

NGOKO CHARITABLE TRUST

TRUSTEES' ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31 DECEMBER 2019



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01 OBJECTIVES AND ACTIVITIES

The purpose of the Ngoko Charitable Trust is the prevention or relief of poverty in Zimbabwe by providing or assisting in the provision of education, training, healthcare projects and all the necessary support designed to enable individuals to generate a sustainable income and be self-sufficient.

Background

In 2013, one of the co-founders of Ngoko Safaris, Benson Siyawareva, became involved with the Ntabayengwe community, who live in a rural area near Victoria Falls in Zimbabwe.

Most families in this community survive by cattle raising and minimal subsistence farming. Human-wildlife conflict is rife as the area is adjacent to the Zambezi National Park and Jafuta Forest.

Benson soon realised that many of the children in this community were not attending school, often not even completing their primary education. Reasons for this included:

- An inability to pay school fees, due to high levels of poverty;
- Attending the nearest school meant a daily walk of many kilometres, with the risk of attack by wild animals en-route;
- Parents often prefer children to help with household chores rather than attend school;
- Generations of grinding poverty and poor education meant there were no role models for children to aspire to.

Benson felt strongly that he needed to do something to improve educational opportunities and started discussions with the community about building a local school. They agreed to allocate land, and our journey began.



01 OBJECTIVES AND ACTIVITIES

For many years, Benson has worked closely with his UK-based business partner, Fiona Thompson, running a small safari company together. Together with Fiona's husband, Graeme Thompson, they teamed up to transform Benson's dream of educating these children into a reality.

The project was named Lesedi, which means "Light".

Initially, the project comprised no more than a basic pre-school structure and playground, built by Benson with mostly scavenged materials. The Lesedi pre-school opened in January 2014.

By the following year, Lesedi was gaining in popularity and it was clear that the school was going to continue its expansion. We established a registered UK charity, the Ngoko Charitable Trust, in order to support the project.

Our Activities

Thanks to the amazing support this project has received, development at Lesedi has moved at a fast pace.

Lesedi now teaches two Early Childhood Development (ECD) classes, along with Grades 1-6 of Primary School (Grade 6 was introduced from January 2020).

Grade 7 will be added next year, with our first intake of students graduating from Primary School in 2021. The intention is to then develop a Secondary School.

In addition to educating the children in this community, we soon realized that healthcare is also a big problem. The

nearest public clinic is at Chisuma, 30km from the village, and the cost of transport and medication is unaffordable for many families. Health issues are often ignored until it is too late, or a traditional healer will be visited instead.

In 2018 we received official approval to build a clinic in the community. Construction was completed in 2019 and the clinic opened in March 2020.

Public Benefit Statement

The Trustees have a duty to report on our organisation's public benefit and follow the guidance from the Charity Commission on the provision of Public Benefit requirement under the Charities Act 2011.

1. Education

By establishing a local primary school in the Ntabayengwe community we are enabling children to receive an education, who otherwise would have dropped out of school.



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OBJECTIVES AND ACTIVITIES

Our focus on high quality teaching standards and the provision of computer classes ensures the Lesedi pupils are receiving a far better education than a government school would offer. Better educated children have greater opportunities for employment, providing role models for future generations.

A sponsorship program at Lesedi covers the cost of schooling for most of our pupils, removing any concerns about exclusion due to non-payment of school fees.

2. Training

The community is heavily involved in the school project. The experience is teaching them new skills and providing a renewed sense of purpose and responsibility.

Seeing the progress being made by the children is encouraging many of the adults to improve their own education and training. The school also provides facilities for locally based university students to study.

Improving educational standards will enable new sources of income and slowly divert attention from reliance on other non-sustainable income sources.

3. Healthcare

A nutritious breakfast and lunch is provided every school day for all pupils, reducing the incidence of malnourishment.

The completion of Lesedi Clinic means that quality, affordable healthcare is now accessible to the communities in this area.

An expectant mothers' cottage provides accommodation for women during the final stages of pregnancy, ensuring they give birth at the clinic rather than in their rural homes and reducing the risks involved.

We are introducing regular medical check-ups for Lesedi pupils at the clinic, providing ongoing medical care and treatment as necessary.



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ACHIEVEMENTS AND PERFORMANCE

2019 has been another momentous year at Lesedi, with the school continuing to flourish and construction focussed on the medical clinic and supporting buildings which opened in March 2020. The second year of child sponsorship has proved hugely successful with 187 children now supported who otherwise might not be in school. Over 240 pupils are now enrolled at Lesedi.

2019 has been another incredibly positive year for Lesedi. This is despite an increasingly bleak environment in Zimbabwe, with high unemployment and inflation, and shortages of water and food. The country also suffered from a terrible drought.

Many families are struggling to survive, let alone educate and provide healthcare for their children. In 2019 even those parents who had jobs could not afford essentials as hyper-inflation returned to Zimbabwe. And this was before the likely devastation from COVID-19.

That we have been able to achieve so much, despite the challenges, bears testament to our hard-working team at Lesedi and to our supporters.

The teachers continue to go above and beyond their remit, not only working tirelessly to provide a quality education, but also monitoring the welfare of the pupils, identifying instances where we need to provide additional support.

The child sponsorship program continues to expand, not only providing crucial long-term funding of education and welfare but also friendship across the miles.

Benson continues to be inspirational. The clinic complex was a hugely demanding and daunting construction project which stretched Benson to the limit. His drive to improve the lives of others is incredible.

None of this would have been possible without the generosity of our supporters and we remain truly humbled by the support we receive. Your donations have made the following achievements possible during the year:

School Land and Buildings

We built two teachers' cottages during the year to accommodate the growing number of teachers. We now have four teachers' cottages at Lesedi.

Additional works were completed to improve the ablution and cooking facilities at the school. A traditional homestead was also added at Lesedi, with the community providing all labour and materials for this project.



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ACHIEVEMENTS AND PERFORMANCE

The addition of a vegetable garden means that the school is now able to grow some of its own vegetables.

Following a generous donation from the Jafuta Foundation, work commenced on the construction of a large dining, school and community hall. This multi-purpose hall will provide a covered space for morning registration and school dining, whilst also being used by the school and community for meetings and functions.

A double classroom block is in the process of being constructed by Grand Circle Foundation. This is the fifth and final classroom needed by the Primary School.

Water and services

Our first borehole was drilled at the end of 2018 and has proved vital. With the mains water supply cut off due to the ongoing drought, the borehole has supplied the school, gardens and clinic construction.

However, as the clinic neared completion it became clear that we would need

separate boreholes to supply the school and the clinic going forwards. Remarkably the same long-standing supporter and friend stepped forward again to finance a second borehole. We are truly fortunate to now have Babs' Borehole I and II supplying Lesedi with water.

A reliable, cost effective internet service was finally secured for the school and clinic.

Sports & Other Facilities

The sports facilities continue to be enthusiastically embraced by the pupils. Football, netball, cricket, volleyball, table tennis and badminton are now played, and the pupils have started to compete successfully against other schools.

The Lesedi School Choir was also formed towards the end of the year, with their sights set firmly on the national competition for the best school choir. With all the challenges in Zimbabwe it is good to see that healthy school competition is still alive and kicking!



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ACHIEVEMENTS AND PERFORMANCE

Teachers & support staff

As at January 2020 we have ten teachers at Lesedi, with all salary costs apart from one funded by the charity. Grand Circle Foundation has kindly taken on the salary of one teacher for a year.

The teachers are incredible advocates for Lesedi and are always delivering beyond their core roles. They are a great team, with boundless energy and dedication and we could not achieve what we do without them.

This dedication and professionalism was reflected in the recent decision to grant Lesedi Primary School status as a local examination centre.

The continued growth of the school means we are even more reliant on our excellent support staff – school clerk, cooks, security guard, gardener and general hand.

With the addition of the clinic, the project now employs 21 people in total.

Community Engagement

From the outset, the trustees and Benson in particular, have taken great pains to involve and engage the local community in all that we are trying to do. The ongoing success of the school and the opening of the clinic has really bonded the Lesedi project within the community.

The support staff, the assistant nurses and most of the builders are from the local community which has provided valuable income to families nearby.

Lesedi is becoming the heart of the community with the newly built community hall and the clinic instilling a huge sense of pride.

Child Sponsorship

Many families are unable to pay the nominal school fees charged at Lesedi. The fees are to the value of \$34 per term (US\$102 per year), with most of the funds being used to cover the cost of providing breakfast and lunch for the pupils each day. To continue at school, many of the children need financial support.

During 2019 the situation has become even more desperate. Even when parents are working, the impact of the currency changes and inflation mean that they often earn less than the equivalent of US\$10 per month.

The introduction of a sponsorship program in late 2017 has proved extremely popular with our supporters and by the end of the year, 187 of our pupils were sponsored. This is three quarters of the pupils at Lesedi. We are making the sponsorship program as personal as possible, building relationships between sponsors and the children with regular letters. The children love these special friendships and are also learning a lot about the wider world.

This program has already enabled many children to remain in education, who would otherwise have been excluded from school or dropped out. It also brings in much needed long-term financial security for the charity and engagement with a wider supporter base.

Children requiring sponsorship are identified by the teachers and vetted by our school principal, Mrs Mutori, and Benson. The sad situation is that with the deteriorating economic situation, even those families who had previously managed to pay school fees are now

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ACHIEVEMENTS AND PERFORMANCE

struggling to do so and we continue to have a long waiting list of children needing sponsors.

The \$300 per child per year sponsorship income covers school fees, two hot meals a day, uniform and a contribution to our welfare fund. An allocation is also made to wards paying part of the teachers' salaries and other costs such as books and equipment, with the charity directly paying for the remaining balance.

Child Welfare & Medical Support

The school was primarily established to support the education of the children.

However, it has become apparent that whilst education remains the primary purpose, the school and teachers have taken on an important role to monitor and support the general welfare and medical condition of the pupils.

A welfare fund was established in 2018 to cover the cost of school fees during the period between a child being identified as needing sponsorship, and a sponsor being found, ensuring that their education is not interrupted.

The purpose of the welfare fund was soon extended to cover medical treatment as necessary for all our Lesedi students.

During 2019 we continued to have cases where children became ill as their parents could not afford basic medical care. Even if a family manages to cover the cost of an initial medical consultation, they know that the cost of ongoing medical treatment and medication will be beyond their limited means. The welfare fund is covering the cost of ongoing treatment and medication for several children with

ongoing health issues, including sickle cell disease and diabetes.

Medical Clinic

Since the start of the project, we have aspired to improve the medical facilities available in the community.

Our determination to build a clinic stemmed from Benson seeing an elderly lady in ill-health travel the 60km round-trip to the nearest community clinic on the back of an ox-cart, only to be told her anti-retroviral medication was not available. She was forced to do the same journey again a few days later. Some people decide against HIV treatment as the clinic is just too far.



02 ACHIEVEMENTS AND PERFORMANCE

In July 2018 the Ministry for Health and Child Care granted permission for us to build a clinic on land adjacent to the school.

Construction of the clinic was completed in 2019. The construction was a huge undertaking comprising:

- A clinic with male and female wards, two delivery rooms, consultation room with attached treatment room, drug storage room and waiting room;
- Two double cottages to house four nurses and their families;
- A waiting mothers' cottage and cooking facilities to allow ladies in the final stages of pregnancy to stay on-site;
- Ablution facilities, septic tank, water tanks, mains electricity connection and solar panels.

In addition, a second borehole was drilled to provide a dedicated water supply.

The trustees agreed a \$200,000 budget for the construction and following some incredibly generous donations we were able to fully raise this by early 2019.

Following some intense work by Benson and the builders, construction was completed in September 2019. Despite the scope of the work significantly expanding from the original plans, the final cost came in at \$201,000.

The original intention was to hand over the clinic to the Government who would then provide the nurses, equipment, medicines and other costs required. However, it became apparent that given the funding crisis in Zimbabwe there was a major risk that the clinic would not be appropriately funded and supported.

The trustees therefore took the decision to register the clinic privately, taking on day-to-day responsibility going forwards.



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ACHIEVEMENTS AND PERFORMANCE

Two experienced and enthusiastic nurses were recruited along with two nurse aides from the local community.

A highly rated local doctor joined the project, which will benefit from his considerable medical and management experience.

Following another very generous donation, medical equipment, medicines and consumables were purchased.

The clinic was then subject to several inspections from the medical authorities and we finally received our registration certification on 24th February 2020. The clinic then opened - exciting times!

Although the clinic is privately registered, the intention remains to operate as a local community clinic, providing affordable care to the whole community. We also intend to work closely with local government officials and support their vital work, in particular the distribution of anti-retrovirals. The Environmental Health Officer at the Ministry of Health & Childcare, who oversees a major health and hygiene program across the large rural community, now lives on site and operates out of the clinic.

This ethos is also embedded into the charging structure. The clinic needs to be as financially self-sustainable as possible to ensure its long-term future. A nominal fee is charged for consultations and medication is provided at cost price plus 10% to enable re-stocking. Our intention is to provide free treatment to the elderly and vulnerable in the community.

The clinic has initiated a program of regular medical check-ups for all our Lesedi pupils, with the costs covered by our

welfare fund. This is enabling us to not only identify and treat ongoing medical issues, but also monitor the general welfare of the children.

It is early days, but the clinic is already providing a real positive service to the community and the wider Matabeleland North district.

This is a major step in the development of Lesedi for the Ngoko Charitable Trust, and once again was only possible due to the tireless work and vision of Benson along with the financial and emotional support of our supporters – thank you!



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FUTURE PLANS

Six years on since the start of the project, Lesedi Primary School is now well-established, boosted by the additional support now being received from the sponsorship program. The opening of Lesedi Clinic in March 2020 is a major transformational step for the project. COVID-19 has already impacted Lesedi with the temporary closure of the school, and there is potential for a catastrophic impact on the community if the virus spreads unchecked within Zimbabwe. The Victoria Falls area is very dependent on tourism, which has been devastated as tourist numbers have plummeted. It is inevitable that many challenges lie ahead once we assess the fall-out from this crisis. Otherwise, 2020 is expected to be a year of consolidation, before work starts on a Secondary School in 2021.

The transformation over the past six years has been remarkable. Starting with one pre-school class, our "pioneer students", Lesedi Primary School is now a well-equipped school campus with over 240 pupils who are energetic, confident and full of hope for the future.

Continued exposure to tourists and sponsors is proving hugely beneficial to the children, improving not only their English, but also their confidence, self-belief and ambitions.

Grade 7 classes will be added at Lesedi in 2021, with our pioneer students graduating from primary education in December 2021. Assuming we can generate enough funding, the intention is to then add a **Secondary School** at Lesedi to ensure our learners can continue their education.

We will need to start detailed planning for the secondary school in 2020.

Not all our children will be suited to academic achievement, so we continue to introduce them to a range of practical skills and initiatives. We will continue to develop this **Vocational Training** going forwards with possibly a new centre.

We want to continue expanding school sports and IT facilities as well as considering transport options for the school and the clinic.

The **Child Sponsorship** program remains critical to our long-term success and we will continue to expand this where possible. From a financial perspective, sponsoring all the children will ensure that



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FUTURE PLANS

the school is close to being self-financing. However, one could argue that the real value lies in the friendship and love developing between the children and their overseas friends.

The incredibly challenging **economic environment** combined with the already devastating effects of COVID-19 on the Victoria Falls tourism industry is disrupting many families. Even before the crisis, many parents moved away to South Africa and elsewhere to find work. In tough times children are moved around family members with the risk that they leave our community and likely drop out of education entirely. Through the diligence of the teachers and nurses we are often able to identify those children most at risk from resettlement and we are looking at ways of how we can keep them in school.

This is a difficult balance that we need to keep managing.

We are aware that some of our pupils have **Special Educational Needs**. Our Grade 6

teacher is trained in special needs education and provides advice and support to the other teachers as necessary. We will continue to monitor the situation and may need to employ a dedicated teacher longer-term.

The **Medical Clinic** will be a major focus in 2020 with much work required to set up the people, processes and relationships needed to establish the clinic on good foundations. We have recruited an excellent team and look forward to supporting the clinic as it grows and develops during the year.

After a manic 2019, construction should slow during 2020 with the focus being on completion of the **Dining / School / Community Hall** and the fifth and final Classroom Block.

We anticipate 2020 will be an extremely tough year for Zimbabwe, with all the existing hardships compounded by COVID-19. As a Charity we look forward to working with our excellent team and supporters to continue to ensure that Lesedi remains a beacon of positivity and hope.



04 FINANCIAL REVIEW

As expected, the Charity ran a large cash deficit in 2019 as the money raised in 2018 for the clinic construction was spent during the year. Excluding the clinic, the funding position was positive with strong underlying donations and growing income from the child sponsorship program.

A summary of our receipts and payments is shown in **Section 05 Accounts** on page 15. Here we provide a brief narrative of the story behind the figures.

It should be noted that we account for our receipts and payments into two separate funds:

- Restricted: this ring fences receipts and costs allocated to a specific program (e.g. sponsorship) or project (e.g. clinic);
- Unrestricted: monies that are not restricted can be spent freely on relevant Lesedi costs.

Receipts

1. Financial Donations

Most of our donations are from individuals, many of whom have visited the school and experienced first-hand the difference the project is making. Many of our donors have now generously supported the project for several years. During 2019 a few very substantial donations allowed us to fully fund the clinic construction, add another borehole and purchase medical equipment.

Every donation makes a difference, no matter how large or small. 100% of each donation we receive is spent directly on developing and supporting Lesedi.

2. Child Sponsorship

Our child sponsorship program was introduced at the end 2017. The cost of sponsorship is US\$25 or £18 (£15 plus gift aid) per month.

The sponsorship program has had a hugely positive impact, with many children now in school who would not otherwise be receiving an education.

Sponsorship income fully funds school fees, uniforms and welfare costs for all sponsored pupils. A contribution is also made to teachers' salaries and other school operating costs. We hold a buffer of £10,000 of sponsorship money at the end of each year to ensure that sufficient cash flow is always available.

Payments

1. Building costs

Construction expenses continue to be a significant outlay for the charity. Major projects during the year included:

Clinic, nurses' cottages and other ancillary buildings and infrastructure (£132,171)

Teachers' Houses (£9,852)

Borehole, pump and pipes (£8,937)

Dining / community hall (£7,466)

Completion of School fencing (£3,090), Ablution Blocks (£2,856) and Classroom 4 (£2,018).

04 FINANCIAL REVIEW

All these projects were completed in 2019 except for the borehole and dining hall which were completed in early 2020.

2. Teachers' Salaries

The charity funded the salaries of nine teachers during the year.

One new teacher joined the team in January 2020, to cover the extra Grade added and one of the teachers is now kindly funded by the Grand Circle Foundation.

Salaries of support staff are paid directly by the school from school fees, although the charity pays for occasional one-off costs.

3. School Fees

All pupils at Lesedi are charged \$34 per term by the school, for school fees and food. For those children who are sponsored or awaiting sponsorship the charity pays these costs via the sponsorship program. In Term 3 2019 the charity paid for 191 children.

4. Uniforms, Medical & Welfare

Through the sponsorship program the charity funds the cost of uniforms for sponsor children as necessary. In addition, the charity pays for ad-hoc medical and welfare bills where appropriate and approved by the trustees.

5. School Furniture & Equipment

Primarily relates to upgrading the IT lab plus some school supplies.

6. Computer & Internet

Several laptops were acquired and supplied to the school, for use by teachers and pupils.

7. Other School Costs

Other costs not listed elsewhere include fuel, transport, water supply and other sundry items required to run the project. This figure also includes the purchase of meat for school meals and shoes for the children. These are funded by generous donations from two of our supporters.

8. Clinic operational costs

The 2019 accounts for the first time show the operating costs of the clinic during the final months of the year.

The bulk of these costs relates to the purchase of medical equipment to equip the clinic which was funded by several generous donations.

9. Loss on Exchange

The 2019 accounts show a Loss on Exchange of £4,938 (2018: profit of £7,134). As a UK-registered charity, we report in Sterling. However, on a day-to-day basis we generally work in US Dollars (USD). Donations received from the US are remitted to the project in USD. Our costs in Zimbabwe are primarily paid in USD.

Converting the accounts into Sterling at the year-end results in a profit or loss on exchange depending on the change in the exchange rate during the year. It does not necessarily mean that a profit or loss has been realised.

Net Assets

At the year end the charity was holding net monetary assets of £91,744 (US\$120,313). This was predominantly being held in US Dollars.

04 FINANCIAL REVIEW

£29,933 of the net monetary assets at year end were restricted funds representing the balance on the sponsorship welfare fund (£10,000) and restricted amounts put aside for medicine and clinic supplies (£11,802) and remaining borehole spend (£4,020). The remainder was split across several donor projects for meat, books and children's shoes.

In 2020 the Trustees anticipate that all these non-sponsorship funds will be fully spent during the year.

A £10,000 fund of sponsorship monies will be held at each year end to fund future welfare and other emergency costs.

The amount of Unrestricted funds was £61,811. The Trustees anticipate spending £20,000 of this balance on planned construction projects in early 2020.

£23,000 will be held in reserve to cover teachers' and nurses' salaries, in line with our Reserves Policy below.

The balance of around £18,800 will be used to cover additional costs expected on unfunded clinic and school projects.

Reserves Policy

Salaries form the bulk of our non-discretionary spending commitments and our policy is to keep a minimum of 6 months' salary cost in reserve in addition to amounts allocated to restricted funds.



05 ACCOUNTS

Receipts and Payments

	Year to 31 December 2019			Year to 31 December 2018		
	Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
Receipts:						
Donations	56,308	91,364	147,672	71,422	131,148	202,570
Sponsorship income	-	46,049	46,049	-	22,932	22,932
Profit on exchange	-	-	-	7,134	-	7,134
Total receipts	56,308	137,413	193,721	78,556	154,080	232,636
Payments:						
Building costs	25,569	143,964	169,533	52,969	36,933	89,902
School operational costs:						
Teachers' salaries	7,849	20,043	27,892	13,766	5,585	19,351
School fees	-	13,845	13,845	-	4,539	4,539
Uniforms, medical & welfare	-	5,452	5,452	-	3,686	3,686
School furniture & equipment	697	1,781	2,478	1,118	453	1,571
Computers and Internet	506	1,292	1,798	2,426	985	3,411
Other school costs	1,338	6,109	7,447	5,452	-	5,452
	10,390	48,522	58,912	22,762	15,248	38,010
Clinic operational costs:						
Nurses' salaries	1,976	-	1,976	-	-	-
Medical equipment	-	28,003	28,003	-	-	-
Other clinic running costs	1,567	-	1,567	-	-	-
	3,543	28,003	31,546	-	-	-
Loss on exchange	4,938	-	4,938	-	-	-
Total payments	44,440	220,489	264,929	75,731	52,181	127,912
Cash funds this year end	11,868	(83,076)	(71,208)	2,825	101,899	104,724

Statement of Assets and Liabilities as at 31 December

	2019			2018		
	Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
Cash funds:						
Bank accounts	42,884	27,918	70,802	25,012	110,363	135,375
Generosity in Action account	18,927	2,015	20,942	24,774	2,646	27,420
Liabilities:						
Expenses unpaid	-	-	-	-	(5,775)	(5,775)
Total net assets	61,811	29,933	91,744	49,786	107,234	157,020

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INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the accounts of the Ngoko Charitable Trust (the "Trust") for the year ended 31 December 2019, which are set out on page 15.

As the charity trustees of the Trust, 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 Trust's accounts carried under Section 145 of the 2011 Act and in carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Act.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Colin Hoare Accountancy Services Ltd
Chartered Accountants
10 The Green
Cheddington
Buckinghamshire
LU7 0RJ

A handwritten signature in dark ink, appearing to read 'Colin Hoare', followed by the letters 'FCA'.

Dated 1 June 2020

07

STRUCTURE, GOVERNANCE & MANAGEMENT

Ngoko Charitable Trust is an unincorporated Trust, constituted under a Trust Deed dated 25 May 2015 and is a registered charity (registration number 1163965).

Appointment of Trustees

There must be at least 3 trustees. Apart from the first trustees, every trustee must be appointed for a term of 3 years by a resolution of the trustees passed at a special meeting. The current trustees are all founding trustees of the Charity and hold office for the following periods:

Fiona Thompson 5 years to 2020
 Benson Siyawareva 4 years to 2023
 Graeme Thompson 3 years to 2021

In selecting individuals for appointment, the trustees have regard to the skills, knowledge and experience needed for the effective administration of the charity.

All trustees give of their time freely and no trustee remuneration is paid.

Organisational Structure

The management of the Charity is split between the UK and Zimbabwe.

Benson Siyawareva, in Zimbabwe, is the driving force behind the establishment of Lesedi and manages all the projects and development locally.

In the UK, Fiona Thompson, is responsible for the fundraising and administration. Graeme Thompson manages the finances.

At present the sole project of the Charity is Lesedi Primary School and Clinic.

We work closely with the community. A school advisory council oversees the day to day running of the school. The council

comprises of five village elders plus the school principal. The village elders are appointed by the community. The committee is overseen by a school Board of Directors.

The medical clinic is managed by a Senior Nurse under supervision of a local doctor, supported by her team and trustees as needed.

Risk Management

The Trustees actively review any major risks which the Charity faces on a regular basis and believe that we have appropriate procedures and controls to identify and mitigate against risks we are exposed to.



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REFERENCE & ADMINISTRATION DETAILS



Charity name

Ngoko Charitable Trust

Charity number

1163965

Principal Address

28 Station Road
Tring
Hertfordshire
HP23 5NG

Trustees

Benson Siyawareva
Fiona Thompson
Graeme Thompson

Independent Examiner

Colin Hoare Accountancy
Services Ltd
10 The Green
Cheddington
Buckinghamshire LU7 0RJ

Bankers

Barclays Bank PLC

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TRUSTEE DECLARATION

The trustees declare that they have approved the above annual report and accounts.

Signed on behalf of the charity's trustees



Graeme Thompson

Treasurer

1 June 2020



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ACKNOWLEDGEMENTS

We offer our sincere thanks to the individuals and organisations who have supported us since our project began. Our achievements to date would not have been possible without your generous support.

Most of our funding comes from donations by private individuals. Many donations are one-off, although some individuals are kind enough to remember us in their charitable giving year after year.

A few individuals have donated substantial amounts to the Charity, occasionally for a specific project but most often entrusting the Trustees to spend their donations wisely. We are humbled by your incredible support and generosity. Thank you for placing your trust in us and for your commitment to Lesedi.

We have also received non-financial support, with donations of school supplies. Some individuals have volunteered their time and expertise. Others have provided encouragement and steadfast enthusiasm.

Further support for the children has come through the child sponsorship program. Our child sponsors have "adopted" many of our vulnerable pupils with a huge amount of love and joy.

A school is only as good as its teachers, and a clinic is only as good as its nurses. We are fortunate to have a wonderful and talented team who really understand what we are trying to achieve.

We extend our grateful thanks to everyone who has provided support to Lesedi and the Ngoko Charitable Trust. You are changing lives for the better and we salute you!

