



Young Africa  
Empowering Youth

# 20 ANNUAL 20 REPORT



*"My biggest aspiration in life is to learn a trade, graduate and find paid work. I then have a purpose in life and can support those who count on me," -*

**Jady Nhantumbo, Young Africa Mozambique.**



# 2020: WHAT A YEAR

The Corona pandemic has stretched our resilience to its limits. We have seen the devastating impact of loss of livelihood due to extended lockdowns on the African continent. The increased poverty has come with nasty social consequences, among others: increased crime, worsening of gender-based violence and unintended teenage pregnancies.

Against this background, I am immensely grateful to our Young Africa teams on the ground for their resilience and, more importantly, heart-felt motivation to adapt to the new reality. Our training centres have been open, closed and opened again over the course of the year. Seeing the dire needs of our students, we shifted from our usual training to emergency assistance and made a start with the development of online training platforms. Throughout, our donors have been more than flexible to join us in responding to the emerging needs.

The future of our youths couldn't wait, so as soon as we could, we resumed our vocational training, including life skills education, entrepreneurship lessons, ICT classes and talent development. We did so at both our own skills centres and at our mobile training units.

At Young Africa International we have supported our affiliated Young Africa organisations with funding, new partners, project management and capacity building. We have had the impact, the effectiveness and the needs of our work researched by academia, the reports of which will be published in the course of 2021. Our unique approach to youth empowerment and the franchise model have been shared with other organisations. Together, with all YA directors and their teams, a strategic plan for 2021-2023 for the entire confederation has been laid out. In a drive to govern the entire organisation based on equity and co-creation, we flipped our organisational structure from a vertical organogram to a horizontal one. The Young Africa International supervisory boards in The Netherlands and Zimbabwe have merged into one, effective 2021.

This Annual Report 2020 will fill you with the facts and figures of our activities, their outcomes, the organisational data and structures as well as the audited annual accounts.

I hope that the information we share with you here will fill you with hope and confidence in the Young of Africa. Thank you for your support.

**Dorien Beurskens, CEO and co-founder**



# MISSION, VISION & STRATEGY

**We contribute to a world of equality and shared wealth by channelling the power of young people to transform the world around them.**

**Young Africa empowers young people with skills training for employability and entrepreneurship. We teach them skills of the hands to make them self-reliant, skills of heart and mind to live with dignity and responsibility and skills of the soul to live with purpose.**

**Our target: To train half a million youths by 2025.**

# OUR DNA

**To allow students to reach their full potential, we believe that all aspects of their personality and talents need to be nurtured.**

Therefore our work is guided by our own Young Africa DNA:

- We invest in the abundant potential of young people
- We offer them an integral set of skills to develop themselves
- They will assume responsibility and are guided by our motto: “if it is to be, it is up to me”
- Our centres aim to be self-sustaining through our unique franchise model
- We act locally. All our centres are run by local teams, have local management and are owned by local bodies
- We are embedded in society. Our centres reach out to their communities through activities, events and services.

# 2020 IN NUMBERS

**2830**

**STUDENTS TRAINED**

**932**

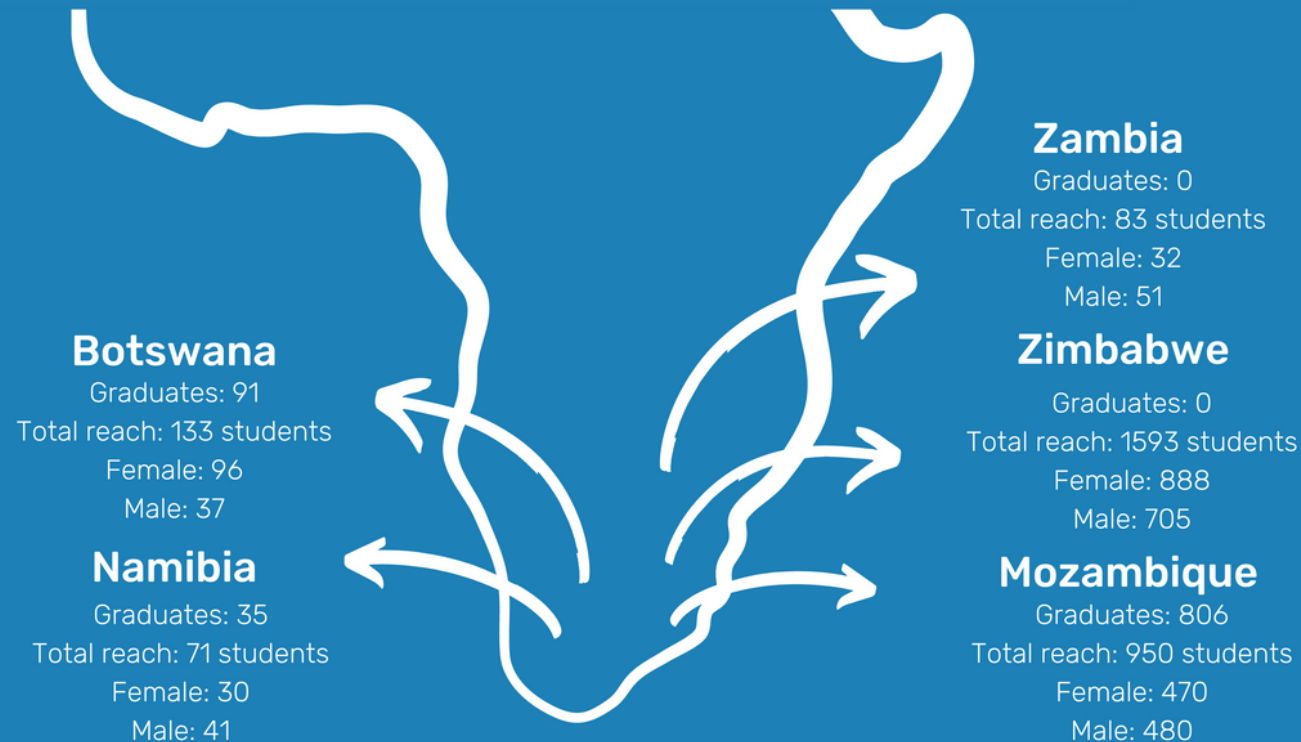
**STUDENTS GRADUATED\***

**47%**

**FEMALE**

**53%**

**MALE**



\*Due to COVID-19 lockdowns, courses were interrupted for seven months, and less students graduated than usual. The majority of the students could not take part in income generating activities.

# 2020 IN NUMBERS

**34%**

**ECONOMICALLY ACTIVE  
STUDENTS AFTER  
GRADUATION**

These students found paid work or started their own businesses.\*

**3%**

**GRADUATES WITH  
DISABILITIES**

Our centres are equipped to deliver inclusive education for young people with disabilities.

**67%**

**STUDENTS SHOWED MORE  
CONFIDENCE AFTER  
GRADUATION**

Our students experience a boost in confidence, employability opportunities and feel empowered to make better life choices.

**24%**

**STUDENTS HAD A WEEKLY  
INCOME**

With this income, 24% of the students have to take care of others besides themselves.\*

**4%**

**OF OUR STUDENTS FOR  
2020 WERE RESIDENTS OF  
ON-SITE CRECHES AND  
HOSTELS**

We provide students with a safe and comfortable stay during their training.

**16**

**LIFE SKILLS TRAINERS  
FROM 5 COMMUNITY-  
BASED ORGANISATIONS  
WERE CERTIFIED**

We offer up our core models for replication and train other educational institutions in life skills education.

\* Due to COVID-19 lockdowns, the majority of the students could not take up post-graduation and income generating activities.

# COVID-19 RELIEF

## 26,816 PEOPLE ASSISTED

All over the world people were affected by COVID-19. In Africa, no less.  
We adapted our regular programmes to the new reality.





# COVID-19 RELIEF

*"The food parcels made a big difference in our lives. The joy of my family when they saw me with the food brought so much pleasure to my heart. Knowing I am part of an amazing and wonderful educational institution is a blessing.*

*We appreciate the kind hearts that thought of us and came up with this brilliant idea. To our Director and everyone that made it possible, a big thank you. My stomach is dancing to the tune of this food music."*

**Immanuel Kainde, Young Africa  
Namibia**

**14,566**

PEOPLE BENEFITED FROM  
OUR COVID-19  
PREVENTION PLANS, FACE  
MASK DISTRIBUTION, FOOD  
PARCELS AND SOUP  
KITCHENS

**39**

STUDENTS RECEIVED  
START-UP KITS AND  
STARTED THEIR FIRST  
BUSINESS

**5,735**

PEOPLE GOT ACCESS TO  
DRINKING WATER VIA 3  
BOREHOLES WE DRILLED

**676**

YOUNG PEOPLE  
BENEFITTED FROM  
PSYCHOSOCIAL SUPPORT  
AT OUR CENTRES

# SHARING OUR SUCCESS

**Since 2015, we have reached 588 organisations to replicate one of our models. In 2020, we reached 313 organisations.**

Young Africa recognises that the challenge of youth employment can only be responded to collectively. We offer to share our high-impact solution, the integral approach, the franchise model and the mobile training, to organisations working in the area of youth empowerment.

*"As a project manager, I can simply say that the training we received was beyond my expectations. It was not only practical and hands-on, but also inspirational and diverse. It provided knowledge and insight into all kind of aspects of constructing and running a vocational training centre.*

**Through sharing our success, Young Africa cumulatively reached out to 2,588 young people.**

*The Young Africa team was not only professional and competent, but shared experiences that they have collected for decades. We are inspired by the passion, commitment and dedication to the lives of youth, who are full of vision, skills and fire." Sarah - Advivia, Zimbabwe*

*"The training we did at the Young Africa training facility was highly educational. It enlightened us on the basic principles essential in setting up a training facility centre, as well as its smooth governance. It was a true eye opener." Raymond Zowa - Advivia, Zimbabwe*

# THE WAY WE WORK

**We offer an innovative, high-impact solution to youth unemployment. We want youth to reach their full potential and believe that all aspects of their personality and talents need to be nurtured. We invest in them through integrated skills training for employability and entrepreneurship.**

We work through three innovative concepts: our integral approach to youth development, mobile training units and the franchise model.

## **Integral approach to youth development**

Students are trained at skills centres or in pop-up skills centres that are served by mobile training units.

Our courses consist of 70% practical and 30% theoretical training. Life skills education, entrepreneurship training and ICT lessons are integrated into the programme.

Training takes three to twelve months. With this integrated set of skills, students are empowered to lift themselves up from poverty, bring positive change to their lives and to the lives of those around them.

## **Mobile training**

A dedicated team set up camps in particular areas for three months to deliver TVET integrated with life skills education and entrepreneurship training. Through the mobile training units, we are able to target under-serviced and outlying areas.

# THE WAY WE WORK

**The Young Africa franchise model is what makes us unique. Each skills centre achieves financial sustainability by renting out their training units to local franchisees. The income generated is sufficient to cover the operational expenditure of fully-developed centres.**

The Young Africa affiliates implement this model. Young Africa International safeguards its quality standards through staff training, internal audits, policy development, curriculum standardisation and strategic partnership development.

## **It all starts with a student**

Students pay fees for the training. The fee goes mostly to the entrepreneur who delivers the training. Students get hands-on experience in their trade. After their course, students go for internships off-campus.

## **Franchisees are at the heart of each centre**

Local entrepreneurs franchise a well-equipped business unit at the centre. They train the students in the production process. The franchisee pays a monthly fee for using the facilities.

## **Operations are in the hands of local centre management**

The centre builds up, coordinates and monitors training facilities including workshop units. They maintain the facilities at the centre and provide complementary training to students.

# WHO WE ARE

We have nine training centres in five countries.

In each country and at every centre, competent and passionate teams give what it takes to empower our youth.

Maarten Weers and Jelena Mitrovic  
Young Africa Botswana



Aksana Varela  
Young Africa Mozambique



Susan Madodo  
Young Africa Zimbabwe



Olivia Namkomba  
Young Africa Namibia



Chitalu Kaite  
Young Africa Zambia



# WHO WE ARE

**We offer a variety of technical, vocational, commercial and agricultural courses at our training centers.**

- Agri-Business
- Agricultural Mechanics
- Agriculture
- Baking/Cake Making
- Bamboo Processing
- Beauty Therapy
- Bicycle Mechanics
- Building
- Camera Operation
- Car Maintenance
- Car Mechanics
- Carpentry
- Cattle Management
- Catering / Culinary Skills
- Cement Works
- Civil Construction
- Clothing Technology
- Commercial Course
- Computer Repairs
- Computer Studies
- Cosmetology
- Cutting & Designing
- Dressmaking
- Early Childhood Development
- Electronics
- Electrical Installation
- English
- Farm Management
- Fisheries
- Hairdressing
- Heavy Machinery Operation
- Horticulture
- Hospitality
- Indigenous Chicken Rearing
- Interior Decoration
- Leatherworks
- Machine Shop Engineering
- Motor Vehicle Mechanics
- Metal Works
- Panel Beating and Spray Painting
- Pig Farming
- Plumbing
- Poultry Management
- Solar Technology
- Tractor Operation
- Wedding Decoration
- Welding

# WHO WE ARE

**Young Africa International - We believe the huge problem of youth unemployment demands a bold solution. To help us get there, we work with experts.**

Young Africa International is managed by co-founder and Chief Executive Officer Dorien Beurskens. Mahara Goteka serves as Head of Programmes and Phillip Wannell was appointed Head of Operations in April 2020. The three of them together formed the Management Team.

They manage the team of Young Africa International, working at two locations. In 2020, the Young Africa International Headquarters in Harare-Zimbabwe had 5 permanent staff members and 9 consultants (one consultant was placed at Young Africa Mozambique for support). The founding office in Amsterdam-The Netherlands had 3 employed staff members and 1 consultant. Co-founder Raj A. Joseph serves as advisor to the management. In 2020, we were lucky enough to add 7 new people to the Young Africa International team.

The Young Africa HUB in Zimbabwe expanded with a Head of Operations, Finance Manager, Financial Assistant, Grants Coordinator, MEAL officer, Programme Assistant and Dissemination Intern. Our staff is energetic passionate and competent.

We spend our time on the following areas of work within the confederation:

- Management
- Organisational strengthening
- Project support
- Youth employability and entrepreneurship
- M&E and communications
- Scaling the Young Africa model
- Global citizenship

# WHO WE ARE

**Besides continuously working with our Young Africa Affiliates in Zimbabwe, Mozambique, Namibia, Botswana and Zambia on delivering quality youth empowerment, we give technical assistance in Malawi.**

In 2020, the Young Africa International team has focused its efforts on:

- Coordinating partnership programmes with partners and YA affiliates.
- Rolling out YAquip, a confederation-wide programme to improve the quality of our programmes, administration and information systems.
- Resource mobilisation and networking, especially for relief of COVID-19 lockdown affected communities. We have dedicated most of our efforts into institutional and philanthropic fundraising.
- Disseminating our tried and tested Young Africa DNA, integral approach and franchise model. In 2020, we reached 313 organisations to replicate one of our models. Through sharing our success, Young Africa reached out to 2,588 young people.
- Communicate externally and internally what we do, what we have achieved and what we have learned.
- We have initiated three researches: an impact study of our work by the University of Nijmegen, an analysis of future job markets in Southern Africa, and an evaluation of our wrap-around services to youths.
- Defining and setting up new governance structure.



# STRATEGY 2023

**In 2020 we have defined our strategy for the following three years. Its participatory development involved the YA International team as well as affiliates.**

We aim to train 200,000 youths by the end of 2023: 90,000 by scaling our programmes at existing affiliates and 110,000 by sharing our unique model of youth empowerment to other youth-focused organisations.

Three pillars will keep us focused on our goal:

- Enhance the impact of our youth programmes
- Increase the number of trained youths
- Strengthen Young Africa International and its affiliates

Our programming needs to be evidence-based. We also need to continue strengthening the confederation to create greater visibility, communicate our successes effectively, raise the resources needed, justify our expenditures transparently and with integrity, sharpen our governance system, innovate our programming, and remain relevant to our youths in an ever-changing world.

This drive is summarised in the motto: "Where quality grows, quantity flows." We aim to deepen and widen our impact. We have expressed this goal in seven strategic objectives. Each objective is broken down in annual activities with smart targets.

## 1. A high-impact solution for youth empowerment

By investing, strengthening and enhancing the capacity of our training centres and our core models we ensure our targets can be met. The target for 2023: 90,000 youths trained.

## 2. Education that sustains itself

We will sharpen our formula, develop business plans and train our branches on how to implement our model more efficiently. That way vocational training can sustain itself.

# STRATEGY 2023

## 3. Share what works

We have encountered many like-minded organisations, governmental and non-governmental, interested in replicating our model. We officially license them to use our materials, such as our life skills education methodology, our mobile training approach and our franchise model and follow up on their results. Together with them, we aim to contribute our high-impact solution to 110,000 youths being skilled for employability and entrepreneurship.

## 4. Driven by integrity and value-for-money

As a growing organisation, we will continue to strengthen our systems. With a new governance structure, a new donor management system, standard operational policies and internal and external audits.

## 5. Evidence-based programming

We will further digitalise our monitoring system and evaluate the effect of our training based on numbers. Data will indicate our success, and where we need to improve.

## 6. A message of hope

During these three years the quality of our communication will be enhanced, online, offline, through adverts and campaigns and through various media. To keep spreading our message with energy and optimism.

## 7. Join hands with investors in youth

We are grateful for the partnerships we have and are committed to continue delivering results. To transform our strategy to reality we continuously need partners to finance our plans.

# PARTNERSHIPS

We are so appreciative of our network. At Young Africa International, we partner with generous and visionary organisations, companies and people.

- Ashoka
- Austrian Development Corporation
- Children's Fund Malawi
- Don Bosco Tech Africa
- Embassy of the Kingdom of the Netherlands
- European Union
- Frontline Aids
- FDC
- Geschenk met Verhaal
- Habitat For Humanity
- Herbert Chitepo Trust
- Horizont3000
- H.van Hoeckel
- IdeiaLab
- IOM Mozambique
- Irish Aid
- Light for the World
- Lyrro
- Nationale Postcode Loterij
- Zimbabwe Ministry of Youth, Sports Arts and Recreation
- Nuffic
- Partos
- SalarisPartner-Manfred Dey
- SERVE
- Sint Antonius Stichting
- SOS Children's Villages
- Wensing
- Wilde Ganzen
- W&L
- Woord en Daad



# PARTNERSHIPS

## Skills2Live

Beven Dendera from Kahondo village in Zimbabwe, never imagined his life could change for the better. He only needed one opportunity.

"It was not easy growing up. I was still a child but at the same time I had to look after my siblings. Someone had to grow up fast and take over. I knew I had to change our story," said Beven with bright eyes.

"I was resting after a football game when I heard other guys talking about Young Africa and Skills2Live. I heard they offer free training to youths." Through Young Africa's unique Skills2Live mobile training truck, youths from under-served areas have access to training.

"I now have the knowledge to assist other people. After I finish my training I want to start my car service business and employ young people like myself." highlighted Beven.

Beven is among thousands of young people who benefit from Skills2Live: A consortium with Frontline AIDS, International Organization for Migration Mozambique and ideiaLab, funded by the Embassy of the Netherlands in Mozambique.



# PARTNERSHIPS

## Youth Power for Peace and Prosperity

"My name is Esperança José Manuel and I am twenty-one years old. I live with my mother, she sells fish at the local market. Unfortunately, I lost my father when I was young.

Life has not been easy for me and my family. I was fortunate enough to be enrolled by Young Africa Beira under the Youth Power for Peace and Prosperity project.

I didn't really know what to do with my life and for two years I didn't have a plan. When I heard about Young Africa, I knew my chance for a better life was finally here. I quickly enrolled and started studying agriculture. Agriculture is my passion. I don't mind getting my hands dirty and love being in the fields. I wish more and more young girls could enroll for trainings to work for their dreams. Because my dream is finally coming true."

Esperança is a student at Young Africa Mozambique under the Youth Power for Peace and Prosperity project. The project is a consortium with Foundation for Community Development (FDC), funded by the European Commission's Instrument Contributing to Stability and Peace.



# PARTNERSHIPS

## Nationale Postcode Loterij

Bennini lives with her grandmother. Due to lockdown and the closure of her market stall, her grandmother could no longer look after Bennini and her baby. Bennini was forced to look after her child by herself and stopped attending lectures.

The key ingredient that changed Bennini's life? Young Africa Namibia stepped in and built a day care centre for Bennini and other young mothers like her at the centre.

"A lot of weight was lifted from my shoulders. Young Africa did not only help me and my daughter, but the food package gave us a head start. I am able to pay attention at school and be at peace now I know my child is being looked after," she said.

Bennini and 39 other students of Young Africa Namibia benefited from the COVID-19 emergency response programme of the Nationale Postcode Loterij that was implemented in Namibia, Botswana and Zambia.



# PARTNERSHIPS

## NUFFIC

"Working in civil construction has been my dream since I was young. It flows in my blood". With over twenty years spent watching his father provide for his family of four children as a builder, José Joaquim from Beira, Mozambique, decided he wanted to do the same for his own family.

José was one of the brightest students the course had. This allowed him to secure an internship at the centre after completing his course. He is currently leading a group of ten other students who have successfully reconstructed one of the houses hit by Cyclone Idai in Beira.

"I am now able to work in teams and exchange ideas and skills with others. Life skills classes and entrepreneurship training have helped me to look at life with more hope. I now have the right knowledge and skills to start my own business".

José, along with 200 other students, is part of the programme Construction For A Better Future at Young Africa Mozambique, funded by NUFFIC, The Netherlands.



# GOVERNANCE

## **The organisational structure, the people that govern us and the policies we abide by.**

Young Africa, founded by Young Africa International, is a confederation of independently and locally registered affiliated branches.

Each affiliate operates by the same quality requirements, model and the name of Young Africa. Young Africa International sets up frameworks by which the local branches operate. The relationship between the two parties is described in the mutually signed Affiliate Agreement.

Young Africa International is divided into two offices. The head quarters can be found at the Young Africa HUB in Harare, Zimbabwe. It is led by a Board of Directors. The YA HUB Trust Board carries out the supervision and safeguarding of the operations of the office in Harare and of all of the affiliated branches.

The team of Young Africa International in The Netherlands and the CEO are supervised by the Young Africa International Supervisory Board. They oversee the Dutch side according to their constitution.

In 2020, both Supervisory Boards of Young Africa International, in The Netherlands as well as Zimbabwe, together with the CEO, renewed the governance structure to reflect the culture and values of the organisation of co-ownership and equity among all stakeholders.

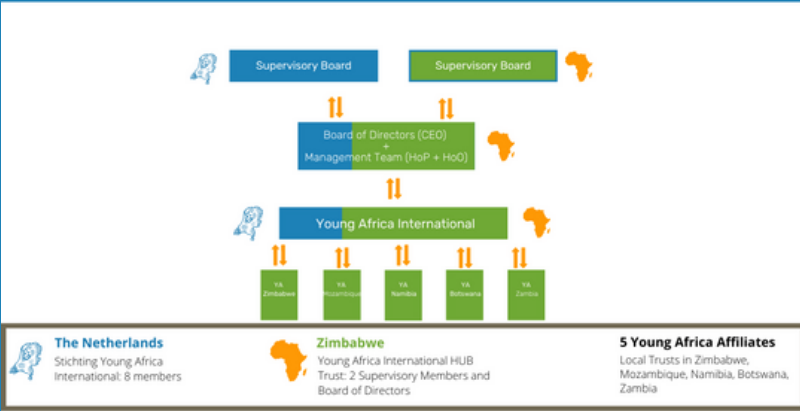




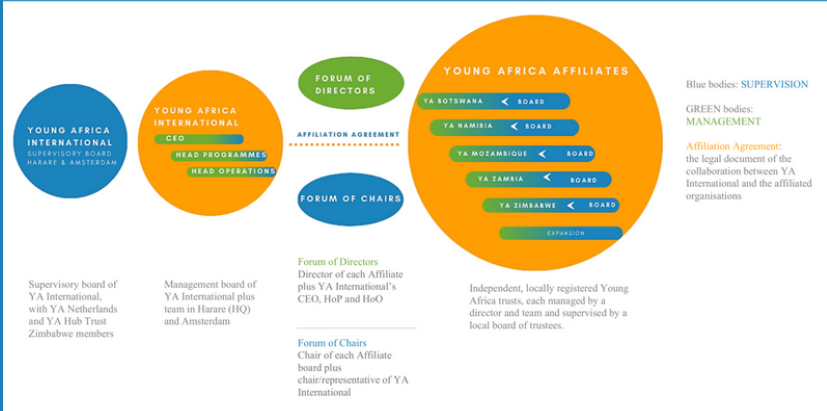
# GOVERNANCE

The organograms below reflect the evolution of the organisational governance model. We flipped the structure from top-down to horizontal.

ORGANOGRAM 2020



GOVERNANCE STRUCTURE 2021



# GOVERNANCE

## Board of Directors

Young Africa International is managed by co-founder and Chief Executive Officer Dorien Beurskens. Together with the Head of Programmes, Mahara Goteka, and Head of Operations, Phillip Wannell (from 30/4/2020), she formed the Management Team of Young Africa International.

## Good Governance

Young Africa International abides by the Dutch Code of Good Governance (Code Wijffels) for fundraising institutions and follows best practices in governance.

In 2020, day-to-day leadership was in the hands of the Board of Directors, consisting of the CEO. Together with the Head of Programmes and Head of Operations she forms the Young Africa International Management Team. The CEO attends board meetings of both supervisory bodies. The Management Team has been meeting bi-weekly to discuss strategic and operational matters. Supervision and management are regulated by the constitutions plus the regulations for the Supervisory Board and The Board of Directors.

Young Africa International has the ANBI-status by the Dutch Tax Authorities as a non-profit organisation.

## Risk Management

The Supervisory Board continued with its risk management in 2020 through the installation of a risk committee. Upon his appointment in April 2020, the Head of Operations took up risk management as part of his portfolio. In order to objectively identify the scale and extent of risks, an external consultant was engaged to conduct an organisational capacity assessment across the confederation. This process will be concluded in 2021.

The most threatening external risk identified has been the occurrence of disasters, as the Corona virus in 2020 and 2019 have shown us. Instable political situations may lead to changing registration and recognition requirements.

The largest internal risks throughout the confederation is the competence level of staff to respond to the needs of young people and their skills, and of compliance with the tightening demands of funders and governments.

# GOVERNANCE

Besides, being a multi-national, multi-faceted confederation, finding the right balance between standardisation and autonomy poses management challenges at times. As a growing and learning organisation these risks have the Management's full attention to be mitigated and responded to collectively.

## GPDR

The General Data Protection Regulation (GDPR) is an EU approved regulation as from 2018. Young Africa International has added a data protections clause in its Code of Conduct. A privacy and cookie policy can be found on the website and an email disclaimer is added as a standard for all employees.

## Safeguarding and Child Protection Policy

A Safeguarding and Child Protection Policy is in place and implemented throughout the organisation. All current and new employees, affiliates and internal stakeholders are trained in Safeguarding and Child Protection and sign the policy which is also included in the Code of Conduct. No issues on safeguarding arose in 2020.

Our other policies are available upon request.



# GOVERNANCE

## Supervisory Board Report 2020

### In Memoriam

The Supervisory Board honours the memory of Maurice Quaedvlieg, one of its finest and distinguished members, member of the Audit Committee, who died on 4 August 2020. Maurice was a major source of counsel in driving Young Africa International's new governance structure. We regret that he did not live to see his ambitions come to fruition.

### Young Africa International – Governance Structure

During 2020, in its quest to professionalise its governance structure, the Supervisory Board located in The Netherlands has merged with the HUB Board of Trustees located in Zimbabwe into one combined Supervisory Board of Young Africa International.

The Chair of the HUB Board of Trustees has been formally appointed as a member of the combined Supervisory Board.

The Supervisory Board also created, next to its existing Audit Committee, both a Risk and Governance Committee. Each Committee consists of two Supervisory Board members.

To enhance the quality and strength of governance processes across the organisation, the creation of a Forum of Chairs has been proposed and accepted. The Chairs of the Supervisory Boards of each of the five southern affiliates of Young Africa International shall participate in this Forum of Chairs and discuss, agree, and protect the principles of the organisation's governance, risk management, and compliance processes.

The Forum of Chairs shall meet quarterly under the leadership of the Chair of the Governance Committee and be attended by the Chief Executive Officer.

Alongside the Forum of Chairs, a Forum of Directors has been proposed and accepted,

# GOVERNANCE

Consisting of the Directors of each of the five affiliates of Young Africa International. Chaired by the Chief Executive Officer, the Forum of Directors shall also meet quarterly and agree on strategic direction and how best to achieve operational excellence.

## Oversight and Sounding Board

In principle, the Supervisory Board meets four times a year with and once a year without the participation of the Chief Executive Officer (i.e., independent non-executive directors only); if the situation so requires, extraordinary Board meetings will be called. In 2020, the Supervisory held four ordinary meetings, two focused on the new governance structure and one self-evaluation.

Recurring, informal meetings between the Chief Executive Officer and individual Non-Executive Directors are of an advisory nature and relate to matters of governance, risk management, finance management, and control and compliance.

## Good Governance and Continuous Learning

The Supervisory Board considers good governance across the organisation its principal mandate and responsibility

Through annual self-assessments and finding opportunities for practical governance training and workshops the Supervisory Board aims at periodic self-reflections and continuous learning to ensure that the core principles of good governance are embedded in the entire organisation.

The composition of the Supervisory Board in the period 1 January to 31 December 2020 was as follows: Frans van Midde (Chair), Kees Cluistra and Maurice Quaedvlieg † (the Audit Committee), Bas Beek and Eduard Holtz (the Risk Committee), Hilke Tol and Godfrey Manhambara (the Governance Committee), and Stefan van der Swaluw.

Young Africa International | Results Report 2020

# GOVERNANCE

The Supervisory Board is looking forward to an inspiring collaboration with and between all Young Africa International's employees, volunteers, partners, and stakeholders in 2021, and to enlarge the opportunities for vocational training and entrepreneurship for young people in southern Africa and beyond, for now and in the future.

Amsterdam, 30 June 2021

**Frans van Midde**

Chair of the Supervisory Board

Stichting Young Africa International



# INTRODUCTION

## FINANCIAL REPORT

The Finance Report 2020 relates to Young Africa International in The Netherlands, through whose accounts the majority of funds from donors are received.

In 2021, the accounts for YA International in Netherlands and YA International - HUB Trust in Zimbabwe will be consolidated, following changes made to the Organisational Structure in 2021.

### **Ratio management and fundraising and programme expenditure**

We are proud to mention that, for Young Africa International in The Netherlands we managed to keep the percentage of costs of fundraising and management to a more than acceptable standard (see Financial Report for details). The consolidated ratio for Young Africa International as a whole is excellent: 8% of our expenditure is spent on administration and 92% goes to youth empowerment programmes.

### **2020 Income and Expenditure compared to the budget**

Due to the COVID-19 pandemic, income received was lower than budgeted for, on the Profit and Loss Statement. Funding was received, but recorded in the Balance Sheet. Due to COVID-19 restrictions and related lockdowns, many planned activities either could not take place or were postponed. No-cost extensions were therefore requested and granted for some projects. As a result of these delays in implementation, some budgets were not fully utilised.

### **2020 Income compared with prior year**

In the period under review the income is lower than the prior year, mainly because in 2019 funds received from the Dutch Postcode Lottery were recognised in full, while the project was planned for two years, 2019 and 2020. Following internal audits, some misallocations of costs in the prior year were identified. These have been corrected in these accounts.

# INTRODUCTION

## FINANCIAL REPORT

### Reserves and equity

The reserves of Young Africa International are divided into:

- Continuity reserve: to maintain and guarantee the continuity of the foundation in the future
- Designated funds: these earmarked funds are a separate part of the equity to which donors have provided funds for specific purposes.

The total equity has decreased by € 357,000 in 2020, mainly caused by a decrease in the designated funds. These are reflected as a liability for programmes that will be finalised in 2021, due to delays caused by COVID-19 restrictions and lockdowns. A Cost-Recovery Policy will be implemented in 2021, which will ensure that capacity building, training and other direct costs are provided for within the budget.

### Fundraising and communication in 2020

Our resource mobilisation efforts in 2020 have been focused on delivery of an emergency aid to communities around our centres affected by the Corona lockdowns. We have been successful with that, thanks to generous institutional donors. These were once-off short-term grants.

Much time was also dedicated to communicating with donors to allow no-cost extensions to existing contracts, due to Covid-19 related delays in programmes. A grant of a new donor was received for a confederation-wide quality improvement plan. The Supervisory Board advised Management to expand the capacity of institutional and philanthropic fundraising from 1 FTE to 2 FTE. This means that increase of fundraising from private donors has not gained the importance we had aimed to give it.



# INTRODUCTION

## FINANCIAL REPORT

External communication to our network made great strides forward in 2020 with entirely new branding, a fresh logo, a revamped website, monthly newsletters and nearly daily social media posts.

We succeeded in filming many touching stories of changes of our beneficiaries while a full documentary on The Spirit of Young Africa is in production.



Afrika is jong. En wie jong is wil werken, vooruitkomen. Maar de werkloosheid is groot en opleidingen zijn schaars. Daarom zorgt Young Africa dat enthousiaste jongens en meisjes als Mathew en Natangwe een beroepsopleiding kunnen volgen. Zij leren nu zonnepanelen installeren. Zo hebben ze een vast inkomen én helpen ze Namibië verduurzamen. De aanpak van Young Africa werkt en kreeg een UNESCO-erkenning. De komende jaren zullen ook in Zimbabwe, Zambia en Botswana tienduizenden jongeren een vak leren!

Young Africa ontving in 2019 een speciale bijdrage van € 1 miljoen. Dankzij onze deelnemers kunnen wij Young Africa en meer dan honderd andere organisaties financieel ondersteunen. De Postcode Loterij heeft sinds de oprichting in 1989 al ruim € 6,2 miljard aan goede doelen kunnen schenken.

**Samen voor een betere wereld: [postcode-loterij.nl](https://www.postcode-loterij.nl)**

Dankzij u.



*Since 1998, Young Africa has  
empowered 44,755 youths in  
Southern Africa.*





Young Africa  
Empowering Youth

# 2020 FINANCIAL 2020 REPORT



## Introduction Financial Report 2020

This income statement and budget report is for Young Africa International - Netherlands. Presented here is a summary of the 2020 results compared with prior year and budget, as well as the consolidated 2020 and 2021 budgets for Young Africa International as a whole.

### INCOME STATEMENT and BUDGET amounts in €

#### Income

	Actual 2019	Actual 2020	Budget 2020	Budget 2020	Budget 2020	Budget 2021	Budget 2021	Budget 2021
	YA Intern	YA Intern	YA Intern	YA HUB	consolidated	YA Intern	YA HUB	consolidated
<b>Income Private donations</b>	<b>122.826</b>	<b>33.950</b>	<b>105.000</b>	<b>3.636</b>	<b>108.636</b>	<b>73.034</b>	<b>2.500</b>	<b>75.534</b>
<b>Income Corporates</b>	<b>1.550</b>	<b>37.600</b>	<b>20.000</b>	<b>0</b>	<b>20.000</b>	<b>20.000</b>	<b>0</b>	<b>20.000</b>
EU TVET / YP3	50.000	40.000	0	552.698	552.698	0	558.885	558.885
<b>Income Governance Organizations</b>	<b>50.000</b>	<b>40.000</b>	<b>0</b>	<b>552.698</b>	<b>552.698</b>	<b>0</b>	<b>558.885</b>	<b>558.885</b>
Withdrawal designated funds/payable amounts:								
SAS/New funding	0	311.061	199.413	0	199.413	418.565	0	470.821
COVID/Emergency	0	0	0	0	0	0	94.740	94.740
Skills2live	0	0	0	1.183.384	1.183.384	0	2.014.643	2.014.643
Nuffic	320.000	0	79.501	0	79.501	0	0	0
Serve	0	0	0	0	0	0	40.508	40.508
<b>Income other NGO's</b>	<b>320.000</b>	<b>311.061</b>	<b>1.220.808</b>	<b>1.985.984</b>	<b>3.206.792</b>	<b>418.565</b>	<b>3.209.025</b>	<b>3.627.590</b>
<b>Income Lottery organizations</b>	<b>1.000.479</b>	<b>337</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>250</b>	<b>0</b>	<b>250</b>
<b>Other income (sales)</b>	<b>310</b>	<b>360</b>	<b>1.000</b>	<b>0</b>	<b>1.000</b>	<b>500</b>	<b>0</b>	<b>500</b>
<b>Income from investments</b>	<b>75</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total income</b>	<b>1.495.240</b>	<b>423.308</b>	<b>1.346.908</b>	<b>2.542.318</b>	<b>3.889.226</b>	<b>512.349</b>	<b>3.770.410</b>	<b>4.282.759</b>

#### Expenditure

<b>Program expenditure:</b>								
YA Equip & HUB expansion	158.946	32.568	218.191	-209.450	8.741	145.474	185.082	330.555
National Postcode Lottery	358.817	378.518	498.356	0	498.356	171.650	0	171.650
Nuffic	30.288	196.088	344.869	0	344.869	0	0	0
COVID/Emergency	0	0	0	0	0	477.862	0	477.862
Serve/Other	0	0	52.498	0	52.498	9.545	30.963	40.508
SAS: Institutional training & development	0	71.993	0	119.154	119.154	12.000	18.198	30.198
Capacity building of affiliates	0	0	0	87.286	87.286	159.855	0	159.855
EU TVET	61.567	40.000	0	0	0	0	16.529	16.529
EU YP3	0	0	0	997.890	997.890	0	501.993	501.993
Skills2Live	0	0	0	1.553.647	1.553.647	0	2.006.179	2.006.179
<b>Spent on our objective</b>	<b>609.618</b>	<b>719.167</b>	<b>1.113.914</b>	<b>2.548.527</b>	<b>3.662.441</b>	<b>976.385</b>	<b>2.758.944</b>	<b>3.735.329</b>
Website & other costs fundraising	5.418	17.223	20.500	0	20.500	61.240	18.595	79.835
allocated personnel costs	1.467	31.366	50.500	0	50.500	51.000	0	51.000
Less: allocated objective	0	-16.165	0	0	0	-55.785	0	-55.785
<b>Expenses of own fundraising</b>	<b>6.885</b>	<b>32.424</b>	<b>71.000</b>	<b>0</b>	<b>71.000</b>	<b>56.455</b>	<b>18.595</b>	<b>75.050</b>
Salaries & social premiums	125.790	183.205	180.362	0	180.362	211.773	321.046	532.819
Other personnel/travel costs/NOW subsidy	2.192	-22.620	4.500	0	4.500	3.681	22.143	25.824
<b>Indirect personnel costs</b>	<b>127.982</b>	<b>160.585</b>	<b>184.862</b>	<b>0</b>	<b>184.862</b>	<b>215.454</b>	<b>343.189</b>	<b>558.643</b>
Housing costs	7.344	4.731	12.200	0	12.200	10.000	25.417	35.417
General costs	18.029	23.830	22.550	6.646	29.196	36.879	10.238	47.118
Less: allocated objective/fundraising	-92.082	-235.973	-159.000	0	-159.000	-117.524	-237.591	-355.114
<b>Management &amp; Administration costs</b>	<b>61.273</b>	<b>-46.827</b>	<b>60.612</b>	<b>6.646</b>	<b>67.258</b>	<b>144.810</b>	<b>141.253</b>	<b>286.063</b>
<b>Total expenditure</b>	<b>677.776</b>	<b>704.764</b>	<b>1.245.526</b>	<b>2.555.173</b>	<b>3.800.699</b>	<b>1.177.650</b>	<b>2.918.792</b>	<b>4.096.442</b>
<b>Results</b>	<b>817.464</b>	<b>-281.456</b>	<b>101.382</b>	<b>-12.855</b>	<b>88.527</b>	<b>-665.301</b>	<b>851.619</b>	<b>186.318</b>

This statement relates to Young Africa International in The Netherlands, through whose accounts the majority of funding from donors is received. In 2021, the accounts for YA International in Netherlands and YA International - HUB Trust in Zimbabwe will be consolidated, following changes made to the Organisational Structure in 2021.

## 1. BALANCE SHEET |

Amounts in this section are expressed in euro, unless otherwise stated

		31-12-2020	31-12-2019	after adjustments 31-12-2019
		€	€	€
<b>Assets</b>				
	Explanation			
<b>Receivables and accrued income</b>				
Prepaid expenses	4.1	307.653	76.805	76.805
Accounts receivable	4.2	121.685	95.511	95.511
		<b>429.338</b>	<b>172.316</b>	<b>172.316</b>
<b>Cash</b>	4.3	<b>910.306</b>	<b>1.803.876</b>	<b>1.803.876</b>
		<b>1.339.644</b>	<b>1.976.192</b>	<b>1.976.192</b>
<b>Liabilities</b>				
<b>Reserves</b>				
Continuity Reserve	4.4	85.318	124.585	9.319
Earmarked Reserves	4.5	-	3.931	3.931
Designated Funds	4.6	550.408	941.894	979.767
Total equity		<b>635.726</b>	<b>1.070.410</b>	<b>993.017</b>
<b>Current liabilities</b>				
Creditors and amounts payable	4.7	703.918	905.782	983.175
		<b>1.339.644</b>	<b>1.976.192</b>	<b>1.976.192</b>

## 2. STATEMENT OF INCOME AND EXPENDITURE |

		Program 2020	General 2020	Total 2020	Budgeted 2020	Previous Year 2019	after adjustments 2019
		€	€	€	€	€	€
<b>Income</b>							
	Explanation						
Income Private donations	5.1	22.919	11.031	33.950	105.000	122.826	122.826
Income Corporates		-	37.600	37.600	20.000	1.550	1.550
Income Government Organisations		40.000	0	40.000	0	0	50.000
Income other NGOs		311.061	-	311.061	1.220.808	380.530	320.000
Income lottery organisations		-	337	337	500	1.000.479	1.000.479
Total donations and grants		<b>373.980</b>	<b>48.968</b>	<b>422.948</b>	<b>1.346.308</b>	<b>1.505.385</b>	<b>1.494.855</b>
Other income (sales)		-	360	360	500	310	310
Income from investments		0	0	0	100	75	75
<b>Total income</b>		<b>373.980</b>	<b>49.328</b>	<b>423.308</b>	<b>1.346.908</b>	<b>1.505.770</b>	<b>1.495.240</b>
<b>Expenditure</b>							
Spent on our objective	5.2	727.009	41.504	768.513	1.113.914	568.612	609.618
Expenses of own fundraising	5.3	0	32.424	32.424	71.000	6.885	6.885
Management & Administration costs	5.4	270	-20.608	-20.338	60.612	35.416	61.273
<b>Total expenditure</b>		<b>727.279</b>	<b>53.320</b>	<b>780.599</b>	<b>1.245.526</b>	<b>610.913</b>	<b>677.776</b>
<b>Results</b>		<b>-353.299</b>	<b>-3.992</b>	<b>-357.291</b>	<b>101.382</b>	<b>894.857</b>	<b>817.464</b>
<b>Allocations</b>							
Continuity Reserve				75.999	-	54.842	60.424
Earmarked Reserves				3.931	-	4.219	4.219
Designated Funds				429.359	101.382	844.234	882.107
				<b>-357.291</b>	<b>101.382</b>	<b>894.857</b>	<b>817.464</b>
<b>The adjustments have the following influence on expenditure 2019:</b>							
Allocation personnel costs was not possible in budget Skills2Live		25.857	-				25.857
Payment TVET was booked on S2L instead of Postcode Lottery (PCL)		82.036	-82.036				82.036
Another payment was booked on PCL had to be Embassy Netherlands		48.867	48.867				-48.867
Payment HUB was not split, part was intended for PCL		11.667	-11.667				11.667
Prepaid expenditure 2019 Nuffic was booked as PCL		-	-24.343			24.343	-
Income and expenditure Serve were balance transactions, see 5.1 and 5.2		-	-				-
Not spent Serve (HUB) income 2019 refunded in 2020		6.700	-				6.700
Total adjustments: lower result 2019		<b>77.393</b>	<b>-69.179</b>			<b>24.343</b>	<b>77.393</b>
Amounts in annual accounts 2019		894.857	624.495			265.369	815.455
Adjustments		77.393	69.179			24.343	77.393
Ajusted amounts 2019 in annual report 2020		<b>817.464</b>	<b>555.316</b>			<b>289.712</b>	<b>892.848</b>

### 3. GENERAL INFORMATION |

#### Activities

The foundation implements programmes in Africa aimed at the development of disadvantaged youths. In addition, the foundation acts as a supporting organisation for existing and, to be established by third parties, training institutions under the name Young Africa.

Stichting Young Africa International was set up in Apeldoorn on 6 May 2010, number Chamber of Commerce 08077496. The Stichting is based now in Amsterdam and the fiscal year is from January 1 till December 31.

#### ANBI-status

The foundation was granted the status of non-profit organisation by the tax department on January 1, 2008, which means that as long as one works in accordance with the objective of the foundation, donations are tax-exempted.

#### Guideline 650 for annual reporting

When drafting the financial report, the Guideline 650 for Fundraising Institutions will apply. Guideline 650 imposes the obligation to differentiate expenditure objectives, fundraising, management & administration costs.

#### Correction of errors

In 2019 the Designated funds and Payable amounts for the programmes were based on payments in 2019. In 2020 we created project expenditure overviews. Through internal audits we discovered that expenditure allocations were not booked to the right project. The table in Chapter 2 the consequences of the adjustments 2019 show this. In this report we added the column 'after adjustments 2019' that include the adjusted figures.

As you can see in chapter 2 statement of income and expenditure one of the adjustments is the fact that the allocation of the spent hours for the Skills2Live project could not be fully charged in 2019. The shift in Designated funds and Payable amounts for the HUB programs is due to the finding of our internal audit to allocated the expenditure to the right program.

#### Valuation of assets and liabilities, exchange rate and differences

Unless stated otherwise, assets and liabilities will be valued based on their nominal value, after the deduction of any necessary provisions. The financial statements are prepared in euros, the functional and presentation currency.

Transactions in foreign currencies during the reporting year are processed at the exchange rate on the transaction date. The financial statements are prepared on the basis of the continuity assumption and no system changes have occurred.

#### Reserves

The continuity reserve is the part of the shareholders' equity that can be made available without legal or statutory obstacles for the foundation was established. This reserve is maintained to guarantee the continuity of the foundation in the longer term.

The earmarked reserves are isolated from equity and this has been allocated by the management, subject to the approval of the Supervisory Board. The donations earmarked to the affiliates are all paid in this fiscal year.

The designated funds are isolated from equity to which third parties have given limited spending options.

The amount and purpose of the reserves are specified in the notes and split per program.

#### Short-term debts, accruals and deferred income

This concerns categories with a remaining term of less than one year.

#### Principles on which results are based

The income is accounted in the year the amount is received, even the income is intended for a multi-year program. The income from Government organisation (EU) is accounted in the year of receiving are fully paid forward in the same year. The subsidy as a result of the COVID-19 Government measures NOW 1.0 is accounted as a reduction in personnel costs. The received amounts for projects for Young Africa International Zimbabwe are booked on balance sheet, the income and expenditure are not accounted in the Statement of income and expenditure. The expenditure are allocated to the period to which they relate, based on historical costs. Obligations and potential losses incurred before the end of the reporting year will be considered if they are known before the annual account is finalised. Income and expenditures that do not arise from the normal business operations are shown as extraordinary income and expenditure.

#### Pension scheme basis

We have a pension scheme with Pensioenfonds Zorg & Welzijn. This pension scheme is processed according to the obligation approach. The premium payable is accounted for as an expense in the Profit & Loss.

#### Estimates

In applying the principals and policies for drawing up the annual account, the board must, in accordance with the general principles, make certain estimates and assumptions that maybe essential to help determine the amounts in the financial statements. The actual results may deviate from these estimates.

### 4. EXPLANATION BALANCE SHEET |

Amounts in this section are expressed in euro, unless otherwise stated

	31-12-2020		31-12-2019		
<b>Assets</b>					
<b>4.1 Prepaid expenses</b>					
Emergency aid Dondo, administration fee Wilde Ganzen (YA Mozambique)		7.576		7.576	
Pre-payment affiliates or third parties (program)		238.035		69.229	
		<b>245.611</b>		<b>76.805</b>	
<b>4.2 Accounts receivable (&lt; 1 year)</b>					
Loan YA Mozambique		108.852		95.511	
Subsidy NOW 1.0 final payment		12.833		-	
		<b>121.685</b>		<b>95.511</b>	
<b>4.3 Cash</b>					
ABN AMRO current account		248.077		21.255	
ABN AMRO saving account		35.143		35.120	
Rabobank current account		222.177		102.735	
Rabobank USD account		747		-	
Rabobank saving account		249.516		1.590.004	
Triodos		99.870		-	
ASN Bank		54.776		54.762	
		<b>910.306</b>		<b>1.803.876</b>	
<b>Liabilities</b>					
	<b>Total</b>	<b>Addition</b>	<b>Withdrawal</b>	<b>Total</b>	<b>after adjustments</b>
	<b>1-1-2020</b>	<b>2020</b>	<b>2020</b>	<b>31-12-2020</b>	<b>31-12-2019</b>
<b>4.4 Continuity Reserves</b>					
Opening balance	92.028				69.743
Addition/withdrawal 2019	-				22.285
Total	<b>92.028</b>	<b>82.469</b>	<b>84.037</b>	<b>90.460</b>	<b>92.028</b>
<b>4.5 Earmarked Reserves</b>					
YA Botswana, startup	2.056	-	2.056	-	-
YA Zambia, startup trainingscentra	1.875	-	1.875	-	-
YA affiliates, temporarily parked on behalf of YA	-	22.619	22.619	-	-
Total	<b>3.931</b>	<b>22.619</b>	<b>26.550</b>	<b>0</b>	
<b>4.6 Designated Funds</b>					
YA Dondo, emergency aid	7.575	-	-	7.575	7.575
YA Zimbabwe, temporarily parked on behalf of YA	870	-	870	-	870
YA Expansion / HUB activities	43.585	-	43.585	-	43.585
Nationale Postcode Lottery	555.316	-	345.154	210.162	555.316
Nuffic	289.712	-	196.108	93.604	289.712
SAS	-	311.060	71.993	239.067	-
Total	<b>897.058</b>	<b>311.060</b>	<b>657.710</b>	<b>550.408</b>	<b>897.058</b>
<b>4.7 Creditors and amounts payable</b>					
			<b>31-12-2020</b>	<b>31-12-2019</b>	
The Embassy of The Netherlands in Mozambique			125.212	370.263	489.823
The European Union (IcSP)			56.683	445.192	396.325
NL Emergency COVID-19			417.832	-	-
Wilde Ganzen, emergency aid Dondo + EU audit YA Moz			-	73.052	73.052
Serve, prepayment not spent income			-	-	6.700
YA Namibia, administration fee / funding			3.270	2.226	2.226
Audit fee			9.075	7.260	7.260
Rent HUB Harare			540	1.760	1.760
NOW subsidy received 2.0			21.132	-	-
Pension premium, salary tax			-	2.909	2.909
Administration fee			2.900	2.770	2.770
Bankcosts, travel expenditure and others			90	350	350
			<b>636.734</b>	<b>905.782</b>	<b>953.175</b>

For more detail see chapter 2

**5. EXPLANATION STATEMENT OF INCOME AND EXPENDITURE |**

Amounts in this section are expressed in euro, unless otherwise stated

	Program 2020	General 2020	Total 2020	Budgeted 2020	Previous Year 2019	after adjustments 2019
<b>Income</b>						
<b>5.1. Income</b>						
Income private donations	22.919	11.031	33.950	105.000	122.826	122.826
Income Corporates		37.600	37.600	20.000	1.550	1.550
Income from Government organisations *)	40.000	-	40.000	-	-	50.000
The European Union (ICSP), payment received for YA HUB						
The Embassy of The Netherlands in Mozambique, payment received for YA HUB						
COVID19 Emergency foodprogram						
Income programmes from NGOs (SAS/Nuffic)	311.061	-	311.061	1.220.808	380.530	320.000
Income from lotteries	-	337	337	500	1.000.479	1.000.479
Subsidy NOW 1.0	-	-	-	-	-	-
Subtotal donations and grants	373.980	48.968	422.948	1.346.308	1.505.385	1.494.855
Other income (sales)	-	360	360	500	310	310
Income from investments	-	-	-	100	75	75
	<b>373.980</b>	<b>49.328</b>	<b>423.308</b>	<b>1.346.908</b>	<b>1.505.770</b>	<b>1.495.240</b>

\*) Income European Union was reported in 2019 under income programs from NGOs

**Expenditure****5.2 Spent on our objective**

						<i>For more detail see chapter 2</i>
Nationale Postcode Lottery	427.863	-	427.863		372.347	358.817
Nuffic	196.088	-	196.088		54.631	30.288
SAS	71.993	-	71.993		-	-
EU TVET campaign	40.000	-	40.000		61.567	61.567
SERVE	-	-	-		10.530	-
Own office / expansion	8.935-	41.504	32.568		69.537	158.946
<b>Project expenditure</b>	<b>727.009</b>	<b>41.504</b>	<b>768.513</b>	<b>1.113.914</b>	<b>568.612</b>	<b>609.618</b>
% cost objective / total costs			98,5%	89,4%	93,1%	89,9%
% of total income			181,5%	82,7%	37,8%	40,8%

**5.3 Expenses on fundraising**

Website, advertising & publicity	15.816	91	15.907	20.500	5.118	5.118
Sponsoring & other funding costs	349	967	1.316	-	300	300
Allocated personnel costs	-	31.366	31.366	50.500	1.467	1.467
Allocation to program PCL	16.165-	-	16.165-	-	-	-
	<b>0</b>	<b>32.424</b>	<b>32.424</b>	<b>71.000</b>	<b>6.885</b>	<b>6.885</b>
% cost fundraising / total costs			4,2%	5,7%	1,1%	1,0%
% of total income			7,7%	5,3%	0,5%	0,5%

**Cost allocation**

According to the guidelines, the costs are allocated to the objective, fundraising and management & administration according to the following criteria:

\* directly attributable costs are directly allocated

\* the costs associated with the activities of the HUB are allocated to the objective and fundraising based on an average of the actual time spent by the executive management, which amounts to 10% for management & administration and 15% fundraising, the remainder is allocated to objective.

\* the personnel costs in the Netherlands are allocated to objective and fundraising based on an average of the actual time spent by the team of 50% objective, 30% funding and 20% management.

In 2019 the continuity reserve decreased, mainly due to expenditure on office expansion from own reserves. In 2020 the continuity reserve replenished thanks to improved organisational efficiency and increased programme activities with corresponding cost coverage.

	Program 2020	General 2020	Total 2020	Budgeted 2020	Previous Year 2019	after adjustments 2019
<b>5.4 Management &amp; Administration costs</b>						
<b>Personnel costs</b>	-	<b>156.147</b>	<b>156.147</b>	<b>184.862</b>	<b>127.982</b>	<b>127.982</b>
Salaries and administration fees	-	139.915	139.915	140.075	86.399	86.399
Subsidy NOW 1.0	-	28.910-	28.910-	-	-	-
Social and pension premiums	-	43.290	43.290	40.287	39.391	39.391
Volunteer allowances	-	633	633	1.000	606	606
Travel and other expenditure	4.438	1.219	5.657	3.500	1.586	1.586
Allocation to program PCL	4.438-	-	4.438-	-	-	-
<b>Housing costs</b>	-	<b>4.731</b>	<b>4.731</b>	<b>12.200</b>	<b>7.344</b>	<b>7.344</b>
Rent	-	4.731	4.731	12.200	7.227	7.227
Electricity and cleaning	-	-	-	-	117	117
<b>General costs</b>	<b>270</b>	<b>23.489</b>	<b>23.759</b>	<b>22.550</b>	<b>18.028</b>	<b>18.028</b>
Insurance illness & liability	-	3.137	3.137	3.500	1.936	1.936
Audit fee	-	10.890	10.890	7.000	7.260	7.260
Contributions and subscriptions	-	2.997	2.997	3.500	3.122	3.122
Office equipment, telephone	-	934	934	1.500	1.176	1.176
Computer and software	-	2.578	2.578	3.000	2.263	2.263
Bank costs	341	1.510	1.851	1.000	854	854
Governance expenditure	-	399	399	2.000	953	953
Remuneration management	-	-	-	1.050	247	247
Other general costs	-	1.044	1.044	-	217	217
Allocation to program PCL	71-	-	71-	-	-	-
<b>Coverage indirect costs funding &amp; objective</b>		<b>204.974-</b>	<b>204.974-</b>	<b>159.000-</b>	<b>117.938-</b>	<b>92.081-</b>
Allocated indirect & salary costs to funding/objective		204.974-	204.974-	159.000-	117.938-	92.081-
	<b>270</b>	<b>-20.608</b>	<b>-20.338</b>	<b>60.612</b>	<b>35.416</b>	<b>61.273</b>
% cost man & adm / total costs			-2,6%	4,9%	5,8%	9,0%
% of total income			-4,8%	4,5%	2,4%	4,1%

**Remuneration management**

The Supervisory Board consists of non-salaried members. The Board of Directors (CEO, 1 FTE) is a paid position. The Board of Directors (1 FTE) received in 2020 a total remuneration of € 40,851 (total personnel costs € 48,262). During 2020 Young Africa employed 3 people (2,8 FTE).

**6. CASH FLOW STATEMENT |***Amounts in this section are expressed in euro, unless otherwise stated*

	31-12-2020	31-12-2019
	€	€
<b>Cash Flow from operational activities</b>		
<b>Result fiscal year</b>	357.291-	817.464
<b>Adjustments:</b>		
- working capital:		
- prepaid expenses & accounts receivable	257.022-	172.316-
- creditors and amounts payable	279.257-	977.485
	536.279-	805.169
<b>Net cash flow</b>	-893.570	1.622.633
<b>Increase cash and bank</b>		
Cash and bank at January 1	1.803.876	181.243
Cash and bank at December 31	910.306	1.803.876
<b>In/(de)crease cash and bank</b>	-893.570	1.622.633

**7. OTHER INFORMATION |****7.1 Contingent assets and liabilities**

The annual rental agreement for real estate in Harare Zimbabwe is 22,200 euro for indefinite period.

The annual rent agreement for real estate in Amsterdam is 1,936 euro for indefinite period.

A notice period of three months applies to both agreements.

**7.2 Post balance sheet events**

Appeal for the refund of NOW 2.0 subsidy has been submitted. In retrospect the income for HUB projects runs through the balance sheet and not through P&L. As long as it is uncertain whether the objection will be granted, we will include this amount as a debt. If agreed, these benefits will be accounted for as income 2021.

**8. SIGNATURES |**

Signature Amsterdam, 9 July 2021

**for adoption CEO**

D. Beurskens

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ValidSigned door Dorien Beurskens  
op 09-07-2021**for approval Supervisory Board**

F.G. van Midde

H. E. Tol

C. Cluistra

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B.J.M. Beek

S.B.W.A. van der Swaluw

E.C. Holtz

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The date for completion of the annual accounts was later than planned due to delays of providing final information from Affiliates in Africa caused by unforeseen and sudden Covid-19 lockdowns.



## INDEPENDENT AUDITOR'S REPORT

To: the supervisory board of Stichting Young Africa International

### A. Report on the audit of the financial statements 2020 included in the annual report

#### *Our opinion*

We have audited the financial statements 2020 on page 37 till page 40 of Stichting Young Africa International based in Apeldoorn.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting Young Africa International as at December 31, 2020 and of its result for 2020 in accordance with the Guideline 650 for Fundraising Institutions of the Dutch Accounting Standards Board.

The financial statements comprise:

1. the balance sheet as at December 31, 2020;
2. the statement of income and expenditure for 2020, and
3. the notes comprising a summary of the accounting policies and other explanatory information.

#### *Basis for our opinion*

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting Young Africa International in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### B. Report on the other information included in the annual report

In addition to the financial statements and our auditor's report thereon, the annual report contains other information that consists of;

- the annual report;
- the other information.

Based on the following procedures performed, we conclude that the other information

- is consistent with the financial statements and does not contain material misstatements;
- contains the information as required by the Guideline 650 for Fundraising Institutions.

boon registeraccountants bv

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Beconnummer 11 88 86  
AFM-vergunning 13000199

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit or the financial statements.

Management is responsible for the preparation of the management board's report and the other information in accordance with the Guideline 650 for Fundraising Institutions.

### **C. Description of responsibilities regarding the financial statements**

#### *Responsibilities of management and the supervisory board for the financial statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Guideline 650 for Fundraising Institutions. Furthermore, management is responsible for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, management is responsible for assessing the company's ability to continue as a going concern. Based on the financial reporting framework mentioned, management should prepare the financial statements using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Management should disclose events and circumstances that may cast significant doubt on the company's ability to continue as a going concern in the financial statements.

The supervisory board is responsible for overseeing the company's financial reporting process.

#### *Our responsibilities for the audit of the financial statements*

Our objective is to plan and perform the audit assignment in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company to cease to continue as a going concern;
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the supervisory board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Apeldoorn, July 9, 2021  
Boon Registeraccountants B.V.

**ValidSigned door Aris Ruitenbeek  
op 09-07-2021**

A. Ruitenbeek MSc RA

# CONTACT

**We would love to get in touch with you**

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We are not a grantmaking organisation.  
Trade name: Young Africa International Foundation  
Chamber of Commerce number: 08077496  
ANBI number: 8068.23.598



