

PENHA

Report and Accounts

31 December 2012

PENHA

Trustees

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Dr L.A. Abebe
Dr T. Mesfin
Dr. H. Terefe
Ms T. Aanchawan
Prof. G. Oba
Prof J. F. Morton
Mr. John Plastow
Dr. Essam Mohammed

Chairperson
Treasurer

Secretary

Mr. C.R.Maxey

Company Number

2658932
(England & Wales)

Charity Number

1038957

Registered Office

1 Laney House
Portpool Lane
London EC1N 7UL

Auditors

Accounts Centre Associates Limited
492 Gale Street
Dagenham Essex RM9 4NU
020 8595 8333

Bankers

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PENHA



Pastoral and Environmental Network in the Horn of Africa
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PENHA Trustees' Report 2012

During 2012 PENHA experienced a steady growth institutionally in terms of its human capacity and wider networking but limited donor support because of the difficult economic situation in the world. Our new funders include the International Fund for Agricultural Development (IFAD), Food and Agriculture Organization (FAO), the International Labour Organisation (ILO), the Foundation for Somalia (Poland) and a number of small UK based charities as well as companies. Some of these donors provide direct support to PENHA country offices and those funds are not accounted for through the UK office. PENHA also identified new funders which it will be approaching next year.

The Horn of Africa region where PENHA operates is one of the most politically and economically volatile regions of the continent where conflicts, droughts and food insecurity are common occurrences. Some of these problems are still unresolved and they undermine PENHA's work in the region. Despite such odds PENHA has been able to work with the most vulnerable nomadic and semi-nomadic communities in Sudan, Uganda, Eritrea and Somaliland.

The PENHA Headquarters in London provides monitoring, management, administrative, financial support and guidance to all the country offices. The London office is also responsible for reporting to the Charity Commission in England and Wales and Companies House.

The following is a brief update on the activities during

2012. PENHA London (Head Office)

- PENHA RD staff, board members and supporters continued the process of reviewing the five year strategic plan in September 2012 in a workshop held at the International Institute for Environment and Development (IIED).

Fundraising remains a major activity of the London Office. A major two year grant to work in Eastern Sudan and Somaliland on alternatives uses of *Prosopis Juliflora* was obtained from the International Fund for Agricultural Development. Successful approaches were made a number of smaller grant making trusts. Individual donors were mobilized through PENHA's fourth Sponsored 10km Walk in Epping Forest and a Fundraising dinner held in a London Restaurant in December 2012. The guest of honour there was our Patron, Joanna Lumley. About £4,000 was raised from these two events alone.

- Overall management support, advice and information was provided to PENHA's offices in Somaliland, Sudan, Uganda and also partners in Ethiopia and Eritrea.

- London based project officers and the executive director undertook several visits to PENHA countries and assisted in preparing progress reports to donors. PENHA's Executive Director visited Ethiopia twice, strengthening PENHA's collaboration with local partners and higher educational institutions.

The Google Foundation awarded PENHA a Google Grant. This in kind donation is helping PENHA increasing its presence in the search engine. To utilise the grant, campaigns and Ad Words were developed. Google Analytics is being used to give an in-depth review of website visitors.

- Under its 'World of Difference' scheme the Vodafone Foundation supported two members of PENHA's youth internship programme by funding four months part-time work. The internships focused on reviewing documents, reports and papers produced over the past 20 years with a view to publishing them digitally.

PENHA Trustees' Report 2012

- PENHA is a member of the Coalition of European Lobbies on Eastern African Pastoralism (CELEP). In collaboration with the IIED, it produced a draft definition of CELEP's duties and responsibilities. PENHA's Research and Communication Officer attended the third annual meeting in Belgium and PENHA is part of its core group.

In consultation with PENHA HQ and regional staff as well as IIED and Elite Entrepreneurs Ltd, a concept note for redesigning PENHA's website was produced and the task was taken up by Insight Connections, a web designing company.

- PENHA in the UK is partner in an eight country, European Union (EU) supported; programme promoting sustainable agriculture in Europe and in the developing world. Under the heading of "Food We Want", it was launched with a meeting on "The challenges of small holder producers in Africa". An international website, with one section specifically run in English by PENHA, has published 28 short articles and news items as well as a short video produced with the support of Africa in London TV (AIL TV).
- The work of retrieving PENHA's old large collection of old documents has progressed. This has led to a reshaping of its Database system. The process of compiling a PENHA Associates database of former interns was started and their testimonials are being used in PENHA's promotional materials.

Regional and international networks and partnerships were created and strengthened. PENHA

- continued to be a member of the Coalition of European Lobbies on Eastern African Pastoralism (CELEP) and strengthened its partnership with the International Institute for Environment and Development (IIED), Africa Educational Trust (AET), Pharo Foundation, Tower Hamlets Good Growing Network, Somali week, Africa in London TV (AIL TV), Dragon Fly Communications, Elite Entrepreneur Ltd, Insight Connections (for web design) and others.
- Two issues of the PENHA newsletter were produced and distributed both digitally and in hard copy to the country offices, supporters and stakeholders. Promotional materials were produced including brochures, leaflets, a calendar, posters, etc.

Two new volunteers were recruited to work in the London HQ office.

Ethiopia

PENHA does not have an office in Ethiopia but is actively involved in supporting key partners by;

- Providing limited funding support to grass roots pastoralist organizations in the country
- Working closely with the Ethiopia based PENHA trustees on a number of policy and management related issues.
- Introducing and enabling Ethiopian associates to find consultancy work with international organizations in Ethiopia.
- Exchanging information, knowledge and good practice pertaining to pastoral issues in Ethiopia and the Horn Region at large
- Provide limited capacity building support to staff members of partner NGOs in neighbouring countries
- Enabling PENHA Regional staff from other PENHA offices to visit Ethiopia to share their regional expertise related to pastoralism
- Providing regular technical project management advice to Mekele University as a regional advisor on pastoralism and rangeland development. Visiting surrounding Afar areas regularly to give project staff advice, and support.
Currently supervising and supporting a PhD student from University College London (UCL) who is conducting part of her study in the same area looking at the significance of Indigenous knowledge systems and their potential use among the Afar women in Northern Ethiopia.

PENHA Trustees' Report

2012 Somaliland

PENHA-Somaliland has continued to develop its work in the pastoral areas of Somaliland as well as working with the Government of the Republic of Somaliland. It works from its office in Hargeisa.

At the beginning of 2012, it carried out a training programme for co-operatives in the Odweine, Burco and Erigavo regions, funded by the International Labour Organisation under its Sustainable Employment and Economic Development [SEED] project. The training topics were: Governance, Marketing, Services to Members and Financial Management.

PENHA signed an agreement in April 2012 with the Polish based and funded Foundation for Somalia. This was to support a project on "Sustainable development of the fodder sector in the Toghdeer region in Somaliland". PENHA's responsibility is in the actual implementation of the project on the ground in Somaliland.

PENHA distributed five crates of tailoring equipment to women's groups in three villages in Somaliland — Ismail Derie, Abdi-Dheere and Xaydaanle.

The crates of tailoring equipment were donated by the Trade-Aid group of the Grantham Kesteven Rotary Club. The donation included the full cost of transport to the receiving airport (in this case, Berbera). The contents of each box consisted of a sewing table, a hand cranked sewing machine and a range of other important and useful materials. The sewing kits were greatly appreciated by the women's group members, as tangible support for commercial activities that they themselves have identified as promising. PENHA will continue to engage with them on this and other projects, emphasizing local initiative ("helping people to help themselves"), training, education and skills development, as well as enterprise and access to markets.

With the Ministry of Environment and Rural Development, it carried out tree planting and tree nursery development in the Toghdeer region, and was involved in the training of local people in natural resource management. This was in conjunction with awareness raising about resource mobilisation and rural development issues. PENHA also assisted in range resource rehabilitation in the three eastern regions.

PENHA has taken part in a number of national activities. In February, it attended the Club de Madrid "Women Building Peace" workshop under *"the Women's Leadership for Peace and Security in the Greater Horn of Africa Project"* held in Hargeisa. The PENHA Somaliland Country Representative, Sadia Ahmed presented a paper. The workshop included the G40 women leaders from across the Horn of Africa, the project partners, the Institute for Security Studies, Isis-Women's International Cross Cultural Exchange, United Nations and IGAD experts and the Club of Madrid Member, Kjell Magne Bondevik, former Prime Minister of Norway.

It took part in the World Environment Day celebrations in Hargeisa in June and received from the Ministry of Environment and Rural Development a Certificate of Honour for "its persistent contribution, assistance and full engagement in Environmental Conservations programs in collaboration" with the Ministry. It also supported and took part in the first annual UN and NGO Exhibition (Expo) in Hargeisa at the end of August 2012.

A member of PENHA's London staff visited Somaliland as part of a monitoring group of the nationally held local elections. These were essentially peaceful with few serious incidents. At the same time, it was possible for a number of meetings to be held with local PENHA staff and senior regional staff.

Sudan

PENHA's core strategy in the Sudan mainly focuses on working to develop genuine partnerships with local community based organisations (CBOs). This emanates from PENHA's philosophy of reducing poverty levels in the Horn of Africa through increasing the resilience of local communities by empowering them to have a say in their own destinies. Thus, the ever-growing partnership with the Pastoral Environment Association in Kassala State (PEAKS) is a showcase for this approach.

PENHA Trustees' Report 2012

PENHA Sudan has been working with PEAKS in all stages of its activities starting from project design to the impact assessment to boost its institutional development. PEAKS has more than 100 fee paying members but with an outreach of over 2,000 pastoralists in the rural areas. PEAKS shares offices with the Islamic Relief Association (ISRA) in Kassala and most PENHA related activities in Kassala State are coordinated from the PEAKS office. Working with PEAKS in 2012, PENHA was involved in the following:

- PENHA Sudan's Project Coordinator had two field trips to Kassala. The first trip was to attend a women business skills workshop and collect financial documents so that, together with the PENHA auditor in Sudan, we could speak to PEAKS about the importance of fundraising and financial management. The second trip was to prepare and to finalize the budget for the Guluj training workshop in Eritrea.

Cross-border capacity building trainings took place, sharing Sudanese experience with Eritrean

- pastoralists, mainly the Geluj group. Twenty animal feed processing choppers were purchased and used in the training. The training brought Eritrean and Sudanese counterparts together to share experiences and review common challenges to the communities on both sides of the borders.
- PENHA discussed with the Khartoum Rotary Club the problems of the education of nomadic children and the purchase and distribution of school books. The funding for these came from the South Holland Rotary Club and the Regional Rotary Club in the UK. A total of 2,000 books in Arabic were distributed to six schools around Kassala with the help of PEAKS. In addition, four boxes containing a range of educational material contributed by the Grantham (Kesteven) Rotary Club were made available to children from poor families in schools in Kassala State.
- Prepared the budget for PENHA Sudan Office and assisted PEAKS in producing its annual budget. Thus, periodic financial statements, on-time transfer of money to PEAKS Kassala and also project based financial statements for DANIDA and NOVIB-OXFAM (2009-2012) and also documents for 2012-audit were produced.
- Prepared the PENHA annual work plan and submitted the online reporting form of the Humanitarian Affairs Commission (HAC) detailing PENHA Sudan activities for the year. This is necessary for the annual renewal of registration.

Uganda

PENHA Uganda works from a small office in central Kampala from where it visits pastoralists areas in various parts of the country, including in particular, the cattle corridor.

PENHA's major programme is to provide direct support to well organized women's groups in semi-arid pastoral areas, as well as information and demonstration of new techniques for women's groups and herders' associations.

PENHA has concentrated on supplying improved breeds of exotic goats to women's groups. For the past ten years, PENHA has been able to use the Nkoma Farm, located at the village of Mbirizi in Central Uganda as the base for the goats programme. The groups receive goat management training and visit Nkoma to observe proper management at first hand. The project has delivered tangible benefits to the beneficiaries, helping them to substantially increase their incomes. The farm has been leased to PENHA on a peppercorn rent by a local Uganda business man and supported with funds from the UK including regular support from a small Derbyshire foundation, Open Gate.

The Trade Aid project of the Grantham Kesteven Rotary Club made a donation of six crates of tailoring material which included a hand driven sewing machine (for use in areas without electricity), a sewing table and assorted other tailoring material. These were distributed to six women's groups in the districts of Lwengo, Ssembabule, Kiruhura, Luwero and Katakwi, all in Western Uganda. The response from the groups was almost immediately positive, with one group reporting just two weeks later that they were training new women and also negotiating new contracts with local schools. "This hand held sewing machine has come at the right time."

PENHA Trustees' Report 2012

An important aspect of PENHA's work is advocating for the needs of pastoralists both in Uganda and more widely. PENHA Uganda is an active member of the Coalition of Pastoralist Civil Society Organizations (COPACSO). This was formed to provide a platform for civil society organizations to engage with policy formulation and advocacy for the recognition of pastoralism as a way of life and the right of pastoralists to benefit from national and local resources. It is a coalition of pastoralist civil society organizations working across the cattle corridor, right from the South- Western part of Uganda, through the Central, to the North Eastern tip of the country.

Elizabeth Katushabe, PENHA's Programme Officer in Uganda wrote an article in the Uganda Land Association Newsletter entitled: "Gender and Pastoralism: Why women's empowerment is necessary". PENHA has also appeared in local newspaper reports quoting its work with Ankole long horned cattle — and the importance of retaining a strong pool of indigenous breeds which are well adapted for the semi-arid conditions of part of Uganda. Elizabeth was also invited to an international conference in Germany on the Future of Livestock Keeping where she presented a paper on "Livestock policies — the position of Bahima women in Uganda".

Following a lead provided by PENHA, a Ugandan associate was able to apply for and obtain a three month place in the Visiting Professional Programme in the USA organised by Landesa. Hilda Akabwai was one of only four successful applicants out of 90. She found the placement was very valuable to her.

PENHA was honoured through the nomination of Elizabeth Katushabe as one of 25 amazing women — worldwide. This honour was bestowed by the Nourishing the Planet Project Director of the World watch Institute in the USA.

How the money was spent

The great majority of funds raised by the London offices as well as by the country offices are earmarked for project activities in the Horn of Africa. Funds awarded to PENHA from donors are released on the basis of specific and detailed agreements with donors as to the use of such funds.

PENHA thanks all its donors and remains committed to continue its drive towards alleviating poverty among pastoral people in Africa and empowering them to make their own contribution to a better future for themselves and their countries.

Donations in time and kind

We have increased PENHA's pool of volunteers at country and Head quarters and they do the bulk of the work free of charge. PENHA has a few part time paid staff in several countries but much of our work is carried out by technical advisors, members of line ministries in the Horn of Africa, research associates and post graduate volunteers under the leadership of our core staff.

The PENHA trustees, the majority of whom are UK based and are high calibre professionals, have provided their advice, support and guidance throughout the year.

Possible risks and risk management

PENHA works in a Region which is still vulnerable to poverty, largely the result of drought & famine, and civil strife. Under such circumstances PENHA trustees regularly review risks and mitigate against such risks by having contingency plans in place. PENHA also has a reserves policy and aims to set aside 20% of its funds for contingencies to cover unforeseen expenditure.

PENHA Trustees' Report 2012

Trustees responsibilities

Charity account guidelines and generally accepted accounting principles which may be applied to charitable organisations requires trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the organisation and of the profit or loss for that period. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently; -
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the organisation will continue in business.

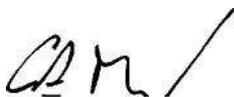
The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the organisation and to enable them to ensure that the accounts comply with the charities Statement of Recommended Practice (Charities SORP).

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company special provisions

The report of the directors has been prepared in accordance with the provisions of Part 16 of the Companies Act 2006.

This report was approved by the board on 6 September 2013.



Or C. R. Maxey
Secretary

PENHA

Independent auditors' report to the Trustees of PENHA

We have audited the accounts of the PENHA for the period ended 31 December 2012 which comprise pages 8 to 12. These accounts have been prepared in accordance with the UK Charities SORP, under the historical cost convention and the accounting policies set out therein.

This report is made solely to the company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As described in the Statement of Directors' Responsibilities the company's directors are responsible for the preparation of the accounts in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the accounts give a true and fair view and are properly prepared in accordance with the Companies Act 2006. We also report to you if, in our opinion, the Directors' Report is not consistent with the accounts, if the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the company is not disclosed.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the accounts, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error.

Auditors have been appointed for projects in Uganda, Sudan and Somaliland and we have relied on their project reports and returns from these areas.

In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

Opinion

Subject to the above, in our opinion the accounts give a true and fair view of the state of the project's affairs as at 31 December 2012 and of its surplus for the period then ended and have been properly prepared in accordance with the Companies Act 2006 and the UK Charities SORP.



Accounts Center Associates Limited
Registered auditors
492 Gale Street
Dagenham Essex RM9 4NU
020 8595 8333

6 September 2013

PEN HA

**Statement of Financial Activities
for the year ended 31 December 2012**

		Unrestricted Funds £	Restricted Funds £	2012 £	2011 £
Incoming resources	Notes				
Donations and other income					
Grants	2	12,368	120,480	132,848	151,590
Activities for generating funds		0			-
Investment income		0			25
Total incoming resources		12,368	120,480	132,848	151,615
Resources expended					
Charitable activities	4	-	37,597	37,597	232,480
Project support and administration	5	0	15,813	15,813	34,534
Fundraising and publicity	6	680	-	680	1,030
		680	53,410	54,090	268,044
Net incoming funds / (outgoing resources)		11,688	67,070	78,758	-116,429
Total funds brought forward		7,952	22,530	30,482	144,420
Total funds carried forward		19,640	89,600	109,240	27,991

There were no recognised gains or losses other than the results shown in the financial statements. The notes on pages 3 -6 form part of the financial statements.

PENHA

**Balance Sheet
as at 31 December 2012**

	Notes	2012 £	2011 £
Fixed assets			
Tangible assets	7	<u>562</u>	<u>742</u>
		562	742
Current assets			
Debtors	8		12,409
Cash at bank	9	111,338	35,975
		<u>111,338</u>	<u>48,384</u>
Creditors: amounts falling due within one year	10	<u>2,660</u>	<u>18,644</u>
Net current assets		108,678	29,740
Total assets less current liabilities		<u>109,240</u>	<u>30,482</u>
Creditors: amounts falling due after more than one year			
Net assets		<u><u>109,240</u></u>	<u><u>30,482</u></u>
Funds			
Restricted funds	11	102,652	22,530
Unrestricted funds		6,588	7,952
		<u>109,240</u>	<u>30,482</u>

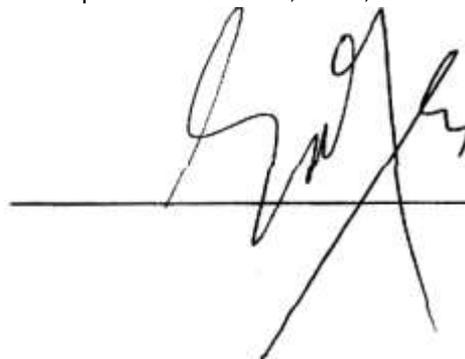
The trustees acknowledge their responsibilities for:

- (i) ensuring that the organisation keeps proper accounting records which comply with the Charities SORP and generally accepted accounting principles; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the project as at the end of the financial year and of its surplus or deficit for the financial year.

The accounts have been prepared on an accruals basis and incorporates all income, costs, assets and liabilities



Mr Z. Quereshi
(Chairperson)



Dr L.A. Abebe
(Treasure)

for wh(ch
invoes have
been
received
and/or
settled.

Approved by the Trustees on 6 September 2013

PENHA

Notes to the Accounts

for the year ended 31 December 2012 1

Charity status

The charity is a company limited by guarantee, the liability of the members being limited to £1 each. The company is registered as a charity and is exempt from direct taxation.

2 Accounting policies

The accounts have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Statement of Recommended Practice on Accounting by Charities (the Charities "SORP"), as revised in April 2005 and the Companies Act 2006.

Grants

All grants are from donors for specific environmental research projects or for the purpose of defraying staff costs (and for the provision of office facilities and functions).

Restricted project funds

Funds received in respect of restricted projects are credited direct to the individual restricted profit accounts which are then debited with payments made in respect of the project and with the costs of administering that project.

Overseas projects

Expenditure in respect of overseas projects is charged to the relevant project at the time of payment.

Foreign currencies

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the dates of transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the exchange rate ruling at the balance sheet date.

Companies Act

The company has permission under Section 60(1a) of the Company's Act 2006 to omit the word 'Limited'

Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment 25% straight line

	2012	2011
	£	£
3 Incoming resources		
This is stated after charging:		
Depreciation of owned fixed assets	180	428
Auditors' remuneration	1,500	4,000
Exceptional costs associated with introducing the Euro		
	<hr/>	<hr/>
4 Charitable activities	2012	2011
	£	£
Direct project costs	26,858	175,118
Professional fees and consultancy		870
Travel	3,662	9,758
Vet-Aid costs		
Wages and salaries	7,077	46,734
	<hr/> 37,597 <hr/>	<hr/> 232,480 <hr/>

PENHA

**Notes to the Accounts
for the year ended 31 December 2012**

	2012	2011
5 Project support and administration		££
Salaries		9,462
Volunteer costs	2,700	3,060
Rent, rates and insurance	4,870	6,550
Printing, postage and stationery	1,126	3,152
Telephone, fax and internet	1,499	1,362
Bank charges	162	396
Audit fee	1,500	4,000
Accounting		1,893
Travel	489	-
Depreciation	180	428
General expenses	3,287	4,231
	15,813	34,534
	<hr/>	<hr/>
6 Fundraising and publicity	2012	2011
	£	£
Newsletter	100	130
Publicity	580	900
	680	1,030
	<hr/>	<hr/>
7 Tangible fixed assets	Equipment	Total
	£	£
Cost		
At 1 January 2012	1,719	1,719
Additions		-
At 31 December 2012	1,719	1,719
	<hr/>	<hr/>
Depreciation		
At 1 January 2012	977	977
Charge for the year	180	180
At 31 December 2012	1,157	1,157
	<hr/>	<hr/>
Net book value		
At 31 December 2012	562	562
	<hr/>	<hr/>
At 31 December 2011	742	742
	<hr/>	<hr/>
8 Debtors	2012	2011
	£	£
Danida: amount receivable		12,409
		12,409
	<hr/>	<hr/>
9 Bank and cash	2012	2011
	£	£
Cash	19	29
Current account	2,759	1,711
Reserve account	6,248	11,732
Capital reserve account	102,312	22,503
	111,338	35,975
	<hr/>	<hr/>

PENHA

**Notes to the Accounts
for the year ended 31 December 2012**

10 Creditors: amounts falling due within one year	2012	2011
Creditors and accruals	2,660	18,644
Deferred income		0
	2,660	18,644

11 Restricted Funds	01/01/12	Incoming resources	Project Expenses	Deferred income	31/12/12
Oxfam-Novib	4,719	-	4,714		5
Danida	3,826	4	-		3,830
ICCO	541		541		
IFAD	-	96,834	-		96,834
Kassala Education (BBC 4 Appeal)	321		321		
Eve Reckitt Trust	1,000		1,000		
OpenGate	2,790		2,790		
Addis Workshop		11,628	11,628		
Food We Want (FWW)	9,333	12,014	19,364		1,983
	22,530	120,480	40,358		102,652

Unrestricted Funds	01/01/12	Incoming resources	Project Expenses	Deferred income	31/12/12
HQ	7,952	12,368	13,732		6,588
Fundraising					
Depreciation					
Investment income					
	7,952	12,368	13,732		6,588
Total	30,482	132,848	54,090		109,240

Included in Danida funded project expenses of £0 for the year ended 31 December 2012 are project disbursements to Somaliland, Sudan and Uganda of which £0 (\$0) remained in the individual country bank accounts. The individual country balances are presented in the table below.

Country Chapter	Balances 31/12/12	Balances 31/12/12
	£	\$
Somaliland		0
Sudan		0
Uganda		0
	<hr/>	<hr/>

PENHA

Notes to the Accounts for the year ended 31 December 2012

12 Employees

Number of employees

The average number of persons (including directors) employed by the charity during the year, analysed by category, were as follows:

	2012	2011
Charitable activities	1	1
Administration	1	1

Employment costs

	£	£
Wages and salaries (including volunteer costs)	8822	51112
Social security costs	955	5084
	9777	56196

No employee was remunerated at a rate of more than £50000 per annum.