

**TEAM KENYA**  
**UNAUDITED FINANCIAL STATEMENTS**  
**31 DECEMBER 2022**

**TEAM KENYA**  
**UNAUDITED FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2022**

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# TEAM KENYA

## ADMINISTRATIVE INFORMATION

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**Registered charity number** 1169045

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

**Trustees** Lynda Evans (Chair)  
Val Wilson  
Bhakti Modha  
Frithiof Wilhelmsen  
Pavandeep Rai  
Sally Alayarian  
Jacky Quincey – resigned 23/04/2022  
Terry Courtney (Treasurer) – resigned 28/06/2022  
Catherine Sackey – resigned 30/09/2022  
Kirsty Brettell – resigned 30/10/2022

**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 2022

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I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages 11 and 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

28<sup>th</sup> April 2023

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



# TEAM KENYA

## TRUSTEE'S REPORT

### YEAR ENDED 31 DECEMBER 2022

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#### **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** To demonstrate an approach to gender equality and social justice that enables communities in Western Kenya to be resilient and confident to use their voices

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

**Our overarching goal:** To grow Team Kenya's income to a sustainable level so that we have the resources to build partnership capacity, increase impact in Kenya and increase awareness of our work and wider global issues in the UK.

In 2022 this overarching goal was supported by 5 other goals, each with associated objectives and activities which could easily be measured through a process of self-evaluation and reflection:

#### **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.



# TEAM KENYA

## TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2022

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### 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.

### How we work

The impact we aim to achieve is 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.

We also continued to focus on the organisational development of both Team Kenya and Twende Pamoja. This will ensure that we can continue to effectively support 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.

### Who we are

Throughout 2022 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.

Jacky Quincey stepped back from her role as trustee in April 2022 to take up the post of Partnership Adviser, enabling her skills and the excellent relationships established with staff in Ndhiwa, to be maximized. Terry Courtney resigned as a trustee in June 2022 but remains active in his role as Treasurer. Catherine Sackey resigned as trustee in September 2022 due to family commitments. Kirsty Brettell changed her role with Team Kenya, stepping down as trustee to take up a part time role as our new Development Manager. Kirsty has been involved with the charity since 2011, initially as a temporary employee through the Vodafone World of Difference programme, then as a volunteer and consultant before her time as a trustee. She also visited Ndhiwa in 2016. With her professional experience in monitoring, evaluation and learning and an MSc in International Development, she now works closely with Twende Pamoja staff on their project design, implementation and evaluation.

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# TEAM KENYA

## TRUSTEE'S REPORT

### YEAR ENDED 31 DECEMBER 2022

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In November 2022, we were joined by Alex Henderson who will be working to develop our marketing, fundraising, and UK activities. Alex has been a supporter of Team Kenya since 2013 where he developed a package for university students to travel to Kenya, visiting himself in 2015. He has since set up a successful marketing agency and in the summer was a member of our Mount Kenya climb team, coordinating the fundraising efforts that raised over £10,000. Ellie Sizeland was a member of the Team Kenya society and has been volunteering with Team Kenya for 2 years, also climbing Mount Kenya in the summer. She will be working with Alex in 2023 to deliver our fundraising and communication goals and will also be responsible for maintaining and developing our school and university links.

#### **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**

We continued to review our approach and the philosophy upon which that work is based. Our desire remains 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.
- build 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.

In addition, we want to increase our impact in the UK through partnerships and education. This means securing and investing resources to build, strengthen and sustain UK based activities alongside our collaborative work with our partner organization in Kenya, where we jointly strive to achieve social justice and equity. Through a focus on our values of collaboration, empowerment, integrity, and respect, we continue to 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.



# TEAM KENYA

## TRUSTEE'S REPORT YEAR ENDED 31 DECEMBER 2022

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- 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.

### **Our activities in the UK**

In 2022 our focus was on post pandemic recovery, both here in the UK and in our work with our partner organization in Ndhiwa. At the beginning of 2022 we produced a document "Team Kenya – Who We are" as a clear, introduction to the charity for everyone to use when engaging with new organisations, partners, trust funds, potential volunteers, donors and supporters. This document covers our working relationship with Twende Pamoja, background information on Ndhiwa, details of Twende Pamoja's programme areas, the wider context for our work, our track record and our future plans.

From a governance perspective, terms of reference for our sub committees were finalized and agreed. In April we were able to host our first face to face AGM for three years, and were delighted to welcome our newest trustees (appointed in December 2021).

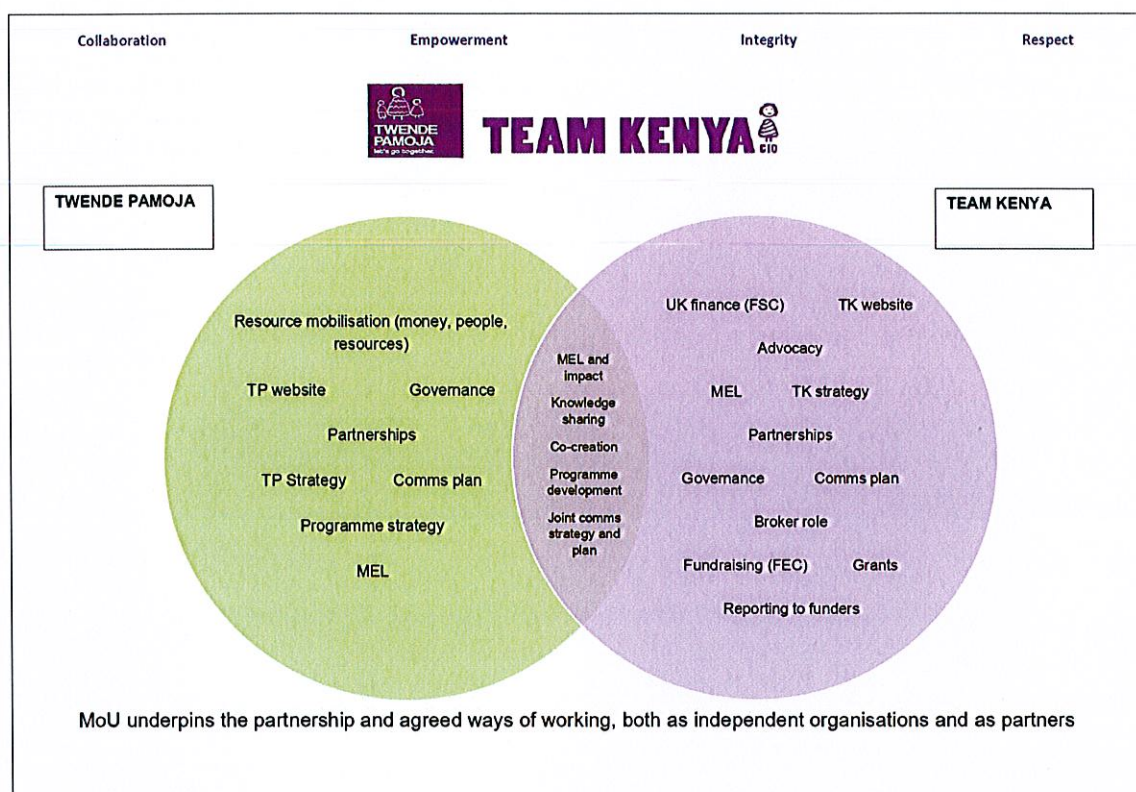
After the AGM itself, trustees held a number of workshops looking at risk, fundraising and engagement (including trustee commitments), ways of working when there are more trustees than staff and our new interim Memorandum of Understanding with Twende Pamoja which clearly outlines activities independent to each organization and activities which are collaborative. The diagram below summarises this and forms the basis of our way of working.



# TEAM KENYA

## TRUSTEE'S REPORT

### YEAR ENDED 31 DECEMBER 2022



In July 2022 we held our first London gathering, which Macquarie kindly provided a room and refreshments for at their headquarters in Ropemaker Street. This gave London-based volunteers a chance to meet staff, trustees, and other volunteers. Those unable to attend in person joined virtually.

Our Mount Kenya 2022 climb, lead by Gordon Wilson, took place in late August/early September and was a great success, raising over £10,000 in total. The group of 8, which included 4 Newcastle University Team Kenya Society alumni, were supported in their adventure by Spot White, a popular local northeast leisure company. Ellie Sizeland, one of the former Newcastle University Team Kenya society members, has written about her experience in this blog <https://www.teamkenya.org.uk/2023/01/11/mount-kenya-climb-2022/>. After the climb, the group spent some time at Karibuni Eco-Cottages in Ndhiwa where they were able to see first hand the impact of Twende Pamoja's projects.

September saw several key fundraising events – the Great North Run; a bowling event organized by the Zurich office of Macquarie as part of their annual Foundation Week; a sponsored coastal walk organized by the Durham Soroptomists after a presentation earlier in the year from Val and Jacky. The new members of the Newcastle University Team Kenya Society have been planning their fundraising activities for 2023 – these include a pub quiz, a potential Hadrian's Wall walk, and support in organising our 15 Year Anniversary Ball. There is also great interest in a society trip that is expected to depart in the summer of 2023.



# TEAM KENYA

## TRUSTEE'S REPORT

### YEAR ENDED 31 DECEMBER 2022

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Our UK fundraising activities ended with the Big Give Christmas Challenge. This was a huge success and we reaching our target with days to spare. The total raised came to £6948 plus £647 gift aid. Post campaign evaluation showed that the emails in the campaign surpassed industry average open rates and were directly responsible for reengaging supporters for some of the donations. The social media posts reached thousands and it was great to see the responses from Team Kenya supporters. Following the success of this campaign, we are planning to apply for the Big Give Green Match Fund and the Christmas Challenge in 2023 to maximise the impact of our supporters donations during these campaigns.

Our grant applications proved very successful with two big amounts secured towards the end of 2022. In November the Dulverton Trust awarded us £34,347 over two years towards the Agribusiness Training Agriculture Programme with mothers of pupils in partner schools in Ndhiwa. In December, L'Oreal awarded us 35,000 Euros from their Fund for Women to support the Karibuni Women's Empowerment Initiative.

Towards the end of 2022, after reflecting on the past two years and how we can best operate within our resources, a new, flatter structure for our UK operations was devised, with 4 teams:

- Marketing and communications
- Fundraising
- Admin and finance
- Twende Pamoja partnership

With an operational plan closely aligned to our objectives for the year and monthly team meetings to monitor this progress, the new structure allows staff and volunteers to work in areas best suited to their knowledge and skills. At the same time it allows us to adopt a more agile way of working and respond quickly to any changes, both internal and external.

#### **Our impact – Kenya highlights**

More about the work of our partner organization Twende Pamoja can be found on their website at <https://www.twendepamoja.org/>. In addition, Twende Pamoja increased their social media presence on Facebook and LinkedIn

In conjunction with Twende Pamoja, additional funding was secured from the British and Foreign Schools Society. An example of successful collaboration this application was based on a need identified by Twende Pamoja for an approach focused on STEM and working jointly on both the initial application and the associated project log frame, created both confidence and credibility. This new project, which focuses on girls leadership, digital training and STEM is called Investing in Equality of Education for Girls: Addressing the Gender Gap.



**TEAM KENYA**  
**TRUSTEE'S REPORT**  
**YEAR ENDED 31 DECEMBER 2022**

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**Our Corporate Links**

Our sincere thanks to the following corporate organisations for their support in 2022

McKesson  
McQuarrie  
Spot White

**Our 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:

Fonthill Foundation  
Brian Mercer  
Hazel's Footprints  
Waterloo Foundation  
Pat Newman Memorial Trust  
Coles-Medlock Foundation  
Van Neste Foundation  
E+G Morgan Trust  
Southall Trust  
BFSS  
Dulverton Trust  
L'Oreal  
Big Give  
Durham Soroptimists

**TEAM KENYA**  
**TRUSTEE'S REPORT**  
**YEAR ENDED 31 DECEMBER 2022**

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**Financial Review and Reserves Policy**

At the end of 2022 Team Kenya had reserves of £119,081(2021: £108,296) of which £83,133 (2021: £44,491) were restricted for specific projects. At the end of each financial year reserves for individual projects are calculated and carried forward.

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 four 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.

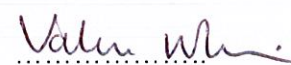
In 2022 our main sources of income were as follows:-

Trusts and foundations	£115,390
Donations incl Gift Aid	£ 40,002
Corporate/Education partners	£ 8,532
Fundraising Events	£ 19,322
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	£183,246
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The UK administration and governance costs amounted to 2.6% (2021: 5.3%) of our total income.

The trustees' report was approved by the trustees on 28<sup>th</sup> April 2023 and signed on their behalf by:

  
.....  
L Evans  
Trustee/Chair

  
.....  
V Wilson  
Trustee



# TEAM KENYA

## RECEIPTS AND PAYMENTS ACCOUNT

YEAR ENDED 31 DECEMBER 2022

	Unrestricted funds £	Restricted income funds £	2022 Total funds £	2021 Total funds £
<b>Receipts</b>				
Donations and legacies	39,301	130,620	169,921	149,870
Charitable activities	13,325	-	13,325	4,587
<b>Total receipts</b>	52,626	130,620	183,246	154,457
<b>Payments</b>				
Raising funds	11,192	-	11,192	1,589
Charitable activities	69,291	91,978	161,269	166,663
<b>Total payments</b>	80,483	91,978	172,461	168,252
<b>Reconciliation of funds:</b>				
<b>Net receipts/(payments)</b>	(27,857)	38,642	10,785	(13,795)
Funds brought forward	73,520	34,776	108,296	122,091
Reallocation of funds brought forward	(9,715)	9,715	-	-
<b>Total funds carried forward</b>	35,948	83,133	119,081	108,296

**TEAM KENYA**  
**STATEMENT OF NET ASSETS**  
**AS AT 31 DECEMBER 2022**

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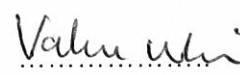
**Analysis of net assets between the funds**

**Cash Funds**

	Unrestricted funds £	Restricted income funds £	2022 Total funds £	2021 Total funds £
<b>Cash at bank</b>	35,948	83,133	119,081	108,296

The accounts were approved by the trustees on 28<sup>th</sup> April 2023 and signed on their behalf by:

  
L Evans  
Trustee/Chair

  
V Wilson  
Trustee