

# Madrinha Trust

## Annual Report 2021



# A Message from our Chair

## Jania Geoghegan



Dear Friends

### Welcome to the 2021 Madrinha Trust Annual Report

Unsurprisingly, with the COVID pandemic still causing major global upheavals, 2021 brought many challenges for our student mentees and our charity partners.

However, the silver lining was that thanks to Zoom we were able to connect the Madrinha family even more closely, and it was a joy to be able to put faces to the names we all knew so well. There were regular Cluster Catch Up meetings with each individual charity, their student mentees and Madrinha mentors which provided wonderful opportunities to really get to know each other.

Yet another Career Build Team initiative, the Buddy Programme, is proving to be a great success. The intensive workshops on varied subjects such as how to write an engaging CV, formulating a LinkedIn profile and how to develop transferable skills will help give our students the necessary skills to achieve that vital first step on the career ladder.

Our new partnership with Teach The Nation South Africa is also paying real dividends, not just for our Madrinha students. Madrinha and KHULA are now collaborating with TTN SA on their Fellowship Programme (starting January 2022). This year's annual Madrinha Awards were also hosted from Teach The Nations's head office during S-J's visit (read her travelogue).

In November we hosted a 'Future Think Tank' – further details in this report, and we are indebted to delegates from the corporate, social and educational worlds whose insights will help us develop our strategic plan for the next few years.

I am extremely grateful to all our mentors, buddy leaders, workshop presenters and charity partners who dedicate so much of their time to improving the lot of our talented young students whose lives are immeasurably changed by their interactions.

My thanks also to the board of trustees and committee members who do so much of the heavy lifting and to S-J Heany, our Programme Manager and consummate juggler.

**Jania Geoghegan**  
Founder and Chair, Madrinha Trust



# Who are Madrinha Trust?

## We are change makers

**Madrinha Trust** was set up in 2011 by Mike and Jania Geoghegan based on the belief that access to education is the best way of creating lasting, positive change in the world and that good education is vital to develop leadership potential in young people. Leaders in this context comprises not just political and business heads but also professionals and those whose achievements and standards can serve to inspire others around them and the next generation.

### Our Vision

To develop future leaders of the developing world

### Our Mission

To inspire and support young people

### Madrinha Trust

[www.madrinha-trust.org](http://www.madrinha-trust.org)

<https://vimeo.com/436405065>

### Career Build Team

<https://vimeo.com/439921258>

### Mentorship

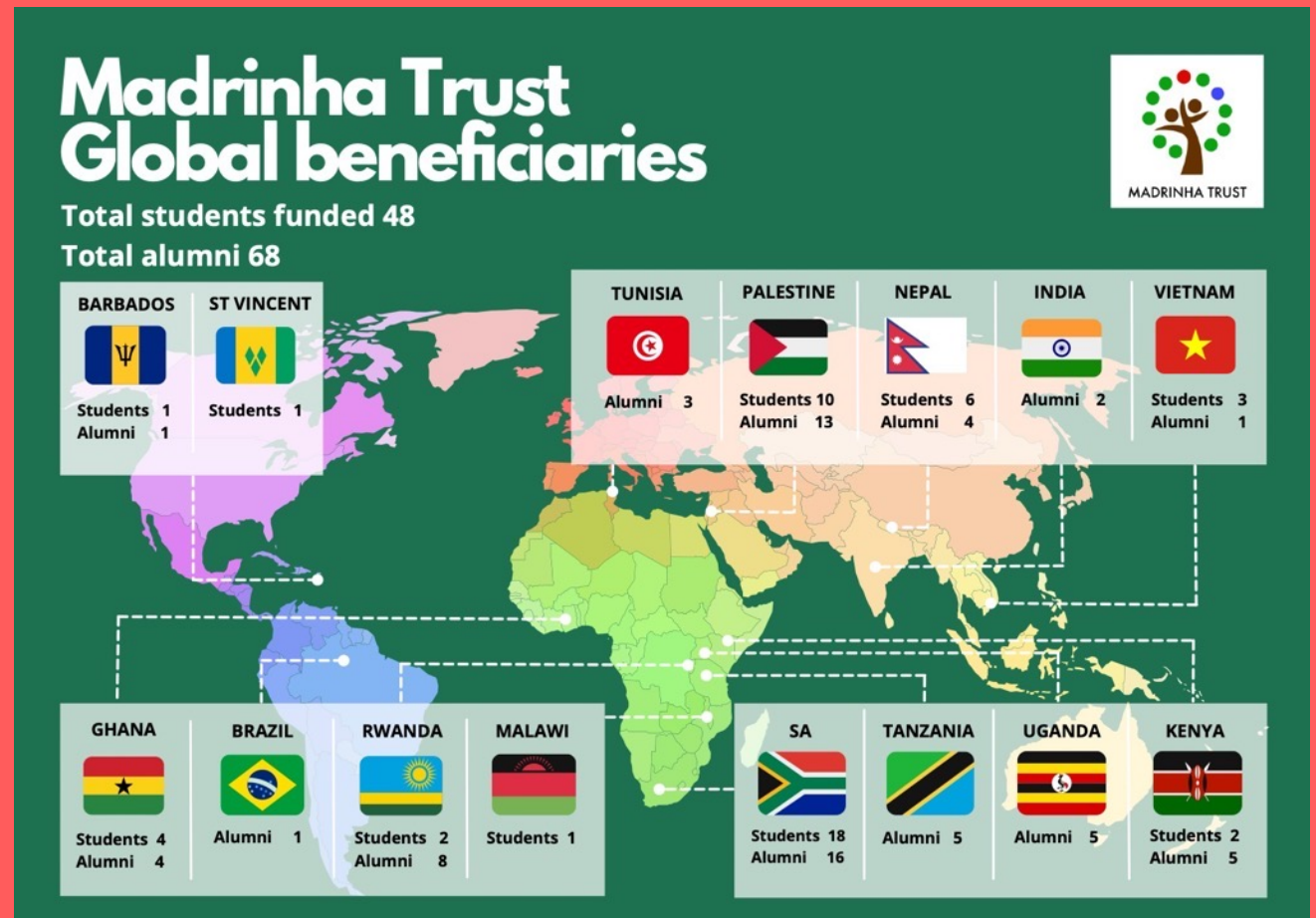
<https://vimeo.com/439920845>

### Career Focused Buddy Programme

<https://madrinha-trust.org/our-buddy-programme>

### Corporate Partnership

<https://vimeo.com/439920429>



# Our Highlights of 2021

We continue to enjoy hearing from our mentees and here they are sharing their highlights from 2021.



2021 was a very difficult year but it was better than 2020. My highlight was officially seeing patients and being able to go into the hospitals and having one on one interactions with them. I also finally got the chance to wear scrubs. This is a picture of my classmates and I during our very first day as student physiotherapists.  
- Nomsa Dlamini

**Nomsa, Physiotherapist Student, Capetown, SA**



My highlight of the year 2021 was going back to my home, Nepal. I had a wonderful time visiting Kailash Home(HCF) and my family.

**Prena & Friends, Student Nurse, Nepal**



"I enjoyed peace, unity and harmony with my family in 2021. My school life was fantastic too. Interacting with my colleagues was very interesting and everyone enjoyed the experience of seeing each other. The strike action from our lecturers of my university made me a bit disorganised but with the help of Madrinha Trust I was able to skip through. And I know if you can risk going far, it shall be fruitful."  
**Adjei, Maths Student, Ghana**



2021 marked the end of my second internship working at a school leading the class. It was a great pleasure for me to meet the senior three pupils face to face and take them through their English studies and enjoy being in the class full of students reminded me of why I want to be a positive leader and good teacher.

**Dieudonne, Education Student, Rwanda**



My highlight for 2021 is when I hosted our quarterly Zoom meetings with the wonderful Madrinha + Edu Fun representatives as well as our mentors. I was absolutely nervous to do this but super grateful to have been given an opportunity to step out of my comfort zone. It's always a breath of fresh air to breathe in the knowledge that everyone is so willing to share!  
**Sabani, Biological Science Student, Johannesburg, SA**

# Our Highlights of 2021

Continued ...



"My highlight for 2021 was being able to continue in person classes at my university after battling a pandemic and a volcanic eruption. Pictured here, I am with three of my schoolmates on the 42<sup>nd</sup> anniversary of my country's independence. It was truly a joy to be able to interact and journey physically once more with my colleagues while being able to appreciate the natural beauty of my island, Saint Vincent."

**Joel, Medical Student, St Vincent**



"With my studying mate on campus. We assist each other in our learning."

**Eunice, Maths Student, Ghana**



My highlight in 2021 was living the experience of the FIRST time in many aspects of my life. I passed IFOM exam for the first time is conducted in my university. I challenged myself to become the first female student to chair the scientific committee of the Palestinian Medical Forum at the year of 2020\_2021. I started my first year in clinical life in hospitals and feeling as I am a doctor. I took this photo at the first time I wear scrub and watched the first surgery in my life. I am very thankful to live the excitement of the First time in many events of my life.

**Doaa, Medical Student, Palestine**

# Our Highlights of 2021

Continued ...



MADRINHA TRUST



Hi 😊. It's a pleasure for me to share with you my major highlight in the year 2021. A year where I thought I could not achieve a target I set for myself academically. There was a long strike by the Ghanaian university lecturers which really hit students hard in school. I almost gave up when a friend of mine advised and encouraged me to keep going. I immediately formed a group with some of my friends on campus and we did peer teaching to make up for the lost time. I am happy to announce that I concluded the year with a CGPA of 3.5 and I am proud of that.

**Emmanuel, Maths Student, Ghana**



This is me in my recent trek to Gosainkunda Lake (4380 m). One of my biggest challenge so far, I cried a lot because I couldn't walk. And the weather was tooo cold up there. Sending Madrinha my prayers and good health from Gosainkunda Lake.. one of the sacred lakes in Nepal.

**Tenzin Paldon, Business, Nepal**



"My highlight of the year was resuming with full on clinical rotations. I was privileged enough to deliver my first baby via a Caesarean section where, amongst my peers, the surgeon chose me to scrub in and assist him. It was an amazing experience and the theatre lights made it even more glorious (thoughts about that day still give me goose bumps) From the moment that I scrubbed into the moment the baby came out I knew that this is where I belong and that I can't imagine myself doing anything else, making a difference in peoples lives. I am in this position of privilege because of The Madrinha Trust, and for that I am eternally grateful!

**Vanessa, Medical Student, J'burg, SA**



This is a photo I took when I was going to attend a practical course we have called pleading techniques referred to as moot court, I was super excited for the experience as well as pleading on the side of defendants.

**Sandrine, Law Student, Rwanda**

# Our Highlights of 2021

Continued ...



This is my highlight for 2021 when we are on mid-semester holiday of a very long semester, we had due to interruptions of pandemic and we just organised a walk to nearby river with dyke for refreshments with my classmate, best friend. We enjoyed the views and the bird singings. I'm the one in reddish golf shirt.

**Adam,  
Engineer, Malawi**



Hi from Jamal, sixth year medical student at Islamic University of Gaza (IUG). I started the last course of my medical study which is advanced surgical course. On June 25th, 2022 I will graduate from my university..... end of one era beginning of another. This photo was taken during a photosession with my friends and I am so happy to share it with you 😊. Thank you.

**Jamal, Doctor, Palestine**

This is my highlight for 2021 being accepted on the Honour's year for Bio-chemistry 1 of 10 places awarded (in 2022)

**Phila G,  
Biochemist, SA**



Being Part of the House Committee was a challenging yet rewarding role. For the first time since the pandemic started we were allowed to return to campus at full capacity. As a house committee we had to find ways to execute different portfolio projects while ensuring that we manage COVID-19 caases and the well being of 321 residents. For me, it was the busiest I had ever been but I worked tirelessly with other team members and subcommittees to realize the Social Impact, Leadership and Personal Development and the Constitution Portfolio objectives under such trying times. I made lifelong friends who were pivotal in my life journey. I learnt from them how to be purposeful and resilient yet compassionate and humble. Everyone was passionate and it was an honour to serve the house at that time.

**Nomfundo, SA**



# Our Graduates 2021



Hisham, Medicine



Najwa, Medicine



Honore  
Electromechanical  
Technology



Khaled,  
Medicine



Shahed, Medicine



Dieudonne,  
Secondary Education

## Kenya –Kenya Kesho & CGEF



Collins  
Medicine, Kenya

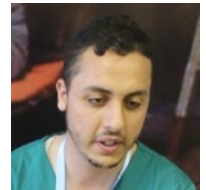


Nancy  
Primary Education  
CGEF Kenya

## Palestine - FQMS

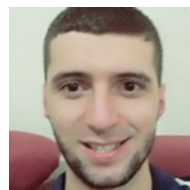


Angham  
Medicine

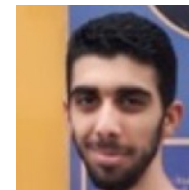


Hisham  
Medicine

## Palestine - FQMS



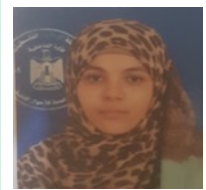
Khaled  
Medicine



Mahmoud  
Medicine



Najwa  
Medicine

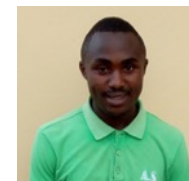


Shahed  
Medicine

## Rwanda - Rwanda Action



D'Amour  
Physiotherapy



Dieudonne  
Secondary Education



Honore  
Electromechanical  
Technology



Josee  
Midwifery

CONGRATULATIONS  
TO ALL OUR AMAZING  
GRADUATES!

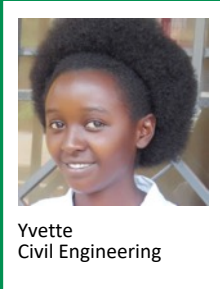


# Our Graduates 2021

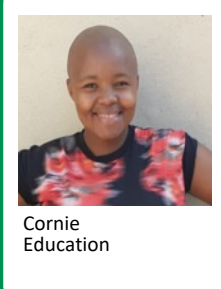
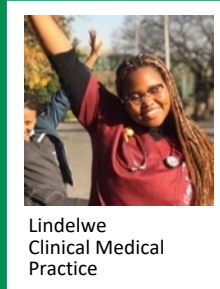
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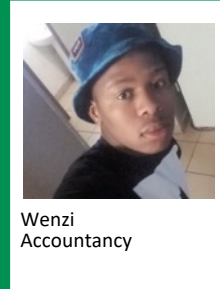
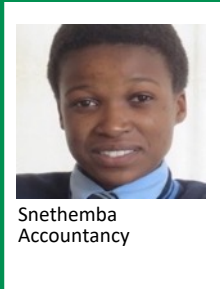
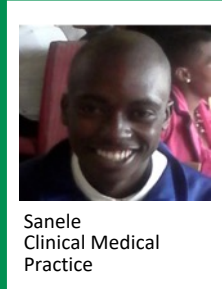
## Rwanda – Rwanda Action



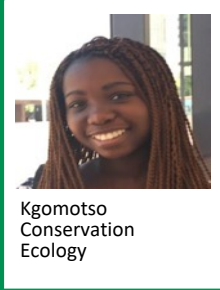
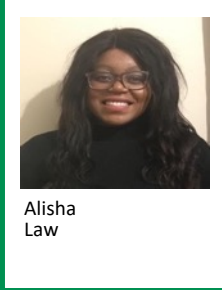
## South Africa - EduFun / Johannesburg



## South Africa - KHULA / KwaZulu-Natal



## South Africa – MAD Leadership Foundation



# Our Graduates 2021

Continued ...



Elias, Business IT



Fredy  
Resources Economics & Business



Diana  
Mining Engineering



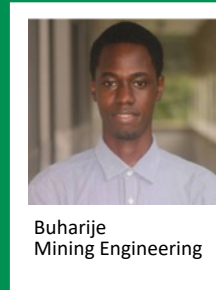
Buharije  
Mining  
Engineering



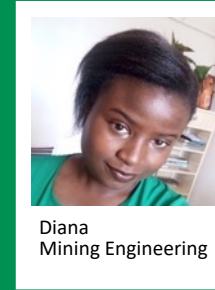
Irene  
Food Science &  
Technology



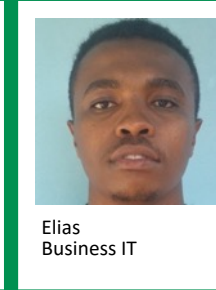
## Tanzania - Test for Africa



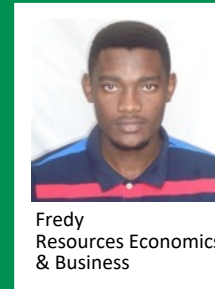
Buharije  
Mining Engineering



Diana  
Mining Engineering



Elias  
Business IT



Fredy  
Resources Economics  
& Business



Irene  
Food Science & Tech

# Our Graduates 2021



Continued ...



Clemensia  
Education



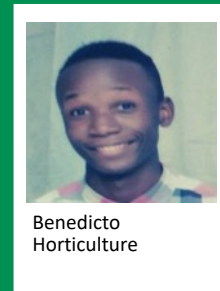
Benedicto  
Horticulture



Shirat  
Biomedical Lab Technology



Felix  
Social Sciences



Benedicto  
Horticulture



Clemensia  
Education

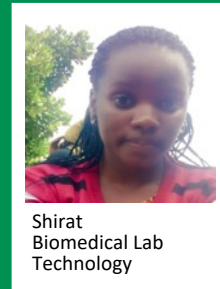


Felix  
Social Sciences



Ivan  
Electrical Engineering

## Uganda – Test for Africa



Shirat  
Biomedical Lab  
Technology

## Vietnam – University of Hanoi



Binh Lo  
Tourism & Hotel  
Management

# S-J Trip to South Africa 2021

## June/July 2021



In the middle of UK Lockdown and Covid, Sarah-Jane Heany our Trust Manager, managed to get to South Africa, base herself out of Cape Town and take a bag of her son's outgrown clothes to distribute amongst our partner charities. Here is her journal of her time there.



**First stop, Cape Town to meet up with MAD Leadership Foundation's Virusha and the Madrinha mentees Kgomotso and Nomfundo, for a reunion.**

Afternoon tea and cake was thoroughly enjoyed - so good to hear from our students in person that they are all flourishing in their last year at University.



**Second stop, Starling Café, Stellenbosch – Hannah and Estelle with Helen from MAD Leadership Foundation**

Completing the Cape Town MAD LF mentee catch ups with Hannah and Estelle. So great to enjoy a beautiful afternoon in the sun having tea. Meeting Helen again making our collaborative partnership so strong. Helen, Virusha and I also managed to squeeze a breakfast coffee with Craig Wells, Kgomotso's mentor who has recently gone to SA to work on an environmental project. All the MAD LF/ Madrinha mentees are thriving and succeeding in spite of Covid having created such a lot of upheaval.



**Third stop, catching up with one of our Alumni: 'Nosi' / Thandi**

One of our first sponsored students from CGEF was Thandi 'Nosi' as she now likes to be called. She is thriving in a permanent role as a Wealth Manager Associate working for a private finance company, based in Claremont. It was truly wonderful to meet up and see her and finally meet her little baby boy, Sith'enkosi.

**Fourth stop, Teach The Nation SA (TTN SA), Cape Town, SA**

It was a huge pleasure to meet David Oliphant, CEO and Emillie Albert, Co founder and Chief Operation Officer at TTN SA. They very kindly invited me to their offices and hosted our first Madrinha Trust Award Ceremony from their HQ. (More of that later). Madrinha Trust and TTN SA partnered in May 2021 as a vehicle for students to be aware of the work they do providing opportunities on their Fellowship Programmes, University Ambassador roles and internships leading to work opportunities.



Images left to right:  
Virusha, Nomfundo, Kgomotso & S-J  
Helen and S-J @ Starling Café, Stellenbosch  
Estelle, S-J and Hannah @ Starling Café, Stellenbosch  
Thandi, Sith'enkosi and S-J

# S-J Trip to South Africa 2021 June/July 2021

Continued ...



## Fifth stop, KHULA, KwaZuluNatal Territory, SA

After six years working closely with Slindo the Human Resource and Finance Officer, I was picked up from the airport by Debbie (CEO), we spent four enjoyable hours in her car. I finally met the KHULA team including Nothile, Operations Manager and Thuli, Finance Intern and Mdu, IT specialist, who are both Madrinha Alumni working out of KHULA. I also was delighted to meet some of the other KHULA / Madrinha mentees Aphuwe, Kwanele, Mcebiseni, Phila G, Phila M and Snethemba.

A beautiful lunch was organised at Fugitive's Lodge for teachers, head teachers, KHULA staff and those Madrinha mentees who could make it – we all sat on the veranda sharing stories and laughter with delicious food served up by the wonderful Grace (thank you to Nicky Rattray for having me).

Image:  
Mdu, Thuli (Alumni), Kwanele, Sinethemba, (Mentees)



The experience of meeting many members of the KHULA team left a huge impact on me. It was utterly incredible to meet people you 'know' after so long working together. The whole time I was there I felt truly proud to be part of Madrinha and the work we do. As Madrinha's ambassador on this trip I can confidently say that 3,000 students and 21 schools are being managed supremely well by KHULA. We look forward to many more years of association and helping support future leaders.

Images left to right:  
Mcebiseni, Debbie (CEO KHULA) Phila Mdu Maxwell (Alumni)  
View from KHULA HQ  
A promenading Giraffe!  
S-J and Head of Maths @ KHULA Chris  
Mdu, Thuli (Alumni), Sinethemba, Kwanele (Mentees) & the KHULA team

# S-J Trip to South Africa 2021

## June/July 2021

Continued ...



Jacques, Mericia and Tshiamo TTN SA, HQ

### Final stop, back to Cape Town and TTN SA

A serendipitous moment was shared in a final wrap up meeting with David and Emillie from TTN SA – why not set up a collaborative Fellowship Programme with KHULA, TTN SA and Madrinha Trust based out of KHULA's 21 schools? The answer was YES!

A very successful whirlwind trip to SA brought S-J home to London ever more energised and enthusiastic to build on the positive new relationships. We are very proud that by the end of 2021 the KHULA / TTN SA Fellowship Programme was set up for January 2022 roll out. Two Madrinha Trust mentees from KHULA were successfully accepted on this first collaborative Fellowship Programme (FP), congratulations goes out to Wenzi and Snethemba joining 2022 FP.



Coaching Team at Teach the Nation SA

# Career Build Team Update

## Ellie Patsalos (Trustee)



In 2021 the CBT's emphasis was on building skills and developing individual LinkedIn profiles and CVs to enable better opportunities in the workplace for all our mentees. By having well curated profiles our students are able to compete in the market to their best advantage and by understanding how to leverage their transferable skills are better equipped and have more confidence to secure internships and work experience opportunities as early as possible in their holidays and then after graduation.

### **New Partnership: Teach the Nation, South Africa (TTN SA)**

On 5 May 2021 we confirmed our Partnership Agreement with TTN SA, David Oliphant CEO had hosted a few Zoom calls with his team and the Madrinha team full of all the positive energy of where this new partnership can and will take our students.

Each year TTN SA run their Fellowship Programme a very competitive two-year teaching programme where successful candidates - 'Fellows' - gain their PGCE teaching qualification as well as enhanced professional development skills and first-hand experience of community-based project work around the schools that they are assigned to.

TTN SA is part of the Teach for All global brand and Madrinha Trust is very proud to be partnered with them.

### **TTN SA & KHULA: Fellowship Programme @ KHULA's schools**

In Autumn of 2020 Jania connected Madrinha Trust with the Teach for All programme and we are overjoyed to confirm our new partnership with Teach the Nation SA (ABOVE) which has resulted in them partnering with KHULA and setting up a combined Fellowship Programme starting Jan 2022 based out of KHULA's 21 schools in KwaZulu-Natal.

The ambition is that Madrinha scholars will become Fellows on this combined Fellowship Programme and gain their PGCE teaching certificate plus professional development skills along the way to ensure a great start in their chosen careers.

### **Career Focused Buddy Programme (BP): Pilot Jan to July 2021**

As part of the CBT initiative, we realised the skills gap was widening and that mentees needed hand-holding through the CV writing process and LinkedIn profile development. A younger team of mentors from the CBT collaborated with our Trust Manager S-J and our new Trustee Vanessa Kyte, an experienced business leader within the technology industry where she spent 17 years at Microsoft, currently working at Apple. S-J and Vanessa put together a framework for the 2021 BP focusing on a seven month programme of career focused workshops and support "buddy" groups led by an experienced volunteer corporate Buddy Leader to prepare mentees for the competitive job market. The idea is that by putting mentees into small groups of 6 we also encourage a peer to peer buddying up self-help group who help each other researching local corporate opportunities, internships, work placements.

### **Career Workshops in 2021**

#### **ENTREPRENEURS & START UPS**

- Entrepreneur Workshops with Paul Spiers (Leadership Skills) and
- Aurora (Start Up Workshop) enabled students to consider start up ideas as an alternate source of income with Joshua Dent and Sean Vickers our former Treasurer.

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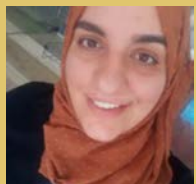
# Madrinha Trust Mentee Awards

This wonderful initiative was created by the Career Build Team led by Will Dear (Trustee) and Mark Laverty (CBT) and was held virtually on 18 June 2021. The MT Awards are a way for Mentors to put forward their Mentees for special recognition. These students have gone over and above to achieve personal goals. Madrinha Trust believes that these awards are a wonderful way to elevate and bring attention to the mentees's abilities, CVs and LinkedIn profiles and provide a point of interest and recognition of their personal and academic goals.

<https://vimeo.com/583964629>

<https://madrinha-trust.org/the-madrinha-trust-awards>

## GOLD AWARDS



Angham  
Michael Geoghegan  
Student of the Year



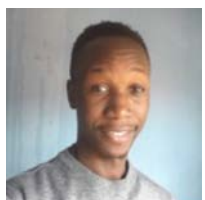
Collins  
Jania Geoghegan  
Mentee of the Year



Diana  
Global Mentee of  
the Year



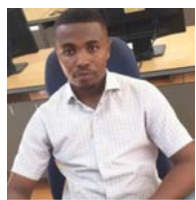
Shirat  
Exceptional Academic  
Performance



Benedict  
Future Community  
Leader Award



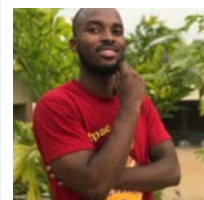
Buharije  
Future Leaders  
Award



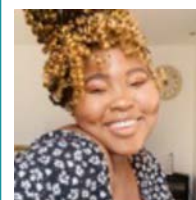
Elias  
Technology Student  
of the Year



Felix  
Community  
Outreach Award



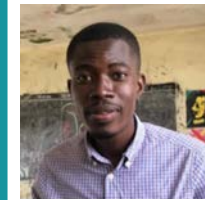
Jean  
Global Thinker



Lindelwe  
All-Round  
Achievement Award



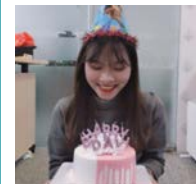
Mahmoud  
Community Giving  
Back Award



Petiafo  
Special Recognition  
in Academia Award



Najwa  
Outstanding  
Contribution Award



Nguyen  
Power of Kindness  
Award



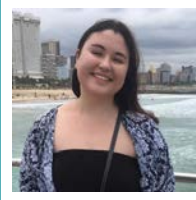
Rachel  
Outstanding  
Contributor Award



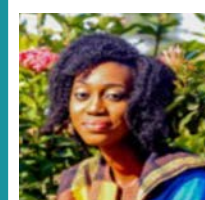
Sakhile  
Outstanding  
Enterprise Award



Rachel  
Outstanding  
Contributor Award



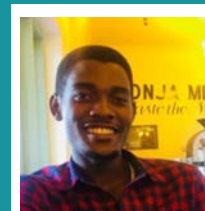
Shannon  
Student of the Year



Wilhemina  
Special Achievement  
Award



Yvette  
Special Achievement  
Award



Fredy  
One to Watch Award



Ivan  
Innovation in  
Sustainability Award



# Buddy Programme 2021

**Gianni Dibiasse (Trustee), Vanessa Kyte (Trustee),  
S-J Heany (Trust Manager)**



We were excited to announce the completion of our first six-month career focused Buddy Programme, connecting 30 of our graduating students with volunteer young professionals, helping them transition from university into the workplace. By enabling mentees to develop core skills from each workshop attended, the aim is to build their confidence and knowledge on how to positively approach finding a job in a competitive market.

- 30 graduating students divided into seven Buddy Groups by territory and partner charity
- Each Buddy Group has a Buddy Leader and a nominated mentee 'captain' representing their group
- The six-month Buddy Programme includes one monthly workshop hosted by a volunteer speaker from each of the disciplines
- Buddy Groups provided with a communication platform for homework and discussion around the workshops
- Mentor and Buddy Leader alignment is essential to support the mentees in the buddy groups
- Encourages peer to peer support, collaboration and sharing of best practice and experiences by learning from each other along this programme
- By enabling mentees to develop core skills from each workshop attended, it will build their confidence and knowledge of how to positively approach finding a job in a competitive market.

## Special thanks to our volunteer Buddy Leaders:

[Alex Seigel](#)

[Ayeshna Hirani](#)

[Chrissy Vasiliou](#)

[Gianni Dibiasse](#)

[Inge Schaap](#)

[Nishil Mehta](#)

[Sasha Moores](#)

[Thea Stephenson](#)

[Vanessa Kyte](#)

## Workshop Themes 2021

<b>January 2021</b> <b>LinkedIn – how to link in?</b> Workshop Leader: Charity Freebairn, LinkedIn	<b>February 2021</b> <b>Your CV</b> Workshop Leaders: Gianni Dibiasse Vanessa Kyte	<b>March 2021</b> <b>Keep your flow and build resilience</b> Workshop Leader: Ayeshna Hirani
<b>April 2021</b> <b>Passion &amp; Authenticity</b> Workshop Leader: Hilda Barret , Insight to Thrive	<b>May 2021</b> <b>The Interview: Techniques</b> Workshop Leader: Vanessa Kyte	<b>June 2021</b> <b>Toastmasters: "You have one minute"</b> Workshop Leader: Rob Moores, Google
<b>July 2021</b> <b>Feedback session</b> Workshop Leader: Vanessa Kyte	<b><u>2021 Buddy Programme</u></b>	



A very special thank you to all the volunteer workshop leaders who made our pilot 2021 Buddy Programme go so well.

# Future Think Tank 2021



## Attendees Madrinha Trust and UK Guests



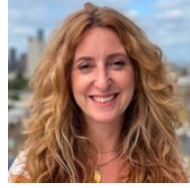
JANIA GEOGHEGAN  
Founder



ELLIE PATSALOS  
Trustee, Head of Career Build Team, Buddy Programme



NISHIL MEHTA  
Mentor, Career Build Team, Buddy Programme



VANESSA KYTE  
Trustee, Buddy Programme



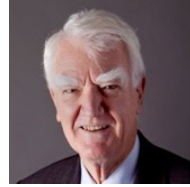
WILL DEAR  
Trustee, Career Build Team



S-J HEANY  
Trust Manager, Buddy Programme



JAMES DARLEY  
Chief Executive Officer Transform Society



SIR MARK MOODY-STUART  
Chairman, UN Global Compact Forum



SARAH ADOMAKOH  
Founder & Principal MarketWorks Global



TERESSA O'BRIEN  
LeadSustainability/Head of Education Initiatives Investec UK

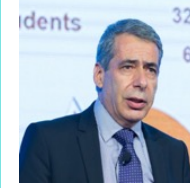
## Attendees South Africa Guests



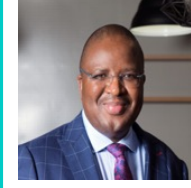
FRANCOIS PIENAAR  
Founder, Make a Difference Leadership Foundation SA



HELETTE PIETERSE  
CEO, Make a Difference Leadership Foundation SA



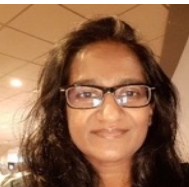
DR NICOS NICOLAOU  
Founder & CEO UNICAF, Africa



SETLOGANE 'SET' MANCHIDI  
Head of CSI – Investec, SA



MERIAM MOKOENA  
Programmes Manager, Tiso Foundation, SA



VANESSA NAICKER  
Head of Early Talent (Global) Anglo American, SA



BRIDGET CHABUNYA  
Director Fundraising External Strategy, Teach for All, Africa



LEIGH SWARTZ  
Manager: GoTeach (English speaking Africa)

In November 2021, we were delighted to host the Madrinha Trust Future Think Tank with attendees from the social, corporate and educational sectors. There were invaluable contributions from Anglo American SA, DHL Foundation SA, Investec UK & SA, UNICAF, UN Global Compact Forum, Transform Society, TISO Foundation SA. A guest presentation from Francois Pienaar (Founder) and Hellete Pieterse (CEO) from our partner charity, MAD Leadership Foundation, also gave informed insight into how to formulate our future thinking for 2022.

# Future Think Tank 2021 Corporate Engagement



Successful collaborations have been established with these organisations:

- Partnership with TTN SA has created three internships and three campus ambassadors
- Fellowship Programme with Teach the Nation (TTN SA) and KHULA charity, two Madrinha graduates accepted, starting Jan 2022 plus three others from KHULA and TTN SA.
- Film Afrika, SA offering internships / work placements in 2022
- Microsoft SA are looking for regional engagements for opportunities for Computer Science graduates
- Four volunteers from Apple are Buddy Leaders as part of our career focused seven-month Buddy Programme (Jan to July 2021) all wishing to engage again with Madrinha for the 2022 Buddy Programme
- Entrepreneur Workshops with Paul Spiers (Leadership Skills) and Aurora (Start Up Programmes) to encourage start up ideas enabling alternate source of income.

## Future Think Tank Purpose

### Q1: The Problem we all want to solve:

Globally there is a shortage of graduates with STEM skills which is affecting technology companies, adversely impacting governments as well as multiple industries where these skills are required.

- How do we support students in developing countries to fill this skills gap by finding work placements and enabling graduates to find jobs?
- Is Multiverse the future model to follow?

### Q2: New Workplace Reality – next 10 years?

Enabling successful transition of our talented graduating mentees into the workplace

What are the short-term tactics and long-term strategies needed?

### Q3: Brainstorming

1. How do we evolve our focus?
2. Should Madrinha Trust be looking at Technology Colleges to fund more STEM / Computer Science courses?
3. What about entrepreneurial ideas/ how do we unlock incubator/seed funding?
4. Collaborations/Fellowship Programmes with organisations like Teach For All?
5. How do we mobilise our graduates into the workplace?
6. How can our mentees access 'out of reach' networks and stand out against competition when applying for graduate schemes, internships and entry-level positions?



## CONCLUSION

Trustees are working with all Madrinha stakeholders to develop a five year roadmap.

# Education & Mentoring (E&M)

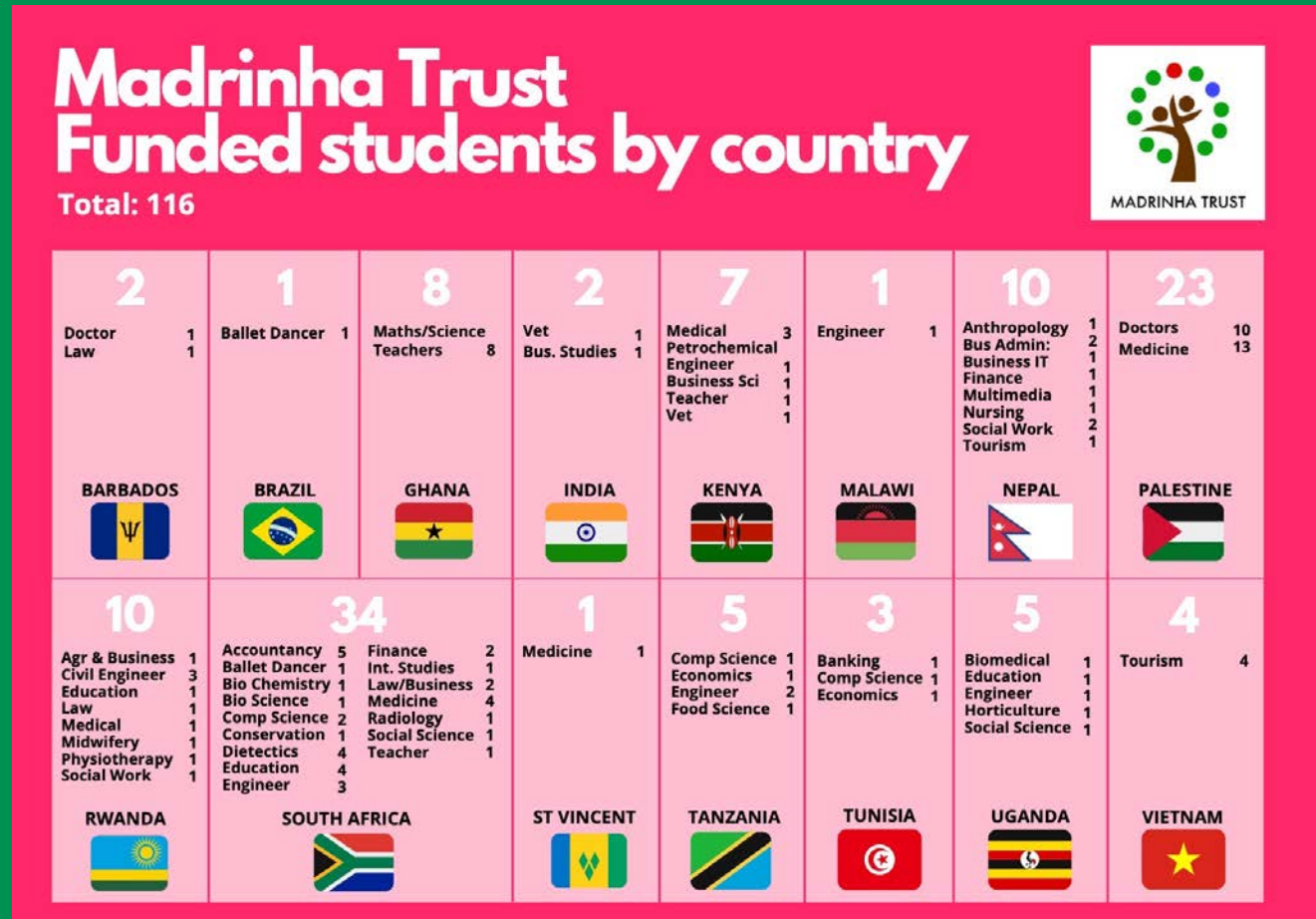
## Sui Chin McKeand (Trustee)

### Funded Students 2021

As of 2021, we currently support 116 Mentees. All these mentees will be graduating over the next 2-4 years. Our urgent task is to find internships and jobs for our graduating mentees. The Covid 19 pandemic in 2020 has disrupted our progress and the task ahead, so we have taken the view that our focus will be on getting our mentees job ready; helping our new graduates get internships and jobs.

#### Who Are Our Charity Partners?

GHANA	Ada College
KENYA	Kenya Kesho Tana River Life Foundation (TRLF)
MALAWI	TEST for Africa
NEPAL	HYF
PALESTINE	FQMS
RWANDA	Rwanda Aid
SOUTH AFRICA	Edu Fun KHULA MAD Leadership Foundation Teach the Nation SA (TTN SA)
UGANDA	TEST for Africa
TANZANIA	TEST for Africa
VIETNAM	University of Hanoi



# What Do We Do?

**Our Vision:** develop future leaders of the developing world

**Our Mission :** to inspire and support young people

## Our Values

Innovative, forward looking and inspirational

Caring, fair and respectful

Open and outward looking

Socially responsible

Pay forward and Give back policies

## Our Practices

We are responsive to the needs of our mentees, committed to helping them achieve their goals by creating an enabling environment. We are passionate about communicating and celebrating successes to encourage further achievement and to give our mentees a greater sense of self-worth. We seek to instill in our mentors and mentees a drive and sense of purpose to enable them to make a positive difference in their communities and the wider world.

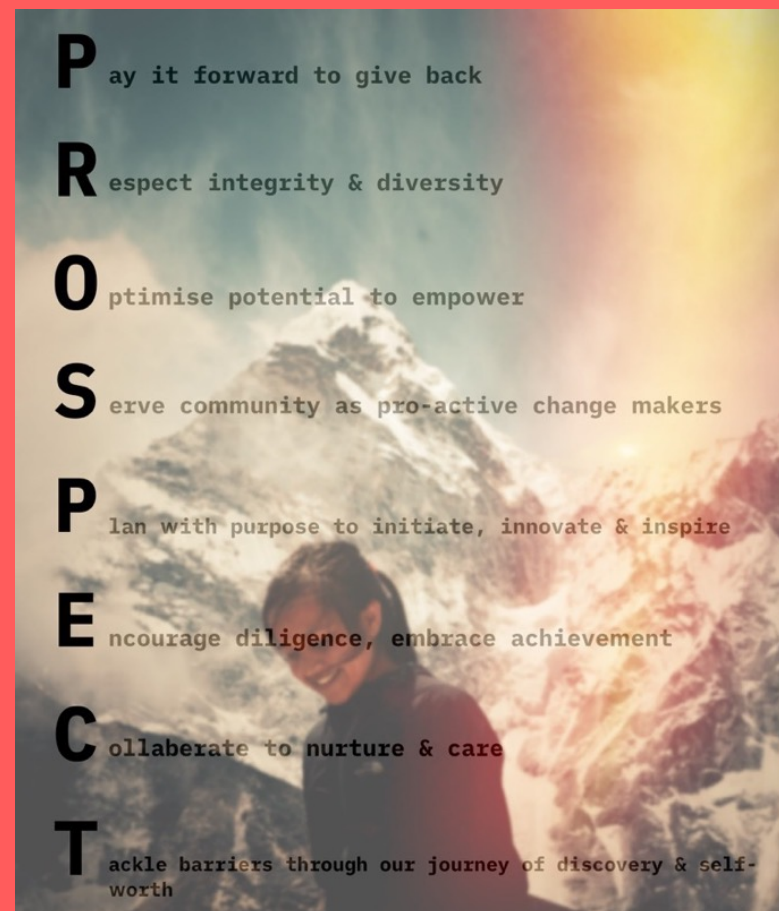
We strive towards looking at the world through our mentees' eyes reducing knowledge to that simple compound of the obvious and wonderful. We strive through our mentors, to be our mentees' window into the wider world.

We involve our partner charities in our correspondence with younger mentees nominated by them. We involve them in decisions concerning these mentees and create opportunities to enable them to celebrate their success and ours. We value the contribution of our partner charities and take time to consult them and listen to their views.

We have always considered the impact of our work on the communities we work with. We make a positive and lasting difference to society. We will ensure our mentoring and funding doesn't exclude mentees from their school community but gives them a clear advantage. We encourage mentees to be useful, to be honourable, compassionate and give back to their communities - to make a difference.

We impress on our mentees the need to have a firm commitment to serve the needs of their local communities and the wider world as soon as they are able. We continue to make this expectation clear, from the start of the mentoring relationship.

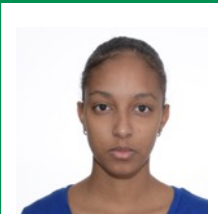
# What is Our Ethos?



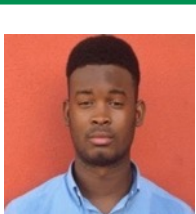
# Our Mentees 2021

All our mentees managed to maintain good communication with their Madrinha mentors and Madrinha via Zoom and WhatsApp during the Lockdowns brought about by Covid 19.

## Barbados and St Vincent

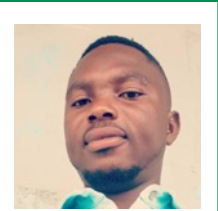


Chrissy  
Law

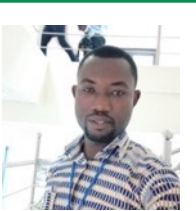


Joel  
Medicine

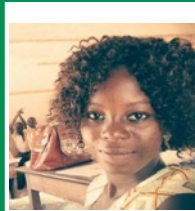
## Ghana – Ada College



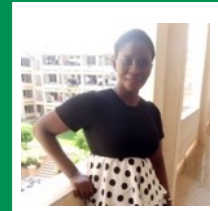
Adjei  
Mathematics



Emmanuel  
Science & Maths

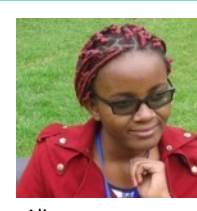


Eunice  
Mathematics



Mavis  
Mathematics

## Kenya - TLRF & Kenya Kesho



Alice  
Medicine



Ndoto  
Medicine

## GOALS AND EXPECTATIONS

A Guide for Mentors and Mentees



MADRINHA TRUST

YEAR  
1

- ZOOM KICK OFF CALL: January with mentees, mentors and partner charities
- Agree schedule of communication - how about 30 minutes once a week?
- Go through Goals & Expectation framework
- Develop excellent IT skills
- Create CV using [template](#)
- Create your own LinkedIn Profile (watch Buddy Programme Workshop 2021)
- Think about, explore and research the job market and the companies where you would like to work or intern (LinkedIn/Internet)
- Actively support your local community as a volunteer helping others in the holidays
- Seek out internships, work shadow arrangements, part-time work
- Set up a small entrepreneurial project
- BUDDY PROGRAMME (January to July) – get ready to participate in a 6-month career focused monthly workshop programme. Attendance, commitment and participation are key to a successful outcome. Mentees are put together in small “Buddy Groups” by country and encouraged to develop peer to peer support network. Each group has a Buddy Leader to guide the group through the 6-month journey.

YEAR  
2

- BUDDY PROGRAMME January to July
- Focus on core subjects identify areas needing support with mentor
- Evolve the LinkedIn Profile and up-date CV
- Ensure holidays are used well for voluntary work/internships/small projects
- Continue to explore and research the job market and the companies where you would like to work or intern with (LinkedIn & Internet)

YEAR  
3

- BUDDY PROGRAMME January to July
- Focus on core subjects identify areas needing support
- Evolve the LinkedIn Profile and up-date CV
- Filling in application forms/perfecting interview techniques
- Encourage peer to peer support to get through end of year exams
- Continue to explore and research the job market and the companies where you would like to work or intern with (LinkedIn & Internet)

YEAR  
4

- REPEAT OF YEAR 3
- Continue to explore and research the job market and the companies where you would like to work or intern with (LinkedIn & Internet)

*“Take advantage of every opportunity to practice your communication skills so that when important occasions arise, you will have the gift, the style, the sharpness, the clarity, and the emotions to affect other people.” - Sui Chin McKeand, Trustee*

# Our Mentees 2021



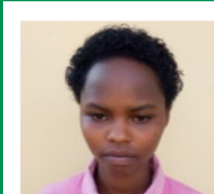
Continued ...

## Malawi – TEST for Africa



Adam  
Electrical  
Engineering

## Rwanda – Rwanda Action



Alice  
Education



Sandrine  
Law

## South Africa - KHULA , KwaZulu-Natal / Durban

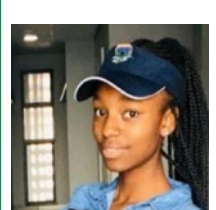


Philasande M  
Business Finance  
Economics



Sakhile  
Business Finance

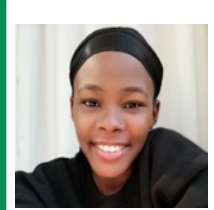
## South Africa – EduFun, Johannesburg



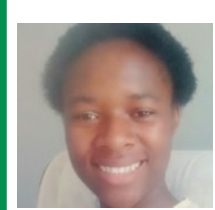
Angel  
Education



Boitshepo  
Education

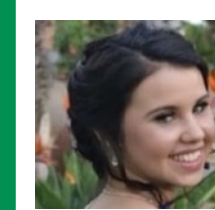


Sabani  
Computer Sciences

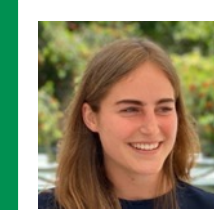


Sharon  
Mechanical  
Engineering

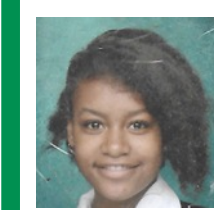
## South Africa - MAD Leadership Foundation, Cape Town



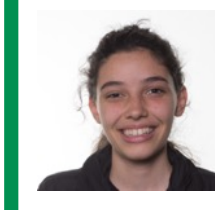
Estelle  
Dietetics



Hannah  
Finance Business  
Science



Nassma  
Education

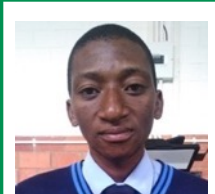


Susana  
Electrical  
Engineering

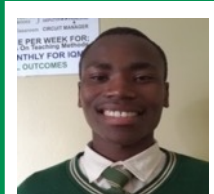
## South Africa - KHULA , KwaZulu-Natal / Durban



Aphiwe  
Medicine



Kwanale  
Education

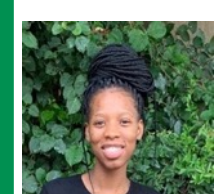


Mcebiseni  
Public Finance &  
Accounting



Philasande G  
Honours in  
Biochemistry

## South Africa, CGEF



Vanessa  
Medicine

# Our Mentees 2021

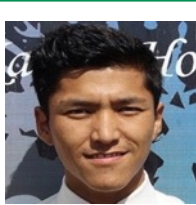


Continued ...

## Nepal - Himalayan Youth Foundation (HYF)



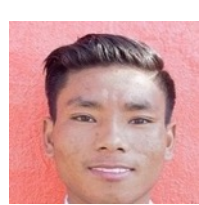
Ashmita  
Social Work



Dawa  
Social Work

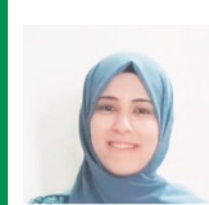


Dechen  
Business IT

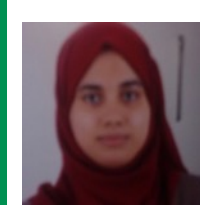


Dhondap  
Business IT

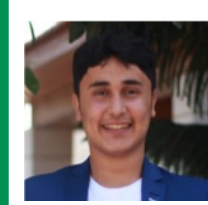
## Palestine - FQMS



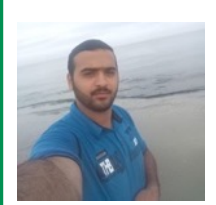
Doaa  
Medicine



Hadeel  
Medicine

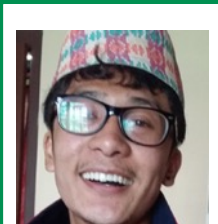


Jamal  
Medicine



Khader  
Medicine

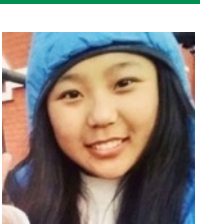
## Nepal - Himalayan Youth Foundation (HYF)



Mingmar  
Travel & Tourism

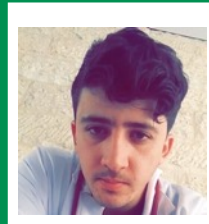


Prena  
Nursing

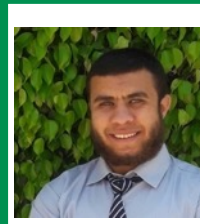


Tenzin  
Business Admin

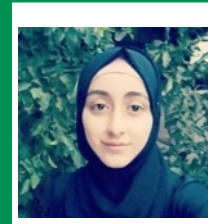
## Palestine - FQMS



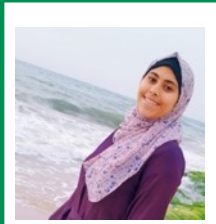
Majd  
Medicine



Mohammed  
Medicine

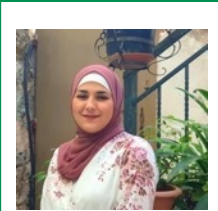


Razan  
Medicine

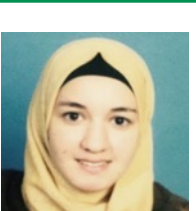


Samar  
Medicine

## Palestine - FQMS



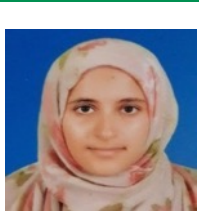
Alaa  
Medicine



Ansam  
Medicine



Ashraf  
Medicine



Asmaa  
Medicine

## Vietnam – University of Hanoi



Emi  
Tourism, Hotel  
Management (2022)



Esmee  
Tourism, Hotel  
Management



Yumi  
Tourism, Hotel  
Management



# Our Alumni Update: Giving Back 2021 Highlights



I am currently enjoying life as a Clinical Associate (Physician Associate in UK/USA) at Kopanong Hospital.

**Sanele, Clinical Asso., SA**



I am currently enjoying life as a Process Supervisor at Wilmar overseeing all departments ensuring that all is going well, terms of operation, ethics and moral. Using some of the knowledge from my Petrochemical Engineering degree.

**Evans, Engineer, Kenya**



After the long COVID break, I lost my previous internship from the Honey Guide company, also lost almost a year at the university. I started job hunting and after a couple of failed interviews got a job at climbing gym (Outdoor Adventure Center). I want to thank my mentor, Alex and also with the knowledge of buddy workshops I was more than ready for my interview with a good resume. The second wave of covid got the climbing gym really bad and was closed and I was again jobless. Self-studied about Digital marketing from LinkedIn Learning and got intern at the marketing company. While doing the internship I learned a great deal of marketing but didn't get the interest that I needed. With the recommendation of the previous wall climbing gym manager, I got a call for an interview from a new climbing gym for the climbing instructor position. I did the interview and ever since I am working as a climbing instructor for the past 5 months.

Thank you, **Mingmar, NEPAL**



To stick to your ambition is the greatest hope in life.

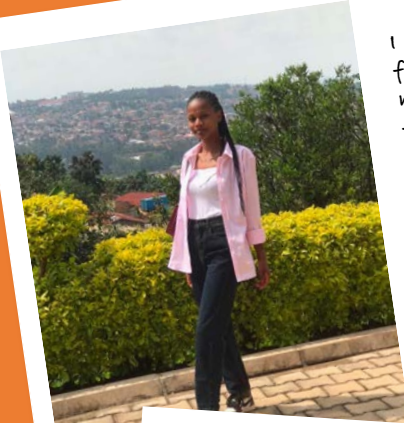
I have been teaching at Dansoman D/A Basic School in the Greater Accra Region of Ghana in the year 2021 and 2022. I have been teaching Kindergarten (KG) pupils so far with 20 children in a class.

The subjects I deal with are Numeracy, Literacy, Creative Arts and Our World Our People (OWOP)

**Rachael, Teacher, Ghana**

# Our Alumni Update: Giving Back

Continued ...



I have been doing a professional internship for Rwanda Energy Group (REG) it's been 3 months and we have agreed to extend to a further period of 6 months. I have got a certificate from the IER (Institution of Engineers Rwanda), so now I have my own stamp. I am a certified engineer now! Regarding health am doing great and my family as well they are all doing great..

Thank you - **Xaverine is doing great, Rwanda**

A teaching post at a Monastery in Nepal, has captivated my life and I am now fully embracing my teaching career after graduation and all the stress of Covid.

I am also happy to be developing my love of photography as an addition to my teaching career!

Life is great ...

**Dawa, Nepal**



A professional dancer based out of Canada with Ballet Jorgen launched who recently launched a new program called "Boys who dance" and I am going to mentor boys who are facing bullying because the dance. We are also being mentored by a psychologist in order to be successful. I believe after I get that experience I will be more confident about mentoring someone that works with something else than ballet.

I am starting my application for Canadian permanent resident. I hope to get it going, but might take time. After when I have all my documents and be ready to retire (!) I will be studying Culinary at George Brown College here in Toronto.

**Marcio, Brazil (Canada)**

# Our Mentors 2021



Our mentors come from a wide spectrum of backgrounds and industries. They share a passion to help the mentees accomplish their academic and career goals. They are a vital direct contact with their mentees with whom they can share advice, encourage, coach and inspire them to work through challenges to help them realise their potential.



Aaron Samuels



Abeer Mahmoud



Aine Feeney



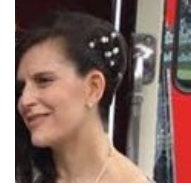
Alex Seigel



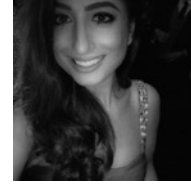
Caroline Pocock



Claude Louis Nsohya



Chrissi Chorafa



Chrissy Vassiliou



Alix Robertson



Andrew Baird



Andrew Jasudasen



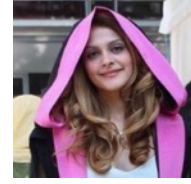
Andrew Shipley



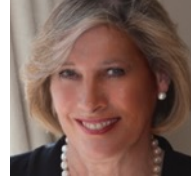
Craig Wells



Christina Whincup



Danya Sbano



Doreen Boulding



Anjum Misbahuddin



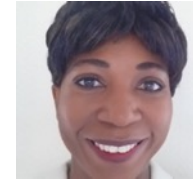
Ayman Salman



Bex Hicks



Borzoueh Mohammadi



Dr Casmir Chanda



Dr Cassie Coleman



Dr Dhelda Mfanga



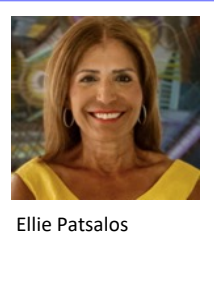
Edem Dei

# Our Mentors 2021

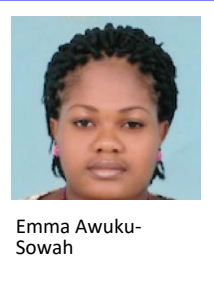
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Edesili Obetoh



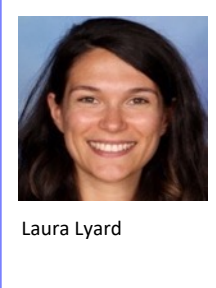
Ellie Patsalos



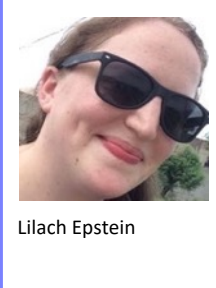
Emma Awuku-Sowah



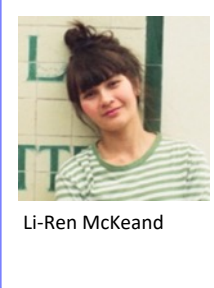
Gianni Dibiase



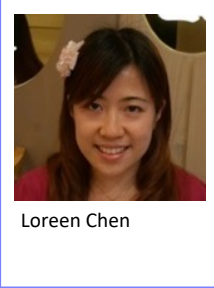
Laura Lyard



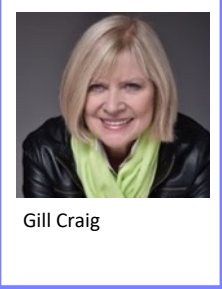
Lilach Epstein



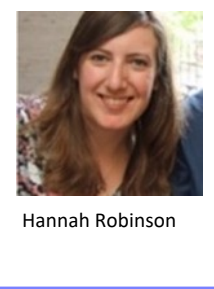
Li-Ren McKeand



Loreen Chen



Gill Craig



Hannah Robinson



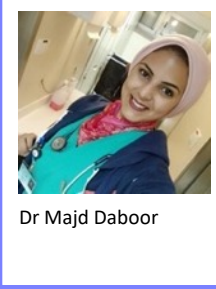
James Arumainayagam



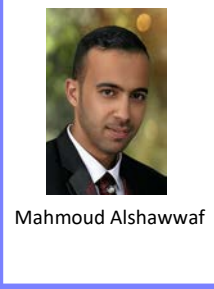
Jeanne Frossard



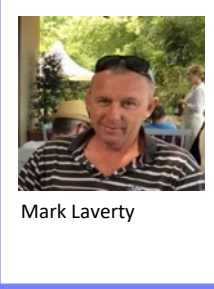
Luke Annison



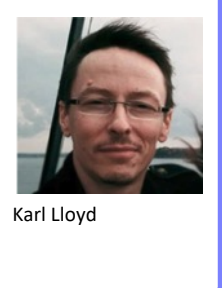
Dr Majd Daboor



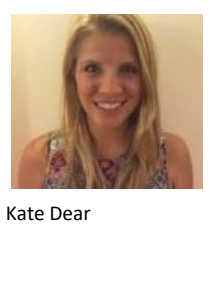
Mahmoud Alshawwaf



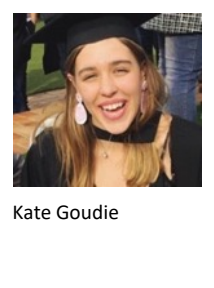
Mark Laverty



Karl Lloyd



Kate Dear



Kate Goudie



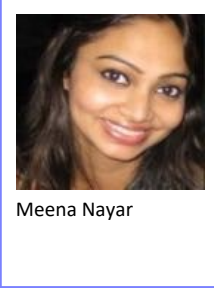
Khaled Dawas



Mark Telling



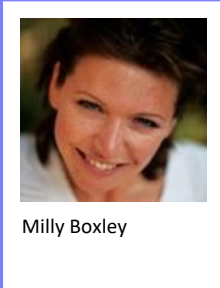
Maria Patsalos



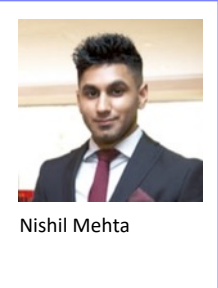
Meena Nayar

# Our Mentors 2021

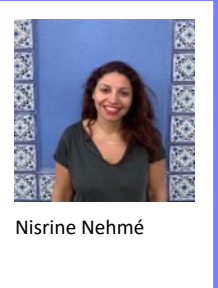
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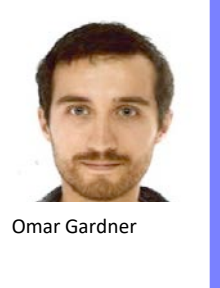
Milly Boxley



Nishil Mehta



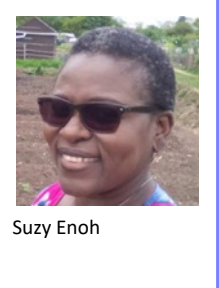
Nisrine Nehmé



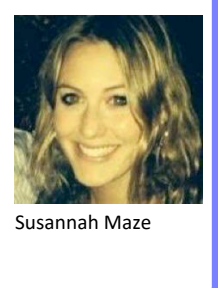
Omar Gardner



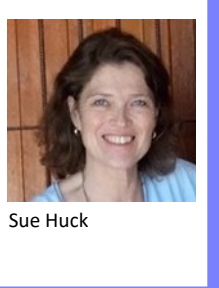
Stephen Mak



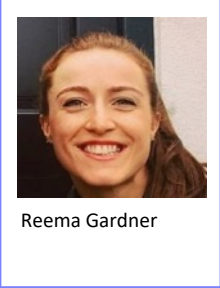
Suzy Enoh



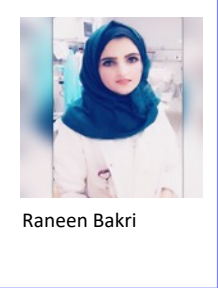
Susannah Maze



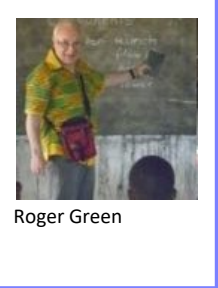
Sue Huck



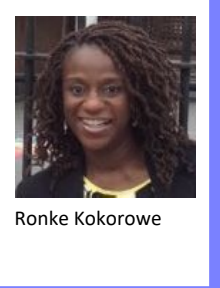
Reema Gardner



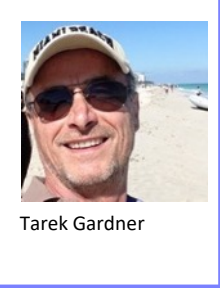
Raneen Bakri



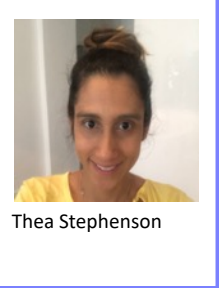
Roger Green



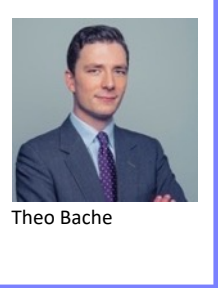
Ronke Kokorowe



Tarek Gardner



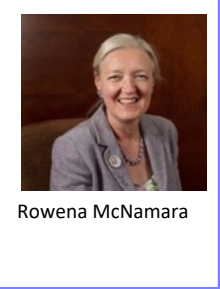
Thea Stephenson



Theo Bache



Tom Morrell



Rowena McNamara



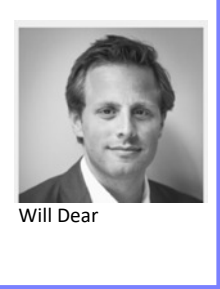
Sally Pelham



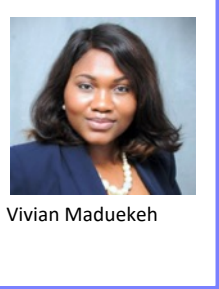
Simba Prew



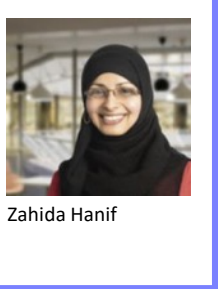
Simon O'Regan



Will Dear



Vivian Maduekeh



Zahida Hanif

# Our Mentors 2021 Highlights



*"2021 Award for Human Rights Solicitor of the Year" was awarded to Maria Patsalos in 2021.*

*"The Law Society described Maria Patsalos as a true champion of diversity. She has founded a range of pro-bono initiatives such as Pink Law and Black Justice to ensure the rights of marginalised groups are protected and promoted.*

*Her dedication to these initiatives has been unwavering and her support knows no bounds, ranging from providing free legal advice at drop-in clinics to fundraising.*

*She masterfully juggles her grassroots work with securing far-reaching impact for vulnerable people through the highest levels of the law.*

*As an example, she recently won a Supreme Court case challenging fees for registering children as Maria is an asset to the legal profession and is awarded this title in recognition of the extraordinary lengths she goes to ensure the protection of human rights law is available to all."*

**Maria, Mentor to Shannon, SA**



*My highlight for 2021 was to be able to pass the IFOM exam. I took this picture when me and my colleagues celebrated when passed the exam and finished the first basic three years in medicine.*  
**Abeer, Mentor to Samar, Palestine**

# Madrinha Trust

## Do you want to become involved?

### As a Mentor?

We continue to look for committed individuals who have an interest in giving something that will help the developing world. Our Mentor programme is respected across the territories and countries in which we work. Each mentor will have one or two mentees to support and nurture to help them do their very best and to be a leader in the developing world. Their disciplines are wide and varied.

[Enjoy our short clip](#)

### As a Corporate Partner?

Is it time to review your CRA commitment?

Now, more than ever, we need to form corporate partnerships to help our remarkable graduates step on to that first rung on the ladder of success.

Can your company perhaps run workshops with our local charity partners, offer job shadowing or internships?

Our smart young graduates have proved themselves by overcoming hardships, having a very strong work ethic and an eagerness to give back to their local communities. They will also continue to have the support of their mentor as long as is necessary.

[Enjoy our short clip](#)

[MADRINHA TRUST - GET INVOLVED](#)

## With Special Thanks



### 2021 Entrepreneur Workshops

Thank you so much to our workshop leaders for sharing their excellent insight and expertise to our flourishing mentees.

[Paul Spiers](#)

[Joshua Dent / Aurora](#)

[Sean Vickers / Aurora](#)

### Finally

Madrinha Trust would like to give special thanks to the Singh family and all the wonderful staff at The May Fair Hotel, The Londoner Hotel and The Hampshire hotel who provide so much help and host so many events and support us always. We were very sad that we have had to cancel all our events due to Covid restrictions.

However, The Londoner and The Hampshire were able to host our Future Think Tank event in November 2021.



# Governance Appendices



## Appendix 1: Fundraising Activities

The Madrinha Trust's investment objective is to achieve "Real returns on a rolling five-year view with emphasis on income with capital growth". As global interest rates have fallen to all-time lows, the yield of the portfolio has been impacted. Over the last 5 years most of the total return has come from capital appreciation. The current income yield of the portfolio is ~1%.

Over the 5-year period to 31st December 2021 the portfolio has generated an annualised return of 9.2%, whilst the return objective (CPI +3%) has equated to +4.9%. Over the same period the Peer group (as measure by ARC Steady Growth Charity Index) has generated an annualised return of +6.5%. This is in the context of Global Equities (MSCI AC World Index) annualising at 12.1% and UK 1-10 year Corporate Bonds (BofA ICE Sterling Corporates) annualising at 3.0%.

Year to 31st October 2021, the Madrinha Trust's portfolio has generated a return of +11.6%. Over the same period the Peer group (as measure by ARC Steady Growth Charity Index) has generated a return of 9.1%. This is in the context of Global Equities (MSCI AC World Index) returning 16.5% and UK 1-10 year Corporate Bonds (BofA ICE Sterling Corporates) returning -1.7%.

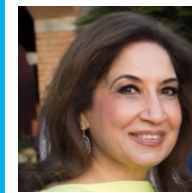
Treasurer : Tom Morrell

## Appendix 2: Our Trustees

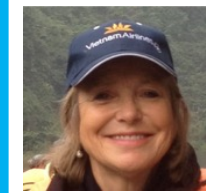
We welcome two new Trustees to the board, Gianni Dibiasi who has been a mentor for several years and Vanessa Kyte who is a new addition to the Trustee team.



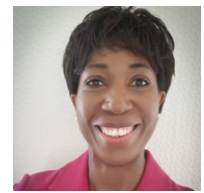
[JANIA  
GEOGHEGAN](#)  
Founder



[AMRIT SINGH](#)



[CAROLINE  
POCOCK](#)



[DR CASMIR  
CHANDA](#)



[ELLIE PATSALOS](#)



[GIANNI DIBIASI](#)



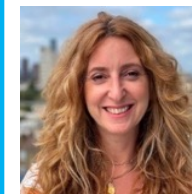
[SUI CHINE  
MCKEAND](#)



[WILL DEAR](#)



[TOM MORRELL](#)



[VANESSA KYTE](#)

We would like to take this opportunity to thank [Graham Sims](#) and [Maya Sanbar](#) who both stood down as Trustees this year for their wonderful support and contribution to the Madrinha Trust. We wish them all the best.



# Governance Appendices



## Appendix 3: Our Trust Board Committees

### TRUST BOARD

The trust is run by a group of trustees who operate under UK Charities law and the guidelines of the Charities Commission. We hold three trustee meetings each year, attended by all trustees in the presence of a Chair and Treasurer. Each has a structured agenda and in addition to monitoring good governance of the Trust, we share ideas and practices to maintain alignment with our core vision, mission and our values. We live by our ethos.

### EXCO

A small number of Trustees are empowered by the Trust Board to meet a further three times per year to enable a faster decision-making process. In addition, the EXCO also reviews in a timely fashion financial details and operational actions. The EXCO reports back to the Trustees three times per year at the Board of Trustees.

### EDUCATION and MENTORING COMMITTEE (E&M)

To ensure we have an undiluted focus on mentee selection, appointment, monitoring and development we have established this committee with two trustees leading. They meet three times per year and drive all mentee activity and ensure their alignment to our ethos. They report back to the Board at Trustee meetings.

### CAREER BUILD TEAM (CBT)

The CBT was set up in early 2020 and its objective is to assist our students to find internships and jobs. With the challenges facing all graduates globally in finding suitable employment, the problem is exacerbated in developing countries. The pandemic and its global adverse economic impact has made things more difficult. We endeavour to work closely with multinational corporates with a footprint similar to ours and agree a process to give opportunities to our graduates. The CBT meets before the E&M meetings and comprises of a team of volunteers focused on building corporate partnerships. They report to the Board at Trustee meetings.

## Appendix 4: Our Trust Information

Michael Geoghegan	Patron
Jania Geoghegan	Founder and Trust Chair
Amrit Singh	Trustee
Caroline Pocock	Trustee
Dr Casmir Chanda	Trustee
Ellie Patsalos	Trustee + Chair of Career Building Team
Gianni Dibiase	Trustee
Sui Chin McKeand	Trustee + Chair of Education & Mentoring Committee, Legal Advisor
Will Dear	Trustee
Vanessa Kyte	Trustee
Tom Morrell	Trust Treasurer
S-J Heany	Trust Manager

### Principal Bankers:

HSBC Bank, Church Street, Weybridge, KT13 8DF

### Accountants:

RPG Crouch Chapman

### Chartered Accountants and Registered Auditors

RPG Crouch Chapman: The Old Parsonage | Bedford Street | Woburn | MK17 8NG

### Registered Charity No:

1140672 Madrinha Trust

### Madrinha Trust Registered Office:

c/o RPG Crouch Chapman

Chartered Accountants and Registered Auditors

The Old Parsonage | Bedford Street | Woburn | MK17 8NG

Email: [admin@madrinha-trust.org](mailto:admin@madrinha-trust.org)

# Governance Appendices



## Appendix 5: Partner Charities



<http://www.cgefund.org>



<http://www.edufunsa.co.za/index.php>



<https://www.fqms.org/about-us/>



<http://www.hyf-us.org>



<https://kenyakesho.org>



<https://www.khula-education.org/about/>



<http://madleadership.org>



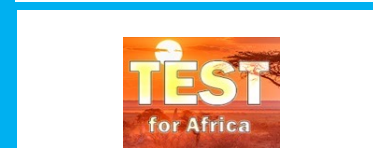
<https://www.rwanda-action.org/>



<https://tanariverlife.wordpress.com>



<https://teachthe``nation.org>



<https://testforafrica.org>



USSH Vietnam

**Shirat, Biomedical Lab Technology  
Uganda**



**A VERY SPECIAL THANK YOU  
to all our Trustees, Mentors,  
Mentees, Partners and Friends for  
the incredible support you show  
Madrinha Trust**

**UK Registered Charity No. 1140672**