

REGISTERED CHARITY NO: 1169045

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2024

TEAM KENYA
UNAUDITED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2024

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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 - resigned 6/01/2025
Helen Hodgson
Jacqueline Quincey – appointed 6/01/25
Neil Haddow
Pratthana Hunt – appointed 19/03/2025
Val Wilson – Chair from 6/01/2025
Victoria Webber
Bhakti Modha – resigned 22/02/2024
Frithiof Wilhelmsen – resigned 6/01/2025
Maire Kennan – resigned 22/02/2024
Sally Alayarian – resigned 22/02/2024
Kamaljeet Singh Kundi – resigned 10/10/24

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 2024

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which are set out on pages 10 and 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; or

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

16th May 2025

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

TEAM KENYA
TRUSTEES REPORT
YEAR ENDED 31 DECEMBER 2024

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 2024 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 2024 several trustees stepped away from the organisation as their terms of office came to an end or as new opportunities arose.

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

TEAM KENYA
TRUSTEES REPORT
YEAR ENDED 31 DECEMBER 2024

Our Strategic Direction

In 2024, after a long process of consultation between trustees and key stakeholders, our new Strategic Plan was approved by the board ready for implementation from 2025.

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 strategy, which can be seen in full on our website, explains how our goals, targets and activities over the coming 2 years 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 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.
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TEAM KENYA

TRUSTEES REPORT

YEAR ENDED 31 DECEMBER 2024

How Team Kenya works with and for Twende Pamoja

Team Kenya is run by a group of dedicated volunteers and a small number of talented part time employees. 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 2024 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.

We work in partnership to serve the community of Ndhiwa Sub County, Homa Bay. Our focus for the last 15 years on this one community has enabled us to adopt a place-based, holistic, integrated approach to development targeting the entire community. Over this time, we 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. Our partnership has 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. Hence our partnership approach is 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.

TEAM KENYA

TRUSTEES REPORT

YEAR ENDED 31 DECEMBER 2024

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.

Our activities in the UK

In 2024 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.

As sustainability and the impact of climate change is a key aspect of all our work, we formed a Sustainability Steering Group to implement key initiatives which ensure all of our efforts in Kenya create sustainable futures for our communities. Through Team Kenya's fundraising activities we can support Twende Pamoja by supporting the purchase of energy efficient stoves, sustainable fuel, planning agroforestry and tree planting projects, funding school farms and irrigation management systems. Central to this was our April Big Give campaign, which raised matched funds for Jiko stoves and sustainable cooking, making household cooking safer, cheaper and sustainable. Thanks to the generosity of our supporters, we exceeded our target to enable safe and sustainable cooking for communities in Ndhiwa. Secured funds of just over £10,000 will provide stoves, fund education and training and enable women to generate an income through producing and selling charcoal.

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

- We were one of a very small handful of charities chosen to exhibit at the LUSH store in Newcastle, UK during the weekend of 17th and 18th February, with over 240 people visiting our stand.
- Vic Webber (one of our trustees) and Lizzie (Marketing and Communications Manager) bravely undertook a Double Dip Challenge during which they did 16 freshwater dips in 16 days from the 11th – 27th April to celebrate 16 years of Team Kenya. Their efforts raised nearly £800.
- Newcastle University Team Kenya Society held several fundraising events throughout the year, including a tombola, participation in a fundraising fair and a pool tournament held at Spot White (one of our corporate sponsors), raising a total of over £700.
- Whitley Bay High School donated over £2,000 raised on a non-uniform day and continue to be our biggest school fundraiser. Supported by our Marketing and Communication Manager, university students gave some well received talks at the school on Kenya, Team Kenya and sustainability to support curriculum delivery.
- The fundraising year ended with another Big Give Campaign, this time around the theme "Give Girls the Gift of Dignity this Christmas" with plans for the matched funds raised to provide dignity packs to vulnerable girls, ensuring they stay safe and in school during their periods.

TEAM KENYA

TRUSTEES REPORT

YEAR ENDED 31 DECEMBER 2024

A key milestone in 2024 was our AGM in April which was held in one of the Tyneside Cinema's private function suites. The morning session was an opportunity to showcase our work to some key stakeholders and we were fortunate enough to be joined by virtual visitors from Kenya and Australia. In the afternoon, trustees were able to review 2023 and begin to look at the next steps for the organisation with a strategic focus on our Theory of Change.

Later in the year, with support from an external consultant, we carried out an Organisational Development Review based on the Scottish International Development Alliance's Effectiveness Assessment Toolkit – designed to help organisations to review their work against a set of international development and organisational good practice principles. These principles cover purpose, governance, impact, sustainability and development. Results were shared with the Board of Trustees in October and will be embedded in future reflection activities and associated board action plans to ensure we have the relevant skills and resources to implement our new strategy effectively.

This was followed by a recruitment drive in October and November to find new board members as some terms of office came to an end.

Corporate Links: Our sincere thanks to the following corporate organisations for their support in 2024:

- MacQuarie - for match-funded corporate fundraisers and donations.
- Baille Gifford – for providing us with unrestricted grant funding.
- Slater's Electricals – for their generous donations and contributions to our campaigns.

Partnerships: Twende Pamoja took delivery of their first Solar Smart Media Systems from Tespack, who Team Kenya had initially connected with in 2023. Through this collaboration, Tespack's smart energy technology and smart microgrid systems are being used to bring education to remote areas with little or no access to electricity. The mobile SSMS packs allow children even from the remotest villages to experience the internet and high tech learning, opening their eyes to the wider world and raising aspirations from the earliest age.

TEAM KENYA
TRUSTEES REPORT
YEAR ENDED 31 DECEMBER 2024

Impact highlights from projects funded and supported by Team Kenya

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

In November, Val (our founder and trustee) and Jacky (former trustee and current Education Adviser to Twende Pamoja) visited Ndhiwa where they spent time with members of the community and worked closely with the Twende Pamoja team. Highlights of their visit included:

- *Seeing the progress at the Learning Resource Centre*
- *Watching the Solar Media Systems from Tespack being installed to improve access to education and technology*
- *Learning about the continued growth of the Football for Empowerment Programme*
- *Seeing evidence of increased production at the eco-farm and the new sustainable farming initiatives underway there*

The total amount transferred from Team Kenya to Twende Pamoja in 2024 was £109,000.

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:

Amcomri Foundation
Baillie Gifford
Big Give
BFSS
Brian Mercer Trust
Brian Murtagh Charitable Trust
E+G Morgan Trust
Allan + Nesta Ferguson Charitable Settlement
Hazel Footprints Trust
Lightful Bridge
Luanda Links
Rothley Trust
Rozelle Trust
Souter Trust
Southall Trust
Vivien Lockhart

TEAM KENYA

TRUSTEES REPORT

YEAR ENDED 31 DECEMBER 2024

Financial Review and Reserves Policy

At the end of 2024 Team Kenya had reserves of £123,375 (2023: £128,939) of which £83,522 (2023: £103,336) 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.

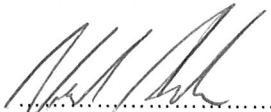
Income

The Charity's 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 2024 our main sources of income were as follows:-

| | |
|------------------------------|----------|
| Trusts and foundations | £ 99,494 |
| Donations incl Gift Aid | £ 35,285 |
| Fundraising Events | £ 23,013 |
| Corporate/Education partners | £ 11,804 |
| Other | £ 1,930 |
| | ----- |
| | £171,526 |
| | ----- |

The UK administration and governance costs amounted to 2.3% (2023: 2.7%) of our total income. The trustees' report was approved by the trustees on 16th May 2025 and is signed on their behalf by:



Neil Haddow
Trustee



Val Wilson
Trustee/Chair

TEAM KENYA
RECEIPTS AND PAYMENTS ACCOUNT
YEAR ENDED 31 DECEMBER 2024

| | Unrestricted funds £ | Restricted funds £ | Total funds £ | Prior year funds £ |
|------------------------|----------------------------|--------------------------|---------------------|--------------------------|
| Receipts | | | | |
| Donations and legacies | 53,229 | 117,518 | 170,747 | 192,563 |
| Charitable activities | 779 | - | 779 | 10,511 |
| Total | 54,008 | 117,518 | 171,526 | 203,074 |

Payments

| | | | | |
|-----------------------|--------|---------|---------|---------|
| Raising funds | 3,356 | - | 3,356 | 7,980 |
| Charitable activities | 36,402 | 137,332 | 173,734 | 185,236 |
| Total | 39,758 | 137,332 | 177,090 | 193,216 |

Reconciliation of funds:

| | | | | |
|------------------------------------|--------|----------|---------|---------|
| Net receipts/(payments) | 14,250 | (19,814) | (5,564) | 9,858 |
| Total funds brought forward | 25,603 | 103,336 | 128,939 | 119,081 |
| Total funds carried forward | 39,833 | 83,522 | 123,375 | 128,939 |

TEAM KENYA
STATEMENT OF NET ASSETS
YEAR ENDED 31 DECEMBER 2024

Analysis of net assets between the funds

| Cash Funds | Unrestricted Funds £ | Restricted Funds £ | Total 2023 £ | Total 2023 £ |
|---------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Total cash at bank | 39,853 | 83,522 | 123,375 | 128,939 |

The accounts were approved by the trustees on 16th May 2025 and are signed on their behalf by:


.....
Neil Haddow
Trustee


.....
Val Wilson
Trustee/Chair