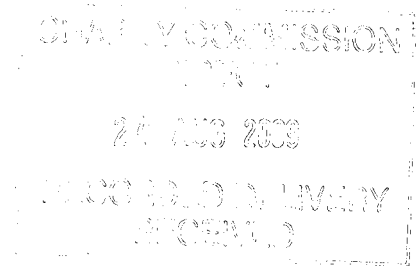


1038957
31/10/08

PENHA
(a company limited by guarantee)

Charity Information as at 31st October 2008

Trustees: Prof. John F. Morton (Chairman)
Dr. Fatumo Abdi (Vice Chair)
Mr. Yohannes Fassil (Treasurer)
Dr Taffese Mesfin
Dr Hirut Terefe
Ms Tahera Aanchawan
Ms Dorothe Appels
Prof. Gufu Oba
Mr Gosaye Fida
Mr. Zubair Quereshi
Dr. Saad Shire

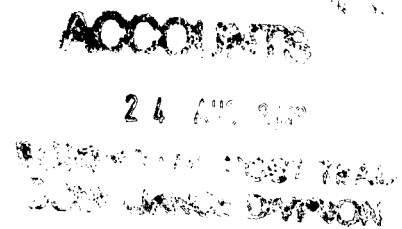


Secretary: Dr. Zeremariam Fre

Company Number: 2658932 (England & Wales)

Charity Number: 1038957 (Registered in England)

Registered Office: P.O. Box 494
1 Laney House
Portpool Lane
London
EC1N 7UL



Independent Examiner **Kim Hooper**
58 Knebworth Avenue
London E17 5AJ

Bankers: National Westminster Bank plc
Chancery Lane and Holborn Branch
P.O. Box 159
322 High Holborn
London
WC1V 7PS

PENHA
(a company limited by guarantee)
Trustees' Report

PENHA

(a company limited by guarantee)

Trustees' Report

The Board of Trustees present herewith their report and the externally examined financial statement for the year ended 31st October 2008. All Directors of the Company are also Trustees of the Charity, and there are no other Trustees.

Our organisation

The Pastoral and Environmental Network in the Horn of Africa (PENHA) is a U.K. registered charity and is constituted as a non profit making company, limited by guarantee. The Memorandum and Articles of Association are its governing instrument. It is governed by a board of trustees which is responsible for setting the strategic direction of the organisation and for establishing policy. The trustees are appointed by the board on the recommendation of other members of the board. There has been no change in the membership of the Board this financial year.

The charity information is set out on the front page.

Principal activities and objectives

The principal activity of the charity is to relieve poverty, distress and suffering in the Horn of Africa particularly by promoting research in pastoralism, agro-pastoralism and environmentalism and disseminating the useful results thereof.

In pursuit of its objectives PENHA carries out the following activities in the Horn of Africa.

- encourages research into the current state of pastoralism and agro-pastoralism in the Horn of Africa in partnership with other pastoral associations or groups in the region.
- creates a forum for inter-regional research on pastoralism by organising lectures, seminars, workshops and conferences inside and outside the region.
- encourages multi-disciplinary research and applied research on pastoralism.
- supports the design and implementation of appropriate development projects by agencies, institutions and other bodies working among pastoral groups in the Horn of Africa and by itself.
- establishes relationships with other networks and institutions inside and outside the Horn of Africa.
- works with grassroots pastoralists and pastoralist associations to advocate for pastoralism at local, national and regional level, to provide training for pastoralists as well as for those working with pastoralists from national and local government and from national and international non-governmental organisations.

REVIEW OF PAST YEAR'S ACTIVITIES AND ACHIEVEMENTS

The following were the main activities undertaken by the PENHA Head office based in London

- Provided ongoing management support, advice and information to PENHA's offices in Somaliland, Sudan, Uganda and Eritrea and assisting with fund-raising funds internationally for PENHA's country programmes.
- London based project officers and the Executive Director undertook several monitoring field visits to the PENHA countries and assisted in preparing progress reports to PENHA 's donors
- Strengthened PENHA's own internal structures by establishing functional country chapters and consolidating the PENHA country programme support unit within the Head office
- Recruited new volunteers
- Developed and keep up-to-date PENHA's website in order to disseminate information about pastoralism in the Horn of Africa and as a fundraising tool
- Continued to identify new funding sources for PENHA with the purpose of diversifying PENHA 's funding base

- Continued to develop the long term plans for PENHA at the Horn of Africa level, the individual country level and in the international office in London

A major fundraising event was an appeal on BBC Radio 4 for support for the education of pastoralist children in the region. The appeal was made on our behalf by Rageh Omar and resulted in a flood of donations. It also made PENHA more visible to the British public.

The Trustees are also very proud to report that Joanna Lumley has agreed to become PENHA's first Patron. We look forward to working with her.

Country reports

PENHA operates in one of the most turbulent regions of Africa and despite such challenges PENHA has been able to achieve a great deal during 2007-08.

The long term effects of the 2006 drought has been felt in the period under review in almost all of the countries of the region – affecting the lives of all people, particularly pastoralists, for a considerable period. The Horn of Africa is also affected by the scourge of HIV/AIDS and the nomadic pastoralist communities are suffering as a result. Unstable relations between many of the countries inside the region have resulted in border clashes which have created death and destruction for the civilian population and this has curtailed long term development. In addition, many borders have been closed and so have severely disrupted the traditional migration routes of pastoralists. The combination of the above factors therefore makes long term work in the region rather challenging.

We are glad however to report that during 2007-08 PENHA was able to undertake a number of significant country-based charitable and development related activities in the region.

Achievements to Date by Country

(a) Eritrea

A little over a quarter of Eritrea's population are pastoralists or agro-pastoralists.

PENHA's partnership with the National Union of Eritrean Youth and Students has continued during the year. The joint project between the local administration in Barentu, NUEYS and the local pastoralists to build a Pastoralist Centre in Golouj as a meeting, exchange and training base, near to the border with Sudan, has begun with the support of Dutch InterChurch Aid and ICCO Netherlands.

A number of workshops have been held to demonstrate new forms of animal feed from agricultural by products. Much of this has been done with the co-operation of the Ministry of Science and Technology in Sudan and the Eritrean Ministry of Agriculture. The Sudanese research on how to use "Mesquite", a problematic bush introduced to the region about 30 years ago, has been the basis of training for local pastoralists. This work and training has been supported by Oxfam Novib (Netherlands).

PENHA has been supported by the UN Population Fund (UNFPA) in translating training material into a number of local languages.

(b) Ethiopia

Ethiopia has the largest overall population in the Horn of Africa and although pastoralists only comprise 10% of this population, it still has the second largest pastoralist population in the region.

PENHA has remained a member of the Pastoral Forum Ethiopia. Two of PENHA's board members are resident in Ethiopia and PENHA is represented, on a voluntary basis, by Dr. Mohammed Mussa. Although PENHA communicates with its partners in Ethiopia, no activities have been implemented during the reporting period. PENHA is looking into reviving its interventions in Ethiopia.

(c) Somaliland

Just over half of the population of Somalia (including Somaliland) are pastoralists. PENHA has been working in Somaliland since the beginning of the decade with a main office in Hargeisa. It works closely with the Ministry of Pastoral Development and Environment, with a number of international organisation such as the UN Development Programme.

PENHA has worked closely with the World Food Programme in improving the pasture and water available to improve productivity and income for poor pastoralist communities. This has improved the management and the level of conservation of natural grazing resources as well as increasing water availability. At the same time, it has been involved in improving the capacity of local pastoral institutions to participate in the planning and management of natural resources and assets created.

As the focal point in Somaliland for the Resource Based Conflict (RBC) network, PENHA has mapped and networked the agencies working in the sector. It then intended to map the conflict areas – but this has been disrupted by the change in the security situation caused by the suicide bombers in October 2008.

PENHA has again been responsible for assisting the demobilisation of 126 members of the former security forces. Most of the available funds were used for settling down grants but some was used for training sessions. This was done in partnership with the UN Development Programme, the DDR and the National Demobilising Commission.

The Women's Economic Empowerment Programme (see Regional Activities below) has been initiated in Somaliland following detailed discussions with partner organisations and training facilitators to establish goals and methods. A management structure has been designed for the programme with partner organisations.

(d) Kenya

With seven and a half million pastoralists which comprise a quarter of its population, Kenya has the largest number in the region.

PENHA is represented by a volunteer who has been able to attend a number of important international meetings, such as the meeting on a Pan African Pastoralist Policy Framework, held by the AU-Ibar in Nairobi on the organisations behalf.

(e) Sudan

15% of Sudan's population is pastoralist, located in different parts of this very large country. PENHA has concentrated its efforts in the east of the country, near to the border with Eritrea and Ethiopia.

PENHA had its registration formally renewed in July 2008 with the Department of Humanitarian Affairs. It also recruited three new people to its local advisory board of six members.

The education project in Kassala continue to be developed in Gulsa basic level school, Amara basic school and Om Alkura basic school. Many of the tree seedlings were replanted in the villages next to the schools and other schools in the Kassala area have expressed an interest in the project. The particularly important pedagogical aspect was the connection of the practical with the theoretical. To a considerable extent, the practical aspect is missing from education in the Sudan and other countries of the region.

An important development for PENHA was its formal agreement with the Sudan University of Science and Technology which is based in Khartoum. As a result, SUST's College of Veterinary Medicine and Animal Production has given PENHA an office compound which is being developed jointly for training purposes.

The research into the production of animal feeds using agricultural bye-products to improve livestock production and ultimately household food security of pastoralists has resulted in a number of training sessions for pastoralists and agro-pastoralists, particularly in Kassala State. Pastoralists from Eritrea (just across the border)

have also benefited. As a result of the first of these training sessions, a group of pastoralists spontaneously formed the Pastoralist Environment Association in Kassala. The training was received by positively by those who attended it, and they are passing on what they have learnt to their community members, friends, families and others. These training sessions were funded by Oxfam Novib (from the Netherlands) and the Food and Agricultural Organisation office in Sudan.

Local staff for the Women's Economic Empowerment Programme (see Regional Activities below) have been appointed. A baseline and mapping study in the target area in the Kassala State (eastern Sudan) has been planned, Key local Community Based Organisations and International NGOs have been identified as possible partners for the programme

(f) Uganda

About 5% of Uganda's population is pastoralist – being located in the north east and the west of Uganda. PENHA has been working in Uganda on and off since the early 1990s. It has a close relationship with the Uganda Gender Resource Centre.

The breeding centre for goats at the Nkoma Farm for women's groups has a stock of about 200 Boer-Mubende cross breeds, with four pure bred Boer males. This was a recovery from a substantial loss in 2007. A mix of breeding stock (ie.75% male) were distributed to women's groups in Masaka, Ssembabule and Kabale. This distribution consisted of 25-50% cross breeds with the balance of local goats. Visits to a number of the groups show that they constructed adequate shelter and were maintaining stocks. The goats are clearly an important source of cash for the women.

Six training workshops in Animal Husbandry Training were held for FAO Farmer Field School Facilitators. There were approximately 35 participants in each workshop which were delivered in Teso, Lange and Acholiland.

Fruit tree seedlings grown in the Nkoma Farm were distributed to a number of women groups in Ssembabule and Kable.

As noted under "Regional Activities" below, PENHA Uganda was responsible for organising a regional workshop under the auspices of the Resource Based Conflict (RBC) Network. This was funded by Oxfam Novib (Netherlands).

Local staff for the Women's Economic Empowerment Programme (see Regional Activities below) have been appointed. A baseline and mapping study in the target area of Uganda's cattle corridor has been completed and the participating women's groups have been identified along with training facilitators.

(g) Regional Activities

Although the majority of its activities take place in the individual countries of the Horn of Africa, PENHA is a regional organisation and finds many of the issues facing pastoralists and the environment are cross border or regional. Even when there are real differences, lessons in good practice and in mistakes to be avoided can be learned. A number of visits across border have been made by PENHA staff or associates.

On behalf of the Resource Based Conflict network, PENHA Uganda organised a regional conference on Land Use, Land Rights & Conflict in East Africa and the Horn. A total of over 40 representatives of local CBOs and NGOs from all of the countries in East Africa attended. A significant result of this was the Entebbe Declaration on Land Use, Land Rights and Land Related Conflict Prevention.

In addition, the research and training programme for the development and use of animal feeds for use by pastoralists and agro pastoralists was developed with support from Oxfam Novib for use in eastern Sudan and western Eritrea.

The Women's Economic Empowerment Programme was begun in Uganda, Sudan and Somaliland in the middle of 2008. The programme targets women in socially and economically marginalized pastoralist and agro-pastoralist communities. It aims to empower women economically, by providing them with business skills training, expanding access to business-related information and linking grassroots women's groups to regional and national business networks. This important programme, which is funded by the Danish Government, reflects PENHA's continued commitment to the empowerment of pastoral women at the grass roots.

HOW THE MONEY WAS SPENT

The great majority of the funds raised by London office of PENHA is earmarked for development project activities in Africa. During this year these included research in support of livestock, support for education, new skills training, publications, training workshops, conferences and technical support to local partners. In its fundraising, PENHA has clear objectives for the use of the funds to the benefit of pastoralists in the Horn of Africa. This is usually expressed in specific and detailed agreements with donors as to the use of the funds. UK based PENHA project officers and associates are in regular contact by email, phone and fax as well as making visits to the country offices to monitor progress and make sure that funds are expended as agreed with the donors and that progress reports are made on time and according to the reporting schedules agreed with the donors concerned or to establish why delays have occurred. In the case of most major programmes, external evaluations are conducted (in addition to the monitoring mentioned above) which give more in depth analyses of the impact of projects. These evaluations are important not just as an historical exercise to check that the funds were used effectively, but also to learn lessons for the future development of programmes for the benefit of pastoralists.

PENHA thanks all its donors and remains committed to continue its drive towards alleviating poverty among pastoral people in the Horn of Africa and empowering them to make their own contribution to the development process.

DONATIONS IN TIME AND KIND

The work of the PENHA head office in London almost entirely depends on highly motivated but low paid or volunteer professionals and younger volunteers who have kept it going over the years. Most of PENHA's country offices in Africa also depend highly on volunteer support. The numbers of staff are as follows:

- UK Five volunteers and two employed.
- Sudan Three volunteers and two employed
- Eritrea: 2 employed
- Somaliland: Four employed
- Kenya: One volunteer
- Uganda: Two volunteers and two employed
- Regional: Two employed

PENHA considers the good will and sacrifice of its volunteers as its greatest asset and will continue drawing more volunteers to enable it carry out its charitable activities.

The PENHA trustees, most 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

Most of the countries where PENHA operates are poverty stricken and vulnerable to instability and civil strife. The political instability in the region, recurrent droughts, famine, HIV/AIDS epidemics and internal conflict compounds the vulnerability of the countries where PENHA operates. Given the strategic significance of the Horn of Africa and its proximity to the rich Gulf States and the current turbulence, PENHA has to conduct a proper risk assessment in the region. The trustees have identified the major risks to which this charity has been subjected to and have taken the necessary steps to mitigate the same.

Statement of Trustees' Responsibilities

Company and Charity Law require the board, as trustees and directors to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Charity and of its results for that year. In preparing these financial statements, the trustees are required to:-

- Select suitable accounting policies and then apply them consistently;
- 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 business.

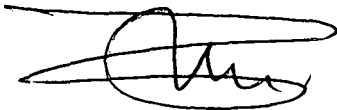
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 1985.

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.

Accountant

Kim Hooper has been appointed in accordance with Section 385 of the Companies Act 1985.

This Report was approved by the Board of Directors on 12/06/2009, taking advantage of the Special Exemptions available to small companies conferred by Part II of Schedule 8 of the Companies Act 1985.



.....
Dr Zeremariam Fre (Secretary)

*Accountant's Report to the Members of
PENHA*

I report on the accounts for the year ended 31st October 2008 set out on the following pages.

Respective responsibilities of the directors and reporting accountant:

As described above the charitable company's directors are responsible for the preparation of the accounts. It is my responsibility to carry out procedures designed to enable me to report my opinion.

Basis of opinion:

My work was conducted in accordance with Statement of Standards for Reporting Accountants, and so my procedures consisted of comparing the accounts with the accounting records kept by the charitable company, and making such limited enquiries of the officers of the charitable company as I considered necessary for the purpose of this report.

These procedures provide only the assurance expressed in my opinion.

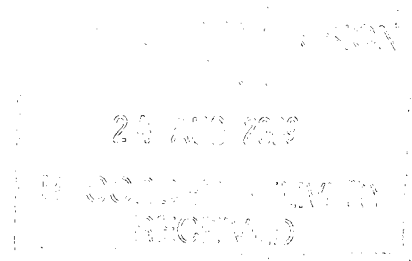
Opinion

In my opinion:

- (a) the accounts are in agreement with accounting records kept by the company under section 221 of the companies Act 1985
- (b) having regard only to, and on the basis of, the information contained in those accounting records:
 - i. the accounts have been drawn up in a manner consistent with the accounting requirements specified in section 249C(6) of the Act; and
 - ii. the charitable company satisfied the conditions for exemption from an audit of the accounts for the year specified in section 249A(f) of the Act and did not, at any time within that year, fall within any of the categories of companies not entitled to the exemption specified in section 249B(1)

Kim D Hooper June 12 2009

Kim D Hooper
58 Knebworth Avenue
London E17 5AJ



PENHA**(a company limited by guarantee)****Statement of Financial Activities for the year ended 31st October 2008**

(including a summarized income and expenditure account)

Notes	Unrestricted Funds	Restricted Funds	Total 2008	Total 2007
	£	£	£	£
Incoming Resources:				
From Charitable activities	2,006	189,337	191,343	100,064
Activities for Generating funds	25	0	25	182
Interest & Investment	3,371	0	3,371	987
Total Incoming Resources	5,402	189,337	194,739	101,233
Resources Expended:				
Fundraising activity	0	0	0	875
Charitable activity	2000	139,917	141,917	99,977
Project Support and Administration	0	0	0	18,240
Total Resources Expended	2,000	139,917	141,917	119,092
Net Movement in resources before transfers	3,402	49,420	52,822	(17,859)
Gross transfer between funds	0	0	0	0
Net movement in funds	3,402	49,420	52,822	(17,859)
Total Funds brought forward	20	10,101	10,121	27,980
Total Funds carried forward	3,422	59,521	62,943	10,121

**Summary Income and Expenditure Account
For the year ended 31 October 2008**

	2008	2007
	£	£
Gross Income of continuing activities	194,739	101,233
Less: Total expenditure of continuing operations	(141,917)	(119,092)
Net income /(expenditure) for the year	52,822	(17,859)

All activities were continuing.

There were no acquisitions or discontinued operations either in the current year or preceding year.

There were no recognized gains or losses either in the current or preceding year other than those recorded in the statement of financial activities.

The annexed notes form part of these financial statements.

PENHA
(a company limited by guarantee)
Balance Sheet as at 31st October 2008

	Notes	2,008	2007
Fixed Assets:			
Computers 2 (Laptop and desk)	(8)	546	0
Current Assets:			
Cash at bank and in hand	(7)	139,977	23,621
Liabilities -amounts falling due within one year			
Accruals	(8)	(1,945)	(1,500)
Deferred Income	(8)	(75,635)	(12,000)
Total Assets Less Current Liabilities		62,943	10,121
Funds:			
Unrestricted funds		3,422	20
Restricted funds	(9)	59,521	10,101
Total Funds		62,943	10,121

The accounts are prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small/medium companies.

For the year ended 31 October 2007 the company was entitled to exemption under Section 249A(2) of the Companies Act 1985.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with Section 249B(2).

The directors' acknowledge their responsibility for

- (i) ensuring that the company keeps accounting records which comply with Section 221
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of its financial year, and of its profit and loss for the financial year in accordance with Section 226, of and which otherwise comply with the requirements of the Companies Act 1985 relating to accounts, so far as applicable to this company.

Approved by the Board of Trustees on the12th June.....2009, and signed on its behalf.

..... Chairman

..... Treasurer

The annexed notes form part of these financial statements.

PENHA

(a company limited by guarantee)

Notes to the Financial Statements for the year ended 31st October 2008

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 following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Charity's financial statements.

2.1 Basis of preparation of financial statements

These 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.

2.2 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)

2.3 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.

2.4 Overseas projects

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

2.5 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.

2.6 The directors having considered the format of the Income/Expenditure Account set out in Sch.4 of the companies Act 1985, consider that it is not wholly appropriate for the activities of this company and have taken advantage of paragraph 2(3) of Sch.4 and have presented of an alternative format which better reflects the special nature of the company's activities.

2.7 Tangible Fixed Assets and Depreciation

Depreciation is provided at rates calculated to write-off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment- 25% per annum on a straight line basis

2.8 The company has permission under Section 30(5) of the Company's Act 1985 to omit the word 'Limited' from its headings.

PENHA**(a company limited by guarantee)****Notes to the Financial Statements for the year ended 31st October 2008**

3) Surplus for the year:	2008	2007
This is stated after charging /(crediting):	£	£
Accountant's remuneration	750	750
Directors' remuneration	0	0
Interest	(2,825)	(987)
5) Fundraising activity:		
Newsletter	0	100
Publicity	435	215
Publication & subscriptions	99	560
	534	875
6) Charitable Activity:		
Direct project costs	92,419	72,335
Professional Fees	2,520	1,700
Travel and subsistence	8,480	13,562
Vet-Aid expenses	4,000	0
Wages & salaries	14,855	12,380
	122,274	99,977
7) Project Support & Administration		
Salaries	4,000	1,862
Accounting fees	750	750
Volunteers fees	2,200	1,233
Rent, rates and insurance	5,942	5,423
Computers (2)	546	0
Repairs and maintenance	80	390
Printing, postage and stationery	785	1,113
Telephone, fax and internet	2,118	1,681
Depreciation (2 computers)	183	0
Publication & books	550	2437
Book-keeping fees	250	1,745
Bank charges and interest	539	255
Office Insurance	334	318
General expenses	832	1,033
	19,109	18,240

8) Cash at bank and in hand

Capital Reserve account	29,560	22479
Reserve account	98,012	41
Current account	12,314	1081
Cash in hand	91	20
	139,977	23621

9) Fixed Assets (Capital)

	At cost	Depreciation	Net value
1 (one) Computer - Laptop	314	79	235
1 (one) Computer - Desktop	415	104	311
	729	183	546

PENHA

(a company limited by guarantee)

Notes to the Financial Statements for the year ended 31st October 2008

	2008	2007
	£	£
8) Creditors - amounts falling due within one year		
Creditors and accruals	1,945	1,500
Deferred Income	75,635	12,000

9) Funds

The balances on the restricted fund comprise the following individual project fund accounts:

	Balance at 31/10/2007	Incoming Resources 2007/08	Project Expenses 2007/08	Deferred Income	Balance at 31/10/2008
	£	£	£	£	£
Oxfam-NOVIB	9,286	85,438	68,575	12,240	13,909
Danida	0	128,096	36,999	46,000	45,097
ICCO	0	21,352	13,213	8,139	0
Methodist Relief & Development Fund	0	6,441	6,441	0	0
Brentwood United Reformed Church	0	3,686	0	3,686	0
K.M Harbinson's Charitable Trust	815	2,400	2,700	0	515
OpenGate	0	5,000	5,000	0	0
BBC Radio 4 Appeal	0	6,559	989	5,570	0
The Noel Buxton Trust	0	3,000	3,000	0	0
Hilden Charitable Trust	0	3,000	3,000	0	0
	10,101	264,972	139,917	75,635	59,521

Oxfam-NOVIB: Capacity building and micro-credit for pastoralists in Eritrea, fodder development in Sudan and admin expenses for Head Office.

Danida Project: Women empowerment program for Uganda, Sudan and Somaliland.

ICCO - Fund for construction of training centre for pastorlist in Eritrea

Brentwood United Reformed Church (BURC) - Fund for sewing machine for Uganda women
The balance £3,686 was carried forward because the purchase was under process.

Open Gate, Noel Buxton and K. M. Harbinson Charitable Trust: are for developing small scale farming for communities in Uganda.

Hilden Charitable Fund: Head Office operational expenses.

Methodist Relief and Development Fund: Sudan-Kassala education programme.

BBC Appeal: Fund for Sudan - Kassala education program

PENHA

(a company limited by guarantee)

Notes to the Financial Statements for the year ended 31st October 2008

10) Employees

Number of employees

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

	2008	2007
Charitable	1	1
Directors	0	0
Administration	1	1

	2008	2007
Employment costs		
	£	£
Wages and salaries	17,756	8,420
Social Security Costs	1,099	420
	18,855	8,840

No employee was remunerated at a rate of more than £50,000 per annum.