

TEMWA
REPORT OF THE TRUSTEES
& UNAUDITED FINANCIAL STATEMENTS
31 DECEMBER 2015

Charity Number 1101090



TEMWA

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2015

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1. Temwa's Objectives

1.1 Our Mission

To develop self-sufficient communities in hard-to-reach rural areas of northern Malawi.

Our Charitable Objectives:

- To relieve those in need of hardship and distress
- To protect and preserve health and to relieve sickness through provision of free education and counselling
- To advance public education in particular through the delivery of education and training programmes
- Such other charitable purposes as the Trustees determine from time to time

1.2 Public Benefit

The Charity has complied with the public benefit requirement in accordance with Section 17 of the Charities Act 2011. The Charity Commission in its Charities and Public Benefit Guidance requires that key principles be met in order to show that an organisation's aims are for the public benefit. Firstly, there must be an identifiable benefit, and secondly, that the benefit must be to the public or a section of the public.

Temwa promotes the development of communities in the district of Nkhata Bay North, Malawi. To provide public benefit to these communities, Temwa works to protect and preserve health, relieve hardship and advance public education through delivery of community-led training and education programmes.

While Temwa works to benefit every member of the communities, specific support is given to ensuring that projects reach orphans and vulnerable families, including those affected by HIV & AIDS, female- or child-headed households and families hosting orphans.

2. Review of Temwa

2.1 Temwa's History

The idea behind Temwa was born in 2000 when co-founders Jo Hook and Sophie Elson were running a backpacker's lodge in Malawi. While there, they came face-to-face with the many hardships that people in Malawi deal with on a daily basis. They were so moved by what they saw that, on their return to England, they began a three-year fundraising and research programme.

In December 2003, Temwa became a registered charity, and Jo and Sophie returned to Malawi to commence the charity's first project: the building of a community centre which is now also the base for Temwa's field office. Temwa began its work in Usisya, a remote rural area in Northern Malawi, with a population of around 17,000 spread across 56 villages. Usisya faces all the major rural development issues, including poverty, malnutrition, very high levels of HIV & AIDS and a lack of basic infrastructure. The area has been severely neglected by the government and non-governmental organisations (NGOs).

As Temwa's capacity has grown, so has its catchment area. Its reach now covers the whole Nkhata Bay North district and the projects reach over 40,000 people in 145 villages. Temwa now also employs 34 full time staff in Malawi.

2.2 Why Malawi?

In 2015, Malawi was ranked the 7th poorest country in the world, based on GDP per capita, and 173 out of 188 countries in the Human Development Index 2015. 40% of people live on less than £1 a day, and poverty

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is highest in northern rural areas. More than 90% of the north's rural population (2.5–3 million households) are smallholder subsistence farmers; yet, 53% do not have a year-round food supply and 33% are unable to meet their daily food needs.

Communities in Nkhata Bay North remain locked in a poverty trap, with little access to opportunities or resources and with high levels of material deprivation and livelihood vulnerability. Only 16% of Usisya residents have completed secondary school and only 4% of adults are formally employed. For women, poverty is even more acute due to their marginalisation from household, community, and economic decision-making. Low economic development, poor nutrition and food insecurity are exacerbated by high levels of HIV, with 16% of 15-49 year-olds being HIV-positive, and an increasing number of environmental and climate shocks which further erode families' livelihoods.

The remote and rural location of these communities adds another layer of vulnerability, as there is only one road into the region, which often becomes impassable in the rainy season, and the communities remain isolated. These acute development needs, coupled with poor extension services by the government, were driving factors in Temwa's decision to operate in Nkhata Bay North. Currently, for many of the communities, Temwa remains the only NGO serving them, making Temwa's work both challenging and essential to the communities living in this isolated region.

2.3 Temwa's Development Model

Our key Organisational Principles provide a framework for everything Temwa does:

- **Community-driven** – Temwa's decisions are made by the community
- Working together as a team with **trust and integrity**
- Working for lasting community **self-sufficiency**
- Commitment to **professionalism**
- **Openness and transparency**

Crucially, we are committed to ensuring that development in the region is community-led and sustainable.

We run projects in four key areas: **health, education, agriculture and forestry as well as microfinance**, supporting some of the most vulnerable households in the region. These include households headed by a female or child, those hosting one or more orphans, and those with a HIV-positive member.

Some of the expected results of our work include:

- Improving nutrition and food security by training villagers to grow a variety of vegetables and fruit which can also provide them additional income
- Combating the devastating effects of deforestation and climate change through planting trees and promoting sustainable management of local natural resources
- Reducing stigma and improving health of HIV-positive people through HIV testing, support services and community awareness
- Improving level of education in the communities through secondary school bursaries, primary school literacy promotion and library services

Temwa's large project portfolio has developed in direct response to the needs identified by the communities we serve, with interventions designed in collaboration and partnership with them. In all that we do, we aim to provide the resources to enable people to lift themselves out of poverty and create lasting change for their own future.

2.4 Temwa's Programme Areas

Temwa delivers projects, aimed at providing the skills and resources needed for sustainable development, in four programme areas:

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Health – Objective: *To reduce the spread of HIV and the stigma surrounding the disease, and to improve the health of people living with HIV & AIDS in Malawi.*

- Mobile voluntary counselling and testing for HIV & AIDS
- HIV Support Groups and Teen Clubs for HIV-positive adults and teens
- Mobile video shows for awareness raising
- AIDS Action Clubs in schools

Education – Objective: *To improve the level of education of the people in Nkhata Bay North and to provide a safe and stable learning environment for primary school children.*

- Scholarships for vulnerable and exceptional secondary school students
- Early grade literacy activities
- Bursaries for teacher training
- Library services

Agriculture & Forestry – Objective: *To develop district-wide sustainable natural resource management and resilience, and to improve food security and livelihoods for the most disadvantaged households in Nkhata Bay North, Malawi.*

- Farmer training and support in sustainable agricultural methods
- Community engagement in forestry – establishment of tree nurseries, tree planting and training local structures in forest conservation
- Forest-friendly income-generating activities

Microfinance – Objective: *To alleviate poverty by improving income and food security status of vulnerable households through training of households in sustainable vocational skills.*

- Microfinance loans for small-business entrepreneurs
- Business and marketing training

3. The Year in Review

3.1 Summary

Finances – For the 12-month period from 1st January to 31st December 2015, Temwa's total income was £381,581. Total expenditure was £375,478.

Programme Highlights – A particular highlight for Temwa in 2015 was the restructuring of our agriculture and forestry portfolios and bringing these two areas of work under a unified programme approach. We were pleased to launch the new Nkhata Bay Natural Way (NBNW) project, our largest project to-date, in partnership with the International Tree Foundation (ITF), with funding from the Big Lottery Fund (BLF) and JJ Charitable Trust. The NBNW is complemented by the smaller Nkhata Bay Natural Resources Initiative (NBNRI) project which was also launched in 2015 to expand the reach of NBNW. The overall goal of the projects is to develop district-wide sustainable natural resource management and resilience, and to improve food security and livelihoods for the most disadvantaged households in Nkhata Bay North, Malawi.

Another highlight was crossing the benchmark of a thousand microloans, with a total of 1,071 loans awarded between 2011 and 2015. We also reached a new annual record of microloans granted, with 368 new clients in 2015. We are grateful for Deki for the continued partnership to provide microloans to budding entrepreneurs.

Under Temwa's education programme, we continued the successful secondary school bursary scheme, supporting a total of 20 students in the 2014/2015 school year, with continued funding from Nick Webber

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Trust. In 2015, we were also pleased to launch a new Early Grade Literacy project which promotes reading and writing skills among primary school children in early classes in hard-to-reach areas of Nkhata Bay North.

Temwa's health programme continued successfully with our regular activities. A total of 1,779 people were tested for HIV at our mobile testing clinics in hard-to-reach areas. With about 800 weekly participants, our AIDS Action Clubs at 40 schools were praised by a governmental representative as Temwa's most successful initiative, since it has been the key driver for increasing young people's knowledge about HIV/AIDS in the region.

3.2 Progress of Temwa's 10 Year Strategic Plan

In July 2013, Temwa launched its first 10 Year Strategic Plan, which was a timely development as in the same year, the organisation reached its 10th year of operation. The Strategy focuses on five key areas:

1. Development Formula
2. Leadership & Skills
3. Sustainable Funding
4. Learning & Sharing
5. Operational Effectiveness

Each of these areas has a '10-Year Destination', with targets broken down into 3-year and 12-month workplans. The Strategy offers Temwa a blueprint for developing the organisation's capacity, expertise and operations.

Below is a brief update of progress so far:

1. Development Formula

- Temwa's programmes and project workplans are now aligned with village action plans (VAPs) which are created by Area Development Committees (ADCs) and Village Development Committees (VDCs).
- There is increased community capacity, with training for community leaders under the Nkhata Bay Natural Way (NBNW) project funded by Big Lottery Fund (BLF) and JJ Charitable Trust.
- Partnerships have been formed with Mzuzu Coffee and Shoprite, therefore supporting farmers with market linkages.

2. Leadership & Skills

- Policies and procedures have been updated.
- Job descriptions are reviewed regularly, and salaries are reviewed and increased annually.
- Funding was sourced for leadership training, and the management in Malawi attended a week-long leadership development course.
- We remain focused on the deployment of a single programme methodology, and this is something that we will be working towards in 2016.

3. Sustainable Funding

- Funding is increasing, year on year. This is in part thanks to obtaining the BLF grant, in partnership with ITF and Deki.
- An annual planning cycle has been designed, and work has started on its full adoption and implementation across the organisation.
- We are still working towards a clear fundraising strategy that works across the UK and Malawi organisations.

4. Learning & Sharing

- There has been an increase in speaker platforms for the Managing Director.
- A UK marketing strategy has been created, and communications guidelines have also been created and adopted.

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- Structured partnerships with Universities in Malawi and the UK are still to be arranged.
- A PR & media programme still needs to be created.
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5. Operational Effectiveness

- Staff capacity assessments have been made, and training has been arranged, which is ongoing.
- Policies have been updated and circulated, and staff have been trained on the policies.
- Baseline data collection is still ad hoc, despite staff training on this area. This is something that we are working to improve in 2016.

While significant progress has been made with regard to implementing the strategic plan, there is still progress to be made in certain areas. Temwa will be focusing on building leadership and management capacity during 2016/17 to enhance the organisation's strategic capability.

4. Programme Progress

4.1 Health

Temwa's health programme addresses the devastating impacts of HIV & AIDS which is highly prevalent in Nkhata Bay North as in Malawi as a whole. In 2015, we continued to run Mobile Voluntary Counselling and Testing (MVCT) clinics, and to raise awareness of HIV & AIDS amongst school children in order to help prevent its spread in future. Our Teen Clubs and HIV Support Groups also provided access to information and psychosocial support for HIV-positive youth and adults, with slightly expanded reach. The programme was overseen by Health and Rights Programme Manager Manuel Malamba, and since his departure in late 2015, by Programme Manager Emmanuel Banda. The projects were implemented by the Project Officer for Health, Fishani Msafiri, with the support of the Field Officers.

Mobile Voluntary Counselling and Testing Clinics (MVCT)

A total of 1,779 people, out of which 47% were women, were tested at Temwa's mobile HIV testing clinics in 2015. The turnout was lower than in previous years, mainly due to weather delays, challenges with rescheduling and coinciding with other community events. These clinics continue to provide an invaluable service to the communities, as the villagers currently face a walk of up to 9 hours from their homes to the closest clinic. The eight HIV Support Groups, set up by Temwa, continued to provide counselling and support services to those tested. The groups had an average of 20 members each and met independently on a weekly, bimonthly or monthly basis. The project also organised mobile video shows to raise awareness of HIV, and distributed over 14,000 condoms.

Many thanks to the Pat Newman Memorial Trust who supported this project.

AIDS Action Clubs (AAC)

AIDS Action Clubs (AACs) have been established at all 40 schools throughout Nkhata Bay North, and bring children together to share information about HIV & AIDS through poetry, songs, drama and debate. The aim is for the children to be able to make informed decisions about their own sexual and reproductive health, but also to prevent the spread of HIV & AIDS and reduce the stigma attached to it by educating the next generation on practical ways to address the disease. The AACs demonstrated strong attendance in 2015, with an average of 800 weekly participants. The clubs have received widespread praise from key stakeholders, with one government representative characterising the clubs as Temwa's most successful initiative and noting that young people in the region would have nowhere near their current level of knowledge about HIV & AIDS without the work of the AACs.

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Teen Clubs (TC)

Temwa's Teen Clubs (TC) bring together HIV-positive young people, giving them access to information on preventing transmission of HIV, psychosocial support and information on nutrition and health. There are currently four clubs, with three set up in 2014 and one in 2015, and these continued to meet regularly, with an average of 15 participants. Setting up more new clubs proved to be challenging, however, due to reluctance of HIV-positive teenagers to live openly with their status. Club attendance has been the most active in areas where Temwa has carried out health education projects for the longest period of time, which highlights the importance of broader community sensitisation in reducing stigma. The club members have generally been very appreciative of the life skills lessons, counselling and experience sharing with peers, as it has helped them to better understand their physical and social situation and supported them to live positively with their condition.

Many thanks to the donors who have supported both the AACs and the Teen Clubs, including Mercury Phoenix Trust and two donors who would like to remain anonymous.

4.2 Education

Temwa's education programme helps to tackle the low levels of education in the region where we work through educational initiatives targeting both primary and secondary school students as well as the general community. 2015 saw the continuation of the successful secondary school bursary scheme, and the launch of a

new approach to promoting early grade literacy. The education programme was also overseen by Manuel Malamba, the Health and Rights Programme Manager, and since late 2015, Programme Manager Emmanuel Banda. The projects were implemented by the Project Officer for Education, Dyana Kapeneka, with the support of the Field Officers.

Case Study: Steven "Biko" Kamanga

Living only on the income generated from selling tomatoes, the hardships quickly add up for Steven "Biko" Kamanga, his single mother and 10 other family members. Eating only one meal a day, Steven and his seven siblings often miss school due to illness and have no means to buy medicine.

Despite the daily hardships he faces, Steven is somehow finding a way to blossom into a promising young leader. Top of his Form 4 class and an active participant in the AIDS Action Clubs, he is one of Temwa's top young advocates for HIV prevention.



Steven has taken the initiative to know his own status, but also advocates for others to get tested, all the while actively supporting his HIV-positive friends. His wish is to "educate all his brothers and sisters on the dangers of AIDS". After finishing secondary school, Steven hopes to become a teacher and also "educate his sisters because they can't go to school".

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Secondary School Bursary Scheme

The Secondary School Bursary Scheme is a long-running programme which has been funded by the Nick Webber Trust since 2008. It provides school fees, uniforms, stationary as well as pocket and transport money to academically gifted students from vulnerable households. 20 pupils were supported throughout 2015, many of whom will sit their final exams in 2016. A common challenge has been that external factors beyond school bursaries, such as poor health, can impede student performance, as they often come from families living in extreme poverty. In 2016, Temwa will research mechanisms for potential complementary support to help address these issues in the coming years. The scheme continues to be very well received by the students, schools and broader communities.

Many thanks to the trustees of the Nick Webber Trust for the ongoing support.

Teacher Training

This initiative aims to address the chronic shortage of trained teachers in Nkhata Bay North. Bursaries have been given by the Nick Webber Trust to fund aspiring teachers from vulnerable households through teacher training college on the condition that they commit to working for five years in their home community after qualifying. Fiddes Manda was the first to benefit from this scheme and graduated in 2015. Anna Kamanga was recruited in 2015 and will sit her final exam in 2016.

Many thanks to the trustees of the Nick Webber Trust for their support for the education projects.

Early Grade Literacy (EGL)

The Early Grade Literacy (EGL) project was launched in 2015 to promote reading and writing skills among primary school children in early classes in hard-to-reach areas of Nkhata Bay North. It involves building the capacity of schools, households and communities to promote EGL; providing resources to develop and improve libraries; and increasing literacy activities for early-grade primary school children through low-cost, innovative interventions. During 2015, the project successfully trained 30 teachers and 15 school committee chairs in EGL, helped to set up school libraries, and organised community events, such as a literacy fair which attracted over 800 people. A particular highlight was the popular Spelling Bee competition which reached over 500 children. At the same time, the national policy framework and Early Grade Methodology were being reviewed in 2015, which means that Temwa will also readjust the EGL approach in due course to be in line with the new national approach.

Many thanks to Briggs, Brillig Charitable Trust, Not Pointless, St James's Place Foundation and Van NESTE Foundation for supporting this project.

Usisya Community Library

The library continued to provide regular services, and about 1,500 people visited the library in 2015. The majority of them were men who were particularly interested in reading the local newspapers. The provision of newspapers has been identified as a crucial source of information for the community on developments in

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Case Study: Mickel Nyrienda

Mickel Nyrienda is an orphan from Nkhata Bay North. She has been looked after by her ill grandmother who struggled to even get Mickel through primary school. Being the best of her class, Mickel was selected to attend the Bandawe Girls Boarding School under the secondary school bursary scheme.



Mickel is lucky compared to some of her friends who are being pressured into marriage: "They have no option, their parents cannot afford to send them to school, and trying to feed so many people is difficult. If a girl doesn't get an education, then they are made to marry at an early age."

Mickel has continued to excel and says about the scheme: "My future is now bright. I have been given the support to ensure that I will attain my qualifications. When I finish I want to go and train to become a nurse. I want to be able to help people who need care."

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the country and the world, and has enabled young people to access job adverts that they would not have otherwise seen. However, female attendance continues to be low, largely due to women's lower literacy levels, pervasive gender norms as well as a heavy burden of domestic tasks on women and girls. Measures will be developed to better understand factors that prevent women from using the services and to boost their attendance in the future.

Many thanks to Allen & Nesta Fergusson Trust who supported all of the education projects.

4.3 Agriculture and Forestry

Temwa's agriculture and forestry portfolios were restructured in 2015, and brought together under a unified programme approach. The two new projects, Nkhata Bay Natural Way (NBNW) and Nkhata Bay Natural Resources Initiative (NBNRI), build upon lessons learnt from Temwa's previous work on agriculture and forestry. Some beneficiaries from the previous projects graduated, while others, who were still in need of support, continued under the new projects. The new projects are complementary, and both of them aim to develop district-wide sustainable natural resource management and resilience, and to improve food security and livelihoods for the most disadvantaged households in Nkhata Bay North.

The Programme Manager for Agriculture and Forestry, Precious Chizonda, left Temwa in 2015, and since then, the portfolio has been overseen by Programme Manager Emmanuel Banda. In 2015, we were also pleased to promote the long-serving Project Officer for Agriculture, Benson Chiumia, to the post of Programme Manager for the new NBNW project. The new Project Officer for Agriculture is Anne Kampezeni who is supported by the Field Officers.

Nkhata Bay Natural Way (NBNW)

The Nkhata Bay Natural Way (NBNW) is a four-year project launched in mid-2015 in partnership with the International Tree Foundation (ITF), with support from the Big Lottery Fund. This is Temwa's largest project to-date and operates in 110 villages, aiming to engage a total of 3,300 direct beneficiaries by the project end. During the first six months, 1,000 community members were selected to benefit from sustainable agriculture and income-generating activities. In addition, 86 lead farmers were nominated and trained to encourage formation of farmer clubs; to teach community members about best practices in sustainable agriculture; and to advise on good nutrition and market linkages. To support this work, sites for 24 demonstration gardens were identified and will become operational in early 2016. Profiling of beekeeping farmers also started, and 18 people already received a microloan to support their business activity.

The project provided initial training for 18 Village Natural Resource Management Committees (VNRMCs) to manage and advocate for conservation activities at the local level. With their support, 18 communal woodlot sites were selected and prepared for tree planting. Over 116,000 pots were filled, out of which almost 79,000 tree seedlings have survived and are ready for planting in early 2016. Four Area Development Committees were also trained on local governance systems, catchment protection, leadership and advocacy, with the aim of improving their management capacity of local development initiatives. Overall, the project got off to a successful start during the inception phase and we look forward to the impacts it will produce over the next four years.

Many thanks to the International Tree Foundation (ITF), Big Lottery Fund and JJ Charitable Trust for supporting this project.

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Nkhata Bay Natural Resources Initiative (NBNRI)

The Nkhata Bay Natural Resources Initiative (NBNRI), also a four-year project, was launched in 2015 to complement the larger NBNW project. The NBNRI is implemented in villages that are not benefitting from NBNW, to ensure catchment-wide support for sustainable and conservation-linked livelihood improvement. In 2015, the project operated in 11 villages and directly reached 250 farmers who started receiving training in sustainable agriculture and income-generating activities, with view of diversifying their livelihoods and improving household food and income security. Six demonstration gardens were also set up, and eleven lead farmers nominated and trained to promote sustainable agriculture. A specific highlight was the creation of market linkages between a local supermarket and farmers from two villages who now supply local vegetables to the supermarket. The project also trained six Village Natural Resource Management Committees (VNRMCs) to manage and advocate for local conservation activities. With their support, almost 18,000 trees were planted in the first year.

A key challenge in the implementation period, affecting the success rate of many project activities such as tree planting, was the increasing prominence of the adverse effects of climate change and variability in the communities where Temwa works. At the same time, the recurring climate shocks and an emerging food crisis have also highlighted the acute need to implement projects such as this and the NBNW in the years to come.

Many thanks to the Kestrelman Trust and International Tree Foundation (ITF) for their support for this project.

4.4 Microfinance

Temwa's microfinance programme has been implemented in collaboration with the Bristol-based crowdfunding charity Deki since 2011. Using Deki's innovative web-based fundraising system, aspiring entrepreneurs in Nkhata Bay North are linked to funders from around the world. At Temwa, the programme has been managed by Microfinance Business Manager Maria Godwa, in collaboration with Charles Nyekanyeka, the Finance and Administration Manager. They were supported by the Project Officer for Microfinance, Jericho Nyirenda.

Microfinance Loans in 2015

The number of loans granted to new clients has been steadily increasing over the years. In 2015, Temwa was pleased to reach a new annual record, with 368 loans awarded to new clients, compared to 284 loans in 2014. At the end of 2015, our active loan portfolio consisted of 342 clients. Overall, we are thrilled to have crossed the benchmark of a thousand loans, with a total of 1,071 loans provided between 2011 and 2015.

The most prominent business activities supported in 2015 included fishing, production and sales of farm produce, and grocery stores. The portfolio was more closely integrated with our other programmes, more

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Case Study: Esther Chunda

Esther Chunda, 71, is HIV-positive and lives in Mzizimu village with her husband. As an elderly couple with no children, they have no reliable source of income and mainly rely on donations for survival.



She expressed her gratitude for being among the selected NBNW participants, noting: "By producing assorted vegetables, maize and many crops with the support from Temwa, it is my hope that our living standard will improve significantly."

Esther believes that the new knowledge and skills that she will acquire under this project will help improve her nutrition but also food and income security, allowing her and her husband to satisfy their basic needs.

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specifically the agriculture and forestry projects NBNW and NBNRI. These projects have also been able to provide the clients with some skills training opportunities. Overall, 2015 saw a successful expansion of the monetary stream and the number of people accessing credit within our catchment area. However, due to emerging food crisis towards the end of the year, many recipients started to struggle with repayments. Temwa will review the current programme approach in 2016.

5. Looking Ahead

While 2015 has been an exciting year for Temwa with the launch of new projects, looking ahead we also see a need to, firstly, reflect on our achievements and lessons learnt so far and, secondly, to develop new longer-term programme-specific strategies. As part of this process, Temwa launched a review of our health and education programmes in the second half of 2015. Microfinance will also be reviewed in 2016. Once completed, the reviews are expected to provide useful insights into our current programming as well as outline recommendations for how we can further develop our programmes in years to come, with emphasis on impacts and sustainability. The findings will be used to inform multi-year sector strategies for all of our programme areas; these are expected to be completed by year end 2017.

The new agricultural projects, NBNW and NBNRI, will continue for another three years. At the same time, over the course of 2016/17 we will review the successes, challenges and lessons learnt from these projects, with view of developing a longer-term sector strategy for agriculture and forestry too, to be implemented after the current projects end in 2018.

In 2016, Temwa will also reach the third year of our 10-Year Strategic Plan. We are looking forward to reviewing the strategy and our progress so far during the course of the year.

Finally, while a number of successes and interesting developments were recorded under our programmes in 2015, we are acutely aware of the increasing frequency of climate shocks affecting the communities where Temwa works. Approaching the end of 2015, the recurring shocks, including floods and draughts, are expected to lead to a food crisis plaguing Malawi in 2016. This is likely to have severe consequences for the disadvantaged households that we support and may also adversely affect our programme implementation in 2016. At the same time, the difficult situation highlights the need for continued support for interventions that improve the self-sufficiency of the communities and their ability to adapt to changing circumstances.

6. Temwa Organisational Structure

6.1 Temwa in Malawi

In Malawi, Temwa employed 34 full-time staff in 2015, overseen by Programme Director Arthur Kambombe who, however, left in 2015 and was replaced by Acting Programme Director Tiwonge Msonda. The team in Malawi is entirely Malawian and a large majority are from the communities that we serve. This enables Temwa to have a specific cultural and material understanding of the region and its development issues. Our two offices in Malawi focus on project administration and implementation. The office in Mzuzu has previously focused on administration and finances, but from 2015 also on implementation, as some project staff relocated there from Usisya. The office in Usisya continues as an operational base for our Field Officers and functions as a guest house for other project staff during field visits. During this year, at different points, Temwa had four programmatic and finance volunteers who were working with the team on the ground.

6.2 Temwa in the UK

Managing Director Jo Hook and Programme Development Manager Sheena Wynne continued to be the only full-time employees in the UK Office for most of 2015. The organisation's events fundraising programme was first managed by Russ Spollin on a part-time basis, and then full-time by Katie Ryan. The staff were supported by five wonderful interns who held varying roles in trust fundraising, events coordination and communications. The UK office's primary role is fundraising for projects and organisational running costs as well as providing support to the team in Malawi.

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Temwa also remains reliant on its network of volunteers. As ever, the Trustees are extremely grateful to all of those who have donated their time to the charity and contributed towards Temwa's continued growth. Finally, the Trustees are indebted to its generous donor base without which none of what has been achieved would have been possible – we really cannot thank our donors enough.

7. Finances

7.1 Financial Overview

Temwa changed its reporting year to coincide with the calendar year at the end of 2014, and all comparisons made in this 2015 report are therefore against the 6-month period from 1st July 2014 to 31st December 2014.

Total restricted and unrestricted income amounted to £381,581 in 2015, compared to £153,459 for the 6 months to 31st December 2014. Despite an increasingly difficult year for charity fundraising in general in the UK, where the vast bulk of Temwa's funding originates, funding highlights in 2015 included: Big Give Match Funding; festival fundraising (including Glastonbury, Secret Garden Party, Fieldview & Wilderness); Pieminister's 'Buy one get one tree campaign' which funded the forestry aspect of NBNRI; Art for Africa auction in Bristol; collection in the Diggard art auction in Paris with Mary McCarthy; 12th anniversary dinner; Ethicall donation; legacy donation from Anne Eglington; and personal donations from Martin Collins as well as Tony & Jude Johnson. The fundraising support from all of these parties is hugely appreciated.

Total expenditure amounted to £375,478 in 2015, compared to £147,795 for the 6 months to 31st December 2014. Of the 2015 total, £101,963 was expended in the UK, principally on raising funds and on the general management of the charity, while £273,515 was spent in Malawi on managing and operating the local organisation, including the various projects in place on the ground.

As with the previous financial year, Temwa's operational budgets continued to be squeezed by the rate of inflation in Malawi which in 2015 was 24.9%. This, together with significant in-year fluctuations in exchange rates, led to significant constraints on budgets. A review of Malawi overheads had been initiated in 2014 (as reported in the 2014 annual accounts), and this review culminated in early 2015 in a significant local restructuring exercise.

In the 2014 accounts, we reported on fraud in the microfinance programme and the actions taken by Temwa in response. During 2015, we saw the newly appointed Microfinance Business Manager, Maria Godwa, increase the number of loans granted to new clients over the year. Temwa also put into place a stronger and more robust management system to ensure loans were more effectively managed and monitored. We were pleased to reach the milestone of providing over 1,000 loans between 2011 and 2015.

7.2 Financial Risks

Towards the latter half of 2015, UK management and Trustees became increasingly concerned about the slow progress being made in Malawi towards the reliable and timely delivery of monthly management accounts, including reconciliations to bank balances and accurate cashflow forecasts. After the 2015 year end, concerns also grew around the performance of the Acting Programme Director in Malawi, leading eventually to him leaving the organisation. The Finance & Admin Manager resigned in December 2015, at which point Temwa used the reputable consultants, Aleksandr Kalanda Consulting, to identify two Financial Accountants who could immediately manage the finance office.

With one of the Malawi Board Members, an AfiD volunteer (www.afid.org.uk) and the Financial Accountants probing into the historic accounts, they exposed a number of suspected incidents of significant fraud. The Trustees, therefore, appointed an independent audit consultant to investigate further. His detailed report was presented to UK management and both Boards of Trustees, and confirmed that significant fraud had taken place towards the end of 2015 and into early 2016.

TEMWA

TRUSTEE'S ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2015

These fraudulent incidents highlighted a number of serious shortcomings, principally the failure by local management in Malawi to implement rigorously new financial control procedures that had been agreed by both Boards of Trustees during 2015. Since receiving the report, the charity has confirmed the appointment of a new Finance & Admin Manager, together with new staff to support the role. The Finance & Admin Manager has produced a detailed recovery plan which has been reviewed and is now being monitored by both Boards of Trustees. Legal advice is also being sought in Malawi as to the best means of recovering as much of the stolen funds as is possible. Staff training has been carried out to reinforce pre-existing financial policies and procedures. Policies have also been reviewed and updated.

The bank that Temwa uses in Malawi has been asked to carry out its own investigation into its own employees' possible collusion.

A review of the senior management structure in Malawi is being carried out prior to recruitment of a local CEO, to strengthen local leadership. A review of Malawian governance arrangements will also be commissioned.

The UK Managing Director has held a series of meetings with major donors to explain the circumstances of the fraud, and actions have been subsequently taken to strengthen and embed financial control. A thorough review of 2015 and 2016 accounting records is currently undertaken to identify and correct mis-allocations, and to reconcile accounting data to bank statements. New reporting processes are also being put in place to ensure that management accounts, including bank reconciliations, are presented regularly to the Managing Director and to both Boards of Trustees. A Serious Incident report has been filed with the Charity Commission in the UK and a similar report is being sent to the Council for NGOs in Malawi.

Temwa management and Trustees recognise the very serious implications of this fraud for the charity, and the substantial reputational risk that it poses to the future of the organisation. They are, however, confident that the recovery plan is being implemented thoroughly and that this will put the operations in Malawi onto a secure footing that will support future growth. They have also been heartened by the positive feedback, and advice, received from the major donors following the round of meetings to brief them on these events. Their continued support is hugely appreciated through what has been a difficult period for the charity.

7.3 Managing Risk

Temwa's Boards are extremely active in reviewing risk. At quarterly board meetings the Trustees review project and organisational risks presented by the Managing Director and Malawi Programme Director. Both Directors and the Finance and Administration Manager in Malawi assess financial and operational risks on a monthly basis. At board meetings in the UK and Malawi risks are reviewed and Trustees ensure that risk management decisions and actions are recorded in the meeting minutes and are then followed up.

Temwa has two very experienced boards and they understand that risk management is an integral part of organisational processes. It is important that an organisation like Temwa is systematic and structured in this process, decisions are made on the best available situation, as well as being transparent and inclusive. Temwa is a dynamic organisation that is responsive to change, as well as being capable of continual improvement and enhancement. We acknowledge the need to continually or periodically reassess our processes.

8. Reserves Policy

Temwa aims to maintain unrestricted reserves in the UK equivalent to two months' operational costs for both Malawi and the UK, which is £25,000. At the end of 2015 the total amount of unrestricted income was £43,587, therefore reserve levels are very healthy, and the charity has a "buffer" enabling it to respond at short notice to needs that may arise.

TEMWA

TRUSTEE'S ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2015

9. Governance

9.1 Organisational Structure

Temwa was registered as a charity on 4 December 2003. All Trustees give their time voluntarily and receive no benefits from the charity. The Board of Trustees meets quarterly for strategic oversight. All new Trustees go through a recruitment and induction process and are selected with a view to ensuring that the Board has an appropriate balance of experience relevant to Temwa's operational requirements.

The Trustees are supported by the Senior Management Team which reports to the Trustees on a regular basis. The board of Trustees at the end of 2015 comprised of; Sophie Guise, James Collett, Luke Boddam-Whetham, Mary Maybin, Mike Farmer, Rich Potter and Adrian Flint.

9.2 Equality & Diversity Policy

Temwa believes that by accessing, recruiting and developing talented staff from the widest possible pool, Temwa can gain insight and understanding as an organisation. Important for Temwa within Malawi is that it provides employment opportunities for capable individuals within the communities we work in. This provides the organisation with a unique cultural and material understanding of the region in which we work.

9.3 Risk Management

The Trustees have a duty to identify and review the strategic, business and operational risks that the charity is exposed to, and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. In order to achieve this, Trustees and the Senior Management Team undertake an annual assessment of the risks that the organisation is exposed to. At quarterly board meetings, the Trustees assign management of these risks to specific individuals and recommend actions to be taken, where necessary, in order to manage the likelihood or impact of these risks.

10. Trustees' Responsibilities Statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales/Northern Ireland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

TEMWA

TRUSTEE'S ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2015

Approved by the Trustees on 30th October 2016 and signed on their behalf by

Signed..... Signed.....

Date:..... Date:.....
Mike Farmer Rich Potter

TEMWA

REFERENCE & ADMINISTRATIVE INFORMATION

YEAR ENDED 31 DECEMBER 2015

Registered NGO in Malawi with CONGOMA (Council for NGOs in Malawi), the Association of Trustees, and the Board of Trustees. Registered charity in the UK, charity no. 1101090.

The trustees present their report with the financial statements of the charity for the year ended 31 December 2015. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRSSE) (effective 1 January 2015).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

Registered Charity number

1101090

Principal address

34 Portland Square
Bristol

Trustees

Miss S Elson
Ms S Campbell
Ms H Higginson
L Boddam-Whetham
J Collett

Independent examiner

Neil M Kingston, FCA
Burton Sweet
The Clock Tower
Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Bankers

HSBC
Gloucester Road North
Filton
Bristol

TEMWA

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TEMWA

YEAR ENDED 31 DECEMBER 2015

I report on the accounts of the Charity for the year ended 31 December 2015, which are set out on pages 17 to 24.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention Basis of independent examiner's report.

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement. Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Neil M Kingston FCA
Burton Sweet
Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol. BS48 1UR

Date:

TEMWA

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 DECEMBER 2015

			Year Ended	Period to	
			31.12.15	1.7.14	
			<i>Total funds</i>	<i>Total funds</i>	
			£	<i>Restated</i>	
				£	
	Notes	<i>Unrestricted fund</i>	<i>Restricted funds</i>		
		£	£		
INCOME AND ENDOWMENTS FROM					
Donations and legacies		112,882	54,227	167,109	60,510
Charitable activities					
Malawi projects		-	130,995	130,995	54,750
Charitable activities		10,221	-	10,221	-
Other trading activities	2	73,167	-	73,167	38,195
Investment income	3	<u>89</u>	<u>-</u>	<u>89</u>	<u>4</u>
Total		196,359	185,222	381,581	153,459
EXPENDITURE ON					
Raising funds		8,207	-	8,207	9,703
Charitable activities					
Malawi projects		154,702	118,813	273,515	87,668
Charitable activities		<u>93,756</u>	<u>-</u>	<u>93,756</u>	<u>50,424</u>
Total		256,665	118,813	375,478	147,795
NET INCOME/(EXPENDITURE)		(60,306)	66,409	6,103	5,664
RECONCILIATION OF FUNDS					
Total funds brought forward		103,893	10,985	114,878	109,214
TOTAL FUNDS CARRIED FORWARD		<u>43,587</u>	<u>77,394</u>	<u>120,981</u>	<u>114,878</u>

Comparative fund balances are shown in note 7.

TEMWA

BALANCE SHEET

YEAR ENDED 31 DECEMBER 2015

	Notes	Unrestricted funds £	Restricted funds £	2015 Total funds £	2014 Total funds £
FIXED ASSETS					
Tangible assets	8	25,488	-	25,488	32,799
CURRENT ASSETS					
Debtors	9	51,856	-	51,856	21,562
Cash at bank and in hand		<u>18,788</u>	<u>77,394</u>	<u>96,182</u>	<u>96,751</u>
		70,644	77,394	148,038	118,313
CREDITORS					
Amounts falling due within one year	10	(52,545)	-	(52,545)	(36,235)
NET CURRENT ASSETS		<u>18,099</u>	<u>77,394</u>	<u>95,493</u>	<u>82,079</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		43,587	77,394	120,981	114,878
NET ASSETS		<u>43,587</u>	<u>77,394</u>	<u>120,981</u>	<u>114,878</u>
FUNDS	11				
Unrestricted funds				43,587	103,893
Restricted funds				<u>77,394</u>	<u>10,985</u>
TOTAL FUNDS				<u>120,981</u>	<u>114,878</u>

The financial statements were approved by the Board of Trustees on
and were signed on its behalf by:

.....
Trustee

TEMWA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2015

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity have been prepared in accordance with the Charities SORP (FRSSE) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRSSE) (effective 1 January 2015)', the Financial Reporting Standard for Smaller Entities (effective January 2015) and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life as follows:

Motor vehicles.....25% straight line basis..

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

	Year Ended 31.12.15 £	Period 1.7.14 to 31.12.14 £
Fundraising events	38,695	10,439
Sponsorships	24,224	14,120
Malawi generated funds	10,248	13,636
	<u>73,167</u>	<u>38,195</u>

TEMWA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2015

3. INVESTMENT INCOME

	Year Ended 31.12.15 £	Period 1.7.14 to 31.12.14 £
Deposit account interest	<u>89</u>	<u>4</u>

4. TRUSTEES REMUNERATION & BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2015 nor for the period ended 31 December 2014.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2015 nor for the period ended 31 December 2014.

5. STAFF COSTS

	Year Ended 31.12.15	Period 1.7.14 to 31.12.14
Salaries	145,565	67,699
Malawi	3,903	-
	<u>149,468</u>	<u>67,699</u>

The average monthly number of employees during the year was as follows:

	Year Ended 31.12.15	Period 1.7.14 to 31.12.14
UK	3	3
Malawi	35	28
	<u>38</u>	<u>31</u>

No employees received emoluments in excess of £60,000 for 6 months.

6. GOVERNANCE

Governance costs for the year represent fees charged for audit in Malawi and an independent examination fee in the UK. In 2015 total costs were £6,593 (2014: £960).

TEMWA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2015

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds Restated £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	60,510	-	60,510
Charitable activities			
Malawi projects	24,880	29,870	54,750
Other trading activities	38,195	-	38,195
Investment income	4	-	4
Total	<u>123,589</u>	<u>29,870</u>	<u>153,459</u>
EXPENDITURE ON			
Raising funds	9,703	-	9,703
Charitable activities			
Malawi projects	57,033	30,635	87,668
Charitable activities	50,424	-	50,424
Total	<u>117,160</u>	<u>30,635</u>	<u>147,795</u>
NET INCOME/(EXPENDITURE)	6,429	(765)	5,664
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>97,464</u>	<u>11,750</u>	<u>109,214</u>
TOTAL FUNDS CARRIED FORWARD	<u>103,893</u>	<u>10,985</u>	<u>114,878</u>

8. TANGIBLE FIXED ASSETS

	Motor Vehicles £
Cost	
At 1 January 2015	45,898
Additions	<u>4,760</u>
At 31 December 2015	<u>50,658</u>
Depreciation	
At 1 January 2015	13,099
Additions	<u>12,071</u>
At 31 December 2015	<u>25,170</u>
NET BOOK VALUE	
At 31 December 2015	<u>25,488</u>
At 31 December 2014	<u>32,799</u>

TEMWA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2015

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015 £	2014 £
Trade debtors	33,340	19,659
Other debtors	18,516	1,903
	<u>51,856</u>	<u>21,562</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015 £	2014 £
Trade creditors	119	1
Taxation and social security	1,861	2,323
Other creditors	50,565	33,910
	<u>52,545</u>	<u>38,234</u>

11. MOVEMENTS IN FUNDS

	At 1.1.15 £	Net movement in funds £	At 31.12.15 £
Unrestricted funds			
General fund	103,893	(60,306)	43,587
Restricted funds			
Aids Action Club	1,332	(707)	625
Agriculture	5,885	20,274	26,159
Early Grade	1,119	1,334	2,453
Nick Webber	2,491	1,326	3,817
Teen Club	94	35,345	35,439
BLF	64	8,837	8,901
	<u>10,985</u>	<u>66,409</u>	<u>77,394</u>
TOTAL FUNDS	<u>114,878</u>	<u>6,103</u>	<u>120,981</u>

TEMWA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2015

Net movement in funds, included in the above are as follows:

	Income	Expenditure	Movement in funds
	£	£	£
Unrestricted funds			
General fund	196,359	(256,665)	(60,306)
Restricted funds			
Aids Action Club	-	(707)	(707)
Agriculture	41,000	(20,726)	20,274
Early Grade	16,427	(15,093)	1,334
Nick Webber	5,687	(4,361)	1,326
Teen Club	53,800	(18,455)	35,345
BLF	<u>68,308</u>	<u>(59,471)</u>	<u>8,837</u>
	<u>185,222</u>	<u>(118,813)</u>	<u>66,409</u>
TOTAL FUNDS	<u><u>381,581</u></u>	<u><u>(375,478)</u></u>	<u><u>6,103</u></u>

TEMWA

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2015

Donors have given funds for the following:

AIDS Action Clubs - clubs in 40 schools who undertake stigma reduction, support for families who have an HIV positive member, education work to peers and elders to encourage prevention, testing and stigma reduction.

Support Groups - There are 8 support groups set up to encourage each other to live positively with HIV, understanding the importance of a nutritious diet and taking ARTs as prescribed.

Agriculture

Farmer training and support in sustainable agriculture methods, community engagement with forestry, including establishment of tree nurseries, tree planting, training local structures in forest conservation. Lastly forest friendly income generating activities.

Early grade

Working with Schools in Nkhata Bay North to promote early grade reading through reading clubs, setting up libraries, promotion of reading at home.

Nick Webber

Supporting youth education through providing bursaries for secondary school fees, uniforms, school materials.

Teen club

Support groups for HIV positive teenagers, providing de stigmatisation and positive living for HIV positive youth in Malawi.

BLF

Farmer training and support in sustainable agriculture methods, community engagement with forestry, including establishment of tree nurseries, tree planting, training local structures in forest conservation. Forest friendly income generating activities.

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2015.

TEMWA

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 DECEMBER 2015

	Year Ended 31.12.15 £	Period 1.7.14 to 31.12.14 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations and legacies	167,109	60,510
	<hr/>	<hr/>
	167,109	60,510
Other trading activities		
Fundraising events	38,695	10,439
Sponsorships	24,224	14,120
Malawi generated funds	<u>10,248</u>	<u>13,636</u>
	73,167	38,195
Investment income		
Deposit account interest	89	4
Charitable activities		
	<u>141,216</u>	<u>54,750</u>
Total income	381,581	153,459
EXPENDITURE		
Raising funds		
Fundraising events costs	8,207	9,703
Charitable activities		
Salaries	149,468	67,699
Rent, rates and water	3,673	1,422
Telephone	1,117	707
Postage and stationery	1,764	23
Professional fees	-	981
Travel and subsistence	32,257	11,605
Computer and IT	346	167
Non capitalised equipment	2,249	1,465
Bank and similar charges	1,364	905
Recruitment	885	58
Training and staff expenses	257	2,556
Volunteer expenses	3,768	131
Project administration	38,637	11,640
Direct project costs	111,365	33,287
Foreign exchange gains/loss	1,452	-
Motor vehicles	<u>12,071</u>	<u>4,486</u>
	360,673	137,132

TEMWA

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 DECEMBER 2015

Support costs

Governance costs

Accountancy and legal fees

6,598

960

Total expenditure

375,478

147,795

Net income

6,103

5,664