

CIC 34

Community Interest Company Report

For official use
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*Please
complete in
typescript, or
in bold black
capitals.*

Company Name in
full

Kickstart Coffee Community Interest Company

Company Number

12853084

Year Ending

(30/09/24)

(The date format is required in full)

Please ensure the company name is consistent with the company name entered on the accounts.

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

Kickstart Coffee is a non-profit organisation dedicated to providing education to children in Entebbe, Uganda. Our unique model ensures that all profits generated directly support the salaries of teachers and staff members at The Early Learning School in Entebbe. We collaborate with Love and Care for the Child Ministries, a Ugandan NGO, which oversees a community primary and kindergarten school, as well as a food production and distribution project in Katabi, Entebbe. Through Kickstart Coffee's donations, many children have received quality education, while their guardians—predominantly single mothers, widows, and grandparents—have benefited from the food and water initiatives.

In 2024, Kickstart Coffee launched a new initiative on Mt. Elgon focused on planting coffee alongside other tree species to promote intercropping and biodiversity. As part of this project, called *Trees for Fees*, we're supporting individual coffee farmers by covering their children's school fees, ensuring they stay in school while the coffee grows. We're excited to expand this impactful program in 2025.

In July 2024, we applied for registration as a UK charity to further support the mission and work of Kickstart Coffee. The new charity will work in partnership with our CIC (Community Interest Company) to enhance impact, transparency, and governance. We're currently awaiting the outcome of the application.

To strengthen leadership and accountability, a Board of Directors now oversees Kickstart Coffee, meeting every two months to guide strategic decisions in the best interests of the organisation.

To secure funds for this project, Kickstart Coffee imports and roasts Ugandan coffee sourced from Mt Elgon. The coffee is sold both online and directly to businesses in the UK. The company commenced its trading operations in September 2020. Throughout the financial year 2023-2024, Kickstart Coffee made significant contributions to the local community in Uganda, once again aligning with the United Nations Global Development Goals.

Goal 1: No poverty

- Ensuring fair pay for the school's teachers and staff, enabling them to afford housing and support their families. As of September 2024, the company funded the salaries of 14 teachers and 12 additional administration staff at The Early Learning School.
- Providing education to 400 children from the local community of single mothers and grandparents who would otherwise be unable to afford school fees.
- Providing higher education to 46 teenagers who attend a secondary school outside Kampala; equipment, food and boarding are provided.
- Supplying food to the families in the community and the children attending the school.

Goal 2: Zero hunger

- Offering two meals per day to the children and teachers during school hours. As of September 2024 the school provided 19,000 meals to the children every month.
- Distributing food bundles, including rice, beans, and matooke, to families in the community.
- Engaging in agricultural initiatives such as planting trees and cultivating maize at a local farm. As of September 2024 the farm grew 50% of the food for the school and community.

- Due to droughts in Uganda we installed a new water pump so that the community could access clean water instead of using the swamp.

Goal 3: Good health and well-being

- Funding healthcare expenses as they arise, such as funding antibiotic treatment for a child with a leg infection and treatment for malaria.
- We employed a full time nurse at the school to access the children and escalate unwell children to the local hospital.

Goal 4: Quality education

- We're proud to support access to quality primary education for children aged 3–13 from the local community near The Early Learning School. As of September 2024, enrollment has grown to 400 students, up from 290 the previous year.
- In addition, we're funding the education of 46 teenagers currently attending secondary school and college. We cover their monthly school fees and receive termly reports to stay updated on their academic progress.
- We're also excited to launch a new initiative on Mt. Elgon, partnering with individual coffee farmers to expand their plantations. While the coffee grows, we cover school fees for their children, ensuring they're learning in classrooms—not working in the fields.

Goal 5: Gender equality

- Enabling girls from the local community to access education and schooling, addressing the disparity where 1 in 4 teenage girls in Uganda lack access to secondary education.
- Offering employment opportunities for females working at the school.
- Sourcing coffee directly from female coffee growers on Mt Elgon, Uganda.
- Providing period products to 60 teenage girls from the community which enables them to stay at school when they are on their monthly cycle.

Goal 8: Decent work and economic growth

- Employing a total of 38 individuals, with 36 working at The Early Learning School and 2 at the local farm.
- The Early Learning School, Entebbe has three Directors who manage the school and community project.

Goal 10: Reduced inequalities

- Providing free education to children from impoverished local communities, where parents are unable to afford school fees.
- Empowering women through the direct purchase of green coffee from female coffee growers on Mt Elgon.

Goal 11: Sustainable cities and communities

- Directly sourcing coffee from the farming community on Mt Elgon, Uganda.
- Supplying food to local families in need.

Goal 13: Climate action

- Establishing and maintaining a farm outside Kampala, where food crops (maize, beans, and vegetables) and fruit trees are cultivated.
- Promoting recycling and proper waste disposal practices at the school.
- Installing EcoStoves in the school kitchen and local community families. As of September 2024 we have installed 5 stoves in the community. The Stoves reduce carbon emissions by 80% and uses 80% firewood.
- Roasting our coffee at Lincoln & York in the UK at a carbon-neutral roasting factory.
- Only using recyclable bags for packaging
- Commenced coffee tree planting on Mt Elgon following a trip to meet the coffee growers in September 2024.

Goal 15: Life on land

- Encouraging forest conservation through tree-planting initiatives. We aim to plant 1000 coffee trees a month to individual small holder farmers on Mt Elgon.
- Protecting soil quality at the farm by abstaining from pesticide use.

For the first time we have created a 2024-2025 impact report to highlight our impact from coffee. This report will be accessible on the Kickstart Coffee website.

(If applicable, please just state "A social audit report covering these points is attached").

(Please continue on separate continuation sheet if necessary.)

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

- **The Kickstart Coffee CIC Board**

The board exists to provide strategic oversight, ensure strong governance, and support the long-term growth and sustainability of the organization. Through regular, minuted meetings, the Board guides decision-making, upholds accountability, and works to maximize the social impact of Kickstart Coffee's initiatives.

- **Vivian Niniima, Agnes Biryahwaho, Hazel Abesiga - Directors of Early Learning School & Love and Care for the Child Ministries (NGO) in Uganda**

The Director of Kickstart Coffee is in regular monthly contact with Vivian Niniima and is guided on how the funds are used. Feedback is given on the progress of the school including staff & pupil numbers and how much food is required every month. Weekly meetings are minuted and shared on Google docs.

- **Staff / teachers working at The Early Learning School**

Vivian Niniima & Hazel Abesiga manages the school staff working at the school with support from the headmaster. Director of Kickstart Coffee consults with the staff when visiting the school twice a year. Regular feedback on staff and salary changes is given during the weekly meetings.

- **Staff working at the local farm outside Kampala linked to the NGO**

Agnes Biryahwaho manages the staff working at the farm. The Director of Kickstart Coffee consults with the staff when visiting the farm twice a year. Agnes Biryahwaho gives regular feedback on how much food has been planted and harvested.

- **Families living within the local community of The Early Learning School**

Families from the local community Katabi are supported by the NGO Love & Care for the Child Ministries. Families living within the local community are identified and children are invited to attend the school. The Directors in Uganda conduct home visits to check on the children's welfare and to ensure there is enough food. The Director of Kickstart Coffee consults with the families when visiting the communities twice a year.

- **Children attending The Early Learning School and Secondary education**

The Director of Kickstart Coffee gets face- to -face feedback from the children when visiting the school twice a year and regular updates from Vivian, Hazel & Agnes during our weekly meetings.

- **Parents of the children attending The Early Learning School**

The head teacher and Director, Vivian Ninsima meets with the teachers every week for a formal staff meeting. Feedback from the meetings is given to the Director of Kickstart Coffee.

- **Farmers / suppliers of the green coffee from Mount Elgon, Uganda**

Regular meetings via Zoom with the farmers in Uganda. Issues regarding supply and transport were identified.

Regular meets with the small holder farmers for feedback on tree planting and education initiatives.

- **Volunteers supporting Kickstart Coffee**

There are two main volunteers supporting the operations of Kickstart Coffee. Informal meetings and learning shared. Volunteers are given opportunities to share how operations could be improved.

(If applicable, please just state "A social audit report covering these points is attached").

PART 3 – DIRECTORS' REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received you must state that "no remuneration was received" below.

No remuneration was received by the director.

The director of the company did not take a salary and runs the CIC as a fully not for profit organisation.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

£77,002 donated to the project in the year to 30 September 2024 was transferred to the project in Uganda as a charitable donation in support of the aims of the CIC.

No transfer of physical assets other than for full consideration has been made.

(Please continue on separate continuation sheet if necessary.)

PART 5 – SIGNATORY (Please note this must be a live signature)

(DD/MM/YY)

The original report must be signed by a director or secretary of the company

Signed



Date

25/04/2024

Please note that it is a legal requirement for the date format to be provided in full throughout the CIC34 report.

Applications will be rejected if this information is incorrect.

Office held (delete as appropriate) Director/Secretary

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Hannah Nunn	
Belvoir Cottage	
The Avenue, Madingley, CB23 8AD	
Tel- 07870609584	
DX Number	DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ
DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38
Linenhall Street, Belfast, BT2 8BG

(N.B. Please enclose a cheque for £15 payable to Companies House)