



STEKAskills Annual Report and Accounts for Year Ended 31 December 2025

STEKAskills

STEKASKILLS

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Report of the Trustees for the Year Ended 31 December 2025

The trustees present their report with the financial statements of the charity for the year ended 31 December 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and Purpose

The objectives and purpose of the charity are to:

Involve Scottish (or any other associated) communities (particularly young adults or organisations such as schools, churches, clubs) in connecting with their contemporaries in Malawi to:

- Develop and sustain a STEKA Centre for Vocational Skills and Community Enterprise, enabling it to reach more homeless and vulnerable young people in Malawi who would otherwise be faced with lives in poverty; encouraging their social participation, getting their voices heard, giving them life skills and vocational skills to help them secure sustainable futures.
- Understand the UN's Global Goals for sustainable development and help realise the power of volunteering which the United Nations deems essential to the achievement of the Global Goals to "facilitate changes in mind-sets by raising awareness or championing those changes and inspiring others".

Charitable Activities

STEKAskills is a grassroots Malawian-led SCIO with Malawian/diaspora/Scots trustees. We are led by Malawian NGO STEKA (Step Kids Awareness) run by women/children's rights campaigners Helen and Godknows Maseko, STEKA is a home where 100+ trauma and poverty-experienced children/young adults find alternative family and stability. STEKAskills fundraises and contributes expertise to extend STEKA's impact beyond the home to marginalised young people & adults living in Rural Blantyre so more poverty & trauma experienced Malawians empower themselves by developing the vocational skills, confidence, & agency needed to challenge structural inequalities (including establish small businesses to work their way out of poverty). We find a STEKA Centre for Vocational Skills and Community Enterprise (SCIVSCE) comprising of 3 vocational skills teaching blocks, kitchen, agricultural farm and, soon, a women's hostel and nursery on its campus.

In Scotland, we build solidarity by challenging aid framed narratives of the Global majority and engage communities through events, workshops, presentations and, short films where poverty experienced Malawians speak for themselves demonstrating their own resilience, ambition and focus. We have co-produced award-winning Dialogue Groups as an alternative to voluntourism in Malawi whereby tourists pay for workshops run by a STEKA team instead of doing jobs on their behalf.

Achievement and Performance

Chair's Report

[Please read this in conjunction with the appendix to the Chair's report, which contains illustrations and examples.]

In 2025 we received funds from a variety of sources including the Hilden Trust, Madelon Global Health Foundation, the parishes of St John's and Mary Magdelene, fundraising (including earned income from running Dialogue Groups and selling hand-made Malawian goods in Scotland) and donations from supporters.

We sent £25,909 as direct donations to STEKA Malawi, plus over £3000 in purchase of goods with Malawian suppliers.

STEKA used our money to:

1. Complete the infrastructure needed to bring **mains electricity** onto the STEKA Vocational Skills Centre campus with the support of the Elliot Foundation. This has had a huge impact – not just by enabling learners to use machinery all day but also enabling us to introduce cleaner and more environmentally friendly cooking facilities into Clare's Kitchen (electric ovens instead of burning charcoal). Women living in our temporary hostel can use electric cooking facilities in the evening too. This supplements our solar power which kicks in during power cuts. An excellent spin off is that the local football ground now also has lights which can be seen in drone footage filmed after installation. And local farmers who travel far from home can charge their phones at the Centre and remain connected to their families. The electricity project has been a major challenge however and credit must be given to Godknows Maseko, who successfully negotiated difficult meetings with communities and chiefs over permissions and planning to build the 950m long system.
2. Design and build a **Rotary / Watson's nursery** which can accommodate disabled children often excluded from education in the local area as well as the children of the women who study at our Centre.
3. Complete '**Clare's kitchen**' building and electric cooking facilities a place where food can be cooked for learners, residents of the women's hostel and food and other items sold to the local community.
4. Kit out a building with beds, showers and toilets to serve as a **temporary women's hostel** so that women can live securely on site and complete their training (to counter the Malawi wide phenomenon of the majority of women and girls not being able to complete courses for a variety of reasons including food insecurity, travelling long distances, family and childcare responsibilities.
5. Build a **300m wall** around the parts of the campus where our women's hostel and teaching facilities will be located

Using money donated by Charlie Miller Hairdressers we bought a **Starlink** satellite dish and connection for the Vocational Skills Centre. This has had a huge impact – enabling the teachers and learners to research designs and projects, download patterns and update lesson plans. And future innovations are focussed on opening an 'internet café' for local community users.

We **spent over £3.5k on goods** such as bags, aprons and Christmas decorations within Malawi which we later sold in Scotland to raise income for the charity (and to pay for more goods to be made). This investment isn't just about earning an income for STEKAskills, it is also about creating jobs which improve people's lives. As Kira, one of our tailors, says:'

"Your orders are so important to me and my family. When you pay for bags and hats to be made, that money becomes school fees for my sister and helps bring food on our table. Your orders don't just buy a product - they help me build a home, and a more independent future for us."

We ran paid-for **Dialogue Groups** for 5 visiting Scottish youth / school groups, challenging the donor-dependency model that is familiar to people in the UK and developing a deep understanding of Global Citizenship for everyone taking part.

Following the advice of larger charities which are part of the Scotland Malawi Partnership, we are also making our money go a lot further in Malawi through use of alternative sources for **money transfer**. This enables us to keep funds in sterling as long as possible and only transfer money at the point it is needed (and thus avoid the full impact of currency devaluations). We also get a better exchange rate.

Community Outreach

See the appendix to the chair's report for details of the wide range of community outreach activities our trustees have been involved in. A few of these are summarised below:

- **Helen Maseko** completed a qualification as a Trainer of Trainers in **Gender Based Violence and Mental Health Programming** for women and girls. Helen travelled widely in Central Malawi training in these areas but also teaching women how to make fertiliser, soap, lotion and tree planting to **earn an independent income**.
- **Godknows Maseko** is on the board of several organisations aimed at childcare and education. His community outreach activities have focussed on **working with the community** about the advantage of taking disabled children to hospitals and to school; the disadvantage of initiation ceremonies both girls and boys; men having to understand the role of women as more than a housewife and girls having a voice, particularly to speak out when they are abused to break the silence. His role as Chairman of the Catholic Men Association of Blantyre Archdiocese has given him real opportunities to work with a wide range of men beyond the communities surrounding the Vocational Skills Centre.
- In Scotland, our chair has developed and delivered **workshops** for schools, and other groups such as Rotary, to challenge their perceptions of Malawi and understand the debilitating impact of concepts of donor dependency and the 'white gaze'.
- We developed an entry for the **Scotland Malawi Partnership Photo Exhibition** which is travelling Scotland with two photographs representing STEKAskills' values and work.

Photo 1 is entitled 'Rejecting donor dependency and creating lifechanging experiences for young Scots and Malawians'

Photo 2 is entitled 'A different type of 'White Gaze' - why Critical Dialogue Groups are World-Leading'

See the photos and full text in our annual report.

- Two trustees were board members of Scotland Malawi Partnership (SMP), and all are SMP and Development Association (SIDA) members and can attend and contribute to a whole range of events.

Challenges

Inflation (around 40% and much higher for fuel and some food) rocked Malawi and caused the costs of building to increase. Economic instability is likely to be a recurring theme in the coming years.

This has been a very successful year in terms of the range of ambitious projects funded by STEKAskills. It has also been a very difficult year in terms of the increased pressure on the team of volunteers in Malawi and Scotland caused by having to manage multiple projects as well as the other activities at the STEKA Vocational Skills Centre. It has become clear that we need to institute measures to ameliorate this.

Financial review

Reserves policy

The income of the charity exceeded expenditure by £18,952. At the end of the year the charity had unrestricted funds of £10,173 and restricted funds of £16,610.

Structure, Governance and Management

Governing document

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

Recruitment and appointment of new trustees

The board may at any time appoint any person to be a charity trustee - by way of a resolution passed by majority vote at a board meeting,

At the conclusion of the first AGM, one third (to the nearest round number) of the charity trustees shall retire from office; the question of which of them is to retire shall be determined by some random method.

At the conclusion of each AGM (other than the first) any charity trustees appointed during the period since the preceding AGM shall retire from office.

Out of the remaining charity trustees, one third (to the nearest round number) shall retire from office.

The charity trustees to retire shall be those who have been longest in office since they were last appointed or reappointed; as between persons who were last appointed/re-appointed on the same date, the question of which of them is to retire shall be determined by some random method.

A charity trustee who retires from office at the conclusion of an AGM shall be eligible for re-appointment at the next board meeting.

A charity trustee vacating office at the conclusion of an AGM will be deemed to have been re-elected at the board meeting which next follows unless: they advise the board that they do not wish to be re-appointed; or a resolution for the re-appointment of that charity trustee was put to the board meeting and was not carried.

Organisational structure

The structure of the organisation consists of the BOARD - who hold regular meetings, and generally control the activities of the organisation; for example, the board is responsible for monitoring and controlling the financial position of the organisation.

The board also appoints charity trustees to fill vacancies, and the people serving on the board (in their capacity as members of the organisation) have power to make changes to the constitution itself.

The people serving on the board are referred to in the constitution as CHARITY TRUSTEES - and they are also the MEMBERS of the organisation for the purposes of the Charities and Trustee Investment (Scotland) Act 2005,

Under the provisions of this constitution, no-one can be a member unless they are also a charity trustee of the organisation. The Charities and Trustee Investment (Scotland) Act 2005 requires certain decisions to be taken by the charity trustees in their capacity as members of the organisation.

Reference and Administrative Details

Registered Charity number SC048889

Principal address

The Business Innovation Zone, Queen Margaret University Edinburgh EH21 6UU

Trustees

Ayo Adesanya
Kathleen Bryce
Dr Father Jock Dalrymple
Anne Elder
Mike Gibson (Treasurer)
Christine Hoy
Dr Blessings Kachale
Gemma Love
Davie Luhanga
Lisa Luhanga
Godknows Maseko
Helen Maseko
May Stuart
Gift Thompson
Stefanie Van de Peer (Secretary)
Emma Wood (Chair)

Bankers

Bank of Scotland
The Direct Business Edinburgh BX2 ILB

Commencement of activities

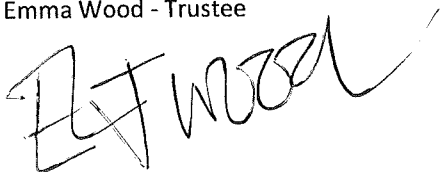
The charity began activities on 6 December 2018.

Trustees retiring and re-elected

The following trustees retired

- Gary Zoltie
- Sally Hinchcliffe
- Gift Thompson (re-elected on 02 June 2025)
- Godknows Maseko (re-elected on 02 June 2025)

Approved by order of the board of trustees on 21 April 2026 and signed on its behalf by
Emma Wood - Trustee

A handwritten signature in black ink, appearing to read 'Emma Wood', written over a horizontal line.

Independent Examiner's Report to the Trustees of STEKAskills

Report on the accounts for the year ended 31 December 2025.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under Section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

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

(1) which gives me reasonable cause to believe that, in any material respect, the requirements to keep accounting records in accordance with Section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and

to prepare accounts which accord with the accounting records and to comply with Regulation 8 of the 2006 Accounts Regulations have not been met; or

(2)

to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



ALAN ROSS

Statement of Financial Activities for Year Ended 31 December 2025

				2024	
		Unrestricted	Restricted	2025 Total	2024
		Fund	Fund	Funds	Total
					Funds
INCOME & ENDOWMENTS FROM	Notes				
Donations and legacies		4,145	17,227	21,372	42,186
Other trading activities	2	13,387	0	13,387	9,327
Total		17,532	17,227	34,759	51,513
EXPENDITURE ON					
Raising funds		5,207	0	5,207	2,930
Charitable Activities					
Donations		8,139	18,879	27,019	28,972
Other Activities		495	0	495	659
Total		13,841	18,879	32,721	32,561
NET INCOME/(EXPENDITURE)		3,691	-1,653	2,038	18,952
RECONCILIATION OF FUNDS					
Total funds brought forward		10,173	16,610	26,783	7,831
TOTAL FUNDS CARRIED FORWARD		13,864	14,957	28,821	26,783

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BALANCE SHEET 31 DECEMBER 2025

	Unrestricted Fund	Restricted Fund	2025 Total Funds	2024 Total Funds
CURRENT ASSETS				
Cash at bank and in hand	13,864	14,957	28,821	26,783
NET CURRENT ASSETS	<u>13,864</u>	<u>14,957</u>	<u>28,821</u>	<u>26,783</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	13,864	14,957	28,821	26,783
NET ASSETS	<u>13,864</u>	<u>14,957</u>	<u>28,821</u>	<u>26,783</u>
FUNDS				
Unrestricted Funds			13,864	10,173
Restricted Funds			<u>14,957</u>	<u>16,610</u>
			<u>28,821</u>	<u>26,783</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 21st April 2026 and were signed on its behalf by

Emma Wood - Trustee

The notes form part of these financial statements

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities and Trustee Investment (Scotland) Act 2005. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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

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OTHER TRADING ACTIVITIES

	2025	2024
Fundraising events	0	60
Sale of goods	12,279	9,267
	<u>12,279</u>	<u>9,327</u>

3 Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 December 2025 nor for the year ended 31 December 2024.

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COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

2024 Financial Year	Unrestricted Fund	Restricted Fund	Total Funds
INCOME & ENDOWMENTS FROM			
Donations and legacies	25,576	16,610	42,186
Other trading activities	9,327	0	9,327
Total	34,903	16,610	51,513
EXPENDITURE ON			
Raising funds	2,930	0	2,930
Charitable Activities			
Donations	28,972	0	28,972
Other Activities	659	0	659
Total	32,561	0	32,561
NET INCOME/(EXPENDITURE)	2,342	16,610	18,952
RECONCILIATION OF FUNDS			
Total funds brought forward	7,831	0	7,831
TOTAL FUNDS CARRIED FORWARD	10,173	16,610	26,783

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MOVEMENT IN FUNDS

	At 1/1/25	Net movement in funds	At 31/12/25
Unrestricted Funds	10,173	3,691	13,864
Restricted Funds	16,610	-1,653	14,957
TOTAL FUNDS	26,783	2,038	28,821

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

	Incoming Resources	Resources expended	Movement in funds
Unrestricted Funds	17,532	13,841	3,691
Restricted Funds	17,227	18,879	-1,653
TOTAL FUNDS	34,759	32,721	2,038

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Comparatives for movement in funds

	At 1/1/24	Net movement in funds	At 31/12/24
Unrestricted Funds	7,831	2,342	10,173
Restricted Funds	0	16,610	16,610
TOTAL FUNDS	7,831	18,952	26,783

A current year 12 months and prior year 12 months combined position is as follows;

	At 1/1/24	Net movement	At 31/12/25
Unrestricted Funds	7,831	6,033	13,864
Restricted Funds	0	14,957	14,957
TOTAL FUNDS	7,831	20,990	28,821

A current year 12 months and prior year 12 months combined net movement in funds, included in the above is as follows;

	Incoming Resources	Resources expended	Movement in funds
Unrestricted Funds	52,435	46,402	6,033
Restricted Funds	33,837	18,879	14,957
TOTAL FUNDS	86,272	65,282	20,990

6 RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2025

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Detailed Statement of Financial Activities for the year ended 31 December 2025

	2025	2024
INCOME AND ENDOWMENTS		
Donations and legacies		
Restricted Donations	17,226	16,550
Gift Aid	1,384	1,420
Unrestricted Donations	<u>4,145</u>	<u>24,216</u>
	22,755	42,186
Other trading activities		
Fundraising events	0	60
Sale of goods	<u>12,279</u>	<u>9,267</u>
	12,279	9,327
Total incoming resources	35,035	51,513
EXPENDITURE		
Other trading activities		
Purchases	3,470	2,930
Fundraising costs	<u>1,737</u>	<u>0</u>
	5,207	2,930
Charitable activities		
Postage & stationery	0	162
Starlink communications costs	1,109	0
Sundries	230	334
Bank charges	15	75
Card charges	276	122
Donations to STEKA, Malawi - Student Subsistence	4,372	6,273
Donations to STEKA, Malawi - Wall	8,051	0
Donations - Nursery	6,445	0
Donations - Clare's Room	962	0
Donation - Womens' Hostel	6,079	0
Donation - Electrical Systems	<u>0</u>	<u>22,415</u>
	27,540	29,381
Support costs		
Governance costs/accountancy fees	<u>250</u>	<u>250</u>
Total resources expended	<u>32,997</u>	<u>32,561</u>
Net income/(expenditure)	<u>2,038</u>	<u>18,952</u>

This page does not form part of the statutory financial statements