



The TEA Project

Annual Report 2017-18

Helping people to be trained, to be empowered and providing awareness for children's rights.



Here is being presented the annual report 2017-18 and it has been a challenging year for the directors and the volunteers of the TEA Project.

That said, this has been a good year in sponsorship with sponsored events, such as a 10k and an Iron Man run which significantly contributed to the total fundraising target this year. There have been more international and local volunteers involved with programmes offered by the TEA Project. There has been an increase in local partnerships also.

The impact of the TEA Project is a testament to the effectiveness of our staff members working in certain parts of Sri Lanka. Despite challenging odds, our colleagues define hope for the protection and rights of children. Their unselfish commitment to achieve this is an inspiration.

This year, we were able to support local communities and design and facilitate new programmes to train teachers and support children. These programmes have been developed in the area of healthy relationships, suicide prevention and achieving success in English. Examples of the diversity of these projects can be read in the main body of this report.

Starting to focus our attention on developing our first Children's Empowering Centre, which will provide services to community groups, serve vulnerable children from local tea producing communities and support working professionals regionally, nationally and internationally.

To plan consultation events and to expand on our one day programmes to more schools like the new suicide prevention strategy. We are developing resources to educate children and teachers on issues such as mental health and suicide prevention.

Creating and building relationships with local businesses and entrepreneurs to support the TEA Projects vision, is very important.

Speaking on behalf of our Board and all those served by the TEA Project, we wish to express our appreciation and gratitude for your generosity. We also respectfully ask for your continued extraordinary support and to build on the success achieved thus far.

Carl Gale, CEO

Mission Statement

“ To improve opportunities for vulnerable children through training, empowerment and awareness programmes that stimulate learning, develop prospects and increase life chances. We work to ensure that all children are safe, happy and healthy. ”

The Key Objectives are:

1. Promote the protection of children
2. Develop service provision to benefit children
3. Children’s Rights promotion
4. Empowering girls to be healthy, happy and resilient
5. Improving children’s capacity to achieve

1. The achievements in **Protecting Children** were to establish a Safeguarding Children training programme to educate teachers and professionals about the different forms of child abuse, signs of abuse, how to respond to disclosures and how to reduce harm. 214 local teachers have completed our one day training programme. This year an additional 36 participants from different institutions completed our **Safe-TEA Training**. We continued to train new trainers and role out the programme to promote the safety and protection of children.

One participant said:

“I got to know important issues to deal with the problems of children. I learnt how to be a real teacher who would safeguard children” (2017)

And continuing this success, **Every-Body Training** was created and taught to G8 girls and boys, by two local teachers. This highlighted personal safety, healthy relationships and sexual/reproductive health. We are excited to be planning a new ‘training the trainers’ programme to train more local teachers to run **Every-Body training**.

Listening to teachers and students, led us to begin developing a **Suicide Prevention Strategy**. Sri Lanka has one of the highest rates of suicide with 35.3 suicides per 100k population. (*Worldpopulationreview 2018*). This programme will educate children to cope with emotional difficulties, develop resilience and empower youth to offer guidance to others.

2. **Improving Teachers Skills** and attitudes is a key focus of our ‘**training the trainers,**’ to enable teachers to run our L.I.F.E training programme (*leadership, independence, futures, empowerment*) independent of The TEA Project. This programme has trained teachers from dozens of schools, the programme is supported by The POWER Foundation and the full programme has now been translated in to Tamil.

During a ‘training the trainers in 2018 teachers from nine schools in the Uva Province participated. All participants made a pledge to implement positive change at their school. These were short to medium term plans on how to implement grassroots change to improve teaching and benefit students.

We developed our first language based programme called **S2S English-For-Employment**, and ran a 2-day programme with 30 G13 teenagers. This was a new programme developed with the assistance of international English teachers. The programme developed English language skills for employment, it taught students about the recruitment process, how to apply for work



The S2S training was delivered by native English teachers and a UK Mental Health Social Worker.

Our Education Adviser and Ofsted UK Inspector volunteered and created new school policies, such as an attendance policy and ran teacher training programmes at local schools.

3. **Children's Right to Participate** and the Best Interest of the Child remain to be important elements in all our training programmes. We developed our first **Wish Tree Event** which saw over 70 children from a local school and an orphanage make a special wish at Christmas. Thanks to strong support from local businesses including *Ozo Hotel*, *Kandy* and *Theva Residency*, many children received special gifts at Christmas. One little girl from an orphanage wished for a violin and we were able to make her wish come true.

Our L.I.F.E training programme which is a youth based leadership programme teaches children about The Convention on the Rights of the Child, develops important skills such as presentation, leadership and planning and supports children to identify their strengths and set a SMART personal pledge to develop a personal skill.

Every year we run a special Children's Day event to celebrate the importance of children.

In 2018 this event focussed on the significant role children play in decision-making. Groups of children created dramas and songs about why adults should listen to children and why children are important.

4. **Empowering Girls** helps to create safe and sustainable futures. During the year over 60 girls aged from 14 to 15-years participated in our Every-Body training programme. Led by a local female teacher three 1-day programmes taught adolescent girls about healthy relationships, good decision-making and much more.

The Wish Tree Event targeted girls living at an orphanage. A workshop helped to elicit hopes and wishes and educate girls on the very important role they play in society. An international volunteer ran two residential events at Christian and Muslim orphanages. Activities and workshops were designed to help the girls develop English language skills, enjoy therapeutic arts/play and learn about different topics, such as women/travel and emotional health.

5. Developing **Children's Capacity to Achieve** is a key goal of The TEA Project. This involves developing leadership skills, confidence, soft skill development to inspire children to believe they can achieve more.



This year we ran our first **S2S English-For-Employment** programme, this was an intensive 2-day programme with 30 adolescent school leavers.

Our Creative Arts programme helps to nurture primary children's ability to think and produce independent and group based art work. This 10-week programme empowers children to celebrate being individual and think out-of-the-box. It provides a free after-school provision to help students relax, have fun and be inspired.

We coordinate two School Partnership projects with two schools in Sri Lanka and two in the UK. This year we delivered letters, pictures and hand made book marks by Mauricewood School in Scotland and ran a letter writing workshop with students from a rural school in Kuliyaipitiya. It is projects like these that help children become global citizens, develop understanding and create new international friendships.

The goal of the TEA Project is to increase aspirations of children so they may achieve more. The following are activities that have impacted the work of The TEA Project during 2017-18:

1. A key feature has been the implementation and continued roll-out of the Safe-TEA programme to professionals. We will continue to recruit and train a local volunteer network to assist us with developing

teaching methods and improve educational standards. This will include developing further 'training the trainers' programmes to ensure programmes are delivered in both Sinhala and Tamil languages.

2. To Educate adults and to train local teachers on children's rights, healthy relationships and other targeted programmes to increase children's' capacity to achieve, raise adults' expectations of children and increase local participation in decision-making.

3. The **Every-Body** programme has been a fantastic tool for aiding adolescents to understanding 'growing up' and ask 'taboo' questions in a safe and confidential environment.

"I learnt many things about managing ourselves with boys. I got the answers for all the questions I had" (2018 Every-Body training)

Following her graduation, The TEA Project recruited a young Project Assistant after she completed a successful Internship with us. Today Himali continues to volunteer with us and we are very proud to share her recent appointment as Development Officer at the Probation Department. This highlights what the TEA Project is all about.

4. The TEA Project is a non faith based organisation that supports schools and orphanages from Hindu, Buddhist, Muslim and Christian faiths. Many of our school partners are located in isolated rural areas, they receive little outside support and children have limited exposure to the world.

"Children are not the people of tomorrow, but are people of today. They have a right to be taken seriously, and to be treated with tenderness and respect. They should be allowed to grow into whoever they were meant to be. 'The unknown person' inside of them is our hope for the future."

Korczak Janusz

“I enjoyed a lot. I felt like I relieved my stress and took answers for those problems. My most favourite time was when the teachers explained those secret questions we wrote. I am so relieved now. Thank you for your work.”

“Yes, This project will be helpful for the young children. Help the girls to maintain good relationships in the future. I will never forget the messages of today's session.”

That suicide isn't the best solution. If someone is following you, the best solution is to tell our parents thinking of our health and safety. We must guide our friends to the right course also.”

“I really learnt about the 3 stages of the menstrual structure and about the changes that occur with us.”

“We learned a lot and also leadership and about healthy relationships and sexual reproduction and many other things.”

“This programme is superb. I love this programme. I wish to have this programme again. Its more good if we have more group activities.”

“As for my opinion the role plays and the questioning was the best thing. I enjoyed in this training, other than this I enjoyed learning about puberty.”

Quotes from children attending the Every Body programmes.



TEA Project Volunteers

A message from a local volunteer teacher...

“The TEA project is a charity organisation which touches the children's life for a better change. They believe children are children and give freedom to bloom the buds freely and happily.

The TEA project always struggles to protect children's rights and to give equal opportunities to rise up. It's an inspiring organisation which is fully dedicated to sharpen the children's skills and to raise their own voice. They treat children softly and kindly.

As a volunteer, I'm grateful to work with them to do a positive change in children's lives. Working with children is joyful and interesting. There I learnt, children need to voice openly. They need a good listener.

Volunteering to make children's soul free and joyful while enhancing their skills is wonderful. I feel, I gave and give chances for the kids to smile innocently and to add rainbow colours to their lives. Let the kids bloom beautifully. Let's make their world colourful with a shower of smile, kindness, love and care.”

THANK YOU

Some of our incredible volunteers have provided support in areas of, translation, fundraising, project support and day-to-day office duties. Volunteers have helped write business plans, bid writing, photography, teaching they have delivered various training programmes at remote locations and donated essential equipment, skills and goods.

The TEA project also benefits from a talented team of virtual volunteer professionals. These individuals support TEA with corporate fund raising, website management, marketing, IT and awareness raising. Some of these volunteers include; Our UK Ambassador - Matt Hulse, SL Ambassador - Tracy Holsinger, Web Design - Carolina Longhini, I.T. Support - Ian Gale, Corporate Partnership Fundraiser - Nicola Hall, Fundraising Consultant - Sally Martin.



Long Term Strategies:

In 2018-19 The TEA Project will work hard to establish it's first Children's Empowerment Centre. This will result in a strategic change in the way we work.

We aim to focus our limited financial and human resources into developing dynamic and sustainable programmes from one location. This will reduce travel costs and allow us to establish effective and long term programmes with improved impact in one location.

The Centre will be situated amongst the poorest communities in Sri Lanka and support the countries most isolated and vulnerable children from tea estates. Currently The TEA Project is researching opportunities and local need in Passara, Uva Province and Hanthana, Central province.

The Centre will run a broad range of in-house and out-reach programmes. Residential projects will provide opportunities for our current partners, who are located island-wide, to continue to receive support.

Fundraising will be a major event in 2018-19 if we are to realise our ambitions.

We will identify suitable trusts and organisations and submit bids for funding.

We will encourage supporters to organise fundraising events.

We will develop corporate fundraising and sponsorship opportunities with business partners.

Ultimately we will rely on our small base of supporters who have enabled The TEA Project to continue to function and empower children.



Plans for the Children's Empowerment Centre will include:

- A free pre-school provision for children living in tea estate line-house communities
- A range of After-School-activities including English programmes, tuition in key subjects, I.T, creative arts.....(and much more)
- Community training programmes to assist children, school leavers, parents and teachers to develop skills, knowledge and competencies
- Provide a range of work experience programmes, volunteering and mentoring opportunities
- Establish gender based programmes for girls and mothers
- Out reach programmes and residential opportunities for school, youth groups and community groups



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Financials:

The TEA Project is a registered charity with a dedicated Board of Trustees who scrutinise, advise and provide strategic guidance to the project.

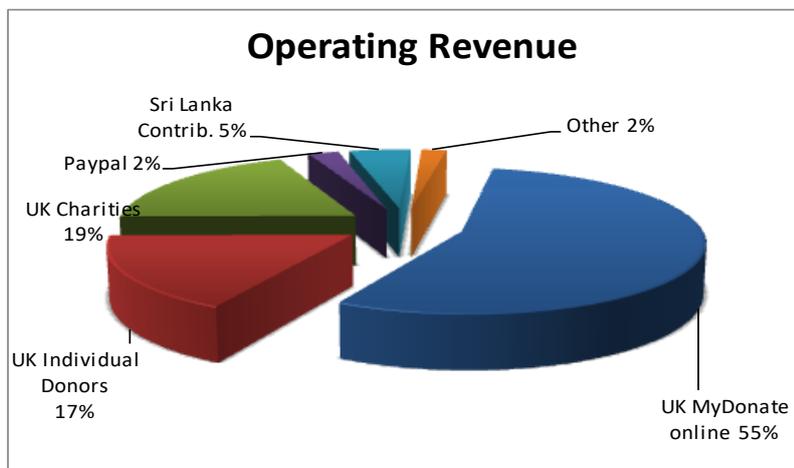
It was a good year for revenue contributions as this rose to £19,841 from £11,678 this was due partly to two people doing charity runs for The TEA Project. This included a 10km walk and a triathlon. Plus £7,000 was raised during the 2 month summer fundraising period. Costs rose to £13,974 from £11,279 and this was due to an increase in travel costs and the development and facilitation of new programmes and interventions at schools and institutions island-wide.

We recruited a new Finance Manager called Tikiri who helped to audit the produce our previous three years financial accounts. The Finance Manager also worked with our team to improve and develop our finance procedures and produce scrutiny reports for our Board of Trustees.

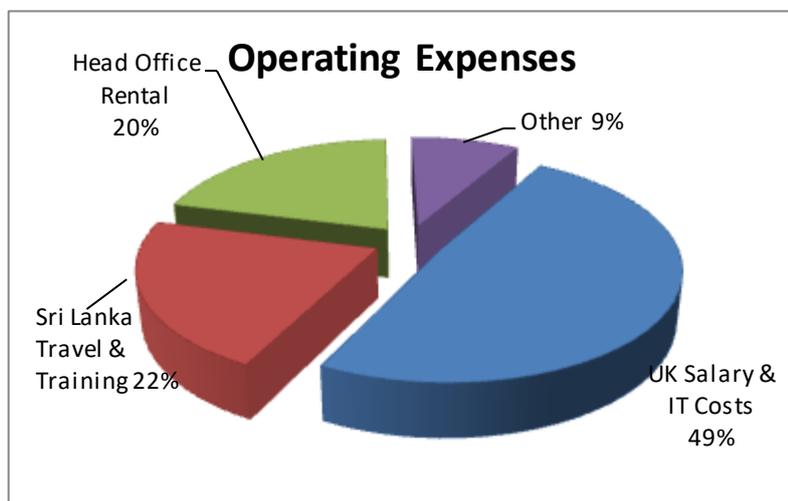
The majority of UK financial sponsors, both private and corporate, of TEA were personally updated during the last visit to the UK in 2017.

The budget forecast for 2018-19 is £21,825. The team will continue to develop fundraising opportunities and target areas of themed events and activities to create new income in 2019.

| OPERATING REVENUES | £ |
|------------------------------------|------------------|
| UK My Donate Online | 10,939.00 |
| UK Charities | 3,751.00 |
| UK Donors | 3,362.00 |
| PayPal and Sri Lanka Contributions | 1,789.00 |
| Total Operating Revenue | 19,841.00 |



| OPERATING EXPENSES | £ |
|---------------------------------|------------------|
| Salary & IT Costs | 6,858.00 |
| Sri Lanka - Travel & Training | 3,015.00 |
| Office & building Rental | 2,880.00 |
| Other - UK & Sri Lanka | 1,221.00 |
| Total Operating Expenses | 13,974.00 |



Detailed breakdown of Expenses 2017-2018:

| £ UK Sterling | Q1. April to June - 17 | Q2. July to Sep - 17 | Q3. Oct to Dec - 17 | Q4. Jan - March - 18 | TOTAL £ |
|----------------------------|------------------------|----------------------|---------------------|----------------------|--------------|
| Sri Lanka | | | | | |
| Workshop Materials | 50 | 25 | 216 | -- | 291 |
| Stationery | 66 | 16 | 212 | 79 | 373 |
| Travel | 47 | 4 | 136 | 195 | 382 |
| Fundraising Activities | 86 | -- | 31 | 30 | 147 |
| Bills | 323 | 15 | 152 | 143 | 633 |
| Salaries | 325 | -- | -- | -- | 325 |
| Building and Office Rental | 1,440 | 18 | -- | 1,440 | 2,898 |
| Repairs | 41 | 3 | 33 | 9 | 86 |
| Volunteer Expenditure | 43 | 2 | 42 | 15 | 102 |
| Equipment | -- | 2 | -- | -- | 2 |
| Donations | -- | -- | -- | 23 | 23 |
| Travel to UK | 1,637 | -- | 184 | -- | 1,821 |
| Local Bank charges | 3 | -- | 10 | 20 | 33 |
| TOTAL Expenses | 4,061 | 85 | 1,016 | 1,954 | 7,116 |
| UK | | | | | |
| Salary | 750 | 500 | 875 | 1,500 | 3,625 |
| Total IT & Web payment | 1,644 | 885 | 491 | 114 | 3,134 |
| Monthly Account fee | 15 | 15 | 15 | 15 | 60 |
| Money Transfer Charges | -- | -- | -- | 39 | 39 |
| TOTAL Expenses | 2,409 | 1,400 | 1,381 | 1,668 | 6,858 |

| | | | | | |
|--------------------------------------|--|--|--|--|---------------|
| FINAL ACCOUNTS TOTAL EXPENSES | | | | | 13,974 |
|--------------------------------------|--|--|--|--|---------------|



Thank you

We would like to thank all of our corporate and individual donors who have supported the work of The TEA Project over the period April 2017 to March 2018.

We really are very thankful to the generosity of local and international volunteers who donate their time and skills to empower children.

The continued success and growth of the project is due to our valued donors and individuals who give regular donations, organise local fundraising events and support our various funding campaigns. THANK YOU.

Thank you to our dedicated Board of Trustees; Arun, Hannan, Dee, Hazel and Racheal

The T.E.A Project

Empowering Children

Registered Charity 1163485

Visit

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