

**Annual Report & Financial Statements
for the Period Ended 31st March 2023**



**Charitable Incorporated Organisation (CIO) Number:
1196225**

Teso Education Fund (TEF)
(A Charitable Incorporated Organisation CIO)

Annual Report and Financial Statements
for the year ended 31 March 2023

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Teso Education Fund (TEF)
Trustees Annual Report for the year ended 31 March 2023

The Trustees of Teso Education Fund present their Annual Report and Accounts for the year ended 31 March 2023

1. Reference and Administrative Details

Name of Charity:	Teso Education Fund
Charity Registration Number:	1196225
Registered & Operational Office	Office 1, 1 Coldbath Square London EC1R 5HL
Tel:	0204 529 2693
Email	info@tefuk.org
Website	https://www.tefuk.org/
Bankers	Metro Bank PLC One Southampton Row London WC1B 5HA
Independent Examiner:	The Blessing & Contract Ltd 16 Leonard Road London SW 16 5TA

The trustees who served during the year to date of this report

<u>Name</u>	<u>Position</u>
1. Leonard Opolot Oguli	Chair
2. Solomon Emong Robon	Trustee
3. Dr Solomon Afework	Trustee
4. Alex Addo	Trustee
5. Peter Lambert Olupot	Trustee
6. Martha Ococ	Trustee

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2. Structure, Governance and Management

Governing Document

Teso Education Fund is a UK registered charity. It is governed by its constitution adopted on 19 August 2020. The charity exists to promote development through mobilising resources, especially finances, providing grants, and implementing projects in education, skills training, and education related and community interventions in the UK and in Teso in Uganda and Kenya.

Appointment and induction of Trustees

As stated in the Constitution, the appointment of the trustees is staggered. Some trustees serve 3 years, some 2 years while others serve 1 year. Staggering the appointment of the trustees is aimed to ensure continuity, institutional memory and infusion of new 'blood'. Appointment is done by a resolution passed at a properly convened meeting of the trustees. Newly appointed trustees are provided with a comprehensive induction pack containing Teso Education Fund's constitution and roles and responsibilities as charity trustees.

Newly recruited trustees are oriented, briefed and mentored by established trustees on their legal obligations under charity law, the content of the constitution, the decision-making process, the objectives, strategies and recent financial performance of the charity.

Organisational Structure

Teso Education Fund is governed by its 6-member Board of Trustees which is responsible for setting the strategic directions and policies of the charity. The board carries out the ultimate responsibility for the conduct of the charity and for ensuring that the charity satisfies its legal and contractual obligations. Trustees meet every month to deliberate on issues that are important for the smooth running of the charity, including risk assessment, safeguarding and management accounts.

The Board of Trustees give their time on voluntary basis. They are never paid for their stewardship. For effective oversight of the charity, trustees work in committees including finance, fundraising, and programmes committees. Trustees also appoint volunteers including executive director to manage the operations of the charity and offer them much needed advice and support in the management of the charity's operations.

TEF is led by an executive director who is responsible to the board of trustees and leads the overall strategic direction of the organisation including fundraising and implementation of programmes. The executive director is assisted by 2 other directors who lead on specific areas including finance and administration and culture and community wellbeing.

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Major risks

The trustees recognise that any major risks to which the charity is exposed need to be reviewed and systems put in place to mitigate those risks. To that end, trustees of Teso Education Fund are continually monitoring and managing its risk register and ensuring that action plans are in place to mitigate its key risks.

Included in external risks is that of loss or lack of funding. At present, the main source of funding are donations by friends, families and the general public, events and specific fundraising activities. The charity continues to continually seek to diversify its funding sources. It is in our plan to start applying to charitable trusts and statutory funders, especially Local Authorities and Lottery sources.

Operational and internal risks are minimised by the implementation of policies and procedures for the authorisation of all transactions and projects, and by ensuring a consistent quality of delivery for all operational aspects of the charitable incorporation organisation (CIO). Trustees are periodically reviewing these procedures to ensure that they still meet the needs of the charity.

Public Benefit

The Charities Act, 2011 requires trustees to ensure the charity meets the public benefit principle. The trustees have been guided by the principle of public benefit. All the activities that the Charity has undertaken have been for public benefit. Our activities have had beneficial and measurable impact (as shown elsewhere in this report) and have been open to the public (language and culture lessons, community events, laptops) or a significant section of the target population (education scholarships).

3. Objectives and Activities

Objects

The objects of the charity as stated in its constitution are:

1. To advance the formal education of needy children for the public benefit by undertaking activities such as sponsorship and career guidance to support learners, training, motivating, and empowering teachers, and supporting learning institutions in Uganda and Kenya.
2. To promote the education of needy children for the public benefit by undertaking vocational training activities such as sponsorship of, career guidance, and apprenticeship to trainees, training, motivating, and empowering trainers, and supporting training institutions with educational materials and infrastructure in Uganda and Kenya.

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3. To facilitate the education and skills training of young people for the public benefit by preventing or relieving poverty, undertaking healthcare interventions including psychosocial support, research, and all the necessary support designed to empower needy individuals, families, and communities to generate a sustainable income and be self-sufficient in the UK, Uganda, and Kenya.
4. To advance education and skills training for the public benefit by undertaking community education activities such as indigenous language education, physical education, environmental education, civic education, financial education, promotion of the arts and culture and games and sports, for communities in need in Uganda, Kenya, the UK, and online.
5. To advance social inclusion in education and skills training by ensuring that children with disabilities and other marginalized children who are at the risk of being excluded from the education and vocational training system are actively sought out and included in special needs educational and training programs in the UK, Uganda, and Kenya.

In view of the above Teso Education Fund carried out the following activities in the UK and overseas in Uganda in the reporting period.

(a) Digital Poverty Project

In February 2023, TEF launched a digital poverty project in partnership with an IT company. The purpose of this project is to address digital poverty in the UK, especially among people from ethnic minority communities. Our charity has provided 108 brand new and subsidised laptops to individuals from diverse communities in the UK.

In March 2023, TEF joined the Digital Poverty Alliance which is a membership organisation which advocates for ending digital poverty in the UK. It is a useful forum for information sharing, training and exploring opportunities to end digital poverty in the UK.

(b) Ateso Language and Culture Project

During the year we conducted Ateso language and culture lessons for children, young people and other members of the community and the general public who want to learn the Ateso language, culture and history of Uganda and how to relate these to the British culture and society.

These lessons, conducted mainly online aim to raise awareness of the learners about their identity and how to adapt to the British society. In 2022 alone, we conducted 42 online sessions which were punctuated by Easter break, summer break and Christmas holidays.

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Trustees Annual Report for the year ended 31 March 2023

Community Events

We conducted community events in the year with most activities carried out by volunteers. We held a dinner dance in Croydon, South London on the 27th August, 2022 which raised £8,118 in cash and pledges for the Charity. During the dinner, we graduated some of the learners of indigenous languages and culture and British values.

Girls Education Empowerment Project (GEEP)

This is a new project to provide full sponsorship to 13 girls to enrol on various highly demanded vocational courses in various tertiary institutions in Uganda. We are working towards implementing this project.

HIV Project

This HIV prevention, stigma reduction and discrimination of people living with AIDS project focuses on children, women, and young adolescent girls. It is a community project to combat HIV in Uganda through prevention methods, stigma reduction and discrimination of people living with AIDS. This project is also in the pipeline.

Scholarship Program

Teso Education Fund has established a scholarship program to support needy children and young people, especially girls to higher institutions in Uganda. This is the third year and 24 children have already been supported in higher institutions of education.

Networking, Collaboration, and Partnerships

In the period under review, TEF developed value-added collaborations with many charities and community associations in the UK. These include Lango Association, UK, Ateker International Development Organisation (AIDO), UK Karamoja Community Foundation, Med Aid UK, and other Ugandan diaspora organisations engaged in community welfare provision and development.

In Uganda, TEF works in partnership with TEF Uganda, a registered national NGO. Teso Education Fund (TEF) Uganda is a charity affiliated to Teso Education Fund (TEF). This is an initiative by the Iteso community living in the UK. It was established in 2020 to respond to the education needs and challenges facing the people of Teso region. TEF Uganda is registered with the Uganda NGO registration bureau; No: 5565

Achievements and Performance:

In the UK

The executive director of TEF and one of the trustees attended a face-to-face training organised by the Charity Commission on 21st September, 2022. The theme of the training was Working Overseas: Risks, Responsibilities and Legal Duties (WORLD).

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In November 2022, TEF UK signed a memorandum of understanding (MoU) with Uganda Technology and Management University (UTAMU) to provide 150 scholarships over 5 years; 50 scholarships will be provided in 2023, 50 in 2024 and the last 50 in 2025.

In the same month, TEF issued a call for scholarships under the TEF-UTAMU scholarship partnership. The applications were open for 2 months and closed on 30th Dec 2022. The applicants were selected in January and February and the successful applicants started their studies 10th May 2023. 5 students representing the 3rd Cohort of our sponsorship were successful and are currently enrolled at Uganda Technology and Management University studying BSc Accounting and Finance course.

In 2022, TEF sponsored 16 students, 9 female and 7 males from various districts to various institutions of higher education in Uganda to study courses including Certificate in Pharmacy, Building Construction, Medical Laboratory Technology, and Nursing and Midwifery. Diploma students were for Business Administration, Computer Science, Agriculture, etc. The beneficiaries of our scholarships are selected objectively on merit.

In total, TEF sponsored 30 students, 50% female and 50% male. This gender performance is 10% less than our target which requires 60% of beneficiaries to be female. Of these beneficiaries, 80% are studying science related courses either at professional certificate, diploma or degree level and they come from across the Teso region in line with our commitment to equality and equity in the distribution of opportunities.

In December 2022, the charity registered and activated an account with HMRC. This allowed the Charity to apply for a Gift Aid number. We also worked hard to strengthen the security of our website by acquiring an SSL certificate, among others organisational development interventions.

Overseas

TEF UK has developed strong partnership with Teso Education Fund in Uganda. In November 2021, TEF Uganda was supported with a new laptop worth £300 and a new HP printer worth £150. This office equipment has greatly facilitated the work of TEF.

The charity also helped TEF Uganda to acquire official organisation telephone lines which were approved on 9th February 2022. The partnership identified volunteers to run the country head office in Soroti in north eastern Uganda. In line with this support, a volunteer manager and deputy country director were appointed.

In November 2022, TEF collaborated with TEF Uganda to conduct an online session to induct a new Regional Advisory Committee, a body established to support the Kampala-based Board of Trustees for TEF Uganda to strengthen the organisation at the community level.

Teso Education Fund (TEF)

Trustees Annual Report for the year ended 31 March 2023

TEF held its 2nd annual conference on education in the Teso region of Uganda at the Sports View Hotel, Kireka, Kampala, Uganda on 9th of April 2022. The theme of the conference was exploring funding opportunities for education in Teso. The conference also aimed to promote the work of TEF and to mobilize public support for it.

TEF engaged in talks with Kampala Institute of Science and Technology to partner in providing 160 scholarships to young people from Teso. The two organisations are still exploring avenues to actualize these discussions which started on 10th June, 2022.

Asian Ugandans Visit to TEF Uganda

In November 2022, TEF UK coordinated a delegation of UK Asians of Ugandan origin in England to visit TEF Uganda as part of their visit to their ancestral home – Uganda. While in Soroti, the visitors were briefed on the achievements of TEF. The delegation heard testimonies from some of the beneficiary students about how TEF had impacted their lives and the lives of their families through the education scholarships.

Impact of TEF

TEF has impacted individuals, families, and communities in various ways.

In education, TEF has relieved parents of the burden of paying tuition fees for their children. At the same time, the students have had a life time gift of opportunity for education and because tuition fees are readily paid by TEF, the students have been able to concentrate and excel in their studies.

Through the digital poverty project, TEF has impacted the lives of over 100 people and their families who have access to laptops. One of the beneficiaries Dr. Charles E who bought it for his children said, *“the laptop was timely. My children were always on my case because of a computer. The laptop has been a great help”*. Another beneficiary of the digital poverty project, Sharon D from Croydon in South London who accessed 3 laptops praised the contemporary design of the laptop, its portability, and affordability. She said, *“this is a very good laptop. I am happy”*. There are countless other happy beneficiaries of the TEF laptops.

The indigenous language and culture lessons have had great impact on the learners, their families and friends. Jairah and her sisters, who attend the online lessons from South Africa were excited that they were able to communicate with their grandmother when they travelled to Uganda for holidays.

About 50 young people mostly from minority backgrounds benefited from the digital literacy project. They found a safe space to do productive work with their parents and elders. This has helped to prevent antisocial behaviour such as being involved in gang behaviour and crime.

Teso Education Fund (TEF)

Trustees Annual Report for the year ended 31 March 2023

The 'teachers' who are mainly parents and elders in the community donated their time and expertise, free to support the weekly online lessons which were very useful in several ways. They have been able to improve their own knowledge and skills of the indigenous language and culture and re live their memories growing up in Uganda.

The online lessons provided a welcoming environment for community socialising especially during the post lesson reviews. The lessons have thus helped to improve the psychosocial health and wellbeing of the parents and elders by preventing social isolation and loneliness.

Trustees want to sincerely thank volunteers from the community who play a great role in the success of the charity. They served on the board of trustees, lead in organising events and activities including teaching at our language and cultural school.

Financial Review

During the period under review, the income of TEF was £26,154 and the expenditure was £27,874. The difference in expenditure was covered by the bank balance brought forward of £4,155. TEF closed the financial year with a bank balance of £2,435.

Reserve Policy

TEF is still a new charity with income under £30,000; it has not been able to create any reserves, yet.

Principal funding Sources

TEF relied mainly on donations from its volunteers in the board and management, well-wishers and fundraising events. This took the form of funding specific activities or setting up regular direct debit payments. At TEF's first conference on education in April 2021, £5,000 was pledged to sponsor the second cohort of students into tertiary institutions in Uganda and another £4,000 pledge for developing the charity.

Other funding activities included online funding through Just Giving and Go Fund Me online campaigns. These have contributed to the resource base of TEF.

Future Plans

In line with the mandate as a Charitable Incorporated Organisation (CIO), Teso Education Fund plans to continue with its current programmes in education and community wellbeing. We will also undertake activities to generate future income.

A director for business development and management and investment will be appointed to undertake both financial and operational feasibilities and to explore opportunities for future income generation strategy to address the sustainability of the Charity.

Teso Education Fund (TEF)
Trustees Annual Report for the year ended 31 March 2023

The Charity plans to set up community investment projects to generate cashflow for funds generation. The board will therefore create a reserve fund to take care of its sustainable future financial needs. This proposed strategy will guarantee both going concern, liquidity, and viability in our income generation in future.

Trustee will also work hard to (a) set up the digital literacy and media support classes, both face-to-face and online as weekly programs to help members of our community benefit from the new digital world. (b) enhance and improve on our youth programmes by setting up a youth club. (c) undertake community programs to improve welfare and wellbeing of the large East African Black and Minority Ethnic community in inner-London that this charity serves.

On behalf of the Board



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Leonard Opolot Oguli

Chair, Board of Trustees
13/01/2024

Teso Education Fund (TEF)
Independent Examiner's Report to the Trustees of Teso Education Fund

I report on the accounts for the year ended 31 March 2023. which are set out on pages 15 to 18

Respective responsibilities of trustees and examiner

The charity's trustees 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 needed.

Independent examiner's report

Our 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 next statement.

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 130 of the 2011 Act and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act 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.

The Blessing & Contract Ltd


The Blessing & Contract Ltd
16 Leonard Road
London SW16 5TA

13/01/2024

Teso Education Fund (TEF)
Statement of Financial Activities (SOFA) for the year ended 31 March 2023

		Unrestricted Year Ended 2023	Designated Year Ended 2023	Total Funds Year Ended 2023	Total Funds Year Ended 2021
	Notes	£	£	£	£
Income from:					
TEF Scholarship fund - Donation	2	280	5,571	5,851	2,425
Fundraising	2	360	5,153	5,513	225
Community Participation	2	0	9,227	9,227	0
Charitable Activities	2	0	314	314	0
Cultural Activities	2	0	205	205	0
Others Donations	2	0	5,045	5,045	0
Total Income		640	25,514	26,154	2,650
Expenditure on:					
TEF Scholarship fund -fees	3	0	14,905	14,905	1,572
fundraising costs	3	0	2,895	2,895	1,008
Community Participation	3	0	6,545	6,545	0
Administrative expenses	3	644	2,585	3,229	100
Accountancy fees	3	300	0	300	0
Others	3	0	0	0	0
Total Expenditure		944	26,930	27,874	2,680
Net Income/ (Expenditure) and Net Movement in funds for the year		-304	-1,416	-1,720	-30
Reconciliation of Fund:					
Balances brought forward		0	4,155	4,155	4,185
Balances carried forward	10,11	-304	2,740	2,435	4,155

All amounts relate to continuing operations. The statement of financial activities includes all gains or losses arising during the year. The notes on pages 5 to 8 form an integral part of these financial statements.

Teso Education Fund (TEF)
Balance Sheet as at 31 March 2023

		Total Funds 2023	Total Funds 2021
Fixed Asset	Note	£	£
Tangible Assets	4	0	0
Total Assets		0	0
Current Assets			
Stock		0	0
Debtors	8	0	0
Cash in hand		0	0
Cash at Bank		2,735	4,155
Total Current Assets		2,735	4,155
Liabilities:			
Creditors amounts falling due within one year	9	300	0
Net Current Assets		£2,435	4,155
Total Assets Less Current Liabilities		£2,435	4,155
Total Net Assets		£2,435	4,155
Funds of the Charity:			
Unrestricted Income Funds	10,11	-304	0
Designated Income Funds	10,11	2,740	0
Total funds		2,435	4,155

The notes on pages 5 to 8 form an integral part of these financial statements.

Approved by the board of trustees on 13th January 2024 and signed on its behalf.

Chair, Board of Trustees



Teso Education Fund (TEF)

Notes to Financial Statements - 31 March 2023

1 Accounting Policies

The principal accounting policies are summarised below. They have been applied consistently throughout the period.

a. Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP 2015) and Charity Act 2011.

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless stated in the relevant note (s) to these accounts.

b. Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in the furtherance of the general objectives of the organisation.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes. Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

c. Income

Income is included in the financial activities when the charity has entitlement to the income, any performance conditions attached to the item (s) of income have been met or are fully with in the control of the charity, there is sufficient certainty that receipts of the income is considered probable and the amount can be measured reliably. The specific policies are applied to particular categories of income:

- Donations and Grants are recognised in full when there is evidence of entitlement, receipt is probable and amount can be measured reliably.
- Membership and subscription fees are recognised when the organisation; the charity receives the gift.
- Donated goods and services are recognised when the charity becomes entitled, receipt is probable and the fair value or its value to the organisation can be measured reliably.
- Investment income is included when receivable
- Incoming resources from grants related to performance and certain deliverables are accounted for as the organisation becomes entitled to the consideration.

d. Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of fundraising events and JustGiving charges.
- Expenditure on charitable activities includes the costs of Bereavement Support, Health and Sports programmes undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Teso Education Fund (TEF)
Notes to Financial Statements - 31 March 2023

All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs which relate specifically to a particular activity are allocated directly, others are apportioned between different activities on an appropriate basis e.g., time spent, floor area, per capita.

e. Foreign Exchange

Assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. All exchange differences arising are dealt with through the profit and loss account.

f). Tangible Fixed Assets and Depreciation

Depreciation is provided at rates calculated to write off the cost of each asset over its estimated useful life as follows:

Computers 25%.

Equipment 15%

g). Investment Income

Investment Income consists of interest earned on bank deposits.

2 Analysis of Income

	Unrestricted Funds	Designated Funds	Total 2023	Total 2021
	£	£	£	£
TEF Scholarship Fund	280	5,571	5,851	2,425
Fundraising	360	5,153	5,513	225
Community Participation	0	9,227	9,227	0
Charitable Activities	0	314	314	0
Cultural Activities	0	205	205	0
Other Donations	0	5,045	5,045	0
	<u>640</u>	<u>25,514</u>	<u>26,154</u>	<u>2,650</u>

Teso Education Fund (TEF)
Notes to Financial Statements - 31 March 2023

3 Analysis of Expenditure	UNRESTRICTED FUNDS 2023	DESIGNATED FUNDS 2023	Total Funds 2023	Total Funds 2021
	£	£	£	£
ADMINISTRATION COSTS				
TEF Scholarship fund - fees	0	14,905	14,905	1,572
Fundraising	0	2,895	2,895	0
Community Participation	0	6,545	6,545	0
Administrative expenses	644	2,585	3,229	1,108
Accountancy fees	300	0	300	0
TEF Conferences	0	0	0	0
	944	26,930	27,874	2,680

4 Tangible assets

5 Employee costs

Teso Education Fund had no employees (2023: none): However, the Charity had regular volunteers including the executive director, director of finance and administration, and director of culture and community.

6 Transactions with Trustees and Related Parties

None of the trustees or any other volunteers of the Charity received any remuneration. No trustee expenses have been incurred {2023: nil}.

No Trustee or related person related to the organisation had any personal interest in any contract or transaction entered into during the period.

7 Taxation

As a charitable organisation, TEF is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or S256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable activities. No tax charges arose during the period.

8 Debtors

	2023	2021
	£	£
Other Debtors and Prepayments	0	0
	<u>0</u>	<u>0</u>

TESO Education Fund (TEF)
Notes to Financial Statements - 31 March 2023

9 Creditors: amounts falling due within one year

	2023	2021
	£	£
Accountancy Fees	300	0
Other Creditors and accruals	0	0
	<u>300</u>	<u>0</u>

10 Analysis of net assets between funds

	Unrestricted Funds 2023	Designated Funds 2023	Total Funds 2023
	£	£	£
Fixed Assets	0	0	0
Net current assets/ liabilities	-304	2,740	2,435
	<u>-304</u>	<u>2,740</u>	<u>2,435</u>

11 Movement in funds	20-Oct 2021	Incoming	Outgoing	31-Mar
	£	£	£	£
Unrestricted Funds:				
TEF Scholarship Fund	230	280	0	510
Funds Appeal	6,510	360	0	6,870
Other Donations	2,311	0	0	2,311
Accountancy fees	0	0	-300	-300
Administrative expenses	-1,008	0	-644	-1,652
Unrestricted Funds:	<u>8,043</u>	<u>640</u>	<u>-944</u>	<u>7,739</u>
DESIGNATED FUNDS				
TEF Scholarship Fund	523	5,571	-14,905	-8,811
Community Participation	0	9,227	-6,545	2,682
Charitable Activities	-3,242	314	0	-2,928
Fundraising	0	5,153	-2,895	2,258
Cultural activities	0	205	0	205
Other donations	0	5,045	0	5,045
Administrative Expenses	-1,169	0	-2,585	-3,754
DESIGNATED FUNDS	<u>-3,888</u>	<u>25,514</u>	<u>-26,930</u>	<u>-5,304</u>