PAMOJA LEO

Receipts and Payments Accounts
for the year ended 31 December 2025

Registered Charity Number: 1162710

Clayton & Brewill
Chartered Accountants
Cawley House
149-155 Canal Street
Nottingham
NG1 7HR

PAMOJA LEO

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for the year ended 31 December 2025

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Report of the Trustees
For the year ended 31 December 2025

OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- the prevention or relief of poverty for residents in Tanzania, and
- the advancement of education of primarily children in Tanzania.

PUBLIC BENEFIT

In setting objectives, planning activities and delivering those activities, the trustees have had regard to the Charity Commission's general guidance on public benefit. The charity's activities focus on education and the promotion of children's rights with the intention of relieving poverty.

MISSION AND VISION

Pamoja Leo's mission is transforming care for orphans and vulnerable children.
Pamoja Leo's vision is that all children grow up in a loving family or community, and that all orphaned and vulnerable children are seen, heard and prioritised, with a particular focus on children under five.
Pamoja Leo's charitable activities are delivered primarily through its implementation partner, Pamoja Leo in Tanzania, a registered International NGO under registration number I-NGO/R2/000427.

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Report of the Trustees (Cont'd)
For the year ended 31 December 2025

2020 TO 2025 VISION

The charity's existing strategic vision continued to guide its work throughout 2025:

1. No child under five in orphanage care.
2. Provide free day care services for at-risk children under five and create a network of service providers to support them.
3. Provide formula to families caring for babies with no lactating mother.
4. Recruit, promote and train foster parents to care for abused, abandoned, neglected or orphaned children until a permanent solution can be found.
5. Reunify children in orphanages with parents or extended family where possible by addressing the root causes of separation.
6. Empower those who care for orphans and vulnerable children, and single teenage mothers, with skills and business support so that poverty is never a reason for separation.
7. Provide safe alternatives for abused children and raise awareness of how to report and prevent abuse and support children.
8. Create a community committed to this movement. Educate and support organisations, donors, orphanages and funders on alternative care models and how to keep children in families.
9. Provide the tools, technology and knowledge to create accountability and compliance with laws and children's rights frameworks relating to orphans and vulnerable children.

On page 3 there is a high level summary of the three main projects operating in Tanzania during this period:

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Report of the Trustees (Cont'd)
For the year ended 31 December 2025

The Baby Project:

The Baby Project helps babies remain with their families when their mother has died or there is no lactating mother available. It provides formula milk, feeding materials and practical support, reducing the financial pressures that can otherwise lead families to seek institutional care. Regular contact with caregivers supports safe feeding and enables the team to identify additional needs and arrange appropriate assistance.
The project combines immediate feeding support with guidance for families and links to community services, helping caregivers care for babies within their own families.

Family First:

Family First supports vulnerable children aged zero to six to remain in family-based care. Through the Early Childhood Development centre and free day care in Tanga, the project provides early learning alongside support for parents and caregivers.
Children attending may have progressed from The Baby Project, returned to their families, entered foster care or experienced other difficult circumstances. The programme promotes play-based learning, trauma-informed care and support tailored to each child.
Family strengthening services include case management, psychosocial and educational support, parenting guidance and livelihood support. Where appropriate, the team assists with medical needs and works with families and relevant services to support safe, lasting care arrangements.

The Hope Project:
The Hope Project supports girls who have experienced sexual violence or exploitation, including within the orphanage system, and works to protect vulnerable children living in care. The project uses the charity's foster care network, social work support and case management to help arrange safe temporary placements and support longer-term solutions.
Support includes assistance for foster carers, comfort kits for children placed in foster care or remand homes, and education or training sponsorship. The project also supports family reunification where appropriate, raises awareness of how to report abuse and access support, and promotes compliance with children's rights and care requirements.

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Report of the Trustees (Cont'd)
For the year ended 31 December 2025

Progress Summary

Trustees Report for the Year Ended 31 December 2025

Overview of the Year

In 2025, Pamoja Leo marked ten years since its establishment. As trustees, we welcomed the opportunity to reflect on the charity's development and recognise the people whose work and support have sustained it. Throughout the year, The Baby Project, Family First and The Hope Project continued to provide the foundation of our work, guided by our commitment to helping children grow up safely within families and supporting those who care for them.

The tenth anniversary celebrations took place over three days in Tanga in July 2025, with the main event held at Pamoja Leo. Participants from all three projects joined visiting donors and supporters for speeches and a party. Three UK trustees were also present. The occasion brought together the people involved in delivering, supporting and participating in the projects, giving us an opportunity to celebrate the past decade as a community.

Major private donors travelled to Tanga for the anniversary, including two representatives of Brandenburgh Marine, both visiting Africa for the first time. Representatives of Results Wellness Lifestyle also attended, and another long-term supporter travelled from the UK to be present. All visitors had the opportunity to experience the projects first-hand and join the celebrations. Seeing the work in person gave supporters a fuller understanding of how their contributions are used and strengthened their relationships with Pamoja Leo.

The anniversary also included renovations to the playground at Pamoja Leo. This provided a lasting improvement to the space used by children and ensured that the celebrations were accompanied by a practical investment in the project environment.

The visits strengthened donor trust and led to renewed funding commitments. This support was particularly welcome because securing sufficient and dependable income remained a central challenge during 2025. Although the anniversary helped reinforce important relationships, the charity continues to depend on sustained donations to fund its work. Maintaining these commitments and broadening our support base remain priorities.

We welcomed Leia Munnelly to the Board of Trustees during the year. Leia brings expertise in social media and, as a resident of Tanga, provides a local presence close to the projects. Her skills and location strengthen the Board's capacity to support communications and fundraising, while helping us maintain connections with the charity's work in Tanzania.

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Report of the Trustees (Cont'd)
For the year ended 31 December 2025

Governance and risk management were strong areas of activity during 2025. The appointed subcommittees met successfully throughout the year, reviewing the charity's policies, risk management documents and other governance materials to keep them up to date. Their work also focused on ensuring that good practices were implemented across the charity, so that the principles set out in these documents were reflected in day-to-day activities. This supported the trustees' oversight of the organisation and helped maintain attention to risk management and consistent working practices.

As the 2020–2025 strategic period came to an end, the anniversary provided an opportunity to reflect on progress and consider the charity's next phase. The experience of the year demonstrated the value of enabling supporters to see the projects for themselves and build closer relationships with Pamoja Leo. We aim to carry that engagement forward as we continue our work.
On behalf of the Board of Trustees, we thank the team in Tanzania, our donors and partners, and everyone who contributed to the anniversary. We also thank the children, families and caregivers who joined the celebrations and made this a shared occasion for the Pamoja Leo community.

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Report of the Trustees (Cont'd)
For the year ended 31 December 2025

FINANCIAL REVIEW

Receipts totalling £109,290 (2024: £102,643) were received during the year. Payments totalling £109,480 (2024: £106,584) were made during the year. This leaves net expenses of £190 for the year, compared to net expenses of £3,941 in 2024.

RESERVES POLICY

The organisation's reserves policy is to aim to hold a minimum of 3 months' worth of unrestricted expenditure in general free reserves, meaning unrestricted funds excluding those tied up in fixed assets. The purpose of holding such reserves is to provide buffer funding in the event of a temporary fall in income, and to cover the costs of orderly, child-safe closure if necessary.

The general free reserves as at 31 December 2025 were £5,075 and average monthly expenditure from unrestricted funds during the year was £8,437 implying that the organisation held approximately 20% of the target reserve level.

The trustees will aim to increase the reserve amount to the required level during the next period, especially in light of anticipated global finacial uncertainty and the current donor funding environment.

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Report of the Trustees (Cont'd)
For the year ended 31 December 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity is a Charitable Incorporated Organsation (CIO) registered on 16 July 2015, and amended 26th January 2018.

As of 21st August 2019 our implementing partner Pamoja Leo in the Tanzania was formally registered as an International NGO with Pamoja Leo UK named as its International partner. The Tanzanian NGO is registered with the Ministry of Health Community Development Gender Elderly Children (MOHCDGEC) under the registration reference: I-NGO/R2/000427. Pamoja Leo TZ has received Charitable Status Ruling Certificate under Section 11 of the Tax Administration Act, CAP 438 on 17th March 2020.

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

The trustees may appoint a person who is willing to act as a trustee. Recruitment is through contacts approved by existing trustees. Leia Munnelly was appointed during the reporting period.

INDUCTION AND TRAINING OF NEW TRUSTEES

The training and induction provided for new trustees will depend on their existing experience.

PAMOJA LEO

Report of the Trustees (Cont'd)
For the year ended 31 December 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1162710

Registered Office
69 Victor Road
Teddington
TW11 8SP

Trustees
E Hill
G Harris-Hill
S Rhodes
A Okello
E Smith
D Bowry-Blum (11th June 2025 Resignation as Trustee)
L Munnelly

Independent Examiner
Clayton & Brewill
Chartered Accountants
Cawley House
149-155 Canal Street
Nottingham
NG1 7HR

Bankers
Metrobank
One Southampton Row
London
WC18 5HA

Approved by Order of the Board of Trustees on 30/10/2026 and signed on their behalf by:

.....

E Hill (Trustee)

PAMOJA LEO

Independent Examiner's Report to the Trustees of Pamoja Leo

I report on the accounts of the charity for the year ended 31 December 2025 which are set out on pages 10 to 12.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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

Yvonne Jackson BSC (Hons) FCA
Clayton & Brewill
Chartered Accountants
149-155 Canal Street
Nottingham
NG1 7HR

30/10/26

PAMOJA LEO

Receipts and Payments Account
For the year ended 31 December 2025

	Year ended 31/12/2025 Restricted Funds	Year ended 31/12/2025 Unrestricted Funds	Year ended 31/12/2025 Total Funds	Year ended 31/12/2024 Total Funds
	£	£	£	£
Receipts				
Donations:				
Individuals	-	58,494	58,494	47,490
Gift Aid	-	6,133	6,133	3,443
Corporate	-	28,494	28,494	36,707
Beta Charitable Trust	9,899	6,270	16,169	15,000
Sales – digital book	-	-	-	3
Loan		-	-	-
Total Receipts	9,899	99,391	109,290	102,643
Payments				
On charitable activities	8,240	92,787	101,027	95,630
Bank charges	-	128	128	88
IT	-	1,643	1,643	1,982
Accountancy	-	-	-	672
Volunteer Health Insurance	-	1,295	1,295	1,295
Volunteer Accommodation Rent	-	2,371	2,371	2,371
In-Country Directors Stipend	-	1,200	1,200	3,200
Fundraising charges	-	1,403	1,403	1,346
Travel	-	413	413	-
Recruitment	-	-	-	-
Sundry	-	-	-	-
Total Payments	8,240	101,240	109,480	106,584
Net Receipts/ (expenses)	1,659	(1,849)	(190)	(3,941)
Balances at 1 December 2024	1,250	6,924	8,174	12,115
Balances at 31 December 2025	2,909	5,075	7,984	8,174

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Statement of Assets and Liabilities
As at 31 December 2025

	31 December 2025	31 December 2024
	£	£
CURRENT ASSETS		
Cash (Metro Bank)	7,144	7,571
Cash (paypal)	535	387
Stripe	305	216
TOTAL CURRENT ASSETS	7,984	8,174
CURRENT LIABILITIES		
Loan	1,420	1,420
TOTAL CURRENT LIABILITIES	1,420	1,420

These accounts were approved by the Board of Trustees on 30/10/26 and signed on their behalf by;

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E Hill (Trustee)

PAMOJA LEO

Notes to the Accounts
For the year ended 31 December 2025

Restricted Funds

	At 1 January 2024	Receipts	Payments	At 31 December 2025
	£	£	£	£
Beta Charitable Trust	1,250	9,899	(8,240)	2,909
	1,250	9,899	(8,240)	2,909

BETA Charitable Trust:
Funding for food for 35 day care children and Girls Group including breakfast porridge, fruit snack and lunch. They have also covered the funding for the salary of our cook.

Loan:
In 2023 Mr E Hill provided a loan to Pamoja Leo for £1,420, which is intended to be repaid within the next year.