

MADRINHA TRUST  
ANNUAL REPORT 2023



# A MESSAGE FROM OUR FOUNDER

## JANIA GEOGHEGAN

Dear Friends

### Welcome to the 2023 Madrinha Trust Annual Report

We have great cause for celebration this year as we have surpassed the milestone of one hundred alumni – as I write we now have one hundred and two. Enabled by their Madrinha scholarships, mentors and partner charities on the ground, all our graduates have jobs with bright futures. We are grateful for the additional support from our corporate partners who signpost opportunities, hand hold where needed and volunteer to run some of our workshops.

Since 2011, Madrinha has focused solely on providing full scholarships for tertiary education in South Africa, Africa, Nepal, Vietnam, the Caribbean and Palestine.

The wonders of technology enable our Madrinha community to stay in touch via WhatsApp, which has also enabled us to run quick surveys (under two minutes). The surveys really help us to feel the pulse of the trust and help us to make quick adjustments where necessary. There are regular group catchups and group interviews and we also run our entire Career Skills Programme (CSP) on Zoom, which has just completed its third successful year.

It gives me great pleasure and satisfaction to know how close we are to our mentors, our scholars and partners. This synergy makes for excellent results and more importantly the feeling of family this engenders brings joy to all who give their time as volunteers.

I am delighted to confirm that our on-going corporate engagement with Microsoft SA afforded one exceptional graduate, Nomfundo, a

coveted internship (one out of only nine on offer). Both our partner charity MAD Leadership Foundation in SA and Madrinha are very proud of this incredible outcome.

Examples like this show our other scholars that hard work can make your dreams come true regardless of your background.

We look forward to leveraging the power of this wonderful success story to open the doors to more opportunities.

The Teach the Nation SA/KHULA/Madrinha Trust Fellowship Programme (FP) has completed its first two-year cycle and has its first FP cohort alumni fully employed as teachers in the Kwa Zulu Natal region. A great start to their lives as role models to their young pupils. Madrinha's remit is to create future leaders and what better leader than an inspirational teacher.

We hosted a highly thought-provoking Future Think Tank in November, and we are indebted to our guest speakers from Apple, Deloitte and Auzano Capital Management. Part of our remit in 2024 is to signpost more post-grad internship opportunities and keep mentoring until our alumni are gainfully employed.

Another triumphant milestone in the 2023 calendar was our third Madrinha Trust Awards held on 1st July 2022 where we celebrated twenty-one award winners.

## A MESSAGE FROM OUR FOUNDER JANIA GEOGHEGAN

This year we will provide on-going sponsorship of fifty-seven students, and we especially welcome our five Vietnamese scholars from Saigon Children, a UK based charity, who we are delighted to be partnering with for the first time this year; welcome all.

As we prepare for our Christmas festivities here in the UK, we are of course very aware of the situation in Palestine and our hearts go out to all the FQMS students and doctors in the West Bank, but particularly in Gaza. Their dedication to their patients under appalling conditions has been nothing short of heroic. Again, thanks to WhatsApp, we are in close contact with all of them and we pray for peace and a much better future for all parties soon.

As always, 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 Trust Manager and newly appointed Chief Operating Officer.



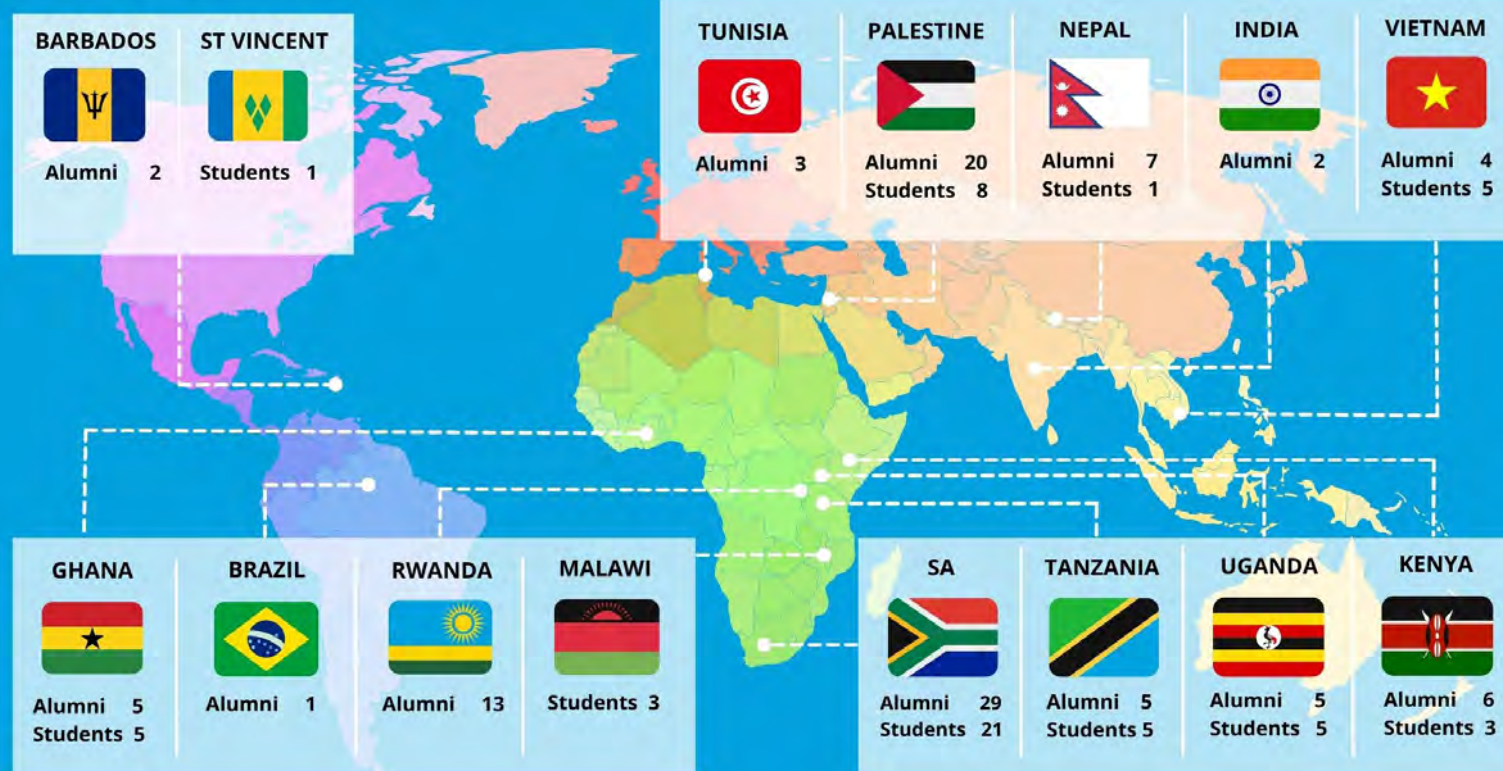
Jania Geoghegan  
Founder



# Madrinha Trust 2023 global beneficiaries



Total students 57  
Total alumni 102



# WHO ARE THE 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 comprise 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 to be the best versions of themselves and achieve their full potential.

## Madrinha Trust

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

<https://vimeo.com/436405065>

## Career Skills Programme 2023

<https://vimeo.com/779570745>

## Education Mentoring & Career Team (EMC)

<https://vimeo.com/439921258>

## Mentorship

<https://vimeo.com/439920845>

## Career Skills Programme

<https://madrinha-trust.org/career-skills-programme-2023>

## Corporate Partnership

<https://vimeo.com/439920429>

## OUR ETHOS

**P**ay it forward to give back

**R**espect, integrity and diversity

**O**ptimise potential to empower

**S**erve community as proactive change makers

**P**lan with purpose to initiate, innovate and inspire

**E**ncourage diligence, embrace achievement

**C**ollaborate to nurture and care

**T**ackle barriers through our journey of discovery and self-worth

# WHO ARE THE MADRINHA TRUST? WHAT DO WE DO?

## Our Values

### Innovative, forward looking and inspirational

We are responsive to the needs of our scholars, 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 scholars a greater sense of self-worth. We seek to instil in our mentors and scholars a drive and sense of purpose to enable them to make a positive difference in their communities and the wider world.

### Caring, fair and respectful

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

### Open and outward looking

We involve our partner charities in our correspondence with younger scholars nominated by them. We involve them in decisions concerning these scholars 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.

### Socially responsible

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 scholars from their college community but gives them a clear advantage. We encourage scholars to be useful, to be honourable, compassionate and give back to their communities - to make a difference.

### Pay it forward and giving back policies

We impress on our scholars 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.





# MADRINHA TRUST

## SUMMARY OF ACHIEVEMENTS 2023

Currently Madrinha funds **57 scholars** at University, of whom **45% are female** and **55% are male**.

We continue to favour **STEM subjects**, and we also have a strong emphasis on education/teaching and nursing/mid-midwifery.

At the end of 2023, we reached **102 Alumni** of whom **60% are female** and **40% are male**, with **100% employment**.

In August 2023, we ran two on-line feedback questionnaires from the scholars' and alumni's perspective – we were very happy with the results.

This year, Madrinha Trust was delighted to engage with a new partner charity in Vietnam, **Saigon Children** with **five scholarships** awarded to two female and three male students.

Every two years, Madrinha holds a **Future Think Tank** session to review the charity's progress and reflect on our journey with input from outside business people. This year, we had the pleasure of guests from **Deloitte**, **Apple** and **Auzano Capital Management**, signposting excellent online career support opportunities and ideas for 2024.

The **2023 Career Skills Programme** organised **11 career and professional development workshops**, five exclusively run by Partner Charities and Corporate partners.

In October 2023, we celebrated KHULA's funding win from the **Coca Cola Foundation SA** for the tertiary education of **10 KHULA**

**students** over the next four years. KHULA cited the success of the Madrinha model to support their application.

This year our corporate partner **Microsoft SA** ran a hugely inspirational workshop resulting in **seven** of our scholars applying for nine internships in South Africa. We are delighted that **Nomfundo** was successfully selected and started her internship on 1st August 2023.

A meet up with our partner charity Edu Fun and Hannah Reid from Apple UK in Johannesburg was a highlight for the scholars who attended in August.

We also thank Sarah Constantine-Haidry, trustee, for organising a meet up with the **Deputy High Commissioner of Uganda** and a group of our current scholars and alumni.

Our collaborative **Fellowship Programme** with **Teach the Nation SA** and KHULA is now in its second year producing our first Fellows at the end of 2023.

We congratulate our 11 scholars who graduated at the end of this year.

*Image: Sandra, Law Student from Uganda*

## OUR HIGHLIGHTS OF 2023 NEWS FROM OUR SCHOLARS

We continue to enjoy hearing from our scholars.  
Here they share their highlights from 2023.



Our SA medical student Vanessa was chosen as the rising star at the South African Health Excellence Awards in November. Here she is with the Minister of the Presidency.



Congratulations to Nomfundo who started her internship at Microsoft SA in August.

## OUR HIGHLIGHTS OF 2023 NEWS FROM OUR SCHOLARS

Key meet ups this year were truly inspirational and demonstrated the great work our partner charities do and the success stories we all share as part of this collaborative team.



**Left to Right:** Jeanne Kuhr-Madinane, Ben Chabalala, Angel Maphosa, Boitshepo Tlou, Hannah Reid, Samantha Phiri, Jabulile Khumalo, Jenny Taylor

In August, Edu Fun (Johannesburg) met with Hannah Reid, EMEA People Director for Apple. Jeanne and Jenny from Edu Fun were able to bring seven people including three Madrinha scholars, Ben (IT Grad) currently employed as a Senior Business Analyst at Nedbank Private Wealth, Boitshepo (Education Grad) working on her Honours degree in Inclusive Education and Teaching English as a First Additional Language at Diepsloot School and Angel currently in her fourth year at WITS studying towards a degree in Education. We thank the inspirational Hannah for giving her time so generously.

In September, Kgomotso came to London as the guest speaker at the MAD Leadership Foundation Fundraiser. She was delighted that her mentor Luke Annison was able to join the dinner. We also enjoyed sightseeing around London.



## OUR HIGHLIGHTS OF 2023 NEWS FROM OUR SCHOLARS

Continuing our meet ups and highlights from Tanzania and Malawi...



Our 2023 highlight was the Madrinha Trust Family meet up in Tanzania. Chatting, having fun, socialising, discussing campus life, academic stuff and sharing lunch with our peers and alumni was a great experience which we all really enjoyed.

Thanks to Buharije, Elias, D'Amour (Rwanda alumni) for organising and fellow students Fatuma, Silyvester, Jaqueline, Glory.

What happened today shows how important the Madrinha family is to all of us.

Ahmad  
Medical Student  
from Tanzania  
was invited to  
be the guest  
speaker



“My name is Bridget from Malawi. I am in my third year, doing Bachelor of Science in Immunology. I am currently doing my attachments at Malawi Blood Transfusion Service (MBTS), where I am getting a hands-on practice on immunological concepts. I feel really excited doing this as most of the work is just learnt as theory at school. This will help me knowing more about my field and most importantly make my CV stronger. Am really grateful to the Madrinha Trust for helping me with this. Thank you.”



# OUR HIGHLIGHTS OF 2023 NEWS FROM OUR SCHOLARS

Continuing our meet ups and highlights from Uganda...

We thank Sarah Constantine-Haidry, trustee and Louise Ellis MBE, Deputy High Commissioner for Uganda for organising such a lovely meet up with our inspirational Ugandan alumni.



Above: Ivan, Louise, Shirat, Clem, Sarah, Martha and Ben.



Clem and Shirat were special VIPs at the Ugandan High Commission King's Coronation Party in the summer.













Ivan from Uganda set up CAMTech with a group of students providing tech innovation workshops in his region. They run these workshops online as well.

# Madrinha Trust 2023

## Current students by STEM subject

Current STEM students 40  
Other 17



<p><b>GHANA</b></p>  <p><b>5</b></p> <p>STEM 3 Other 2</p>	<p><b>KENYA</b></p>  <p><b>3</b></p> <p>STEM 1 Other 2</p>	<p><b>MALAWI</b></p>  <p><b>3</b></p> <p>STEM 3 Other 0</p>	<p><b>NEPAL</b></p>  <p><b>1</b></p> <p>STEM 0 Other 1</p>	<p><b>PALESTINE</b></p>  <p><b>8</b></p> <p>STEM 8 Other 0</p>
<p><b>SOUTH AFRICA</b></p>  <p><b>21</b></p> <p>STEM 14 Other 7</p>	<p><b>ST VINCENT</b></p>  <p><b>1</b></p> <p>STEM 1 Other 0</p>	<p><b>TANZANIA</b></p>  <p><b>5</b></p> <p>STEM 4 Other 1</p>	<p><b>UGANDA</b></p>  <p><b>5</b></p> <p>STEM 4 Other 1</p>	<p><b>VIETNAM</b></p>  <p><b>5</b></p> <p>STEM 2 Other 3</p>

## EDUCATION, MENTORING & CAREER TEAM (EMC)

SUI-CHIN MCKEAND - TRUSTEE AND CHAIR  
ELLIE PATSALOS - TRUSTEE AND CHAIR

We are very proud of our current cohort of 57 scholars and 102 alumni.

In 2023, Madrinha Trust decided to change the naming of 'mentees' to 'scholars', providing a more impactful statement of achievement on their CVs and LinkedIn profiles.

With a strong group of employed alumni, we were very happy that on completion of a feedback survey in the summer, 50% have all said they would like to mentor in 2024. This will take the form of country and regional alumni buddies as well as the UK mentor support structure already in place.

The scholar feedback survey, also produced excellent positive all round results, with most being very happy with their Madrinha scholarship, mentor programme, Career Skills Programme (CSP) all giving them the best support. The 2023 Career Skills Programme was very well attended and new workshops added in 2024.

The EMC focus has been around supporting internships and adding the wrap-around financial and mentor support needed to enable the scholars to achieve their full potential. All our students graduated well this year and are not worried about their employment prospects.

The continued positive influence of their mentors, CSP workshops and WhatsApp groups enables us to take the view that our collective focus on job readiness is working.

The EMC team has met four times this year and with ten trustees and four mentors, this group is well placed to seed future ideas and support the Trust throughout the year.

We especially thank Andrew Shipley and Vanessa Kyte for co-chairing the EMC.

# EDUCATION, MENTORING & CAREER TEAM (EMC) CAREER SKILLS PROGRAMME 2023 (\*CSP)

A very special thank you to all the key speakers and workshop runners – all volunteers – who made 2023 Career Skills Programme (CSP) go so well. Approximately 30 scholars attended all the workshops in 2023.

## From South Africa

### Microsoft SA

Priya Naidoo, University Recruiter, Thapelo (Aspire), Hluma (Cloud Solution Architect) – gave a stand out workshop on ‘Work Readiness.’

### MoneyCents Founder

Thendo Makgatho Tlou’s ‘Finance Workshop’ was in the top favourites from our feedback survey.

### Your Wellbeing

KHULA’s Anwen Cunningham and Madrinha Trust Alumni, Lebohang Mlambo.

### Teach the Nation SA

Moses Madziba ran an excellent ‘Interview Techniques’ workshop.

### MAD Leadership Foundation

Hannah Hill Alumni - WOW you held us all with ‘Life After Graduation.’

## From the UK

### LinkedIn

Leah Caseley, thank you for your insight and support.

### Toastmasters

Rob Moore, our very own Toastmaster.

And a special thank you to our Trustees:

Ellie Patsalos  
Sui Chin McKeand  
Gianni Dibiase  
Vanessa Kyte  
and

S-J Heany for running the programme

Here is the link to the 2023 CSP:

[madrinha-trust.org/career-skills-programme-2023](https://madrinha-trust.org/career-skills-programme-2023)



Microsoft SA :





# EDUCATION, MENTORING & CAREER TEAM (EMC) FELLOWSHIP PROGRAMME 2023

## Teach The Nation SA (TTN SA)/KHULA/Madrinha Trust Fellowship Programme

Madrinha is very proud to be part of this collaborative Fellowship Programme which is just completing its first two-year cycle which started in January 2022.

A mixture of Madrinha graduates, TTN SA graduates and KHULA teachers make up this cohesive group of fellows working out of the 21 KHULA schools in KwaZulu-Natal region in South Africa.

TTN SA bring their excellence and innovation to the KHULA schools and working alongside the KHULA team they bring a refreshing uplift to the existing cohort of teachers and provide new teachers with strong maths and science degrees.

All fellows gain a PGCE teaching certificate, alongside professional development skills. On completion they are taking up teaching posts as well as propelling themselves well into their chosen professional careers.

The ambition is to grow a rotating group of ten Fellows each year, with the elevated levels of maths, science and computer sciences adding huge value to the curriculum and students' career choices.

The Fellowship Programme will continue to be part-funded by Madrinha and is a great post-graduate option for Madrinha scholars.



# MADRINHA TRUST AWARDS 2023

## THE WINNERS ARE...

In 2023 we are celebrating the third year of the Madrinha Trust Awards with 21 awards being given. The MT Awards are a way for mentors to put forward their scholars for special recognition. These students have gone over and above all expectations to achieve personal goals.




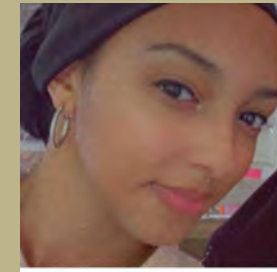
ADAM CHONGOZA  
—  
OUTSTANDING ENTERPRISE  
AWARD 2023





ADJEI MOHAMMED  
—  
OUTSTANDING ACHIEVEMENT  
AWARD 2023




BOITSHEPO TLOU  
—  
DETERMINATION TO SUCCEED  
AWARD 2023

CHRYSSIE DEUKETT  
—  
DETERMINATION TO SUCCEED  
AWARD 2023





DOAA ABU HELAL  
—  
ALL-ROUND ACHIEVEMENT  
AWARD 2023





MAVIS TAWIAH  
—  
COMMUNITY CONTRIBUTION  
TO EDUCATION AWARD 2023



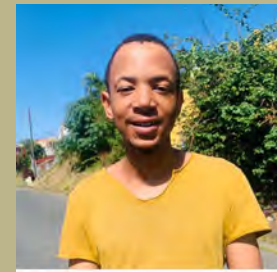

MCEBISENI SITHOLE  
—  
DETERMINATION TO SUCCEED  
AWARD 2023




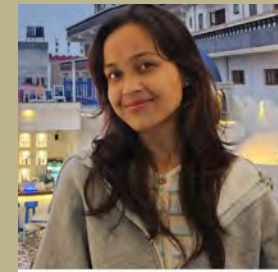

NOMSA DLAMINI  
—  
DETERMINATION TO SUCCEED  
AWARD 2023




PHILASANDE GAMEDE  
—  
OUTSTANDING ENTERPRISE  
AWARD 2023

PHILASANDE MKHWANAZI  
—  
DETERMINATION TO SUCCEED  
AWARD 2023

PRENA SENCHURY  
—  
OUTSTANDING CONTRIBUTOR  
AWARD 2023




SANDRINE NIYONKURU  
—  
SPECIAL RECOGNITION  
IN ACADEMIA AWARD 2023




SASKIA HILL  
—  
FUTURE LEADER  
AWARD 2023




QUARSHIE EUNICE  
—  
DEDICATION & COMMITMENT  
AWARD 2023





SABANI MTULE  
—  
FUTURE COMMUNITY LEADER  
AWARD 2023




SALAH DEEB  
—  
OUTSTANDING ENTERPRISE  
AWARD 2023




SAMAR ABU GHORAB  
—  
ONE TO WATCH  
AWARD 2023



# MADRINHA TRUST AWARDS 2023

## THE GOLD WINNERS ARE...



ALAA SHARAWNEH

JANIA GEOGHEGAN  
GLOBAL STUDENT  
OF THE YEAR AWARD 2023



Alaa has consistently achieved fantastic exam results. She is very dedicated to becoming the best doctor she can be and has gone above and beyond to seek out opportunities to strengthen not only her medical knowledge and skills but also her character. I believe she will continue to achieve great things in the future as a doctor.

Reema Gardner, Mentor



BEATRICE AKINYI ONKOBA

MICHAEL GEOGHEGAN  
GLOBAL MENTEE  
OF THE YEAR AWARD 2023



Outstanding achievement for her excellent efforts and results - 1st class degree in spite of all the many challenges she overcame them ALL and has allowed NOTHING to get in the way of her pursuit of excellence is truly exemplary and worthy of recognition, celebration and this GOLD Award is a true measure of her great success. Beatrice is truly outstanding in so many ways.

Ronke Kokorowe, Mentor



KHADER AHMED WESHAH

JANIA GEOGHEGAN  
GLOBAL MENTEE  
OF THE YEAR AWARD 2023



Khader is a 5th year medical student at the Islamic university of Gaza. He is an active student and always looks forward a successful future. He is always keen to participate in curricular and extracurricular activities, and strives to serve the community and provide useful advice. Among these activities are awareness campaigns on the Corona epidemic, diabetes, breast cancer, general hygiene, healthy nutrition, obesity and addiction, which target all segments of society in malls, schools, universities and public places. Also attends international and local medical conferences - an outstanding student."

Mahmoud Alshawwaf, Mentor



VANESSA GXEKWA

MICHAEL GEOGHEGAN  
GLOBAL STUDENT  
OF THE YEAR AWARD 2023



It is very hard to keep up with all the awards and board memberships, chairs and papers published by Vanessa her consistent academic and community performance rightfully earns her the highest golden award. Vanessa is a very special person with innate leadership qualities embedded in her character. She will achieve great things and will be hugely successful in whatever direction she follows in the medical world! We are so proud of her!

Ellie Patsalos & Dr Cassie Coleman,  
Co-Mentors



# EDUCATION, MENTORING & CAREERS

## MADRINHA TRUST FUTURE THINK TANK

On 13 Nov 2023, Jania Geoghegan put together a Future Think Tank with the support of Ellie Patsalos (Trustee), Will Dear (Trustee), Vanessa Kyte (Trustee) and S-J Heany (COO/Trust Manager).

We thank Vanessa for engaging two senior Apple delegates to join the session, Hannah Reid and Mac Chiromo and Ellie Patsalos for bringing Deloitte delegates Simon Hallet and Lauren McCafferty.

We also had an independent entrepreneur working out of SA and Africa CEO / Founder of Auzano Capital Management, Mu Kupara and an independent business workplace psychologist Joe Gray. Thank you all for your time and for being part of this Think Tank session.

The group discussed 5 key topics:

1. Feedback from our scholars & alumni
2. Mentoring Programme
3. Corporate Engagement
4. Alumni Society
5. 2024 Madrinha Trust Refresh

The outcomes were all positive. Madrinha Trust is on track to staying true to its vision of changing lives by providing full cycle wrap-around scholarships to bright impoverished University students carefully selected by our partner charities on the ground.

The addition of the Madrinha mentorship programme gives each scholar a committed UK mentor guiding them through University and it is this relationship that gives a positive link to our scholars' career success. Taking them out of poverty through the power of education, mentoring and career support.


By continuing to forge close relationships with our partner charities and partner corporates, the Madrinha scholars are achieving positive results and 100% employment at the end.

*Image: Madrinha Trust mentors*

# EDUCATION, MENTORING & CAREERS

## MADRINHA TRUST MENTEES 2023

All our scholars managed to maintain good communication with their Madrinha mentors and Madrinha via Zoom and WhatsApp we continue to encourage good communication from our scholars throughout the year.



### GOALS AND EXPECTATIONS

A Guide for Mentors and Mentees

YEAR 1	YEAR 2	YEAR 3
<ul style="list-style-type: none"> <li>• ZOOM KICK OFF CALL: January with mentees, mentors and partner charities</li> <li>• Agree schedule of communication - how about 30 minutes once a week?</li> <li>• Go through Goals &amp; Expectation framework</li> <li>• Develop excellent IT skills</li> <li>• Create CV using <a href="#">template</a></li> <li>• Create your own LinkedIn Profile</li> <li>• Think about, explore and research the job market and the companies where you would like to work or intern (LinkedIn/internet)</li> <li>• Actively support your local community as a volunteer helping others in the holidays</li> <li>• Seek out internships, work shadow arrangements, part-time work</li> <li>• Set up a small entrepreneurial project</li> <li>• CAREER SKILLS PROGRAMME (CSP)</li> <li>• Monthly career focused workshops</li> <li>• January to July / WED 4pm *UK time on Zoom</li> <li>• Get ready to participate in a 7-month career focused monthly workshop programme. Attendance, commitment and participation are key to a successful outcome.</li> </ul>	<ul style="list-style-type: none"> <li>• CAREER SKILLS PROGRAMME (CSP)</li> <li>• Monthly career focused workshops</li> <li>• January to July / WED 4pm *UK time on Zoom</li> <li>• Focus on core subjects identify areas needing support with mentor</li> <li>• Evolve the LinkedIn Profile and up-date CV</li> <li>• Ensure holidays are used well for voluntary work/internships/small projects</li> <li>• Continue to explore and research the job market and the companies where you would like to work or intern with (LinkedIn &amp; Internet)</li> </ul>	<ul style="list-style-type: none"> <li>• CAREER SKILLS PROGRAMME (CSP)</li> <li>• Focus on core subjects identify areas needing support</li> <li>• Evolve the LinkedIn Profile and up-date CV</li> <li>• Filling in application forms/perfecting interview techniques</li> <li>• Encourage peer to peer support to get through end of year exams</li> <li>• Continue to explore and research the job market and the companies where you would like to work or intern with (LinkedIn &amp; Internet)</li> </ul>
		<div style="text-align: center; border-radius: 50%; width: 30px; margin: 0 auto; background-color: white; color: #800080; font-weight: bold; line-height: 1;">YEAR 4</div> <ul style="list-style-type: none"> <li>• REPEAT OF YEAR 3</li> <li>• Continue to explore and research the job market and the companies where you would like to work or intern with (LinkedIn &amp; Internet)</li> </ul>
<p><i>"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."</i> - Sui Chin McKeand, Trustee</p>		

# MADRINHA TRUST MENTEES 2023

## ST VINCENT



JOEL  
Medicine

## GHANA - ADA COLLEGE



AMOS  
Mathematics  
& Science



EMMANUEL  
Mathematics  
& Science



SAMUEL  
Mathematics  
& Science

## GHANA - TEST FOR AFRICA



JOYCE  
Midwife



LUKEMAN  
Dispensing Technician

## KENYA KESHO



BEATRICE  
Law

## KENYA - KENYA KESHO



GERALD  
Nursing



NDOTO  
Medicine



ADAM  
Manufacturing  
Engineering



BRIDGET  
Immunology



MEMORY  
Business IT

## SA - CGEF



VANESSA  
Medicine

## SA - EDUFUN



ANGEL  
Education

## SA - EDUFUN



SABANI  
Biological Science



SHARON  
Mechanical  
Engineering



APHIWE  
Medicine



ASANDE  
Electrical Engineering



KHETHELO  
Business Management



LINDELIHLE  
Social Science  
& Psychology



MMELISI  
Applied Science  
Physics

## SA - KHULA KWAZULU NATAL

# MADRINHA TRUST MENTEES 2023

## SA - KHULA KWAZULU NATAL



**NKOSINGIPHILE**  
Biochemistry & Microbiology



**SANELISIWE**  
Social Sciences & Humanities



**SENAMILE**  
Microbiology & Zoology



**SIBUSISO**  
Health Sciences: Emergency Medical Care



**SIBUSISO**  
Chemical Engineering



**SIMNIKIWE**  
Education



**MBALI**  
Medicine

## SA - MAD LEADERSHIP FOUNDATION



**NOMSA**  
Physiotherapy



**PRESCILA**  
Education



**SASKIA**  
Finance Business Science



**MATTHEW**  
Human Resources



**TAKU**  
Computer Science

## PALESTINE - FQMS



**ABOOD**  
Medicine



**DANA**  
Medicine

## PALESTINE - FQMS



**DOAA**  
Medicine



**KHADER**  
Medicine



**MAJED**  
Medicine



**SALAH**  
Medicine



**SALAMA**  
Medicine



**SAMAR**  
Medicine



# MADRINHA TRUST MENTEES 2023

## TANZANIA - TEST FOR AFRICA



AHMAD  
Medicine



FATUMA  
Education Maths



GLORY  
Accounting



JACQUELINE  
Aquaculture



SILVESTER  
Accounting

## UGANDA - TEST FOR AFRICA



ALEX  
Water Resources  
Engineer



ASIIMWE  
Bio-Processing  
Engineering



GLADYS  
Water & Irrigation  
Engineer



JONATHAN  
Petroleum Engineering  
& Environmental  
Management



SANDRA  
Law

## NEPAL - HYF



ASMITA  
Social Work



HUY  
Information  
Technology



HUNG  
English



LAM  
English



MAI  
International Business



THANG  
Marine Navigation

## VIETNAM - SAIGON CHILDREN



# MADRINHA TRUST GRADUATES 2023

Congratulations to our 11 scholars who graduated this year - we wish you all well.

## GHANA - ADA COLLEGE



ADJEI  
Mathematics



EUNICE  
Mathematics



MAVIS  
Mathematics

## GHANA - TEST FOR AFRICA



JOYCE  
Midwife



LUKEMAN  
Dispensing Technician

## RWANDA - ACTION



SANDRINE  
Law

## SOUTH AFRICA - KHULA



KWANALE  
Education



MCEBISENI  
Public Finance  
& Accounting



PHILASANDE M  
Business Finance  
Economics



SISIMEME  
Environmental  
Sciences

## SA - MAD LF



NOMSA  
Physiotherapy

# MADRINHA TRUST MENTORS 2023

The Mentorship journey has proven to be key to the future success of our Madrinha scholars. We have seen from the Alumni feedback just how important this support has been. Staying in touch with all the scholars throughout the year and with the constant encouragement is making a huge difference to their lives.

We thank all our volunteer mentors who give their time freely and with such kindness. Demonstrating the value of giving back that literally changes Madrinha scholars' lives for the better enabling each of them to value themselves and setting them on a positive path to success.



ABEER MAHMOUD



ALEX SEIGEL



ANDREW BAIRD



ANDREW  
JASUDASEN



ANDREW SHIPLEY



ANJUM  
MISBAHUDDIN



AYMAN SALMAN



BEN HOWARD



BEX HICKS



BORZOUEH  
MOHAMMADI



CAROLINE POCOCK

# MADRINHA TRUST MENTORS 2023



CHANICE ALCOCK



CHRIS MASON



DR CASMIR CHANDA



DR CASSIE COLEMAN



CHRISSIE CHORAF A



CHRISSIE VASSILIOU



CLAUDE LOUIS  
NSOBYA



CHRISTINA  
WHINCUP



DARINA SELLEY



EDEM DEI



EDESILI OBETOH



ELLIE PATSALOS



EVA CELAYA



GIANNI DIBIASE



GRAHAM WHINCUP



HANNAH  
CHARRINGTON



HELEN LAFFERTY



JAMES  
ARUMAINAYAGAM



JOHN HUMM



KAMI SOLISYK



KATE DEAR

# MADRINHA TRUST MENTORS 2023



KHALED DAWAS



LAURE SIONE



LAURA LYARD



LINDSEY AHMET



LOREEN CHEN



LUKE ANNISON



MAHMOUD  
ALSHAWWAF



MARK LAVERTY



MARK TELLING



MAURINA BARON



MEENA NAYAR



MICHEL  
MICHAELIDES



MILLY BOXLEY



MUVIRIMI KUPARA



NIGEL CAIRNS



DR NISHMA SHAH



NURIA BECH



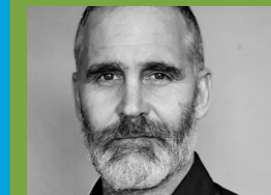
RAWYA CHARIF



REEMA GARDNER



RONKE KOKOROWE



ROSS WANLESS

# MADRINHA TRUST MENTORS 2023



SALLY PELHAM



SAMMY TRUP



SASHA MOORES



SIMBA PREW



SOPHIE  
CHARLESWORTH



STEPHEN MAK



SUZY ENOH



SWETANG  
KHAMBHATWALA



TAREK GARDNER



THEO BACHE



TOM MORRELL



VANESSA KYTE



WESTON BAXTER



WILL DEAR

# CELEBRATING OUR 100+ ALUMNI GLOBAL BENEFICIARIES

2023 was a wonderfully rewarding year as we joyously celebrated reaching over 100 alumni. We are so happy to share these with you here.

Currently all 102 of our alumni are employed across 13 sectors:

Arts	2
Business	3
Ecology & Horticulture	2
Education	13
Engineering	8
Finance	13
Law	5
Medicine: Doctors/Nurses	30
Science	10
Social Sciences	4
Technology	5
Tourism & Hotel Management	5
Vets	2
<b>Total Alumni</b>	<b>102</b>



40% Male 60% Female





# CELEBRATING OUR 100+ ALUMNI WRAP AROUND SCHOLARSHIP PROGRAMME

The Madrinha Trust provides a full cycle wrap-around scholarship programme. We believe this is truly taking our scholars out of poverty through the power of education, mentoring and career support and creating successful alumni.





# MADRINHA TRUST

## OUR GLOBAL PARTNER CHARITIES 2023

Thank you to all our partner charities who collaborate with Madrinha Trust to enable such positive outcomes for our scholars globally.



# MADRINHA TRUST NEW PARTNERSHIP: SAIGON CHILDREN

Madrinha Trust is delighted to announce their new partnership with Saigon Children, a UK charity based out of Vietnam.

Since 1992, this charity has provided 45,464 scholarships, built and renovated 233 schools and 605 classrooms. Offering free year-round classes in English, IT and short-term vocational courses which helped 25,683 students. Through their special education programme, Saigon Children provide professional support for 9,667 children with special needs, teachers, caregivers and families.

Our partnership with Madrinha Trust provides five talented university students from disadvantaged backgrounds with financial support and valuable mentoring opportunities which cultivate their potential to become future leaders and productive members of their community. Seeing the smiles and optimism in the kids' faces is the most rewarding part of our work! Madrinha is looking forward to a great collaborative partnership!

“Saigon Children enables disadvantaged children and young adults in Vietnam to reach their full potential through receiving a quality education relevant to their needs.”



# 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: <https://vimeo.com/439920845>

### As a Corporate Partner?

Is it time to review your CSR 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>  
Get Involved: <https://madrinha-trust.org/get-involved>

### On Social Media?

A very special thank you D'Amour, our very own remote graduate intern from Rwanda who has helped maintain our news up-dates this year on LinkedIn, Insta and WhatsApp. You can stay connected with us via:



@madrinha\_trust



<https://www.linkedin.com/company/madrinha-trust/>



[sj.heany@madrinha-trust.org](mailto:sj.heany@madrinha-trust.org)

### With Special Thanks to the May Fair Hotel, London

We would like to thank the Singh Family and all their wonderful team at the May Fair Hotel, who provide Madrinha with such a wonderful venue for our summer and Christmas events plus meeting room space when we need it. Thank you.



Thank you [Karin Paynter](#) for curating such a beautiful Annual Report and Alumni Supplement.

# 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". Though interest rates and yields have increased in 2023, most of the past 10 years has been characterised by near-zero interest rates and the income yield of the portfolio has been impacted. The current income yield is c. 1.6%, which is a slight increase from c. 1.4% a year ago.

Following a difficult year in markets in 2022, 2023 has seen positive returns in the portfolio and across asset classes. Inflation has cooled from its multi-decade highs though remains elevated and the year has been dominated by a narrative around the peak of interest rates and inflation. Against this backdrop, The Madrinha Trust portfolio has returned +8.7% in 2023 to the end of November. This compares with a peer group performance (as measured by the ARC Steady Growth Charity Index) of +3.2%. With strong performance from a number of companies in the portfolio we have been actively taking some profits in strong performers and reinvesting and topping up some of the names with attractive valuation upside. This performance is in the context of Global Equities (MSCI AC World Index) returning +10.8% and UK 1-10-year corporate bonds (BofA ICE Sterling Corporates) returning +5.5% over the same period.

Over the long-term, the Madrinha Trust has generated an annualised return of 6.4% p.a. whilst the return objective (UK CPI +3) has returned +5.1% p.a. This compares against 5.3% for the peer group over the same period and is in the context of Global Equities (MSCI AC World Index) annualising at 10.0% and UK 1-10-year corporate bonds (BofA ICE Sterling Corporates) annualising at 3.2%.

## Appendix 2: Trustees

 <p>JANIA GEOGHEGAN Founder</p>	 <p>AMRIT SINGH</p>	 <p>CAROLINE POCOCK</p>	 <p>DR CASMIR CHANDA</p>
 <p>ELLIE PATSALOS</p>	 <p>GIANNI DIBIASE</p>	 <p>SARAH CONSTANTINE- HAIDRY</p>	 <p>SUI-CHIN MCKEAND</p>
 <p>TOM MORRELL</p>	 <p>VANESSA KYTE</p>	 <p>WILL DEAR</p>	 <p>S-J HEANY COO</p>

# 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 & Mentoring Committee (E&M)

This has merged with the Career Build Team to form the EMC in 2023. Madrinha merged the E&M with CBT on 9th November 2022.

### Education & Mentoring & Career Team (EMC)

To ensure we have an undiluted focus on scholar selection, appointment, monitoring and development, we have established the EMC team which includes two lead trustees chairing each Zoom meet up. EMC meets four times per year and drives all scholar activity and ensures their alignment to our ethos. EMC reports 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 & Co-Chair of EMC
Gianni Dibiasi	Trustee
Sarah Constantine Haidry	Trustee
Sui Chin McKeand	Trustee & Co-Chair of EMC
Will Dear	Trustee
Vanessa Kyte	Trustee
Tom Morrell	Trust Treasurer

S-J Heany Trust Manager/ COO

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 Number 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: [sj.heany@madrinha-trust.org](mailto:sj.heany@madrinha-trust.org)



MADRINHA TRUST

## CELEBRATING OUR 100+ ALUMNI

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

UK Registered Charity No: 1140672