

**PENHA**  
**REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR**  
**ENDED 31st DECEMBER 2019**

**PENHA**  
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**31 DECEMBER 2019**

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**PENHA  
CHARITY INFORMATION  
31 DECEMBER 2019**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2019. 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 2015).

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

**Trustees**

The trustees in office in the year were as follows:-

Dr. Lulseged Abebe	- Chairperson	
Dr. Zeremariam Fre	- Treasurer	
Dr. Taffese Mesfin		
Ms Nicole Kenton		
Ms. Roda Ibrahim	Appointed	4.11.2019
Ms. Sophie Walsh	Appointed	15.7.2020

**Secretary**

Dr. Bereket Tsegay

**Registered Company number**

2658932 (England and Wales)

**Registered Charity number**

1038957

**Registered Office**

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Bourne Estate  
Portpool Lane  
London EC1N 7UL  
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0044207 2420202  
info@penhanetwork.org

**Accountants/Auditors**

Tekle Tesfaye (MAAT)  
TT Accountancy Services  
00447949557324

**PENHA**  
**REPORT OF TRUSTEES**  
**31 DECEMBER 2019**

**Objectives**

The principal activities of the charity in the period under review have been to promote sustainable development among pastoral and agro-pastoral communities through gender equality, resilience, enterprise and innovation, and regional cooperation across the Horn of Africa. PENHA works at the grassroots and policy levels to empower pastoralist communities to play a full role in their own development. On the UK side, it has focused on youth and diaspora programmes.

**ACHIEVEMENT AND PERFORMANCE 2019**

**PENHA HQ**

PENHA HQ carried out programme, management, fundraising and communication activities, including providing expertise advice to PENHA country offices, locally based organisations, and individuals in the Horn of Africa region and in the UK.

Building on PENHA three decades long experience, making fit to the everchanging development sector, and basing on the extensive retreat workshop and consultation meetings held among the trustees, staff, associates and stakeholders in the Horn of Africa and the UK, the strategic planning process of 2020-25 has now completed. This will be consolidated with further improvement in its governing system.

Celebrating PENHA's three decades of achievement, the year-long PENHA@30 campaign was launched in November at an event held in London. The main objective of the event was to celebrate PENHA's 30-year journey, its resilience, determination and achievements towards supporting pastoral and agro-pastoral communities in the Horn and diaspora communities in the UK. Over the last 30 years, PENHA has worked across various scales and policy spaces, supporting pastoral communities in advocacy, programme delivery and research for evidence-based policy inputs. The event was attended by the founding director, current and previous trustees, staff and associates, longstanding friends and supporters.

PENHA has continued to strengthen its UK Youth Programme and its partnerships with the diaspora communities. With the second grant from *England for All* of the National Lottery for the '*Reducing Barriers for Refugees in Kent*', Eastern England project, and in collaboration with Ashford and West Kent Colleges implemented two workshops and collaborated with other partners into promoting career building, confidence, employability and integration of East African migrant communities in the UK. A total of 210 young people were engaged in the workshops and reached out through various employability enhancing communication materials where one of them said: '*Thank you for helping us to find a way.*'

At the Board of Trustees' AGM, various critical strategic issues were discussed, and the 2018 narrative and financial reports were approved. The Board also approved Ms. Roda Ibrahim trusteeship in this reporting year and planned to strengthen its governing body by appointing additional trustees.

PENHA strengthened its partnerships with academic institutions in the Horn region. It continued its partnership with the Strategic Initiatives for Women in the Horn of Africa (SIHA), the Global Reconciliation (GR), Nordic Consulting Group (NCG) and Camden Climate Change Alliance (CCCA). PENHA also became a member of the independent body of the Fundraising Regulator.

As part of PENHA's public engagement strategy, regular updates have been published on its digital media, and an e-newsletter has been distributed. PENHA has engaged more than 10 volunteers in office-based and virtual forms including SOAS, University of London placement and Santander Internships.

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**Ethiopia**

The promotion of sustainable pastoral development in the country has been PENHA’s long-term policy since its inception in 1989 when the organisation worked hard in setting the pastoral policy agenda. This legacy is recognised by many national civil society organisations which PENHA is committed to work with across the regional states. Reaffirming its comments, the Board of trustees are considering to open a liaison office in Ethiopia which can serve as a hub in the region and strengthen its Ethiopia works.

Following the successful implementation of the Netherlands Organisation for Scientific Research (NWO) funded *Social Protection for Inclusive Development in Afar Region* of Ethiopia (SPIDA) project, PENHA has continued its engagement with the research consortiums of the Development Planning Unit of University College London and Adigrat University of Ethiopia in promoting the research outputs and advancing the book production on social protection and pastoral systems in Ethiopia. The book has ten chapters (including COVID-19 impacts) with two third authors from Ethiopia. The book with evidence-based research findings aims at policy makers, practitioners and academics in Ethiopia and beyond.

Continuous engagements and partnership development were conducted with the existing and emerging academic institutional in the country including Mekelle, Samara, Addis Ababa, Adigrat, Jigjiga universities where areas of mutual collaboration identified and working modalities were explored.

**Somaliland**

PENHA built on previous work, delivering tangible benefits to local people and contributing to policy-level work. Participation in regional and international forums addressed a range of development issues, including livestock production and gender equality. A strategic planning meeting in Addis shaped a new strategy. The funds for the major projects outlined below were raised locally and are audited annually.

*FAO – Prosopis Control and Use, with Enterprise Promotion:* The previous year’s successful execution of the almost US\$1 million in cash-for-work payments, supporting Prosopis control and its commercial use in wood products, charcoal production and animal feed has led to follow-up activities. As of December, under an extension of the project, 600 workers cleared 58,700 m<sup>2</sup> of invasion in Berbera District. 50 people were trained to train others in Prosopis management and feed production. A new project provided training for 120 people from local organisations in Odweyne District, in the commercialisation of Prosopis-based feeds, and fodder processing machines. PENHA Associate of Ethio-Feed Plc developed a training manual. This is significant - regional knowledge transfer, based on successful commercial experience in Ethiopia. Senior Associate Nick Pasiecznik visited Somaliland in early 2019 to lay the groundwork for project activities and, working with PENHA staff, drafted the national policy document for the Ministry of Environment and Rural Development.

*GIZ - Livelihoods and Resilience:* Following the rehabilitation of water points in 2018 and earlier policy work with GIZ, PENHA has continued to engage with GIZ on policy and practice, sharing ideas on livelihoods and gender. After GIZ’s regional “Dream Conference” in Ethiopia, PENHA participated in an October follow-up meeting to draw up an action plan on Prosopis management.

*The Seawater Greenhouse Project:* With Seawater Greenhouse Ltd. UK., this pilot uses innovative technology to grow crops in arid coastal areas using desalinated seawater, and aims for commercial viability with inclusive business models. A CNN team visited the Berbera site in June. PENHA in collaboration with the Norwegian Water Research Institute (NIVA) led consortium secured a fund on salt and mineral extraction at the site.

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*UNDEF (United Nations Democracy Fund) – Strengthening Women’s Political Representation in Somaliland:* This project aims to strengthen the capacity of women’s organisations and leaders and address women’s political marginalisation. A solid foundation has been built, but postponed elections stalled progress.

*Somaliland Development Fund Gender Equity and Social Inclusion (GESI) assessments:* PENHA carried out four assessments, for the Somaliland Hargeisa Water Agency, Road Development Agency, Ministry of Livestock and Fisheries and for the Ministry of Agriculture, as part of efforts to design major new programmes. The assessments involved a broad review of policies, with a focus on the participation and needs of women, youth, disabled people and minorities.

*Policy work, research and networking:* PENHA regularly participates in national forums. Senior Associate Thor-Juergen Loberg, in collaboration with PENHA staff, delivered two workshops on Results-based management for CSOs, academics and government in Somaliland and in Ethiopia. PENHA also participated in regional workshops with the Alliance for Food Sovereignty in Africa (AFSA) and the African Union, on land governance and on livestock production.

*Consultancy work with NCG-Norway:* A mid-term review of the ‘REDD+ Participatory Forest Management in South West Ethiopia’ Project for the Development Fund of Norway produced substantive report provided strong recommendations and a basis for further discussion with NORAD. The PENHA-NCG team built collaborative relationships with key governmental agencies.

## **Sudan**

PENHA has continued to collaborate with the Pastoralist Environment Association in Kassala State (PEAKS), the Animal Production and Resource Centre (APRC) and the Khartoum and Kassala based universities. With financial support from the Desmond Tutu Fellowship Award of the Global Reconciliation, PEAKS agreed to organise a regional conference on ‘*Regional conference on enhancing cross-border cohesion and reconciliation among pastoral communities along the borders of Ethiopia, Eritrea and Eastern Sudan*’ in Kassala, Eastern Sudan in early 2020. The financial award of the fellowship AU\$ 10,000 (in £5,424) is being used to promote peace and reconciliation in Sudan and border communities of Western Eritrea and Ethiopia.

PENHA representative from the London office had also visited the Eastern Sudan region in exploring the partnership development with the multiple stakeholders as well as supporting PEAKS with the implementation of the planned regional conference.

## **Uganda**

PENHA is represented by its Focal Point Person (FPP) in Uganda and was able to raise two small grants from the Rotary Club of Berkhamsted and Brentwood United Reformed Church (BURC) in the UK for its nomadic education projects. PNEHA agreed to collaborate with the Coalition of Pastoralist Civil Society Organisations (COPACSO) in Uganda. PENHA has continued to be active in national, regional and international policy forums in Uganda. The following are some of the platforms used to advocate for the rights of the pastoral and agro-pastoral communities.

PENHA Focal Point Person led a group of six men and women from the Bahima pastoralists community of Nakaseke district of the cattle corridor of Uganda and participated in a transdisciplinary workshop ‘*Pastoralist and Scientific Assessments of Weather and Climate: Knowledge Complementarity in Adaptation*’ organised by COPACSO with support from UNESCO (UNESCO-LINKS) held in Kampala.

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PENHA FPP, as a member of the Natural Livestock Farming (NLF) International Coordination Board, was participated in the annual meeting that aimed at strengthening the governance and organisational collaboration held in the Netherlands in September. As representative of the NLF Uganda, the FPP partook in the NLF-PHARMBIOTRAC-SNV workshop on herbal alternatives for improving cattle health held in Mbarara. PENHA has also contributed to the feature film production on a gender and Ankole cattle.

The FPP had made a presentation on ‘*Gender dynamics in pastoralism; Importance of women empowerment in decision making and programmes for pastoralists: A case of Bahima women*’ in the Regional Policy Dialogue: Galvanising the pastoralist networks and agenda in the Eastern and Southern Africa, Tanzania - organised by the AFSA. PENHA had also contributed to the National Stakeholders’ meeting on the Uganda Action Plan and Strategy for the Management of Animal Genetic Resources held in Entebbe. At the end of the meeting that was supported by the African Union (the AU-IBAR), the FPP was selected to join a 20 member committee to direct the implementation of the Global Plan of Action on the management of AnGR in Uganda.

**Possible risks and risk management**

PENHA works in a Region which is still vulnerable to poverty, largely the result of drought and famine, and political conflicts. Under such circumstances PENHA trustees regularly review risks and mitigate against such risks by having contingency plans in place.

**Review of Financial Transactions**

The Statement of Financial Activities on page 7 for the year ended 31 December 2019 sets out how the charity’s funds have been applied, and the Balance Sheet on page 8 sets out the charity’s financial position at 31 December 2019.

**Review of Activities**

At 31 December 2019 the charity’s funds amounted to £71,528 an increase of £58,865 from the previous year end. This consolidated review includes the narrative and financial reports of both the London and Somaliland offices. The charity’s net assets are adequate to fulfil the obligations of the charity.

**Dependency on Volunteers’ Services**

The charity is dependent upon the services of unpaid 6 management committee and 7 volunteers and would like to thank them for the valuable services given by them during the year.



.....  
Dr. Bereket Tsegay  
Secretary  
PENHA

11<sup>th</sup> of January 2021

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PENHA**

I report on the accounts for the year ended 31 December 2019 set out on pages 7 to 12.

### **Respective responsibilities of trustees and examiner**

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 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 the General Directions given by the Charity Commission. 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 no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statements below.

### **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 386 and 387 of the Companies Act 2006; and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the 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 2015)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.



Tekle Tesfaye (MAAT)  
TT Accountancy Services  
11<sup>th</sup> January 2021



**PENHA**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 DECEMBER 2019**

	Note	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
<b>Income and Expenditure</b>					
<b>Incoming Resources</b>					
Grants & donations	<b>11</b>	7,834	210,914	218,748	19,203
		7,834	210,914	218,748	19,203
Add: Income in advance brought forward		0	0	0	0
Less: Income in advance carried forward		0	0	0	0
		<b>7,834</b>	<b>210,914</b>	<b>218,748</b>	<b>19,203</b>
<b>Resources Expended</b>					
Direct charitable expenditure	<b>4</b>	0	132,322	132,322	10,037
Project support and administration	<b>5</b>	6,348	21,213	27,561	11,671
Fundraising and publicity	<b>6</b>				170
		<b>6,348</b>	<b>153,535</b>	<b>159,883</b>	<b>21,878</b>
<b>Net Incoming/(Outgoing) Resources</b>					
<b>For the Year</b>		1,486	57,379	58,865	(2,675)
Funds brought forward at 1 January 2019		5,123	7,540	12,663	15,338
Transfer of Funds		0	0	0	0
<b>Funds carried forward at 31 December 2019</b>		<b><u>6,609</u></b>	<b><u>64,919</u></b>	<b><u>71,528</u></b>	<b><u>12,663</u></b>

**PENHA**  
**BALANCE SHEET**  
**As At 31 December 2019**

	Notes	2019 £	2018 £
<b>Fixed Assets</b>			
Tangible Asset	8	57,074	0
		57,074	0
<b>Current Assets</b>			
<b>Debtor</b>			
London office		0	15,472
Somaliland office	9	59,422	
<b>Cash at bank and in hand</b>			
London office		32,349	24,216
Somaliland office		1,558	
		93,329	39,688
<b>Total Current Asset</b>			
<b>Liabilities: amounts falling due within one year</b>			
London office	10	(21,801)	(27,025)
Somaliland office		0	
		71,528	12,663
<b>Net Current Assets</b>			
		71,528	12,663
<b>Net Assets</b>		<b>128,602</b>	<b>12,663</b>
<b>Funds</b>			
<b>Restricted</b>			
London office	11	4,918	7,540
Somaliland office	11	60,001	
<b>Unrestricted</b>			
London office	11	6,609	5,123
Somaliland office	11	0	
		71,528	12,663

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2019.


The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2019 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Directors on 11<sup>th</sup> January 2021 and were signed on its behalf by:

Dr. Lulseged Abebe, Chair 

Dr. Zeremariam Fre, Treasurer 

The notes on pages 9 to 12 form part of these accounts.

**PENHA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**31 December 2019**

**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 with the Charities Commission and is exempt from direct taxation.

**2. Accounting Policies**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is public benefit entity under 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 2015); The Financial Reporting Standard applicable in the UK and Republic of Ireland, and the Companies Act 2006. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

**Incoming resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**Grants**

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

**Resources expended**

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.

**Overseas projects**

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

**Foreign Currencies**

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

**Companies Act**

The company has permission under Section60(1a) of the Company's Act 2006 to omit the word 'Limited'.

**PENHA**  
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**Depreciation**

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

Equipment                                      25% straight line

**Taxation**

The charity is exempt from corporation 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.

	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
<b>3. Management and Administration</b>				
Depreciation	0	0	0	0
Examination and accountancy	0	1,479	1,479	900
	0	1,479	1,479	900

**4. Charitable Activities**

Direct project costs	126,624	4,716
Professional fee and consultancy	1,479	2,990
Travel	1,440	2,331
	<b><u>132,322</u></b>	<b><u>10,037</u></b>

**PENHA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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<b>5. Project support and administration</b>	<b>2019</b>	<b>2018</b>
	£	£
Salaries & Volunteer costs	950	0
Rent, rates and insurance	12,817	5,455
Printing, postage and stationery	1,377	142
Telephone, fax and internet	3,685	430
Bank charges	165	201
Accountancy fee	500	900
Travel/Fuel expenses	1,887	3,942
General Expenses	6,180	601
	<u><b>27,561</b></u>	<u><b>11,671</b></u>
 <b>6. Fundraising and publicity</b>		
Professional fee and consultancy	0	170
	<u>0</u>	<u>170</u>
 <b>7. Staff Costs</b>		
Wages, professional charges and volunteer payments	950	2,990
	<u>950</u>	<u>2,990</u>
 The average (full-time equivalent) number * of persons employed during the year was:-	16	1
 <b>8. Tangible Fixed Asset</b>	<b>Equipment</b>	<b>Total</b>
<b>Cost</b>		
At 1 January 2019		
London Office	1,719	1,719
Somaliland Office	41,611	
Additions	18,792	
As at 31 December 2019	<u><b>62,122</b></u>	<u><b>1,719</b></u>
<b>Depreciation</b>		
At 1 January 2019		
London office	1,719	1,719
Somaliland office	3,329	
Charge for the year	<u><b>5,048</b></u>	<u>0</u>
As at 31 December 2019	<u><u>57,074</u></u>	<u><u>1,719</u></u>
 <b>Net Book Value</b>		
As at 31 December 2019	<u><u><b>57,074</b></u></u>	<u><u><b>0</b></u></u>
As at 31 December 2018	<u><u><b>0</b></u></u>	<u><u><b>1,719</b></u></u>

**PENHA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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9. Debtors:	2019	2018
	£	£
Grants Receivables		
London Office	0	15,472
Somaliland Office	59,422	0
	<u>59,422</u>	<u>15,472</u>

**10. Liabilities: Amounts falling due within one year**

Project costs Accrued	20,301	26,125
Sundry Creditors	1,500	900
	<u>21,801</u>	<u>27,025</u>

	Balance 1 January 2019 £	Incoming Resources £	Resources Used £	Transfers Between Funds £	Balance 31 December 2019 £
<b>11. Funds</b>					
<b>Restricted Funds</b>					
<b>London office</b>					
Community Fund	2,920	9,975	(8,987)	0	3,908
Uganda Women Support –Individual donors	425	0	(425)	0	0
Women Empowerment- Sudan	976	0	(976)	0	0
DTRF	3,219	0	(2,209)	0	1,010
Internship Programme	0	3,000	(3,000)	0	0
<b>Sub-total</b>	<u>7,540</u>	<u>12,975</u>	<u>(15,597)</u>	<u>0</u>	<u>4,918</u>
<b>Somaliland office</b>					
GIZ		8,877	(8,877)	0	0
UNDEF		42,637			42,637
FAO		52,956	(36,171)	0	16,785
SDF		39,694	(39,694)	0	0
UK/SWGH		53,775	(52,217)	0	1,558
Others			(979)	0	(979)
<b>Sub-total</b>	<u>0</u>	<u>197,939</u>	<u>(137,938)</u>	<u>0</u>	<u>60,001</u>
<b>Total restricted fund</b>	<u>7,540</u>	<u>210,914</u>	<u>(153,535)</u>	<u>0</u>	<u>64,919</u>
<b>Unrestricted Funds</b>					
London office - Donations	5,123	7,834	(6,348)	0	6,609
Somaliland office – donations	0	0	0	0	0
	<u>5,123</u>	<u>7,834</u>	<u>(6,348)</u>	<u>0</u>	<u>6,609</u>
<b>Total Funds</b>	<u>12,663</u>	<u>218,748</u>	<u>(159,883)</u>	<u>0</u>	<u>71,528</u>

**12. Trustees Expenses**

No trustee or any person connected with them has received or is due to receive any remuneration for the year directly or indirectly from the charity's funds.