We reached 1.38 million people in rural Africa

66% families now food secure

We regenerated 345,000 hectares land
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Our vision:
A confident, thriving and sustainable rural Africa

Our mission:
To inspire and equip African communities to transform lives and protect the planet

Our values:
Integrity, Compassion, Accountability

Cover: Emeriana and her two children - Empowering Coffee Growing Communities project (Rwanda)

Inside cover: John cultivates and sells coffee cherries sustainably, paying for his children’s school fees. His eldest is now a nurse (Uganda)
As we close our first full year as Ripple Effect International (having re-branded in 2022 from the Send a Cow name we held for over 30 years), we are delighted to report that we have worked alongside nearly 1.4 million project participants this year, including 447,000 new people, and are on track to transform at least 5 million more lives by 2030.

It is exciting to see the development of Ripple Effect projects in relation to the ever-changing climatic and socio-economic changes felt in rural Africa. This year we have continued to support communities to build resilience: against the climate crisis through our first carbon sequestration project, against rising food prices, and through working with refugees and young people. 2.8 million trees have been planted across 24 projects in six countries, and 2,470 peer farmer trainers are passing on our approach, creating lasting ripples in their communities.

We are deeply grateful to the 12,994 donors from 35 countries who have contributed to our highest ever income of £9.9m. However the UK funding environment remains extremely challenging – this year exacerbated by the cost-of-living crisis. Whilst we had budgeted for an unrestricted deficit of just over £200k, the impact of this tough financial climate led to a closing unrestricted deficit of £524k.

We have agreed a sharper focus of future priorities and, in September, confirmed a cost reduction plan in the UK. We have also introduced a wider series of measures including global full cost recovery training and a stronger approval process for new projects to ensure we can continue to deliver on all our existing commitments and return to a small financial surplus in the coming year.

At the same time, we are accelerating our Africa Forward Together approach. This year we completed the set up of our Africa Hub in Nairobi, which has seen Ripple Effect move the core of our programmatic expertise to within Africa. We welcome the opportunity to build partnerships which grow our impact – as our successful work with Zambian Rainbow Development Foundation has shown.

We are grateful for the service of the outgoing Chair, John Geake, who stepped down at the end of his two terms in March this year. In a changing world, one thing remains the same. The farmers we work with are the heroes of our work, and every day we are inspired by their personal stories of creating change, not just for their families, but of transformation across their communities. This year we have seen many stories of ripple effects like these – and we extend our heartfelt thanks to all our project participants, donors and staff who make these happen.

Peter Jeffries,
Chair of the Ripple Effect
Group Board of Trustees

Paul Stuart,
CEO of Ripple Effect
We define young people using the same metric as the African Union

This year, Ripple Effect supported 1.38 million people to take charge of their own lives and build a brighter future.

- 63% of the people we’ve worked with this year are women.
- 20% are young people (aged 15-35)*
- 12.5% live with a disability

* We define young people using the same metric as the African Union.
<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peer farmers</td>
<td>2,470</td>
<td>Are sharing our work, meaning that for every one family Ripple Effect supports, 3 more benefit</td>
</tr>
<tr>
<td>New businesswomen</td>
<td>12,822</td>
<td>Have started successful small agribusinesses this year</td>
</tr>
<tr>
<td>Tons of organic compost</td>
<td>235,248</td>
<td>Have been produced by hand by farmers in our Ethiopia, Burundi and Rwanda projects</td>
</tr>
<tr>
<td>People can now save money</td>
<td>44,472</td>
<td>Through local savings and loans groups</td>
</tr>
<tr>
<td>Refugees and displaced people</td>
<td>19,175</td>
<td>Have taken part in our projects in Uganda</td>
</tr>
<tr>
<td>Donors from 35 countries</td>
<td>12,994</td>
<td>Supported our work</td>
</tr>
<tr>
<td>Million trees</td>
<td>2.8</td>
<td>Have been planted across our projects</td>
</tr>
</tbody>
</table>

*This figure represents all people we have worked with this year, regardless of how far along they are in their project timeline*
It’s clear to see that the global food system is broken. The current structure rewards profit at the expense of sustainability and leads to gross inequality. Considerations like food safety, nutrition, access and the environment often fall by the wayside.

This is an issue for everyone: take the 9.3 million adults in the UK who experienced food insecurity in January 2023; or – as reported by the FAO – the 1 in 4 people (28.5%) in East Africa who were undernourished in 2022.

The inability to meet minimum food consumption or nutritional needs affects children’s growth and mortality rates.

With the climate crisis making extreme weather more likely, we must work together to create a food system that is the most resilient it can be, not just the most profitable.
What does resilience look like?
We welcome others to join us in building resilient food systems in which those who produce, consume and manufacture food all have the right to control the various aspects of the food supply chain/system which they are part of. When people are able to make decisions about what to produce, eat and sell – they, and the food system, become more resilient.

Communities in rural Africa are often most affected by hunger and poverty precisely because they are not contributing to decision-making in the food system, despite their livelihoods being dependent upon it. Because of this, many smallholder farmers feel powerless.
The incredible change we’re making
In our projects we use a range of interventions to encourage local food systems to thrive.
Before we work with farmers, many of them are dependent on expensive ‘inputs’ such as hybrid seeds, pesticides and fertilizers. These must be bought from large corporations, so when cash flow is a problem, harvests suffer.
When farmers have nothing to harvest, they buy low-nutrition, processed foods made by large food processing companies. It’s a cycle of disempowerment.
In our projects we aim to restore decision making, power and freedom to small producers, sellers and consumers through supporting self-reliance, building on local knowledge and strengthening local enterprises and markets to improve resilience.

Here are some of the ways that we support food sovereignty in our projects

1. Seed security – we support farmers to grow indigenous, open pollinated seeds, which can be preserved and shared, and are available at any time from the local environment. They are tolerant of bad weather and can survive in poor soils, making production more sustainable.

2. Natural resources – we train farmers in agroecological methods of farming which help to regenerate, and protect natural resources such as forests, water, land and soils. These methods free farmers from reliance on expensive foreign inputs, such as fertilizer and pesticides, which lowers their production costs and improves self-reliance.

3. Local markets and networks – when smallholder farmers are solely reliant on international markets and supply chains, they have no negotiating power. This makes them vulnerable to exploitation. However, strong local markets support smallholders because they can negotiate fair prices and sell ‘imperfect’ produce.

4. Community institutions - by strengthening community institutions, we support farmers to advocate for fairer treatment and policy changes in their own localities. Helping farmer groups to register as legal entities with local authorities gives them an opportunity to advocate for their interests within the local food system.

OUR TOP THREE ACHIEVEMENTS THIS YEAR

We have regenerated 241,500 football pitches worth of land this year* - or 345,000 hectares

19,000 farmer groups have legally registered with government authorities. This legal recognition means they can advocate for themselves with local government on matters that concern their farming

66% people we are currently working with are now food secure

*based on an average of 1.5 hectares of land for 230,000 households.
Chantal lives in east Rwanda with her husband and three children.

She’s always been a farmer but, before working with Ripple Effect, her yields were low and her children weren’t getting a balanced diet.

After training from Ripple Effect, she has transformed her grassy compound into a kitchen garden, filled with nutritious vegetables.

She was given nine varieties of vegetable seedlings to grow, which are now thriving despite the long droughts, thanks to her diligence in watering them and climate-smart farming techniques.

She now has five rabbits, two cows and two goats. Most of the cow’s milk, she gives to her children as a source of protein, and the rest she sells in her community.

Chantal enjoys supporting her neighbours:

“My neighbours keep coming to learn from me and it is good, because this is how we support each other to develop.”

In the future, Chantal wants to buy more land with the profits from her produce, sold locally. But, for now,

“There’s a lot to be thankful for... my children are fed, and healthy. I feel so happy and grateful.”
Where we work

**Burundi**
1. Food & Income Security (for communities affected by climate change) (2021-2023) Mwaro
2. Gender & Nutrition Centred Agriculture Phase II (2021-2024) Mwaro, Bujumbura

**Ethiopia**
4. Empowering Women in Coffee Growing Communities (2021-2024) Bensa
5. Responsible Carbon Project (2022-2037) Wolayita
7. Wonchi Improved Nutrition & Income (2023-2025) Oromia
8. Equine Welfare & Management (2020-2023) Dawuro
Kenya
10. Enterprising Migori (2020-2024) Migori, West Kanyamkago
11. Building Thriving Communities (2021-2023) Busia, Bungoma
12. Improved Equine Welfare (2018-2023) Homa Bay, Mt Elgon

Rwanda
15. Inka Nziza Zikamwa (2021-2024) Rwamagana Kayonza, Ngoma, Rulindo, Nyanza, Nyaguru
16. Empowering Coffee Communities (2021-2024) Bugesera, Nyaruguru
17. Rwamagana Widows Empowerment (2021-2023) Rwamagana, Kayonza
18. Orora Neza (2021-2023) Nyamagabe

Uganda
19. Living with Wildlife (2020-2023) Pakwach
20. Push-Pull Technology (2020-2023) Kyotera
21. Agriculture Market support (2020-2023) Isingiro & Kyegegwa
23. Soyabean Value Chain (2022-2023) Isingiro

Zambia
24. From Spring 2022 Ripple Effect has been supporting the project work of the Zambian Rainbow Development Foundation, based in Masansa
TURNING RESEARCH INTO PRACTICE

By Sofanit Mesfin, Gender and Social Inclusion Coordinator

This year we have made new partnerships and forged new paths in our gender and social inclusion work.

Firstly, we have become a Disability Confident Employer in the UK, which is a major milestone that has taken years of work. It’s important that we don’t just walk the walk in our projects, but also embed inclusion in our culture as an organization. We will be rolling this out to our African offices soon.

Secondly, two years ago we launched a research paper evidencing our approach to tackling intimate partner violence (IPV), funded by IDEAL (US AID). Our approach was developed in-house and is called Transformative Household Methodology (THM).

THM is unique because we created it from scratch to respond to the needs of the women we work with, but also because it tackles intimate partner violence and financial exclusion by starting with the household first.

Because of this, it is more transformative than many other popular methods of tackling gender inequality which focus on the community but ignore the intimate power dynamics that might be holding women back within their own families.

To embed this approach in our organisation’s DNA, we have adapted the research paper into a definitive training manual for facilitators, which was launched in June 2023. I am so proud to finally have a definite answer for “what is THM?” and to be able to use this manual to influence best practice within the sector.

Lastly, I’d like to welcome our new partnerships with the Center for Rights Education and Awareness (CREAW) in Kenya and Women Empowerment Action, who will be helping us with our gender work; Light for the World who will support us with our disability inclusion work; Scaling Up Nutrition; and a new partnership that we are developing with UNICEF.

OUR TOP THREE ACHIEVEMENTS THIS YEAR

83% of women in Kenya that we’re working with are empowered according to the ‘Women's Empowerment in Agriculture Index’

We’re currently working with

68,949 people with disabilities

91% of people in our Ethiopia programmes say they now have good self-esteem
Since taking part in a Ripple Effect project, her life has begun to improve, especially in her home.

When her first child had just been born, Bekelech’s husband fell ill and they sold their house and land to pay for medical fees. Left with only a little land to grow on, Bekelech struggled to feed her family.

It’s traditional, she says, for the man to be the decision-maker in the house. Once her husband had recovered, Bekelech needed practical support from him on the farm and in the home, which meant using joint decisions to share work equally.

Bekelech and her husband took part in THM training with Ripple Effect, and this has transformed her workload. “Now, my husband is even helping with the housework!”

She remembers getting chest pain “as I was working beyond my capacity.” Now, she discusses issues with her family to find a solution that works for everyone. “We work together. We decide together what to do with our home.”

The research Ripple Effect has undertaken around THM is directly helping women like Bekelech to get their lives back on track. We will continue testing, learning and influencing best practice within the sector, because when you empower women, you empower the whole community.
AFRICA FORWARD TOGETHER

By Dr Fred Ochieng, Africa Director

Africa faces many challenges, and we cannot solve those problems sitting somewhere in a room overseas.

Decision-making must happen in the countries where our programmes are implemented, and this means that Africa must take ownership of its problems, and solutions too.

Our ‘Africa Forward’ strategy is about enabling our programme leaders in Africa, supported by our overseas counterparts, to deliver on the promises we have made to our participants. After all, we have a proverb that: “If you want to go fast, go alone. If you want to go far, go together.”

We can only achieve our ambitious 2030 strategy to reach 5 million more people through collaboration as a global organization. So how have we moved closer to ‘Africa Forward Together’ this year?

Governance

Last year we set up an ‘Africa hub office’ in Kenya, to provide programmatic support to the six countries where we currently work. Experts in our key areas of work, plus monitoring and evaluation, all sit in the hub now rather than the UK. This puts African expertise at the heart of our programmes for the first time.

This year, we have set up a board of trustees for the Africa Hub with representation from each of our boards in the UK, US, Uganda and Kenya. This spread of experience, ideas and knowledge will ensure the Africa Hub is integrated into the wider organisation.

Support for Country Programme offices

When it comes to localisation, we’re not just talking about it, we’re actively strengthening local institutions. This leads to more robust decision-making from sustainable, locally-led organisations, who can deliver work that is culturally appropriate.

Our role now is to strengthen our country programmes so they have clear decision-making structures that enable agility and responsiveness. This will help them to deliver our work now and into the future, whilst continuing to grow. We cannot achieve this without continued support from our colleagues in the UK and US, to build capacity, fundraise and collaborate.

It is important to remember that Africa Forward Together is a journey, not just a set of activities. And I am confident that we will continue to meet the needs of vulnerable communities, growing and strengthening our work in years to come, as we transition to this new way of working.
A NEW MODEL FOR RESPONSIBLE CARBON SEQUESTRATION

**Ripple Effect and Riverford’s community fruit trees project in Ethiopia.**

In July 2022 Ripple Effect began its first Responsible Carbon sequestration project, funded by our long-standing partner Riverford Organic Farmers, to grow 44,000 community-owned fruit trees in Wolayita, southern Ethiopia.

These apple and avocado trees will provide essential nutritional variety and food security to 2,900 farming families in 28 kebeles (villages) across the region. As well as bringing vital income from the surplus fruit sold at market, the local environment benefits from the shade, soil stabilisation and transpiration of the trees.

Over the lifetime of this 15-year project the trees will sequester at least 27,000 tonnes of carbon, helping Riverford to achieve its goal of net zero operational carbon emissions by 2030.

**Community designed and directed**

The local community is in the driving seat. They choose the tree varieties and planting locations, plus they own the trees and their produce.

**Accountability**

Communities are being supported by the local Terepeza Development Association, who will monitor and evaluate progress by taking diameter at breast height measurements. Their work will be audited and used to calculate the carbon sequestered by UK-based Climate Stewards.

Zac Goodall, Head of Sustainability at Riverford, says: “This is a project that cements socio-economic development and agricultural resilience as equal pillars alongside carbon sequestration.

“In our minds, that is offsetting done right.”

“I know these fruit trees will help protect the environment as well as providing food and income for us… I will feed my family with no problems, and with the surplus I sell I will pay my sons’ university fees.”

- Fanaye, project participant
Half of young people in East Africa are unemployed – can agriculture offer a solution?
70% of the population in sub-Saharan Africa is under 30 years old, which presents great opportunities for growth and innovation. It also presents great risks if we fail to ensure they have good life chances. Young people have a right not only to good health, nutrition and education, but opportunities for independence and decent work.

More than half the young people in East Africa aged 15-35 are unemployed. The rate is even higher amongst young women in rural areas (up to 66%).

Changing attitudes to agriculture

Agriculture is one of the biggest employers in East Africa. However, when I was at school in Kenya, the punishment for bad behaviour in class was to “go and do farm work”. You would be given the worst jobs of cleaning out the cow or goat pens.

Similar experiences mean that for many young East Africans farm work has little appeal. As most young people don't own land, farming doesn’t feel like an investment in their futures.

However, there are huge opportunities for young people to make their mark in agriculture, using new skills to offer much needed inputs or services that are essential to a thriving economy.

Access to education and useful skills training

The African Union defines ‘youth’ as extending from age 15 up to 35. There are important reasons why this higher age limit is relevant.

A young person in their early 30s may still be in education in East Africa – in university, or vocational training - and living with their parents.

Young people’s access to education, which is such an important part of their transition to independent life, may have been significantly disrupted by their families’ inability to pay for the cost of schooling, as well as by family responsibilities, disease, or conflict.

As a result, in 2020, more than a third of young East Africans (37% ) had no education, or incomplete primary education.

Of the 14% who completed upper secondary or tertiary education, many are still completely unprepared for the world of work. Most countries in our region inherited education systems which are strongly biased towards theoretical curriculums. There is very little emphasis on practical application, or development of skills that prepare them for later life.

In fact, figures show that unemployment tends to be higher amongst well-educated young people. In Rwanda, 62% of young people with university degrees were unemployed, compared with 51% who had only primary education.

We are working with Ibanda University in Uganda to influence curriculum development and job opportunities for 50,000 young people in the dairy sector.

A similar project will include young people in fruit value chains in the Kenyan coastal region.
Ripple Effect’s youth-focused projects have delivered significant results for young people

We set up and support apprenticeship placements in our youth-focused programmes, offering practical training in the work that young people want to get into, such as engineering and repairs, tailoring, and agri-businesses.

Why is it so important that we do this work?

The risks if we fail to engage with our growing population of young people are very real. And they go deeper than the generalised dangers of a population drift from rural areas to towns and cities. We are seeing young people being actively trafficked from rural areas to cities, and from one country to a neighbouring country, in the hopes of better work opportunities.

Investing in rural economies is one way in which we can avoid large-scale unemployment and exploitation of young people. We are already receiving funding that acknowledges the value of our work in this area, and we will continue to tailor the design of our programmes and improve our data-gathering and reporting to meet this need.

7,566 young people in Uganda have been given training on how to make, save and re-invest money into their own small businesses. This includes:

- farming
- artisanal skills
- joining savings groups
- entrepreneurship

– Sustainable Outcomes for Children and Youth project.

57% of young people are now earning an income

Up from 0% - Youth Enterprise & Agribusiness Stimulation project, Burundi.
BEYOND SUBSISTENCE FARMING TO SUSTAINABLE LIVELIHOODS

By Deogratius Egeru,
Enterprise Development Coordinator

This year the farmers we work with have achieved amazing things in their enterprise development activities.

We have been deliberate in ensuring everyone - especially young people, refugees and women - has access to training in appropriate, useful skills from which they can build small businesses, both on and off the farm.

The Agricultural Market Systems Project in Uganda is a great example of how enterprise can transform lives. Working with the World Food Programme (WFP), we have supported refugees, who would usually rely on the WFP for their daily food needs, to start businesses that provide sustainable livelihoods.

The Maendeleo farmers group has transformed locally grown materials: sorghum, maize, millet and honey, into a popular local beverage called ‘Akashera’.

As a refugee community group, they have used our training to create a product that is making them an average monthly profit of 410,000 UGX (£87), which is shared equally. They have also supported the local economy by providing a market for the raw materials.

To achieve this, they have had to adapt and overcome challenges. The shelf life and packaging of the Akashera drink was poor so, with Ripple Effect’s support, a specialist was employed to train the group in pasteurization and packaging. They now have a stable product with a good shelf life.

We’re bringing farmers beyond subsistence to have a steady income, savings, and ultimately choice in how they spend their money and lives.

OUR TOP THREE ACHIEVEMENTS THIS YEAR

8,921 smallholder farmers now have access to markets for their produce in Uganda

17,224 smallholders now have access to financial services (savings and loans) in Rwanda

450 new women-owned businesses started in Burundi
“Without skills, we were nothing. Now with farming and business skills, we can't be poor or sleep hungry.” - Aminadab Bucumi.
Aminadab Bucumi is a refugee from Burundi now living in Uganda. Before working with Ripple Effect, he was relying on World Food Programme rations to feed his family, but now he’s a community champion and shop owner.

After fleeing the Civil War in Burundi in 2017, Aminadab and his wife survived by doing cheap labour for food. Since resources were limited, Aminadab’s first daughter dropped out of school at just 13 years old.

Aminadab was dependent on food rations from the WFP for his family to survive.

After learning sustainable farming techniques from Ripple Effect, he began growing vegetables and maize in his garden. His family was able to eat nutritious and filling meals, vital for health and happiness. He was also trained as a peer farmer.

Now he leads a self-help group of 30 other refugees who are all learning farming and enterprise skills with Ripple Effect as part of the Agricultural and Market Support (AMS) project, a collaboration with the World Food Programme.

Aminadab learned to grow quality seeds, how to harvest effectively and, most importantly, how to handle his precious produce post-harvest so that every bit was saved.

Using the skills he gained, plus an acre of land allocated to him, he purchased a goat and planted elephant grass to use as animal feed, selling the surplus for cash.

Using his savings, he bought a shop which he rents as a cereal bulking store to make additional income.

Deogratius, a member of the self-help group, describes him as careful, hardworking and trustworthy.

“His shop has brought services closer to us. We trust him by bulking our cereals here. You know, if you have land, you have wealth; but trust is worth the value of land.”

- Deogratius, self-help group member.

Aminadab has climbed a mountain: from refugee, to peer farmer, to earning trust as a community hero.
OUR YEAR IN FUNDRAISING

This year we received our biggest ever grant of $13 million over 5 years for the Youth Inclusive Dairy Market Systems project, in Uganda.

Ripple Effect Uganda's partnership with the Mastercard Foundation highlights the amazing success of our fundraising teams in Africa.

RESPONDING TO CRITES

Our emergency campaign launched in March 2023 to fight the triple crisis of the Covid-19 pandemic, the cost of living and the climate crisis. Together, we raised more than £200,000, and these vital, unrestricted funds have ensured we can reach all the farming families we promised this year, despite the pressures of inflation and price rises in the countries where we work.

CORPORATE PARTNERSHIPS

We’ve loved getting out and meeting our supporters and partners again. From visiting Baillie Gifford in Edinburgh and Standard Bank in Jersey to joining Starbucks on their Origins Experience in Rwanda and hosting Riverford in Ethiopia. We were also delighted to put on in-person events at Bath Abbey and Royal Botanic Gardens, Kew bringing supporters together to hear how their support is having a lasting impact.

PUBLIC FUNDRAISING

3,519 supporters chose life-saving gifts as Christmas presents in 2022

746 gardens across the UK were twinned with a kitchen garden in rural Kenya

211 places of worship, schools, rotary clubs and other community groups supported us

9,809 people gave generously to our fundraising appeals this year.
Thank you

Thank you to all of our generous supporters, corporate partners, trusts, foundations and funding institutions. Everyone has played a part in the successful outcomes featured in this report and the lives of the farming families we work with are richer as a result.

On behalf of all of the project communities and staff at Ripple Effect, thank you to our brilliant donors including:

**Our institutional funders**
Brooke
The Donkey Sanctuary
Guernsey Overseas Aid & Development Commission
Isle of Man Government
Jersey Overseas Aid
Norad
UK Aid from the British People
USAID
IDEAL
World Food Programme

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Moo Music
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Riverford Organic Farmers
Standard Bank
Starbucks EMEA

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Christadelphian Meal a Day Fund
Coles-Medlock Foundation
The Big Give Trust
The Bliss Family Charity
the innocent foundation
Jamma International
Medicor Foundation
The Reed Foundation
The Samworth Foundation
The Starbucks Foundation

**Our Kebele Giving community**
The network of private donors who commit to supporting us with long-term, unrestricted gifts.
## GOALS and ACHIEVEMENTS

<table>
<thead>
<tr>
<th>Our strategic aims</th>
<th>What we said we would do in 2022-23</th>
<th>Our achievements this year</th>
<th>What are our goals for 2023-24?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> GROWTH</td>
<td>Reach 1.2 million people with our work, including a greater proportion of new project participants.</td>
<td>We have worked with 1.38 million project participants this year - 477,441 of which are new.</td>
<td>Reach 1.5 million people with our work.</td>
</tr>
<tr>
<td></td>
<td>Start at least two new projects in each of the countries where we work.</td>
<td>We have started two projects in Ethiopia and one in Uganda.</td>
<td>Start at least one new project in each of the countries where we work.</td>
</tr>
<tr>
<td></td>
<td>Achieve income growth to £8m (a small increase recognising the challenging economic environment), with a focus on developing long-term delivery and funding partnerships.</td>
<td>This year we achieved our highest income to date of £9.9million (up from £7.5 million last year). 30% of our income was raised locally in our countries of operation.</td>
<td>Maintain our income whilst: increasing our spend in Africa by 8% to £6.4m; and building a sustainable, diverse funding model with reliable unrestricted income.</td>
</tr>
<tr>
<td><strong>2</strong> FOCUS</td>
<td>Start two new programmes that promote wealth creation at scale while providing solutions to food and nutrition security.</td>
<td>We have secured the funding to start a Youth Challenge project in Kenya and a Youth Inclusive Dairy and Market Systems project in Uganda.</td>
<td>Design and resource at least two multi country projects, to embed learning across geographies and test thematic approaches.</td>
</tr>
<tr>
<td></td>
<td>Embed adoption of our agroecological approach across our organisation and beyond, by sharing with peer organisations.</td>
<td>Produced a sustainable agriculture framework, attended East Africa Agroecology Conference and now a member of Participatory Ecological Land Use Management (PELUM) Association.</td>
<td>Host a stakeholder forum with the aim of influencing sector specific areas that promote our work.</td>
</tr>
<tr>
<td></td>
<td>Develop our strategy for greater youth participation in our projects.</td>
<td>Developed a strong Youth strategy to ensure young people are included in our projects.</td>
<td>Develop one pilot project exploring alternative financing models.</td>
</tr>
<tr>
<td></td>
<td>Measure our carbon footprint annually and set a target for the organisation’s carbon emissions.</td>
<td>We have developed our ambitious Sustainability and Environmental policy and set a target (right).</td>
<td>Create an action plan to reach net zero by 2040 across all of our operations.</td>
</tr>
<tr>
<td>Our strategic aims</td>
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<tr>
<td><strong>Partnering</strong></td>
<td>Initiate and develop at least one new transformational partnership.</td>
<td>Working with our partner ZRDF in Zambia on an aquaculture social enterprise.</td>
<td>Accelerate progress on 50% partnership target by engaging with more implementing partners.</td>
</tr>
<tr>
<td></td>
<td>Develop opportunities for organisations aiming to reduce their carbon footprint through community-led projects.</td>
<td>We’ve launched the Responsible Carbon Project in Ethiopia and have developed another project proposal on carbon sequestration for Kenya.</td>
<td>Actively seek the right partner to take the Responsible Carbon Project forwards in Kenya and other country programmes.</td>
</tr>
<tr>
<td><strong>Africa Forward</strong></td>
<td>Establish a board of trustees for the Africa hub to guide and support the growth of our impact, influence and income in Africa.</td>
<td>The hub board is established. They met in May 2023 and are now developing their plans to support our Africa Forward strategy.</td>
<td>Build global governance and fundraising structures to align with Africa Forward Together strategy, focusing on leadership.</td>
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<td>Launch a learning and leadership development strategy including wider succession planning.</td>
<td>A learning and leadership development strategy has been created that focuses on ‘The Irresistible Organisation’.</td>
<td>Develop more mandatory courses including leadership and skill sharing in country programmes.</td>
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<td>Develop e-learning training modules for programme teams.</td>
<td>Launched e-learning courses for programmes teams on our three areas of expertise.</td>
<td>Digitise our Monitoring &amp; Evaluation processes for learning, adaptation &amp; decision-making.</td>
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<td><strong>Influence</strong></td>
<td>Embed our new strategy, brand and profile, putting participant-led storytelling at the heart of our communications.</td>
<td>Participant-led storytelling piloted in Kenya. New ‘informed consent’ form launched.</td>
<td>Train our project staff in ethical storytelling to create more engaging content and better connect with our supporters.</td>
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<td>Present our expertise at international forums and engage with influential thought-leaders, particularly in relation to the climate crisis, and youth.</td>
<td>We have appeared on podcasts, TV and at events - from UK Parliament to Mexico - and launched a research paper with USAID.</td>
<td>Present our expertise at international forums inc. the Africa Climate Summit, and produce papers demonstrating our research and impact.</td>
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<td>Build our partnerships and networks in Africa and the US.</td>
<td>Events held in each country to foster new and existing relationships. Key partner visits including Starbucks in Rwanda.</td>
<td>Build our profile in Africa to invite new opportunities, and focus our communications to highlight our expertise.</td>
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</table>
DOES CHANGE REALLY LAST?

Our USAID funded research project spoke to farmers 5 years after their projects had ended.

Peer Farmers are project participants who are selected and given additional training by Ripple Effect so they can support their community with sustainable farm training. After formal projects end, they remain as a community resource, embedding the progress achieved during the project lifetime.

Our study looked at two projects (one in Kenya and one Uganda) that ended in 2017, interviewing just over 1,000 community members five years later to see whether they still benefitted from peer farmer support.

We found that an amazing 87% of Kenyan farmers, and 51% of farmers in Uganda, continued to access support from a peer farmer five years after their project had ended.

“ What motivates me is the love I have for my community members, I can’t let them suffer, I was given free knowledge, so let me also give it out freely.”
— Judas Peter, Peer Farmer in Alebtong District, Uganda
Income increased by 32% in 21/22

- **£6.71m Grants** (2021-22 £3.96m). Grants from public and private institutions, corporate donors, trusts and foundations rose by 69% and accounted for 68% of total income. This is largely due to the significant grant from Mastercard Foundation for a new project supporting youth employment and engagement in the dairy industry, received in Uganda.

- **£2.83m Donations** (2021-22 £2.59m). Despite the continued fundraising challenges as experienced in the previous year, gifts from individual supporters were little changed and made up 28.5% of total income.

- **£0.32m Legacies** (2021-22 £0.67m). Supporters’ legacies provide very valuable unrestricted funds. The decline on previous year is due to both delays in probate and a weaker pipeline.

- **£0.04m Other income** (2021-22 £0.01m). Little change on previous years.

£8.8m expenditure

- **£6.86m Africa Programmes** (2021-22 £6.06m). We completed 9 projects and started 2 new ones which will work directly with 47,000 people.

- **£1.44m Raising Funds** (2021-22 £1.38m). Fundraising costs increased slightly due to inflationary pressures.

- **£0.29m Governance** (2021-22 £0.26m). Governance costs relate to the overall management and control of the charity by its trustees (who are not paid) and senior management.

- **£0.20 Education and advocacy** (2021-22 £0.20m). Our advocacy work this year focused on raising awareness of triple crisis affecting our farmers in rural Africa: climate, cost of living and covid.

Surplus and reserves

We recognised a £1.6m restricted surplus primarily due to the timing of the transformational grant in Uganda from the Mastercard Foundation. We recognised an unrestricted deficit of £0.52m.

For a more detailed analysis of our finances, please read our Trustees Annual Report and Financial Statements 2022-23.
From Monday to Friday I’m in Mbarara, one of the nine districts where our project, Youth Inclusive Dairy Market Systems (YIDAMS), is happening. At the weekend, I head back to my family in Kamwenge.

My workday starts at 7:30 am. First, I tidy and do a few push-ups. I usually skip breakfast, but sometimes I have tea and boiled maize at the office before lunch, which might be Posho with meat and veggies or Matooke (a popular green cooking banana whose name also means ‘food’ in Uganda).

At 8:45 am, I’m off to work, with a quick five-minute walk to the office. If I need to visit a district, I leave at 6:30 am.

My day involves having meetings with my team and external partners and writing reports. But mainly I’m a trainer of trainers: I give business training to staff and community volunteers to help them do their jobs well.

A field visit takes about 4-6 hours, plus travel time. I meet with our field staff, local leaders and participants to make sure we’re doing a good job for them. I also talk to government workers and banks to secure their support. My job involves working with diverse groups of people.

“Working with young people means guiding them to think differently.”

It makes me proud to see their mindsets shift, to see them starting businesses and saving together. The community leaders are wowed seeing the changes happening in their communities.

I usually finish work at 5 pm. I might go for a run around my neighborhood unless I’m back late from visiting a district. After that, I clean up and eat dinner, maybe some roasted beef, and I talk to Christine and the kids on the phone.

I don’t watch much TV but I like watching football during the premier league season, especially when Manchester United is playing. On Friday evenings, I’m always excited to drive back to Kamwenge.

I really like my job because I help young people transform their lives and be more independent. Reflecting on my work in this way is helpful to me. It’s good to take a step back and see how important everything is.