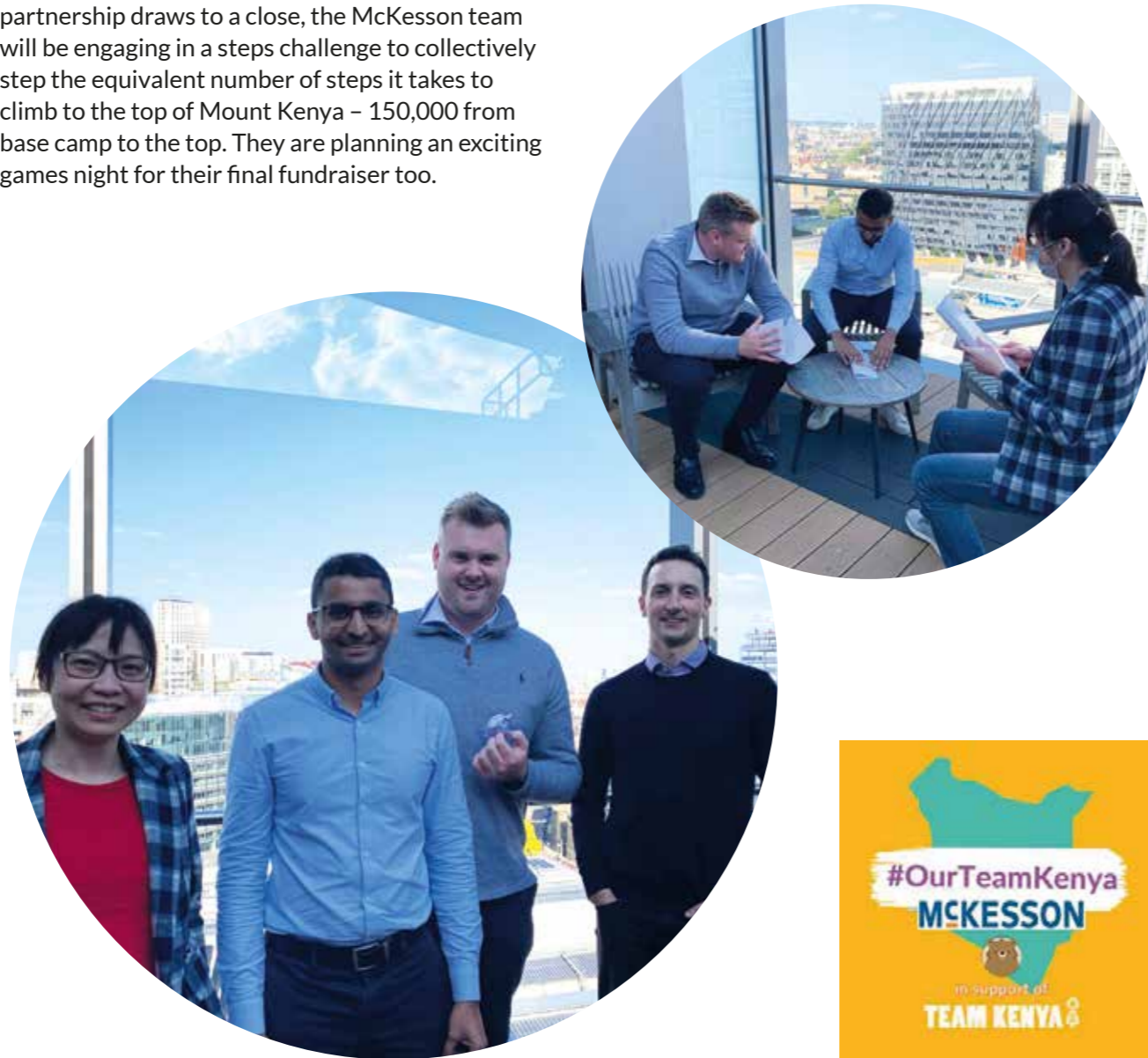




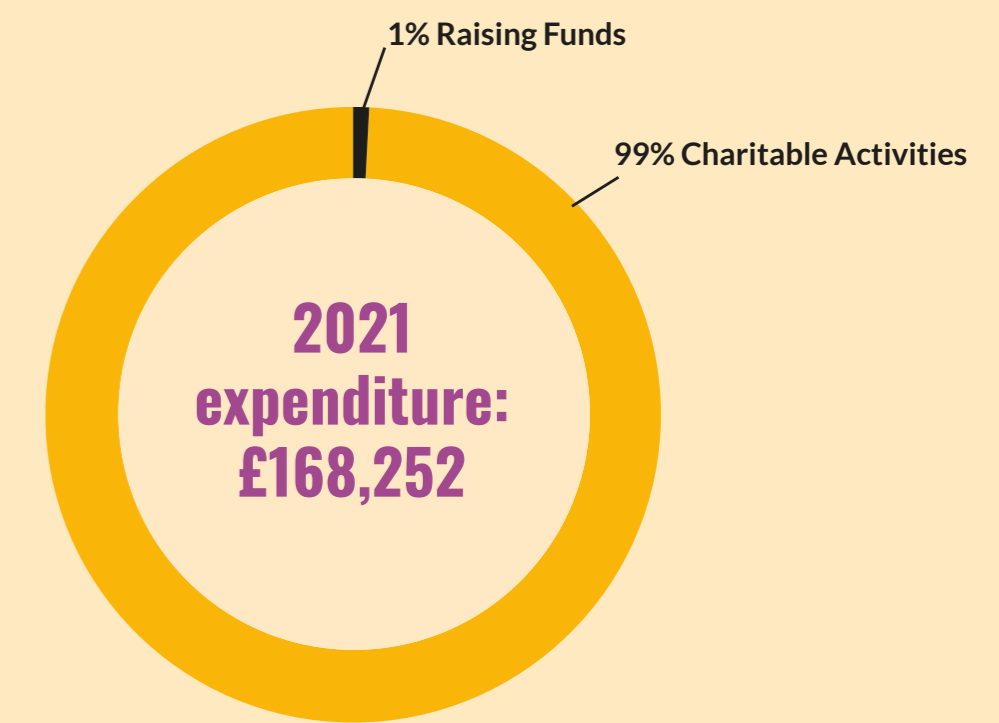
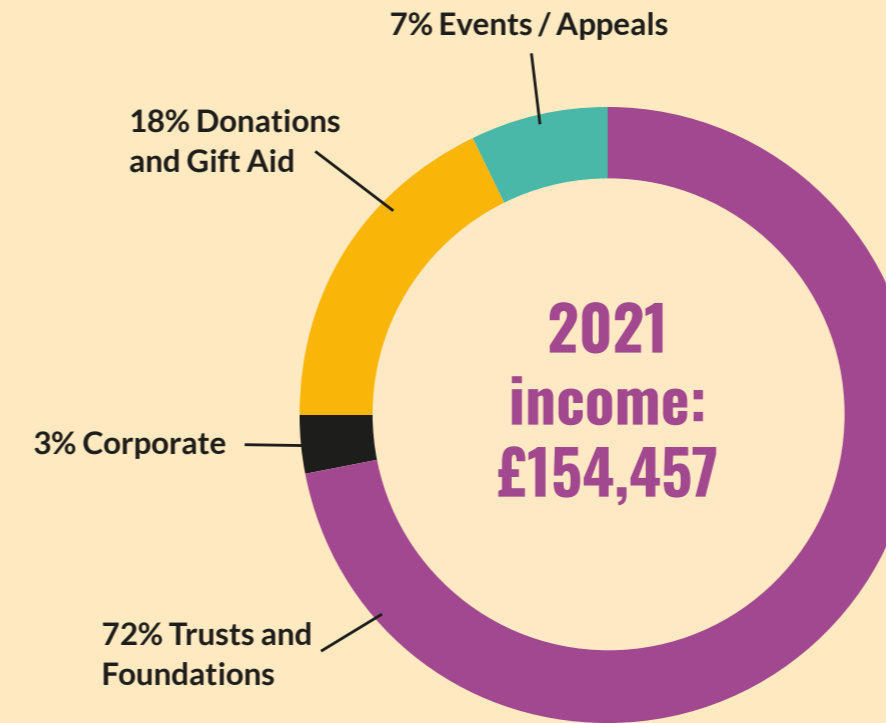
## Corporate links

Through the efforts of Molly Lawrence, a former Newcastle University Team Kenya Society member, the Paddington branch of McKesson UK chose Team Kenya as their Charity of the Year. Through connections on video calls representatives from McKesson heard first hand the story of a young lady called Anatalia. Anatalia is a beneficiary who was able to access safety and education, for both herself and her daughter, through our projects in Ndhiwa. She was also one of the very first young women in Ndhiwa to attend and complete university. Her talk was inspiring and the human connection was valued by everyone in the UK and Kenya! McKesson inspired and led Paddington Bears to take on a challenge to complete 20,000 squats / sit-ups in just one week. Squats and sit-ups replaced sitting in meetings and the team smashed their goal with a total of 22,583 in total. Why 20,000? Because that is the number of girls whose lives have been transformed with Team Kenya since 2008! The company also undertook a number of charity fundraisers, including a raffle and "Office Olympics". The Olympic event took place on the neighbouring rooftop garden where colleagues took on challenges such as 'archery' (shooting elastic bands at figurines), 'golf' (long putt challenge), 'ping pong' (beer pong with water), paper aeroplane javelin and 'Guess the Flag'. Employees of McKesson have also joined the online events and discussions hosted by Team Kenya and we are very grateful for their support and generosity. As the end of this incredible

partnership draws to a close, the McKesson team will be engaging in a steps challenge to collectively step the equivalent number of steps it takes to climb to the top of Mount Kenya - 150,000 from base camp to the top. They are planning an exciting games night for their final fundraiser too.



## Income and expenditure



External factors continued to affect our income throughout 2021, particularly for small charities working in the international development sector. Towards the end of 2021, as restrictions began to ease, the possibility of returning to previous funding levels became a possibility and will feature in our longer term financial planning.

### INCOME

Trusts + Foundations	£111,759	72%
Donations/Gift Aid	£27,734	18%
Events/Appeals	£10,342	7%
Corporate	£3,890	3%
<b>Total</b>	<b>£154,457</b>	

### EXPENDITURE

Charitable Activities	£166,663	99%
Raising Funds	£1,589	1%
<b>Total</b>	<b>£168,252</b>	

## Our funders

We would like to thank all our dedicated funders, without whom none of our work would be possible.

### OUR FOUR LARGEST GRANTS IN 2021 WERE:

**PETER CUNDILL FOUNDATION**

**FONTHILL FOUNDATION**

**BRIAN MURTAGH TRUST**

**BRIAN MERCER TRUST**

We also received grants from the following trusts and foundations:

**Chalk Cliff, Gilchrist Educational, Green Room, Haremead, Hudson, Hugh Symons, Inspiring Leadership, JP Jacobs, Oakdale, Open Gate, Rozelle, Shears, Souter and William Leech.**



## Our future plans

As an organisation we will continue to invest significant resources to help Twende Pamoja build, strengthen and sustain the core capacities of the communities they work in. We will seek out thoughtful, long-term collaborations to achieve social justice and equity. Through a focus on our values of collaboration, empowerment, integrity and respect, we will continue to pass more responsibility and accountability to Twende Pamoja, supporting them to become a strong, sustainable and independent organisation, through capacity building and with links to the latest best practice in international development.

Our strategy review, which continued throughout 2021, looked at our mission, vision and goals, our ways of working and some key cross cutting themes which should underpin all aspects of our work.

In 2022 we will amend our mission to “**work with partners to educate girls, empower women and transform communities in Western Kenya through sustainable development practices and education**”. Our vision will remain as “**every girl in Kenya to have an equal chance to achieve her potential and be free from poverty**” but will be reviewed with Twende Pamoja as they develop their future strategy.

## OUR AGREED GOALS FOR 2022 WILL BE:

### GOAL 1: FUNDING AND ENGAGEMENT

The principles of our approach and the processes by which we engage with new and existing partners are clearly articulated which leads to regular fundraising activities, grant applications, advocacy, education and awareness raising, volunteers and donor stewardship (relationship management).

### GOAL 2: FINANCE

Team Kenya and Twende Pamoja are financially resilient and sustainable organisations which are well managed with diverse funding streams generating restricted and unrestricted income in line with annual targets.

### GOAL 3: DATA AND RESULTS

Robust monitoring and evaluation processes are in use which provide quality information to improve learning, planning and services and contribute to sector knowledge through wider impact reporting and advocacy.

### GOAL 4: COMMUNICATION

Clear communication strategy, processes and activities are in place which enable us to effectively articulate our vision, mission, values and impact.

### GOAL 5: RESILIENCE BUILDING

Team Kenya and Twende Pamoja are well governed, resilient, and effective, with efficient, robust operating procedures which ensure they are sustainable and impactful organisations.

To effectively achieve our mission, we 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.

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.

# HOW YOU CAN HELP

## Donate

Make a one-off or regular donation via [www.teamkenya.org.uk/donate](http://www.teamkenya.org.uk/donate) and help us to keep supporting girls in Ndhiwa.

## Fundraise for us

Can you run for us, climb a mountain, host a bake sale, shave your hair, organise a quiz, have a movie night - anything that puts the **fun** into fundraising! Can your school or business partner with us to raise awareness and funds?

## Volunteer with us

We're always looking for skilled, experienced volunteers who can support us with marketing, research, fundraising, communications, admin and much more.

## Find out more at:


[www.teamkenya.org.uk/get-involved](http://www.teamkenya.org.uk/get-involved)

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## Get in touch

Please contact us at  
[hello@team-kenya.co.uk](mailto:hello@team-kenya.co.uk)

Find out more on our website  
[www.teamkenya.org.uk](http://www.teamkenya.org.uk)

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