

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2025

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2025

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TEAM KENYA

ADMINISTRATIVE INFORMATION

Registered charity number 1169045

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

Trustees Lynda Evans - Chair until 6/01/2025
Helen Hodgson – resigned 16/5/2025
Jacqueline Quincey – appointed 06/01/2025
Neil Haddow
Pratthana Hunt – appointed 19/3/2025
Val Wilson – Chair from 6/01/2025
Victoria Webber – resigned 16/05/2025
Frithiof Wilhelmsen – resigned 6/01/2025
Sharon Wambete – appointed 2/11/2025

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 REPORT
YEAR ENDED 31 DECEMBER 2025

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2025 which are set out on pages 3 to 11.

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.

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 June 2026

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

TEAM KENYA
TRUSTEES REPORT
YEAR ENDED 31 DECEMBER 2025

Charity Objectives (as stated in the constitution)

The trustees must apply the income of the charity in furthering the following objectives:

The relief of financial and social hardship among people living and working in Western Kenya, by providing such persons with goods and services which they could not otherwise afford 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 participate more fully in society.

To promote sustainable development for the benefit of the community in Western Kenya, by (a) the relief of poverty and the improvement of the conditions of life, (b) preservation, conservation and protection of the environment and the prudent use of resources and (c) the promotion of sustainable means of achieving economic growth and regeneration.

Who We Are

Throughout 2025 Team Kenya trustees continued to ensure that all charitable activities undertaken follow Charity Commission guidance on public benefit. Our small staff team, board of trustees and key volunteers continued to make an invaluable contribution to the day-to-day management and running of the organisation.

In 2025 several trustees stepped away from the organisation as their terms of office came to an end or as new opportunities arose. As the year ended, the board welcomed back Jacky Quincey as a trustee. For the last few years, Jacky has been supporting Twende Pamoja staff and her input has been integral in developing their knowledge and skills. In addition Prathana (Tana) Hunt, a long term supporter of the charity, joined the board. Tana is a business and finance professional with over 15 years' experience in both public and private sectors. She is currently Director of the Health and Mental Health portfolio at the Department of Treasury in Western Australia, working across government to shape policy and sustainable funding for essential services. Passionate about international development and gender equality, Tana first connected with Team Kenya in 2014 while volunteering in Ndhiwa. Since then, she has supported Twende Pamoja's financial policy development and became a trustee in March 2025. The board also welcomed Sharon Wambete as a trustee. Sharon is an Environment and Development professional with a strong passion for building meaningful partnerships that centre community voices and drive sustainable change. She brings over seven years of experience from the global accounting organisation KPMG, where she championed social impact through strategic corporate social investment initiatives. Sharon is deeply committed to the transformative power of education and has experience across corporate responsibility, programme management, stakeholder engagement, and impact communications. While pursuing her MSc at the University of Edinburgh in the UK, Sharon joined Team Kenya as a

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volunteer and became a trustee in November 2025. She now supports Twende Pamoja's sustainable enterprise development initiatives

Halinishi Yusuf (Nishi) has supported Twende Pamoja throughout the year with their PESD (Promoting Entrepreneurship for Sustainable Development) programme, reflecting the importance of their holistic approach to projects which will enable the community to become self-supporting. Activities included:

- support with ongoing projects linked to household food security, income stability, keeping girls in school through women's table banking, girls' counselling and girls' emergency support
- review of training manuals for finance, entrepreneurship and digital skills
- completion of end of project reports for key funders
- an end of year project evaluation
- reviewing the overall programme goals and objectives to inform the future direction and strategy.

Our Strategic Direction

In 2025, our new Strategic Plan began its implementation.

Our Vision: *A sustainable and just society where poverty is eradicated, and every individual has an equal opportunity to fulfil their potential.*

Our Mission: *is to tackle inequalities, educate girls, empower women and transform communities in Ndhiwa Sub-County, Kenya, through an effective, respectful working partnership with Twende Pamoja NGO, whilst also advocating for change in the UK.*

This new strategic plan, which can be seen in full on our website, explains how our goals, targets and activities in 2025 and 2026 will relate directly to the UN Sustainable Development Goals (SDGs). Whilst we remain committed to our Charitable Incorporated Organisation (CIO) constitution objectives and our values and philosophy from previous strategies, we want to refocus our attention on the way we work in partnership with others, examining relationships and how change happens.

The new Strategic Plan is underpinned by the United Nation's Sustainable Development Goals. We strive to eradicate poverty, ensure equitable and inclusive quality education, achieve gender equality, and support urgent action against climate change.

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

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guidance from the relevant regulatory bodies to ensure our compliance and to limit risk to the organisation and our beneficiaries.

Our Approach and Values

Our overarching commitment is to people and the planet - improving the lives of people and communities, fostering a more equitable and sustainable world whilst addressing the issues of climate change, and supporting the healthy ecosystems and biodiversity that underpin all thriving communities.

Our Values, our core beliefs that guide our actions and decisions and shape our culture, are

- **Compassion:** a strong feeling of empathy for the suffering or struggles of others and a wish to help them.
- **Empowerment:** the process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights.
- **Integrity:** the quality of being honest and having strong moral principles.
- **Respect:** a way of treating people which recognises their value as individuals, regardless of their age, ethnicity, gender, role, religion or background.

How Team Kenya works with and for Twende Pamoja

Team Kenya is run by several trustees with an operational role supported by a group of dedicated volunteers with occasional consultancy support as required. The charity was set up to work alongside Ndhiwa Community Empowerment and Development Project and we co-created a Theory of Change focused on educating girls and empowering women through enterprise activities. Our partner organisation (now known as Twende Pamoja, or TP), is an NGO registered in Kenya, which shares our aims and objectives but is also able to initiate and develop its own independent projects. We are separate and distinct organisations – Team Kenya provides the funding and Twende Pamoja delivers projects which support the development of just and equitable communities, focusing on education, enterprise and empowerment related activities. The focus of our partnership work with Twende Pamoja in 2025 has continued to be around sourcing of grant and other income for their projects in Kenya and, as part of a longer-term transition plan, supporting their own organisational development. In 2025 Twende Pamoja began to look at how their Enterprise Programmes can be further developed to become income generating and therefore support the Education Programmes – one of our joint long term goals is for Twende Pamoja to be more self sustaining, thus reducing the financial and other inputs from Team Kenya.

With support from Team Kenya, Twende Pamoja works to serve the community of Ndhiwa Sub County, Homa Bay. Our joint focus for the last 18 years on this one community has enabled the adoption of a place-based, holistic, integrated approach to development, targeting the entire community. Over this time, several Team Kenya trustees have developed strong relationships with both TP staff who live in Ndhiwa and the community itself, which is characterised by a set of complex, very specific development problems. This partnership has

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an outstanding reputation across the sub county and beyond due to a combination of local knowledge and expertise, our long-term consistent support for the area and commitment to jointly supporting participatory approaches to rural development, based on what works in the local context. This approach continues to be about sharing and, ultimately transferring decision making and accountability to those best suited to transform the lives of the community in Ndhiwa.

Over the last year Team Kenya trustees and volunteers have been working closely with the Twende Pamoja Grants Team to gradually transfer the decision-making around grant applications to the Kenyan staff.

This new approach has brought success, for example with the Souter Trust, an award for £15,000 over two years for child protection work, community engagement and extra-curricular activities in schools. An award from the Brian Mercer Trust was the result of the same collaborative approach and brought in £16,800 per annum for 3 years for entrepreneurship and eco-friendly farming training, clean cooking solutions, staff training and the development of the Karibuni training site and community-based model farms. The new approach has also included reporting to funders, and the first-hand knowledge of the staff in Ndhiwa ensures that funders are receiving detailed and accurate information about the projects they are supporting, with plenty of photos and case studies. These reports included ones to Rozelle, the Brian Murtagh Charitable Trust, the Hugh Symons Charitable Trust and the Van Neste Foundation. Involvement in the writing of these is a very positive and rewarding experience for the Twende Pamoja staff, and when funders give us a new grant after receiving a good quality report, we know that they appreciate the efforts the team have made.

Twende Pamoja will continue to take the lead more in applying for their own grants within Kenya and in 2024 submitted a very strong application to KCDF, (the Kenya Community Development Foundation). Although not successful, the application reached the final stage in which Twende Pamoja staff travelled to Nairobi to give a presentation. Through taking steps like these, the team is broadening its horizons, creating new opportunities and being seen as an outstanding role model, both locally and – increasingly – nationally.

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

Our Activities in the UK

In 2025 our focus continued to be on ensuring our organisational structure, systems and processes were robust and efficient, allowing us to best support Twende Pamoja as they continue to develop and make a difference to the community in Ndhiwa.

Big Give Campaigns were an important source of income in 2025 and money raised used to support several different campaigns in Ndhiwa:

- Funds from the 2024 Big Give Christmas Challenge which became available in 2025

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supported the provision of 'dignity packs' throughout the year for girls in the 16 partner schools supported by Twende Pamoja. The need for sanitary towels, underwear, and basic personal hygiene like soap, toothbrush, and toothpaste is very important. Many girls in our community sometimes miss school during their menstrual cycles due to a lack of these essentials which damages their education and confidence.

- The Big Give Green Match Fund brought in money to support Twende Pamoja's developing "Forest Garden" projects. Forest gardening is climate-smart agroforestry, which integrates a wide range of crops including trees, shrubs, vegetables and fruit with sustainable practices such as crop rotation and composting, and is a sustainable way forward for subsistence farming families, making it very appropriate for the climate in Kenya.
- Activities aim to empower vulnerable women and young people to drive change in their communities while boosting household incomes and food security.

Working with partners to raise funds continued to be a focus throughout 2024.

- Newcastle University Team Kenya Society continued to support our fundraising, holding their own events, participating in the Great North Run (over £2,000 raised) and a trip to Kenya in June 2025 (over £1,500 raised)
- Funds were also received from Whitley Bay High School from their December 2024 non-uniform day and a number of events in December raised over £1,500
- In terms of corporate partners, we received £1,259 from Matalan's previous fundraising events and generous donations throughout the year from Slater's Engineering, a local company, totaling £4,000
- Our major donor gave a very generous donation of £25,000

At the AGM in May, trustees reviewed the Effectiveness Assessment introduced in 2025 and held workshops with key volunteers to look at UK operations and our partnership with Twende Pamoja.

Impact Highlights from Projects Funded and Supported by Team Kenya

In June, Val (our founder and trustee) Ellise a new volunteer and a group from Newcastle University visited Ndhiwa where they spent time with members of the community and worked closely with the Twende Pamoja team. Highlights of their visit included:

- Learning about Karibuni Tree nursery and Demo farm activities
- Visiting members of the local community
- School visits to learn about girls empowerment through football and netball
- Attending some education activities (book club and STEM) and an ethical story telling workshop

One of the university students also led some training on photography. The highlight of the visit was the Netball for Empowerment Festival

The total amount transferred from Team Kenya to Twende Pamoja in 2025 was £91,429.

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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:

The William Leech Charity
Brian Mercer Charitable Trust
Brian Murtagh Trust
E+G Morgan Trust
Southall Trust
Rothley Trust
Souter Trust
Hugh Symons Charitable Trust
The Ferguson Trust
SMOAT (St Mark's Overseas Aid Trust, Reigate)
Coles-Medlock Foundation
The Rozelle Trust

Financial Review and Reserves Policy

At the end of 2025 Team Kenya had reserves of £152,326 (2024: £123,375) of which £78,836 (2024: £69,066) 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 2025 our main sources of income were as follows:-

Trusts and foundations	£ 63,585
Donations incl Gift Aid	£ 48,240
Fundraising Events	£ 35,431
Corporate/Education partners	£ 6,518
Other	£ 1,750

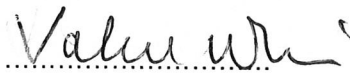
	£155,524

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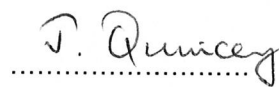
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The UK administration and governance costs amounted to 2.5% (2024: 2.3%) of our total income. The trustees' report was approved by the trustees on 28 June 2026 and is signed on their behalf by:



Val Wilson
Trustee/Chair



Jacky Quincey
Trustee

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SUMMARY RECEIPTS AND PAYMENTS ACCOUNT

YEAR ENDED 31 DECEMBER 2025

	Unrestricted funds £	Restricted funds £	Total funds £	Prior year funds £
Receipts				
Donations and legacies	57,543	92,990	150,533	170,747
Charitable activities	4,991	-	4,991	779
Total	62,534	92,990	155,524	171,526
Payments				
Raising funds	4,354	-	4,354	3,356
Charitable activities	38,999	83,220	122,219	173,734
Total	43,353	83,220	126,573	177,090
Reconciliation of funds:				
Net receipts/(payments)	19,181	9,770	28,951	(5,564)
Total funds brought forward	54,309	69,066	123,375	128,939
Total funds carried forward	73,490	78,836	152,326	123,375

TEAM KENYA
STATEMENT OF NET ASSETS
AS AT 31 DECEMBER 2025

Analysis of net assets between the funds

Cash Funds	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Total cash at bank	73,490	78,836	152,326	123,375

The accounts were approved by the trustees on 28 June 2026 and are signed on their behalf by:


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Val Wilson
Trustee/Chair


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Jacky Quincey
Trustee