

MADRINHA TRUST

Developing Future Leaders of
the Developing World

ANNUAL REPORT 2020



Reg Charity No. 1140672

A message from our Chair, Jania Geoghegan

Dear Friends

Welcome to the 2020 Madrinha Trust Annual Report.

What a difference a year makes! At the start of this academic year no one could have foreseen the position in which we now all find ourselves. All of our students have been in lockdown and we have swiftly had to adjust to the changing times.

As always, our Madrinha mentees have proved their resilience and have managed to continue their studies, mainly online, and the support of our mentors has been unflinching.

At the time of writing, new vaccines have been trialled successfully, but how the distribution will be undertaken globally is still unclear.

It is apparent that many of the students due to graduate in 2020 will have their graduations delayed until 2021, and we have taken the tough decision not to take on any new students until next year. This means we can use our resources to help our current cohort complete their studies.

We continue to place great emphasis on helping our students to think beyond graduation, and the new Career Build Team is working closely with mentees and mentors to broaden access to programmes and initiatives which will give our students the necessary skills to find meaningful employment in an increasingly challenged global economy.

If there has been a silver lining to the pandemic, it has been the uplifting experience of getting to know our Madrinha family members much better via Zoom. Cluster calls, where we have managed to gather mentees, mentors and leaders from each of our individual charity partners have proved a great morale booster and it has been a joy putting faces and voices to names.

Fortunately, our WhatsApp groups were already well established and these have proved very active forums for sharing all kinds of news, academic information, online study courses and moral support.

As always, I should like to express my personal thanks to my wonderfully engaged board of trustees and to our administrator, S-J Heany who oils the wheels of the machine to keep it running.

My thanks also to our charity partners and especially to our enthusiastic cohort of mentors who are the ones really transforming lives.

I wish all of you reading this health and security in the months ahead - we are grateful for your support.



Jania Geoghegan
Founder and Chair



Our highlights of 2020

Permanent Employment



Komora, TRLF, Kenya / Degree in Economics

Komora, (TRLF) recently graduated (end of 2019) with a degree in Financial Economics. Whilst awaiting his results, Komora worked as an intern for Tana River Life Foundation (TRLF) the partner charity that introduced him to us. In August 2020 he was awarded a permanent role with the charity TRLF as County Coordinator. This job entails managing the disbursement of funds to vulnerable groups, such as women, young people, and those living with disabilities, to enable socio economic empowerment and development. We are especially grateful to TRLF for the benefit they give to the people in the Tana River region, and of course to Komora who has been an exemplary student and Mentee.

We also thank Siva Shankar for being such an engaged mentor to Komora.

Paid Internships for:



Lebohanga, CGEF, South Africa/ Degree in Social Work

Lebohanga (CGEF) was employed as a social worker at “The Star Academy” for autistic children, South Africa, having successfully graduated with a double major in Psychology and Criminology. This is a great start to a promising career. Lebohanga also dedicated her spare time as a volunteer.

We take this opportunity to thank her mentor, Gail Budd, who has been hugely supportive.

Mdu, KHULA, South Africa/ Degree in Computer Sciences



This year Mdu started his first paid internship at KHULA’s HQ, setting up their internal computer systems and website and generally being a very proactive addition to the team. During lockdown this year they faced many obstacles, the main one, of course, being communication and on-line education. NOT for KHULA; they rose to the challenge and Mdu was a key player in enabling the KHULA students to “Keep Calm and Carry On”. Please click on the link, Mdu is the narrator:

<https://tinyurl.com/yyhrqzk3>

Mdu is also our first Computer Science graduate to be put forward for internship opportunities within our new “Back To Business” partnership with Microsoft ... more of that later...



Thuli, KHULA, South Africa/ Degree in Accountancy

Thuli has recently graduated and joined the team at KHULA as a paid Financial Administrative Assistant intern, recently taking over as maternity cover for Slindo (*CONGRATULATIONS on the birth of her baby girl in Oct 2020*).

As part of her job Thuli is responsible for all of the stock control including the ordering of food and stationery for the two pre-schools every month, as well as keeping all stock under good control at the KHULA resource centre. Additional help is given administratively, supporting all the teachers as well as keeping on top of the financial records needed by the Director of the charity.

Thuli is also responsible for the day to day support of all the Madrinha sponsored students.

OTHER HIGHLIGHTS:

Vanessa, CGEF, South Africa/ Studying Medicine

Vanessa was elected by the MBChB student body to join the Pulse Committee as Vice-President at her University of Pretoria. Vanessa continues to excel in achieving her dream of a degree in medicine.

Pulse is the main student committee on medical campus. It addresses all the complaints of the students as well as catering for all their needs. Because of the already demanding curriculum, the main role of Pulse is to assist students not only academically but to ensure that their mental health and other issues that may get in the way of their academics are taken care of. It is subdivided into 8 major portfolios, namely student affairs and transformation, social and sport, academics, IT, publishing, first year guardian and culture. Vanessa's role as the Vice-chairperson is to oversee every portfolio, be the middleman between Dean and the students and to ensure that all the needs and suggestions of the students are taken into consideration



PULSE

**PULSE 2020/2021
COMMITTEE ELECTIONS**

Vanessa Gxekwa

Knowledge without action
is meaningless because
knowledge is power but
enthusiasm pulls the
switch.

VOTING LINKS WILL BE MADE AVAILABLE ON
MBChB CLASS WHATSAPP GROUPS

VOTING
5 - 9 AUGUST

by the university management. Vanessa is super excited for what's ahead as it has been proven that student leaders go on to become very successful and influential people in society as well as in their respective careers, and of course I will fly the Madrinha flag high!"



Boitshepo, EduFun, South Africa/ Studying Education

Congratulations on being selected as one of the Top 15% in her 2nd year at WITS University, giving her automatic membership to the Golden Key International Honour Society. This membership gives Boitshepo eligibility to apply for scholarships and grants, preferential employment and growth opportunities.

In 2020 we are delighted to confirm our 12 successful Graduates :

Amos, Qualified Teacher, Ghana

Rachel, Qualified Teacher, Ghana

Samuel, Qualified Teacher, Ghana

Mina, Qualified Teacher, Ghana

Evans, Petrochemical Engineering, TRLF, Kenya

Majd, Medicine, FQMS, Palestine

Mohammed, Medicine, FQMS, Palestine

Yvette, Civil Engineering, Rwanda Aid

Fredy, BSc Agriculture, Natural Resources Economics and Business, Test for Africa, Tanzania

Yumi, Tourism & Business, Vietnam

Shannon Levin, Business Accountancy, Thandanani, SA

Reif, Law, MAD Leadership Foundation, South Africa tbc

The Career Build Team “CBT” – chaired by Ellie Patsalos

The CBT was created to assist our graduates to progress in life by finding suitable jobs. We are reminded by our patron, Mike Geoghegan, what is the Return On Investment (ROI) after spending an amount of money to get these students through college? In order to get the correct ROI we must ensure that they find employment, and become confident adults who will eventually become leaders in their communities. In my view the below are fundamental in achieving these objectives:

1. Our first and foremost priority is for our mentees to do well at university and achieve the 75%+ grade average we expect from them. This will be emphasized and monitored via the new Annual Mentor Assessment Form, to be completed at the end of each December.
2. Ensuring our students are “marketable” and stand out from other competitors when they are ready to enter the work force. To achieve this, we will encourage students to focus on voluntary/community work which should be undertaken throughout their academic tenure, not just in their final year. Having the correct CV is of paramount importance, so the CBT produced a CV Guidelines document which was distributed to all mentors and mentees.
3. Another CBT initiative was the launch of the MT Awards in October for the direct purpose of uplifting CVs, with recognized individual achievements with special categorized MT Awards. With a small remuneration for those who were successful in gaining an award as well as a specially designed “badge” that can be added to the CV and LinkedIn profile, the award will be a positive point of interest for discussion at an interview.
4. In order to expand the list of corporate contacts we can leverage, our patron, Mike Geoghegan has agreed to help us with providing contacts in the key countries where we face most of the challenges in finding internships and jobs for our graduates. Using the new Graduate Information Sheet, we can gain insights and be able to help the graduates better in their job search. We should not underestimate the role that our local partner charities can play in assisting us in this area. This is one of the reasons we have started the Zoom calls for each charity or group of smaller charities as cluster calls, so we start a dialogue with the mentees, mentors and local charity leaders. The more work we do together, the more the mentees become comfortable with us, the more confident they become!
5. The CBT will encourage our mentees to take the lead, to think outside the box, be curious, take on courses offered free on-line to better their skills, be it becoming better in using Excel, practicing English, learning a new subject, etc. All mentees are encouraged, through their regular WhatsApp groups, to kick start their own ideas and initiate plans for our review. For example, look for opportunities in setting up their own business on-line or otherwise become entrepreneurs! The CBT will assist them as necessary in the entrepreneurial arena.
6. Part of the work of the CBT is to enable mentors to work together collectively to help mentees to initiate plans for job search, to host mini zoom seminars on job search and prep for interviews.
7. Last but not least we have grown much closer to our partner charities with the Zoom cluster calls and we are working much more closely together helping graduating students with their



job search and preparing the mentees for the job market on the ground. Most of our partners are already offering internships in their offices / on their projects to those struggling to find work immediately.

8. Enjoy our short clip <https://vimeo.com/439921258>

Six Month Buddy Programme

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 are collaborating with Vanessa Kyte, an experienced business leader within the technology industry where she spent 17 years at Microsoft, currently working at Apple. Vanessa is helping to put together a framework for 2021, focusing on a 6 month programme of workshops and support groups to get mentees job ready and has already helped find new buddy volunteers. This same team will be researching local corporate opportunities to raise awareness on how good our graduates are, in the hope of support with internships and jobs.

Teach for ALL : 2 year teaching opportunity for graduates / graduating students

In Autumn of 2020 Jania connected Madrinha Trust with the Teach for All programme which has possible opportunities for our young graduates to take a two-year sabbatical teaching. Teach for All is present in nearly all of the territories where we operate and their ethos dovetails perfectly with ours. In the current uncertain job market Madrinha Trust believes this to be an excellent “other” option for mentees to consider seriously. Not only is this a teaching opportunity but Teach for All runs leadership courses, offers further training and opens up a global network to add more skills to CVs, thereby improving the chances of employment further along the line. We are very proud to be part of this incredibly positive initiative

Career Workshops:

9 Dec 2020: Building your Transferable Skills

James Darley, CEO Transform Society, was introduced to Madrinha through Jania’s past involvement with Teach First and Teach for All. An expert with 23 years of experience in graduate recruitment (having recruited thousands of graduates across numerous sectors - FMCG, Investment Banking & Public Sector), James volunteered to run two key career workshops for graduates without jobs and graduating mentees (2020 & 2021). The workshop identified key priorities and then shared how global recruiters assess for their graduate roles plus hints and tips on the methods used for assessing graduates. Students were then asked to share what they could do to build on their transferable skills in a COVID world! This is part of an on-going Graduate initiative programme rolling out in 2021.

30 Sept 2020: Intro to the Pharmaceutical Industry Career Workshop

We had a very successful Pharmaceutical Industry Career Workshop hosted by Gianni Dibiase (CBT member and Mentor) which was an eye opener to mentees cross-country to the opportunities available within that one industry.

Microsoft Partnership : Internships for New Graduates

In Autumn of 2020 we successfully set up our graduate internship partnership with Microsoft South Africa. This has been established between Microsoft and their partners to give priority to relevant students looking for paid internships. Priority is given to candidates from charitable organisations like ours that have already invested in the process of mentorship and guidance, elevating the candidate to the level where they can be interviewed immediately for an opportunity when it is the right fit. We are also in discussions to roll this out in other territories where our graduating mentees are needing paid internship opportunities leading to employment.

LAUNCH of NEW WEBSITE

www.madrinha-trust.org

We launched in July 2020 with a much slicker, simpler format in which we proudly include our **small promo film** about who we are and what we do.

The decision was made so that we now have a corporate calling card which we are proud to forward on to anyone wishing to know more about the charity.

NEWSLETTER becomes a BLOG.

We also felt that with the huge success of our WhatsApp Groups, the newsletter format was no longer needed for the Madrinha Trust as we are continuously up-dating using that medium. Going forwards we will produce two up-dates a year on the BLOG; one in the Summer and one in Winter.

ZOOM ZOOM ZOOM ZOOM in 2020

The Madrinha Trust Cluster Groups

“The world has changed and so have we”

The COVID-19 pandemic has altered everyone’s lives and made the world realise the importance, apart from health, of communication, engagement, support and friendship.

Our pursuit of supporting gifted students from deprived, developing countries reaching educational projects as far afield as Vietnam, Nepal, St Vincent, Palestine, Kenya, South Africa, Ghana, Rwanda and Tanzania, has resulted in diverse and rewarding insights and results. Every country has an independent approach, every student has a unique story, and the knowledge we have gained through working with them all has been humbling and heart-warming.

A challenge was set for us. How could we reach out to all our partner charities and mentees, and linking closely with our mentors, bring everyone closer together as a family, to share ideas, thoughts, reasoning and of course learning?

The formation of clusters was discussed and agreed by the Trustees earlier this year. We decided on a two-pronged structure. For visual live communication we chose Zoom online events, as all countries we partner have access to this technology, plus WhatsApp. They are different and both serve an important role; Zoom enabling us to “go live” as a group and WhatsApp as a daily link for information, news and advice.

Our trail blazers for the first Zoom meeting in June were MAD (Make A Difference) Leadership Foundation, South Africa, where we had the privilege of hearing and talking on-line live to our scholarship students: highly energizing. A second event took place in September, which was recorded and available for distribution.

Many more have now followed with equal interest and success. We have had, at times, to battle with regional technology, but for the most part beating the IT demons has been successful.

The Cluster Groups have a simple basic format. All have two Leads, a trustee representing Madrinha, and a senior representative from our partner charities.

Zoom calls are arranged every quarter and prior to each, a close discussion is carried out between the two leaders as to the format and structure of the event. At each event, two questions - one academic and one generic - are addressed to the mentees, which all answer in turn. Mentors are also invited to contribute, answering and asking questions. An added bonus at each meeting is hearing from our Founder Jania Geoghegan and giving all mentees the opportunity to address questions to her directly.

Our WhatsApp Groups are active daily, with postings arriving from mentees, mentors, partner charities and trustees alike. Educational and career advice is regularly available. Everyone is invited to join their appropriate WhatsApp Group, and post whenever possible.

The next stage of the Zoom and WhatsApp Groups will be to create mentee and mentor focused professional clusters – Medical, Engineering, Tourism, Finance etc., enabling our mentees to communicate and support each other in their preferred professional sectors across world-wide boundaries. We hope you will all engage with us on this venture and sign up to your WhatsApp group.

We asked our students to share some more positive experiences during this Covid-19 pandemic:

" What moment of unexpected joy have you experienced this year?"

Some spoke of an unexpected joy in trying new things such as raw juicing and yoga. Others learnt new skills and took on new hobbies like knitting, gardening, guitar playing, cycling, cooking – lots of cooking!

A few immersed themselves in the activity of writing poetry and short stories - something they knew they loved but seldom had time for before lockdown. Through sharing we realised how much the day-to-day activities like being able to go to the gym or hiking meant to our wellbeing. In everything, all of us realised the importance of family and personal connections.

In sharing these quiet moments with each other the quote by Richard Wagner - 'Joy is not in things, it is in us' - comes to life.

A shared love of reading and some of the books recommended as a result of the call were “Hidden Figures” - Margot Lee Shetterley (which was made into a blockbuster movie) about the early days of NASA and three brilliant female African American mathematicians, and “Alpha Girls : The Women Upstarts Who Took On Silicon Valley’s Male Culture” - Julian Guthrie. You can never read enough.

As one of our mentees Sabani said:

“Teamwork makes dreams work” so let’s work together x

Our founder Jania, ended the session on a high note by encouraging mentees to draw inspiration from leaders like Ruth Bader Ginsberg “RBG”:

“You are all bright young students who know what the future should look like !”



Who are we?

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.

We at Madrinha Trust believe that many young people in the developing world have great potential and that if they are given the opportunity to realise it, this will improve the quality of their lives and the lives of those around them. We recognise that there are many barriers that prevent them from achieving their goals in life; in particular the lack of access to opportunities for learning and personal development, as well as positive role models to look up to.

Madrinha Trust is providing mentoring and funding for young people across various developing countries or regions supported by active mentors based mostly in the UK. We work in partnership with charities all with an effective presence in these areas.

PROVIDING EDUCATION

To provide educational funding for disadvantaged young people with leadership ability, to encourage, promote and maximise their achievement of a high quality, well rounded education, which will enable them to contribute to the development of their home communities.

CREATING OPPORTUNITY

To provide individually tailored support for their development through exceptional mentoring by people who understand and have an affinity for their country, circumstance, subject of study and/or future ambition; encouraging an open mentoring relationship to boost their confidence and create an avenue for exploring the opportunities open to them.

BREAKING DOWN BARRIERS

To encourage mentees to take an active role in their learning environment and wider communities; encouraging them to have a sense of self-worth and to work actively towards reducing barriers that may have been caused by their initial disadvantage.

Madrinha Trust Education and Mentoring (E&M) up-date.

As of 2020, we currently support 90 mentees.

Our mentees come from the following countries:

Barbados	01
Ghana	08
Kenya	05
Malawi	01
Nepal	08
Palestine	18
Rwanda	07
S. Africa	27
St.Vincent	01
Tanzania	05
Uganda	05
Vietnam	04

All of 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, facing a dire job market, to get internships and jobs.

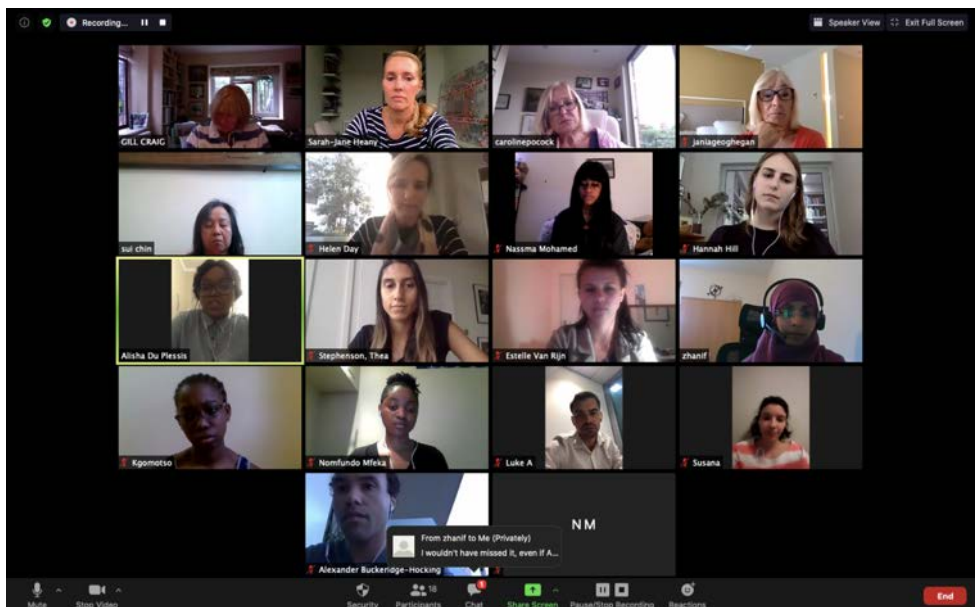
Surprisingly, in spite of Covid, our mentees and partner charities have managed to navigate the year without too many problems and despite such unprecedented times, we have some positive news:

- 1) Mentors' WhatsApp Group was launched in February 2020 and is thriving as they connect regularly to share experiences and ideas and update each other on news and opportunities to improve our mentees' future potential.
- 2) The Mentees' WhatsApp Group continues to grow exponentially as the most effective means of communication in global lockdown.
- 3) CBT (Career Building Team) led by Ellie Patsalos, Mark Laverty and Will Dear has brought focus to finding internships, jobs and sharpening vital digital skills for graduate mentees. CBT is also focusing on corporate engagement with international corporations such as Deloitte and Microsoft to help open doors for our mentees.
- 4) Deliberating on relevant skills and training to add value to our mentees has driven the Education & Mentoring committee to advise the Trust not to fund future post- grad

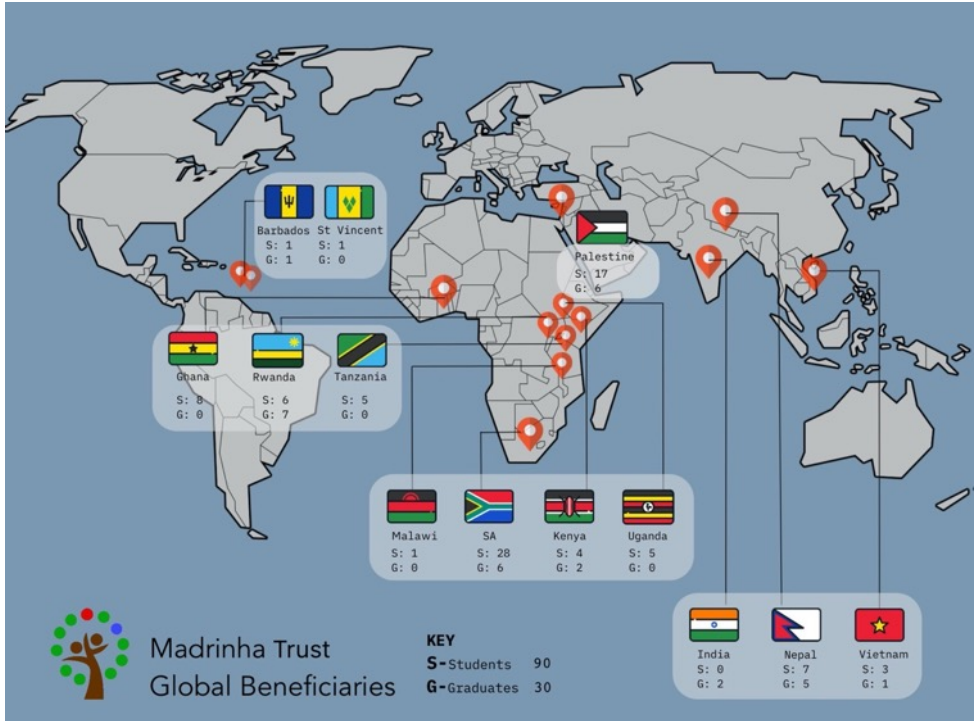
academic degrees. Only mentees achieving 75% or higher might be considered after a formal request is made by their mentor.

- 5) Our new focus is to encourage all mentees to be SMART millennials; to start taking on part-time jobs, summer internships, to augment their course studies with online remote learning channels and to cultivate resilience and initiative in their approach to life-long learning.
- 6) We have communicated and collaborated closely with our partner charities to help find job opportunities and add value to basic skills for our mentees. KHULA has offered paid internships to both our recent KHULA graduate mentees, MAD is working with Deloitte to organise focus workshops for mentees in South Africa, and Tana River Life Foundation is also giving internships to recent graduates as are Rwanda Aid as part of their Alivera Project commencing in 2021. All our partner charities are working closely with us in a united effort to provide opportunities for our graduating students.

Hopefully, with the advice of their mentors, our mentees will take this lockdown hiatus to reflect and grow their resilience through self-study and improving their digital skills via online free courses.



Where are we?



Who are our partners?

Ghana	- Ada College	Rwanda	- Rwanda Aid
Kenya	- Kenya Kesho	South Africa	- Edu_Fun
Kenya	- Tana River Life Foundation	South Africa	- KHULA
Malawi	- TEST for Africa	South Africa	- MAD Leadership Foundation
Nepal	- Himalayan Youth Foundation	Tanzania	- TEST for Africa
Palestine	- FQMS	Uganda	- TEST for Africa
		Vietnam	- University of Hanoi

What is our ethos?

Pay it forward to give back

Respect integrity & diversity

Optimise potential to empower

Serve community as pro-active change makers

Plan with purpose to initiate, innovate & inspire

Encourage diligence, embrace achievement

Collaborate to nurture & care

Tackle barriers through our journey of discovery & self-worth

What do we do?

Our Vision

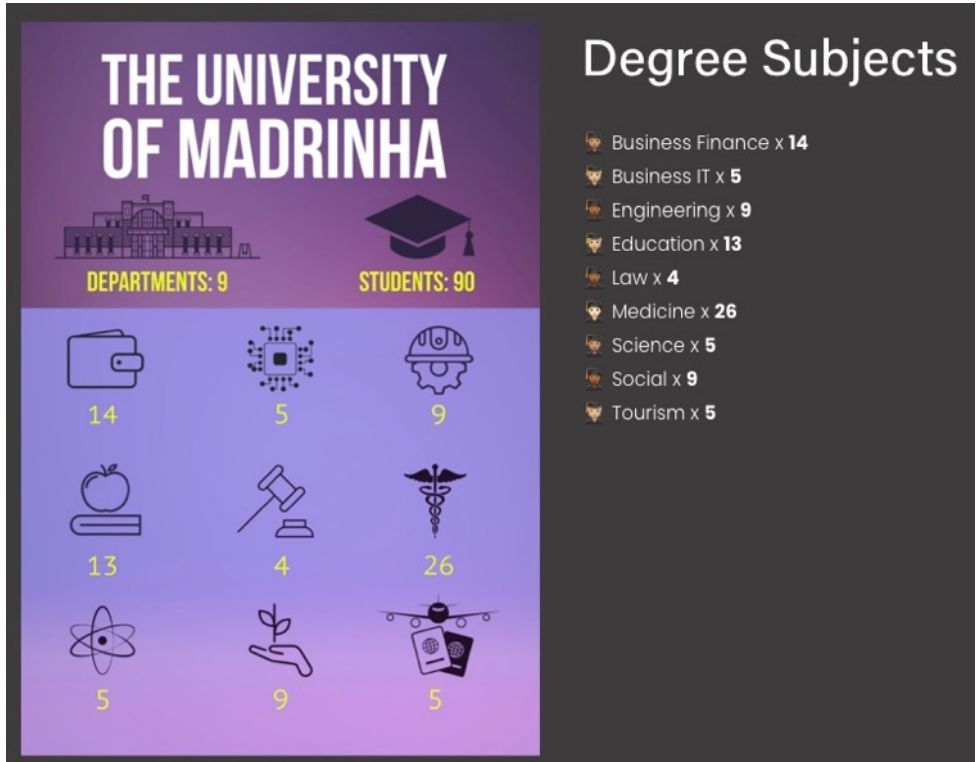
Develop Future Leaders of the Developing World

Our Mission

To inspire and support young people

Our Values	Our Practices
<p>Innovative, forward looking and inspirational</p>	<p>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.</p> <p>We seek to instil 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.</p>
<p>Caring, fair and respectful</p>	<p>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.</p>
<p>Open and outward looking</p>	<p>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.</p>
<p>Integrity and effectiveness</p>	<p>We strive to awaken our mentees to their full potential. Our mentors guide mentees to learn by what engages their interest and educational path best suited to their individual talents.</p>
<p>Socially responsible</p>	<p>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.</p>
<p>Pay forward and Give back policies</p>	<p>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.</p>

What Subjects do we cover ?



Our Mentees | *Barbados & St Vincent*



Chrissy | Law, Barbados

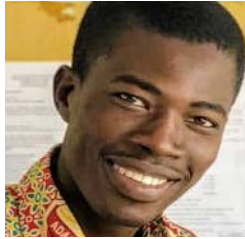


Joel | Medicine, St Vincent

Our Mentees | *Ghana, Ada College*



Adjei | Mathematics Degree



Amos | Science & Maths



Emmanuel | Science & Maths



Eunice | Science & Maths



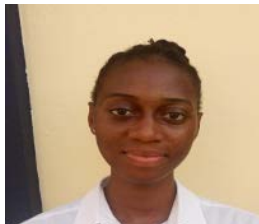
Mavis | Science & Maths



Rachel | Science & Maths



Samuel | Science & Maths



Wilhelmina | Science & Maths

Our Mentees | Kenya, Kenya Kesho, TLRF & CGEF



Alice | Medicine



Collins | Medicine



Ndoto | Medicine



Nancy | Education

Our Mentees | *Rwanda Action*



Alice Ishimwe | Education
Secondary: Physics &
Geography



Dieudonne Tuyishime |
Education Secondary English &
French



Honore Niyonsaba |
Electromechanical Technology



Jean D'Amour Niyonkuru
| Physiotherapy



Josee Uwiye | Midwifery



Sandrine Niyonkuru | Law



Yvette Gatoni |
Civil Engineering

Our Mentees | *Malawi, Test for Africa*



Ivan | Electrical Engineering

Our Mentees | *Tanzania, Test for Africa*



Buharije | Mining Engineering



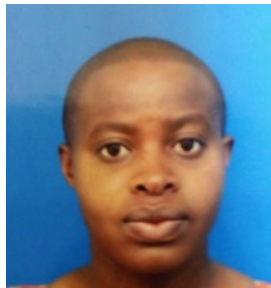
Diana | Mining Engineering



Elias | Business IT



Fredy | Resources Economics & Business



Irene | Food Science & Technology

Our Mentees | *Uganda, Test for Africa*



Benedicto | Horticulture



Clemensia | Education



Felix | Social Sciences



Ivan | Electrical Engineering



Shirat | Biomedical Laboratory Technology

Our Mentees | *South Africa – EduFun*



Angel | Education



Boitshepo | Education



Cornie | Education



Lindelwe | Clinical Medical
Practices



Sabani | Computer Sciences



Sharon | Mechanical
Engineering

Our Mentees | *South Africa – KHULA*



Aphiwe | Medicine



Kwanele | Education



Kwenzo | Accountancy



Mcebiseni | Accountancy



Philasande G | Biochemistry



Philasande M | Accountancy



Sakhile | Actuarial Sciences



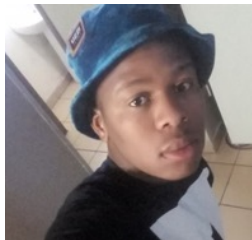
Sanele | Clinical Medical
Practice



Sisimeme | Environmental
Sciences



Snethemba | Accountancy

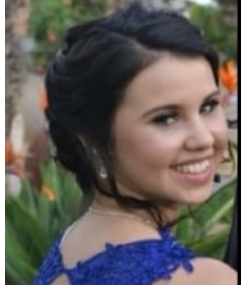


Wenzi | Accountancy

Our Mentees | *South Africa – MAD Leadership Foundation*



Alisha | Law



Estelle | Dietetics



Hannah | Finance Business
Science



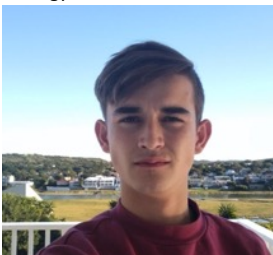
Kgomotso | Conservation
Ecology



Nassma | Education



Nomfundo | International Studies



Reif | Law



Susana | Electrical
Engineering

Our Mentees | *South Africa – CGEF & Thandanani*



Shannon | International Studies



Vanessa | Medicine

Our Mentees | *Nepal, HYF*



Ashmita | Social Work



Dawa | Social Work



Dechen | Business IT



Dhondap | Business IT



Mingmar | Travel & Tourism



Prena | Nursing



Samdup | Business IT



Tenzin | Business Admin

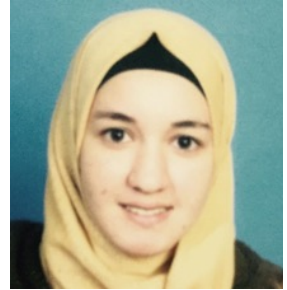
Our Mentees | *Palestine , FQMS*



Alaa | Medicine



Angham | Medicine



Ansam | Medicine



Ashraf | Medicine



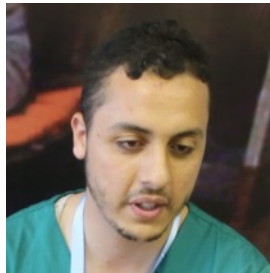
Asmaa | Medicine



Doaa | Medicine



Hadeel | Medicine



Hisham | Medicine

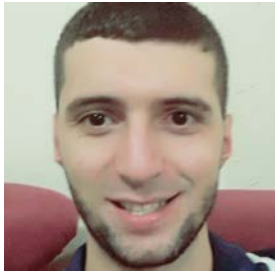


Jamal | Medicine

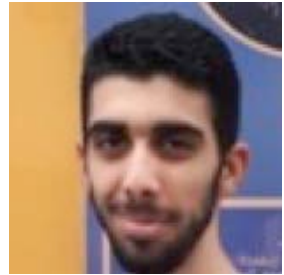
Our Mentees | *Palestine , FQMS*



Khader | Medicine



Khaled | Medicine



Mahmoud | Medicine



Majd | Medicine



Mohammed | Medicine



Najwa | Medicine



Razan | Medicine



Samar | Medicine



Shahed | Medicine

Our Mentees | *Vietnam, University of Hanoi*



Binh Lo | Tourism, Hotel
Management



Emi | Tourism, Hotel
Management

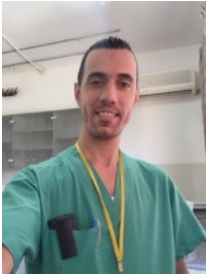


Esmee | Tourism, Hotel
Management



Yumi | Tourism, Hotel
Management

OUR ALUMNI UP-date



Ayman, Medicine

Ayman, Palestine

Today I am on-call at our neurosurgical unit in Jerusalem.

This photo was taken at the beginning of my session, which is a bit exhausting. It's obvious that I was happy at the beginning but now I am sleepy and can't even open my mouth 😊.



Dr Majd, Medicine

Dr Majd, Palestine

I work in the occupied part of Palestine, where lots of cases (hundreds to thousands) are diagnosed daily.

I am fully protected, don't worry. They check us every 2 weeks.

Dr Majd Dabboor, our star mentee, now mentor, married Dr Mohamed Anwer in October and on behalf of the whole Madrinha Family we wish them a long, happy and healthy life together.

Majd is working in anaesthesiology and on the front line of the COVID fight. She is a real role model for us all.

Many blessings Majd to you and Mohamed.



Komora, Economics

Komora, Kenya

In August of this year having already spent 6 months plus at TRLF as a paid intern following my graduation, I was very happy to be offered a permanent position as Tana River County Coordinator. Present were four NGAAF Secretariat officials, Deputy County Commissioner and Outgoing County Coordinator.

OUR ALUMNI UP-date



Elsa Ruth, Medicine

Elsa Ruth, Barbados

In June 2019 I completed my one-year medical internship at the hospital. This was a challenging year which required hard work and sleepless nights, but it was very rewarding, and I did have a lot of fun. The transition from medical student to intern made me realise the level of responsibility that I was given, and this motivated me to always give of my best and to go the extra mile for all of my patients.

I definitely won't forget those 2am calls with the midwives telling "We have a patient, meconium stained liquor, 10cm and pushing please come to Labour ward!!" or being post call with very little rest and a full day ahead of me.

*During this time I gained a lot of knowledge as well as confidence as I was guided by seniors throughout the rotations. At the end I was humbled and honoured to be awarded as one of the **Outstanding Interns** in the group as only 5 of us were chosen.*

Since completing my internship, I have been working as a senior house officer locum in the obstetrics and gynaecology department as this is the area that I would like to specialise in. In light of the ongoing COVID 19 pandemic I have been reminded of why I chose a career in medicine; not just to help the sick and vulnerable but to make a difference in the lives of others. I am also reminded that being a physician requires an altruistic commitment and a readiness to be of service to my community.



Marcio, Ballet Dancer

Marcio, Canada

I am currently living in Toronto and have been dancing with Canada's ballet Jörgen we were on tour with Anne of Green Gables across Canada and USA. Unfortunately, due to Covid the remaining of our tour of Nutcracker got cancelled. We are now back in studios creating new work and hope to be able to perform soon.

OUR ALUMNI UP-date



Nessrine, Tunisia

In the period of lockdown a bank that I had applied for called me for an interview, I passed and I have been working for the Attijari Bank Tunisia since June 2020.

I am still an active member of the JCI (International Junior Chamber), and I'm thinking about submitting my candidature for the position of President in the local JCI elections in 2021 .

Nessrine, Banking, Tunisia



Antoinette, SA

In the period of lockdown I successfully completed a TEFL course having recently graduated from UNISA with BEd.

I am teaching online. I am a consultant (teacher) for a Chinese and Turkish school.

On the 21st of November I am going to Iraq to teach in Erbil city.

Antoinette, Teaching, SA



Claire, SA

For the last four years I have been part of the ENB (English National Ballet) and we have been very lucky to have been able to recently start rehearsing again for 2021.

Claire, Ballet, UK

OUR MENTORS

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



Alexander
Buckeridge-Hocking



Alix Robertson



Andrew Baird



Andrew Jasudasen



Andrew Shipley



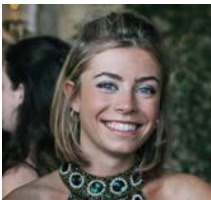
Anjum Misbahuddin



Awwad M Awwad



Ayman Salman



Bex Hicks



Borzoueh
Mohammadi



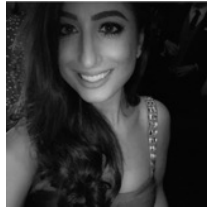
Caroline Pocock



Claude Louis Nsobya



Chrissi Chorafa



Chrissy Vassiliou



Craig Wells



Christina Whincup



Danya Sbano



Doreen Boulding



Dr Casmir Chanda



Dr Cassie Coleman



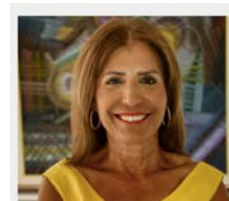
Dr Mahmud
AlBustami



Dr Dhelda Mfanga



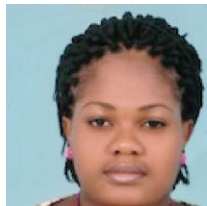
Edem Dei



Ellie Patsalos



Elisabeth Dacker



Emma Awuku-Sowah



Gianni Dibiase



Gill Craig



Graham Sims



Hannah Robinson



James
Arumainayagam



Jeanne Frossard



Karl Lloyd



Kate Dear



Kate Goudie



Khaled Dawas



Laura Lyard



Lilach Epstein



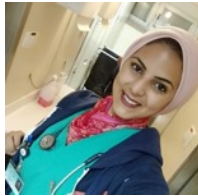
Li-Ren McKeand



Loreen Chen



Luke Annison



Dr Majd Daboor



Maria Patsalos



Maria C Patsalos



Mark Laverty



Mark Telling



Maya Sanbar



Meena Nayar



Milly Boxley



Nick Geoghegan



Nishil Mehta



Nisrine Nehmé



Omar Gardner



Reema Gardner



Raneen Bakri



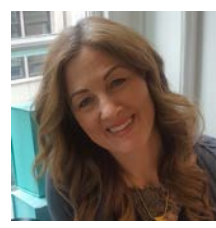
Roger Green



Ronke Kokorowe



Rowena McNamara



Rosie Kelly



Sally Pelham



Sean Vickers



Simba Prew



Simon O'Regan



Siva Shanker



Stephen Mak



Suzy Enoch



Susannah Maze



Sue Huck



Tarek Gardner



Thea Stephenson



Theo Bache



Will Dear



Vivian Maduekeh



Zahida Hanif



Do you want to become involved?

<https://madrinha-trust.org/get-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:

<https://vimeo.com/439920845>

... 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:

<https://vimeo.com/439920429>



Finally

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



GOVERNANCE APPENDICES

Appendix 1

Our Trust Financial Summary 2019

Fundraising activities

The Madrinha Trust's investment objective is to achieve "Real returns on a rolling 5 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 2019 the portfolio has generated an annualised return of 8.0%, whilst the return objective (CPI +3%) has equated to +4.4%. Over the same period the Peer group (as measure by ARC Steady Growth Charity Index) has generated an annualised return of +6.7%. This is in the context of Global Equities (MSCI AC World Index) annualising at 12.0% and UK 1-10 year Corporate Bonds (BoFA ICE Sterling Corporates) annualising at 3.9%.

Year to 30th September 2020, the Madrinha Trust's portfolio has generated a return of +5.7%. Over the same period the Peer group (as measure by ARC Steady Growth Charity Index) has generated a return of -4.8%. This is in the context of Global Equities (MSCI AC World Index) returning 3.9% and UK 1-10 year Corporate Bonds (BoFA ICE Sterling Corporates) returning 3.0%.

We would also like to take this opportunity of thanking Sean Vickers for holding the role of Treasurer since 2016 and who sadly resigned in the Summer because he has set up his own business, Aurora, which is now needing his full attention. We wish him every success!

New Treasurer : Tom Morrell

We are delighted to introduce our new Treasurer, Tom Morrell. Having originally qualified as a chartered accountant, Tom has experience across a range of sectors and disciplines in corporate finance and private equity. He has enjoyed being a Director of Brookfield Asset Management and starts 2021 as the CFO of Grafton Capital. He is a keen sportsman, enjoys running and cycling and is an avid rugby fan. We are very happy that he has kindly volunteered his time as our new Treasurer.



Our Trustees



Jania Geoghegan



Amrit Singh



Caroline Pocock



Dr Casmir Chanda



Ellie Patsalos



Graham Sims



Maya Sanbar



Sui Chin McKeand



Will Dear

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.

Our Partner Charities



Ada College of Education

Ada College of Education is part of the 38 public Colleges of Education scattered throughout the country. The school is under the ministry of education and admission into the school is structured and supervised by the principals of colleges of education (princof). It was formerly called Ada Teacher Training College, established in 1965. Located at Ada Foe in the Greater Accra Region it is one of the two Colleges of Education in the Greater Accra Region, which is responsible for training Professional Teachers in the Basic Education Level. It is Accredited to the University of Cape Coast.

<http://adacoe.edu.gh/about-us/>



The CGEF (formerly CCLEF) provides sponsorship grants to girls for secondary or high school education in their own Commonwealth country in cases where this might otherwise not be possible.

<http://www.cgefund.org>



Edu Fun is a volunteer-led, non-profit organisation (069-772-NPO) working with the Diepsloot Combined School in the township of Diepsloot on the northern outskirts of Johannesburg, South Africa.

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



The Al-Quds Foundation for Medical Schools in Palestine – usually known by the initials FQMS – was formed in 1997 as a UK registered charity to support medical education in Palestine.

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



The Himalayan Youth Foundation UK (HYF) works to improve the education, health and living conditions of orphaned, semi-orphaned and disadvantaged children and young people aged 6-25 living in the Himalayan region.

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



Kenya Kesho is a very small educational charity having a huge impact on a very local, disadvantaged community in Kwale County of Southern Kenya. Kwale County came second to bottom in the national educational league tables in the latest National assessments

<https://kenyakesho.org>



Renamed in 2016 to **KHULA**, which means to Grow or to Prosper. The David Rattray Foundation was founded originally in 2007. KHULA works closely with communities and schools in Umzinyathi District of KwaZulu Natal, South Africa in providing the resources, skills and opportunities that the pupils need to succeed in life.

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



François Pienaar and a group of like-minded individuals shared a vision to develop academically talented scholars with leadership potential into future leaders for South Africa. Make A Difference Leadership Foundation NPC* was formed in 2003 to realise this ambition to transform South Africa – one scholar at a time. François Pienaar was appointed as the Founding Chairman .

<http://madleadership.org>



Rwanda Aid operates in the remote south-west of Rwanda, in the districts of Rusizi and Nyamasheke. The aim is to support the vulnerable and disadvantaged, especially children, helping them to develop the skills and knowledge to build a better future for themselves, their families and their community.

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



Tana River Life Foundation (TRLF) is a Charitable Trust set up by Gabriel Teo Kian Chong on 13th December 2005 in Mombasa, Kenya. Gabriel has been living and working in Tana River District, Kenya since 1995. The Foundation was set up with the objective of assisting the marginalized through education and acquisition of livelihood skills.

<https://tanariverlife.wordpress.com>



In the late 1960s at Oxford University. Keith Lloyd was at Linacre College, which was gender neutral with some 50% of the students from non-UK countries. Prof. Hagan was at Linacre at the same time and little did they know that they would meet again some 40 years later! The Linacre experience left them both with a profound sense of the value of education in future advancement of society. Almost 20 years ago, Keith and his wife, Marjorie, with the help of the UK government through the DFID scheme created a series of Scholarships (Norman & Ivy LLOYD and LLOYD Scholars) for very bright, financially needy African students to pursue one year Masters studies in subjects which would enhance the social and economic development of their countries of origin. Since then we have some 30 to 40 successful “sons and daughters ” who are back in Africa making significant contributions to their communities.

www.testforafrica.com



University of Hanoi (USSH),
Vietnam

USSH, VNU has the mission of training high-quality and highly-skilled human resources; researching, creating and disseminating knowledge of Social sciences and Humanities, contributing to national construction and protection and international integration.

Core value and operating slogan

"Pioneering – Creativity – High quality – High capability"

Vision until 2035

Uphold the advantages of a university of basic sciences, focus on developing USSH into a research-based, multi-disciplinary, and inter-disciplinary university with leading and highly capable experts; generate new majors and minors, play a pioneering and crucial role in offering and studying the basic sciences of Vietnam based on regional and international standards; so as to rank among the top 100 leading universities in Asia and 500 universities in the world.

USSH.vietnam

Some Madrinha Trust Key Facts

- 90 Mentees comprising 51 females and 39 males
- Working with 12 Partners operating out of 12 countries
 - Barbados
 - Ada College, Ghana
 - Edu Fun, South Africa
 - FQMS, Palestine
 - HYF, Nepal
 - Kenya Kesho, Kenya
 - KHULA, South Africa
 - MAD Leadership Foundation, South Africa
 - Rwanda Aid, Rwanda
 - St Vincent
 - Tana River Life Foundation (TRLF), Kenya
 - TEST for Africa, Malawi, Tanzania & Uganda
 - Vietnam, University of Hanoi
- 11 Graduates in 2020:
4 in Teaching Posts, 2 in Medicine, 1 in Law, 1 Petrochemical Engineering, 1 Civil Engineer,
1 BSc Agriculture, Natural Resources Economics & Business, 1 Tourism



Appendix 6

Our Trust Information

Michael Geoghegan	(Patron)
Jania Geoghegan	(Trust Chair and Founder)
Caroline Pocock Dr Casmir Chanda Ellie Patsalos	(Chair of Career Building Team) (Deputy Trust Chair)
Graham Sims Maya Sanbar Tom Morrell	(Trust Treasurer)
Sui Chin McKeand	(Chair of Education & Mentoring Committee) (Legal Advisor)
S-J Heany	(Trust Manager)
Principal Bankers:	HSBC Bank, Church Street, Weybridge, KT13 8DF
Accountants:	McBrides, Chartered Accountants, Nexus House, 2 Cray Road, Sidcup, DA14 5DA
Registered Charity No:	1140672 Madrinha Trust
Registered Office:	c/o McBrides, Nexus House, 2 Cray Road, Sidcup, DA14 5DA
Email:	admin@madrinha-trust.org

A VERY SPECIAL THANK YOU
to all our trustees, mentors, mentees, partners and
friends, wishing everybody a healthy 2021.



MADRINHA TRUST

madrinha-trust.org



MADRINHA TRUST

The information contained in this report is intended only for the individual or entity sent to and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this report is not the intended recipient, you are hereby notified that any dissemination, distribution to immediately notify the sender.