



# LEAPing Beyond Limitations

**2021 ANNUAL REPORT AND FINANCIALS**



# OUR DNA

## OUR MISSION

To inspire, empower and equip a new cadre of African leaders by providing the skills and tools for personal, organizational and community transformation.

## OUR VISION

To be recognized as the premier resource centre for developing dynamic, innovative and principled leaders, who will drive Africa's realization of its full potential.

## CORE VALUES - RISE

**Respect** - We recognize the diversity of our society, remain committed to creating inclusive opportunities and working at the highest level of professionalism in all our interactions with different stakeholders.

**Integrity** - We consistently demonstrate transparency and truthfulness in all our dealings.

**Synergy** - We create an environment that fosters teamwork and strategic partnerships to advance leadership development for youth.

**Excellence** - We demonstrate excellence in all our activities going the extra mile to ensure our programmes, services and operations are world-class and of the highest standards.



The Winner, YDOS Photo Challenge - Ikenna Kalu





# WHO WE ARE

LEAP Africa is a youth-focused leadership development organization committed to raising leaders that will transform Africa; through interventions for young people, that bridge the gap in leadership, education, employability and entrepreneurship.

As a mission-driven organization, we recognize that youth leadership and inclusion is critical to nation building and wealth creation. Our cutting-edge programmatic thrusts inspire and equip young people, changing their mindset, to lead ethically, and motivating them to deliver positive change in their communities; while also supporting social entrepreneurs to build systems and structures that are crucial for business sustainability, thereby contributing to livelihoods, social and national development. As a foremost youth-focused non-profit in Nigeria, our focus is centred on two big pillars; making secondary education work for young people and raising talents for the actualization of the Sustainable Development Goals (SDGs).

LEAP Africa actively contributes to the body of knowledge leveraging our strategic direction of ecosystem building, thought leadership and advocacy. Our extensive research forms the basis for our books, articles, research papers and reports. With over 1 million direct and indirect beneficiaries; footprints throughout the 36 states of Nigeria and 22 African countries, and 11 published books - which are action oriented guides to creating positive and lasting change in individuals, organizations and communities. LEAP Africa is committed to the mission of raising leaders and empowering youth agencies across the continent to transform Africa to the Africa of our dreams.



# OUR 5 YEAR STRATEGY



## Problem

The growing youth bulge in Africa has taken a centre stage in regional and global discourse; discussions that center around what this development portends for the continent and where the opportunities lie within this growing concern. While there are varying opinions on the opportunities and risks, at LEAP Africa, we see Africa's growing youth population as a huge opportunity, and one of the greatest potentials for achieving transformation and sustainable development on the continent. We believe that if the energy is well harnessed, it can lead us on the path to greatness. With this realization, we are making a big bet on the agency, creativity and the voice of young people for personal, organizational and community transformation.



## Solution

Given the issues affecting young people across Africa, LEAP Africa continues to play a catalytic role in the youth leadership development ecosystem. In 2019, LEAP Africa launched a new 5-year strategy plan. The new strategy direction uses a systems level approach to deliver more sustainable results and this is driven by our core programmatic efforts. As a high performing, youth focused, leadership development organisation that serves as a centre for excellence in key areas of youth leadership development, our 5-year strategy focuses on **TWO BIG BETS**; Making Secondary Work for Young People and Raising Talents for the Actualization of the Sustainable Development Goals (SDGs).[3] [4] [5] [6]





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## Cover Photo

- Lead The Way participants.



# BOARD CHAIRMAN'S STATEMENT

It is my absolute pleasure to share updates for the year 2021 in this Annual Report. Commencing the year with renewed zeal to concretize learnings from the previous year, to combat the challenges of our dynamic world in the face of a pandemic proved beneficial. Our goals put a demand on us to rise above the prevalent challenges of a pandemic and a rapidly changing world.

The disruption that happened in our world last year propelled us to re-strategize, especially in our programmatic approach and rethink how we create impact across Africa. As the restrictions in social interactions were gradually lifted through the year, we leveraged our learnings from the pandemic year in optimising the advantages of a virtual world and a physical world, what we now refer to as a hybrid situation. The hybrid programmatic approach availed us a wider reach with our programmes, thereby increasing our Pan-African footprints and giving us room to do more.

Our renewed zeal was additionally channelled towards acquiring increased support for our programmes and projects. In a year filled with uncertainties, we increased our grant portfolio and expanded our staff base. Our ability to produce results despite the prevalent challenges demonstrated that we had the creativity, innovation, agency, discipline and thought leadership that is required to be entrusted with more.

Looking at the projected increase in the population of young Africans, our role in ensuring that this projected increase becomes a blessing is clear to us as an organisation. It challenges us to further push the frontiers of leadership focused learning in Africa. This year, we were able to reach more young people across Africa and propel them to tap into their agencies in achieving the Sustainable Development Goals (SDGs). In an unprecedented fashion, we witnessed young people across 17 countries in Africa take responsibility for their communities and drive sustainable change through The Youth Day of Service (YDOS).

We cannot underplay the role of technology in achieving our goals this year. We leveraged technology advancement in both our programmes and work style. With the use of technology, we created a hybrid world of work and learning for our constituents and the Humans of LEAP Africa.

I am proud of our achievements this year, none of which would have been possible without our partners and sponsors who have supported us through the years in ensuring sustainable growth and impactful interventions. I want to extend my immense appreciation to my Board colleagues for their unwavering support through the year. We are grateful to our people, the management and staff of LEAP Africa who have remained tenacious and dedicated through this challenging year and continue to press towards more.



*Udeme Ufot (MFR) – BOARD CHAIRMAN*



# EXECUTIVE DIRECTOR'S STATEMENT

Dear friends, 2021 was a phenomenal year and I am quite enthused to share our adventure with you. We started the year energised and expectant, having seen the possibilities and opportunities that materialised because of the pandemic and the aftermath of the lockdown. We further reviewed our newly developed programmatic processes as we continued to respond to the demands of our dynamic world.

Despite the challenges of a re-emerging world, recovering from the devastations of a pandemic, we envisioned the possibilities of our new world, leaning deeply into the learnings from last year, a year that taught us the importance of resilience in the face of uncertainties. We embraced digitalization and designed innovative systems to support the productivity of our organization. We adopted a hybrid work mode that harnessed the benefits of both the physical and virtual works modes for the great people of LEAP Africa and served our beneficiaries optimally.

In 2021, we launched the Youth Leadership Program (YLP), an initiative under the Nigeria Youth Futures Fund, funded by MacArthur Foundation and Ford Foundation. To further strengthen the youth leadership ecosystem in Nigeria.

We held the second edition of the Youth Day of Service (YDoS), a campaign aimed at tapping into the agency of African youths and propelling them to take ownership and embrace the spirit of volunteerism to create sustainable social impact in their communities. 4,000 volunteers across 17 countries in Africa conducted 500 youth-led projects from which almost 1,000,000 people benefited. We are determined to continue to partner with young people and like-minded organizations to proliferate the impact.

Our sincere gratitude goes out to all our partners for your unwavering support despite the uncertainties in our world. Your support is the catalyst that has made our achievements possible and renewed the hope of our beneficiaries. We want to deeply appreciate all members of our esteemed Board of Directors for their guidance, leadership, support, and wise counsel in these challenging times.

I remain genuinely humbled by the trust bequeathed to me to drive the actualization of the mission and vision of LEAP Africa; I want to express my gratitude to all the members of staff who are on this journey with me. Thank you for all your hard work, innovation, and support. I look forward to more successes as we continue to collaborate for sustainable change in Africa.

*Femi Taiwo* – **EXECUTIVE DIRECTOR**





# TWENTY-TWENTY ONE IN PICTURES



Youth Day Of Service 2021, Press Conference Pictures



Strengthening Civic Advocacy And Local Engagement, Countering Trafficking In Persons Youth Ambassador Training November 2021



2021 Youth Day Of Service Activities



# TWENTY-TWENTY ONE IN PICTURES



Countering Trafficking in Persons, Positive Youth Development Workshop 2021



Countering Trafficking In Persons North Positive Youth Development Workshop



IHS Project Empower Graduation and Exhibition Ceremony



2021 Pre-Social Innovators Programme Awards Workshop



iLEAD Abuja 2021



# LEAPing Beyond Limitations

A reflection by Hope Obamwonyi; MERL Manager, LEAP Africa

Humanity as we know it has changed forever. There is absolutely no going back, we can only move forward to become better and stronger. History has repeatedly shown the resilience of the human race, despite how often we have been dealt blows in the form of epidemics, natural disasters, and even human-made destruction; we have survived. We must hold on to that twig of hope and remind ourselves that we are resilient enough, not just to cope with these uncertainties and unpleasantness but to move and leap beyond these limitations.

At LEAP Africa, the COVID-19 pandemic was unanticipated, hence we were unprepared for, as was the case for many organisations. However, the year 2020 opened up possibilities and stretched us in ways we only thought possible in the distant future. As the realities stared us in the face, we re-strategized and dared to achieve great things despite the uncertainties. We held our first virtual conference for Social innovators with delegates from different continents. The Social Innovators Programme (SIP) was also expanded to accommodate applicants from other African countries. Hence, the new class of 2020/2021 cohorts is a rich mix of participants from around west Africa.

Leveraging technology, we impacted young Nigerians through the Virtual Youth Leadership Programme (VYLP) for undergraduates to foster and encourage their active participation in community development and nation building. These possibilities only emerged because we saw beyond the pandemic despite the daunting challenges it presented. As we commence activities for the new year, our theme for the year, LEAP-ing Beyond Limitations, mirrors our experiences and convictions to thrive and lead against all odds. Through our ETA strategy encapsulated as Ecosystem Building, Thought Leadership, and Advocacy, we are resolved more than ever to equip, enable and support young people to become transformative leaders. We aim to strengthen youth ecosystems across Africa and foster thought leadership on youth development through research and programming efforts while championing advocacy on youth issues.

While we connect with the resilience we have as humans in these unprecedented times, it is essential to emphasize the need to protect our mental health and safety. Recent studies have shown increased mental health issues due to increased mental stress levels. Therefore, we must be intentional about treating ourselves right, especially our thought patterns and what our minds are exposed to. While the media increasingly shows negative news, we must do our best to minimise its influence by deliberately limiting exposure. Be kind to yourself and remove things that interfere with your mental wellbeing.

In all of these, remember that behind each of your fears, you will discover your fortune, so show up. When we show up, we learn more about ourselves and how best to adapt, retool and relearn how to do better. A writer once said, 'your growth begins at the end of your comfort zone'. Therefore, see these challenges as growth pipelines that will help you build courage, resilience, and character to continue.

As we do our part in moving the needle of Africa's transformation through impactful youth-focused interventions, we can only do great things with your support. Through collaboration and contribution, we will achieve extraordinary things.

The light at the end of the tunnel is beckoning on us to keep moving forward, and we are counting on you to join us.





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## **Raising Talents for the Actualization of the Sustainable Development Goals.**





# SOCIAL INNOVATORS PROGRAMME

## Harnessing Youth Agency; Equipping Towards Transformation

With less than a decade left to actualize the Sustainable Development Goals (SDGs), there is a sense of urgency towards maximum impact in 2030. Unfortunately, Africa is still far behind in its contribution to the realisation of the SDGs. With over 60% of its population below the age of 30, Africa's current demography presents the continent with a unique resource for a demographic dividend. Contrary to grim opinions about young people, they are the key to Africa's transformation. Hence their agency must be harnessed by equipping them with skills, opportunities, and support to become drivers of this transformation.

As a key strategic pillar of our work, LEAP Africa is at the forefront of leading the movement to raise and catalyze young talent to achieve the Sustainable Development Goals (SDGs) by empowering their social enterprises with access to financial and social resources capital. With the pandemic, it has become evident and imperative across countries to create a thriving ecosystem that supports social enterprises and young social innovators to lead sustainable development and economic transformation.

Driven by a purpose to raise talents for the transformation of the continent, LEAP Africa has in almost two decades leveraged the agency of young people as drivers of transformative change. Its positive youth development framework allows young people to contribute to community development and social good, transition to productive adulthood, and champion transformative change in their respective contexts. It is evident that if young people are equipped with requisite skills, exposed to experiential learning, and receive support through mentorship, there is no limit to what they can achieve.

LEAP Africa's Social Innovators Programme (SIP) is an accelerator fellowship that empowers young changemakers through a holistic approach of building their capacity, connections and credibility. It was borne out of the understanding of the challenges faced by most young social enterprises faced with challenges such as early-stage funding, resource and connection deficit that hamper their growth and sustainability.

With the Social Innovators Programme, LEAP Africa and its corporate partners have supported over 156 social innovators. The programme begins with an organizational capacity assessment using an organizational mapping tool to identify specific focus areas for the fellows during the fellowship year.

In 2020, the maiden West African cohort of 34 social innovators was inducted into the fellowship programme during the annual Social Innovators Programme and Awards (S.I.P.A.) 2020 and commenced a virtual Enterprise Sustainability Workshop from January 25th to February 4th 2021. The workshop was the first step in building sustainable enterprises.

The Social Innovators Programme and Awards (SIPA) is our channel for harnessing youth agency and equipping social innovators with the requisite tools for building sustainable cities, communities and enterprises. We have empowered these changemakers to transform their ideas into social innovations for the transformation of Africa. The support of our partners, Union Bank and Sahara Foundation has enabled us to actualize our goal of harnessing youth agency for the transformation of Africa. LEAP Africa will continue to leverage strategic partnerships to push the frontiers of youth development in Africa.

To know more about the Social Innovators Programme please visit [www.leapfric.org](http://www.leapfric.org).  
For partnership and sponsorship, kindly write to our Programmes Unit via [programmes@leapfric.org](mailto:programmes@leapfric.org).





## SOCIAL INNOVATORS PROGRAMME AND AWARDS

### Youth In Action: Moving From Hype To Impact

LEAP Africa celebrated 30 Fellows and honoured nine at the 9th edition of the Social Innovators Programme and Awards (SIPA.) 2021 held at the MUSON. Centre, Lagos, Nigeria. The hybrid conference, which was held on Thursday, October 7th 2021, was attended by over 250 delegates physically and 500 guests virtually under the theme - Youth in Action: Moving From Hype to Impact with 10 seasoned speakers. In her opening remark, Kehinde Ayeni, the Chief Operating Officer of LEAP Africa, emphasised the importance of fostering collaboration for social impact.

Kemi Ogunleye, Head of Strategic Communications, Union Bank, highlighted the importance of the bank supporting the work of social Innovation in Africa in her welcome address. Through the bank's partnership, LEAP Africa has directly impacted 150 fellows who have identified and provided solutions to social challenges in their communities.

The conference hosted a speed talk session around the theme, Youth in Action: Moving From Hype to Impact, Jeroo Billimoria, Co-Founder, Catalyst 2030, Angel Adelaja, Co-

There was also a specialised panel discussion focused on Countering Trafficking in Person (C.T.I.P.) which featured industry experts, Ayo Lawrence, Lead Consultant, EL CUBED International Limited; Blessing Alagbe, Professional Advisor and Ehiremen Evans, Coordinator, Network Against Child Trafficking, Abuse, and Labor (N.A.C.T.A.L.). The topic for the panel discussion was - African Youth Exploitation Abroad, Who is to Blame. The speakers shared empathic opinions on why young people are being trafficked and the need for all stakeholders to support the development of young people to curb this menace.



*Don't get discouraged, your journey as an entrepreneur will be full of ups and downs, keep your desired vision as your motivation to your destination*

- Jeroo Billimoria  
Speaker at SIPA 2021



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*Be prepared for the  
work and be ready  
to do the work when it  
eventually comes.*

- Jude (M.I.) Abaga  
Speaker at SIPA 2021



# OUTSTANDING FELLOW FEATURE



Damilola Asaleye

I am Damilola Asaleye, a renewable energy expert and entrepreneur working to reduce energy poverty and close gender technical skills gap in Nigeria. I co-founded Ashdam Solar Co Ltd, a renewable energy social enterprise that provides quality and smart clean energy solutions, enabling households, businesses, organizations and communities to have reliable electricity while reducing their carbon footprints. I also founded Girls and Women Technological Empowerment Organisation, a Non Profit empowering girls and women to be bold, confident and knowledgeable technology leaders.

## What was your motivation for starting your initiative?

As a young girl, having experienced the loss of a family member due to a petrol explosion, I dreamt of eradicating the dependence of Nigeria on fossil fuel and became passionate about alternative energy. With a passion to solve the energy insecurity of Nigeria, I co-founded Ashdam Solar Company Limited and over the years has been involved in renewable energy off grid and hybrid systems with innovative projects.

Being actively involved in a male dominated industry, I have experienced gender discrimination first hand and as a way to change the narrative of the society, as regards to the role of women in energy industry, I founded Girls and Women Technological Empowerment Organisation (previously known as Ashdam Solar Initiative) where I collaborate to empower and mentor girls/women to be bold renewable energy leaders, climate change ambassadors and energy efficiency advocates.

## How did you come to know about the Social Innovators Programme?

Though I first knew about the SIP through my colleagues and industry network, I came to be part of the programme through the recommendation of Sahara Foundation

## Why did you apply for the SIP?

I applied so that I can learn skills and have great mentorship that will assist me in building sustainable social enterprise and organisations.

## What was your experience during the fellowship year?

My experience was awesome, very impactful and fulfilling

## How are you applying the lessons from the fellowship?

I am using the skills to build relationships, increase my organisation's impact and build structures.

## Other opportunities after the fellowship?

I participated in the investment readiness program of the Impact Investors Foundation and the Vital Voices Grow Fellowship.

## Lessons you took away from the fellowship?

I took away several lessons from the fellowship, below are few of my favourite quotes from the several workshops that we did during the fellowship year;

"UNIQUE is not always about the features of the products, sometimes it is about the experience of the customer"

"Learn to snap out of negative emotions intentionally"

"If you don't open the door, you will not know what is behind the door"

"It is better to be a small part of a big thing, than to be a big part of a small thing"

"How you spend your time is how your life becomes"

"The job of a leader is to bring everything together"

"Sequence your actions to deliver your value, rather than going with the noise"

The biggest take away from the fellowship?

The great network with mentors and LEAP Africa Alumni



# OUTSTANDING FELLOW FEATURE



Velveeta Viban

I am Velveeta Viban a youth and Gender activist and an avid advocate for inclusive communities. Founder of I'm Human Organization a social enterprise providing alternative education and psychosocial support for vulnerable groups of women and children such as internally displaced children, victims of Gender Based Violence (GBV) and covering digital skills training for physically challenged women in conflict regions of Cameroon. Holder of an LLB in Law, MA in International Disputes. My initiative has been able to reach over 3000+ girls via a mentorship programme for vulnerable girls in hard-to-reach communities across 12 schools in Cameroon, Nigeria and Kenya. Our Covid19 relief project was profiled by the United Nations office for the youth envoy; for creating impact during the COVID19. Winner of the LEAP Africa SIP Outstanding fellow award 2021, I have also been featured on the American Chamber of Commerce Cameroon women's day issue, for reducing GBV effects for low-income earners via access to business start-up capital. I am also Winner of the Focus Africa Leadership Award.

## What is your motivation for starting your initiative?

I am a middle child in an all-girls home and I have been inspired by women leading and creating revolutionary change especially noting that my grandmom started the first ever radio show named "Calling the women", an empowerment initiative for women especially from the grassfields. At the age of 5, I was already an activist for children's rights and since then I have gravitated towards finding solutions for vulnerable children and women such as widows (like my mother). When Covid19 pandemic broke out, coupled with the civil unrest in my home town, Bamenda Cameroon, I had many women whom I started providing livelihood support to and helping with feeding provisions. This group grew

overtime and I decided I couldn't sit back and watch my fellow people struggle. Hence I began an initiative built on precedence from home, my quest for justice and social inclusion and the need to solve current issues I was passionate about.

## How did you come to know about the Social Innovators Programme?

I heard about the SIP programme via social media, through a post shared by a former Alumnus whom I had the honour to work with on a project for vulnerable children.

## Why did you apply for the SIP?

Building and honing skills are things I constantly need as an actor in social work. I believed this was a platform to expose myself, stretch my learning abilities and create a network I could rely on for future growth or activities my organisation would need.

## What was your experience during the fellowship year?

Given that it was a virtual experience for most of the training, I challenged myself and learned a lot as well. Some of the trainings were highly insightful and engaging albeit the technical challenges with internet stability issues. However, I got to connect with and learn from innovators doing different amazing things in their respective fields.

## How are you applying the lessons from the fellowship?

On a scale of 1 to 10, I'd say I apply about 7/10 of the lessons. I learned to tackle difficult conversations and build strong procedures in place especially around finance and people management.

## Other opportunities after the fellowship

While I am very hopeful for major opportunities to open up, I celebrate the small wins and recognitions since ending the fellowship such as more international partnerships and recognitions like being part of the Elevate programme and multiple other speaking engagements.

## What does winning the award mean to you and has it had any impact on your initiative?

It has built more credibility for me as a leader first, and for my institution. It has helped us scale on some initiatives especially needing more volunteer input and increased our training capacity base.

## Lessons you took away from the fellowship?

1. Better people management
2. The need to set up a finance and reporting mechanism.
3. Like all entrepreneurs, social innovation is challenging, but consistency and constantly reinventing is key to growth.

## The biggest takeaway from the fellowship?

Amazing partnerships were built and the recognition for hard work; a very rewarding feeling.

# OUTSTANDING FELLOW FEATURE



Adetayo Oyinlola

I am Adetayo Oyinlola. I have an LLB from the University of Reading and I am a Barrister and Solicitor in Nigeria. I started my career as an Energy Lawyer at one of Nigeria's top petroleum downstream operators, Forte Oil Plc. I have since transitioned to Business Development and Entrepreneurial roles, working with Gladius Commodities Limited as an in-house lawyer. I co-founded a renewable energy start-up called Uwana Energy. Through this start-up, we leverage technology to reduce the high initial costs of renewables, especially solar, and increase adoption of alternative energy in Nigeria, primarily among SMEs. Uwana Energy, in less than 2 years post-incorporation has competed in the Lagos Innovates Programme organised by the Lagos State Employment Trust Fund (LSETF), joined the Social Innovators Programme (SIP), a fellowship organised by LEAP Africa; and won the Sahara Impact Fund, organised by Sahara Group Limited. Most importantly, we are providing clean energy to Nigerians.

## What is your motivation for starting your initiative?

My initiative tackles a problem all too common among Nigerians, which is poor energy supply.

## How did you come to know about the Social Innovators Programme?

I heard about the Social Innovators Programme through the Sahara Impact Fund.

## Why did you apply for the SIP?

I had a strong urge to move my enterprise to the next level from its incubation and needed strong programmes to be a part of in order to achieve this.

## What was your experience during the fellowship year?

I had a great experience during the fellowship year, taking in a lot of information and knowledge that helped to transform my business over the course of the fellowship year and then subsequently after. We had solid instructions giving lessons as well as very talented and experienced mentors in our space to help nurture our budding initiatives.

## How are you applying the lessons from the fellowship?

I'm applying lessons relating to transparency and accountability in my organization as well as other practical lessons learnt.

## Other opportunities after the fellowship

I have had a number of opportunities that have stemmed out of being an SIP alumni which I am excited about and grateful for. Some include winning the All On Energy Challenge and going on to other incubators after the fellowship year.

## What does winning the award mean to you and has it had any impact on your initiative?

Winning the award had an impact on my initiative as it allowed us to deploy some of the award received towards product development and research for our subsequent products.

## Lessons you took away from the fellowship?

I learnt a number of lessons from the fellowship, some of them being  
1) The need for having a strong Board in my organisation  
2) The need to have structures in place governing my initiative

## The biggest takeaway from the fellowship?

My biggest takeaway from the fellowship is the need for collaboration and being part of a strong community which enables growth and development



# SIP 2020/2021 FACULTY, MENTORS AND JUDGES

## FACULTY

- Abiodun Adereni, Founder, HelpMum
- Achenyo Idachaba-Obaro, Founder/CEO, MitiMeth
- Andrew Tarazid-Tarawali, Portfolio Manager, Acumen
- Chiamaka Oguonu, Senior Programmes Coordinator, LEAP Africa
- Chioma Ogbudimkpa, Founder, Red Button
- Emmanuel Iruobe, Strategy Consultant, Dalberg Global Development Advisors
- Emmanuel Owobu Falayi, Co-Founder, MOBicure
- Femi Taiwo, Executive Director, LEAP Africa
- Gabriel Okeowo, Principal Lead/CEO, BudgIT
- Joycee Awosika, Founder/CEO, ORÍKÌ Group
- Mosun Layode, Executive Director, African Philanthropy Forum (APF)
- Mr Ufot Udeme, Board Chair, LEAP Africa
- Mrs. Ndidì Nwuneli, Founder, LEAP Africa
- Ngozi Akinyele, Head, Strategy Brand Management, Union Bank
- Ojonugwa Ichaba, Senior Associate, Templars
- Oluwatoyin Aralepo, Founder, Africa Finance & Strategy Hub
- Pearl Uzokwe, Director for Governance and Sustainability, Sahara Group Limited
- Sheila Onasanya, Monitoring Evaluation and Learning Advisor, Mercy Corps HQ
- Tayo Otubanjo, Faculty in Marketing, Lagos Business School
- Yewande Apatira, Programmes Manager, LEAP Africa

## MENTORS

- Adaeze Onu, Creative Director, Deyx Creation.
- Adebowale Munirat Machado, Planning and S&OP Manager, Promasidor Nigeria Limited.
- Adeyemi 'Jide, Chief Brand Strategist, Big and Bola Communications.
- Ayomide Owoyemi, Partner, The Wellviser Company.
- Chidilim Menakaya, Regional Head HR (Middle East & Africa), Projects and Change Management/Communication, Sahara Group.
- Christopher Babayemi, Head Health Safety & Environmental Sustainability, Egbin Power Plc.
- David Francis Effiong, Marketing Lead, African Children's Aid Education and Development Foundation (ACAEDF).
- Dr. Omopeju Afanu, Managing Partner, BSquare Management Consult .

- Eyitope Owolabi, Head of Structuring, Union Bank.
- Faisal Olanipekun, Business Performance Analyst, Sahara Group.
- Festus Cobena, Teaching and Research Assistant, Educate Ghana.
- Isola Precious, CEO/Co-Founder, Ileemore.
- Itiola Omobolaji Ikudinakin, Brand Management Specialist, Route Masters.
- Kelly-Danie Oshiogwemue, Nigeria Country Representative, EiC Corporation.
- Kolawole Osinowo, Chief Commercial Officer, Jumia Group Ghana.
- Linda Bembatoum, Founder, Third Sector Development Solutions
- Lynda Ori, Senior Marketing & Communications Specialist, PwC
- Mosunmade Omofolarin, Business Development Manager, Sahara Group
- Nguseer Torbunde, Benue State Planning Commission
- Oghenechuko Mary Oghenechowwen, Scholar, University of CapeTown
- Olatunde Olafimihan, Director of Technology, RGL
- Olukemi Oyegbesan, Volunteer Mentor, LEAP Africa
- Oluwatimilehin Iroko, Assistant Manager Business Development, Sahara Group
- Seyi Owolawi, Creative Director, The Temple Company
- Seye Olurotimi, Lead Consultant, CedarTribe Limited
- Stephane Dan, Dastel Conseil & Stratégie

## JUDGES

- Asmau Smaila, Manager, CSR - IHS Towers Ltd
- Didi Morake, Senior Manager, Strategic Partnerships - Global Citizen
- Emmanuel Edudzie, Executive Director, Youth Opportunity and Transformation in Africa
- Hope Obamwonyi, Monitoring, Evaluation, Research and Learning Manager, LEAP Africa
- Olutayo Duduyemi, Relationship Manager Financial Institutions, Union bank Plc
- Omolara Abiola, Head, Alpher, Women Banking, Union Bank Plc
- Rudo Makandwa, Lead Youth Empowerment, International Youth Foundation
- Segun Alimi, Programme Manager, LEAP Africa
- Tobi David, Tax & Risk Consultant, KPMG
- Stephane Dan, Dastel Conseil & Stratégie

# MEET THE 2021/2022 CLASS



**Adejoke Aladesanmi**

- Planet3R, Nigeria



**Akorfa Dawson**

- NadèLI, Nigeria



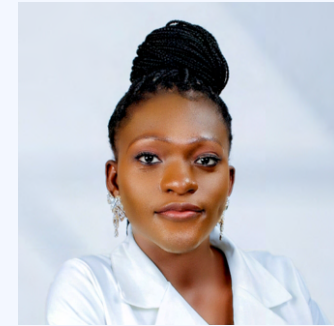
**Amina Mustapha**

- Chezo Global Enterprises Nigeria



**Bwanika Charles**

- Farm Kiosk Uganda



**Christy Oni**

- DigiLearns, Nigeria



**Evelyn Odeh**

- Emerald-Isle Foundation, Nigeria



**Godfrey Masereka**

- Agency for Rural and Urban Development, Uganda



**Idris Ola**

- The Blue-Pink Center for Women's Health, Nigeria



**Leah Oluwatobi Ajibade**

- Priceless Virtues International Initiative, Nigeria



**Mawejje Dimma**

- Mawajje Creations Uganda



# MEET THE 2021/2022 CLASS



**Ogechi Nwonye**

- Green Axis, Nigeria



**Osamede Edmond Obayuwana**

- The Farmer's Sons (TFS) Cargo Bicycles,  
Nigeria



**Steve Kelvin Oloh**

- Replast Engineering,  
Nigeria



**Thierry Nijimbere**

- Action for Green Planet,  
Burundi



**Titilayo Falaiye**

- Orange Strategy Limited  
Nigeria



**Uche Greg Atuswe**

- Anieze International Limited,  
Nigeria



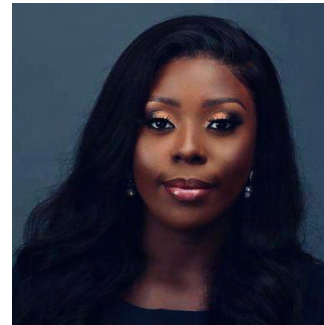
**Uwase Aline**

- The HappyNes, Rwanda



**William Eliya**

- ShuleYetu Innovations Limited,  
Tanzania



**Yewande BENN**

- PregAfrica Nigeria





## BEING YOUTHFUL AND USEFUL FOR GLOBAL GOALS

In commemoration of the International Youth Day, LEAP Africa held the second edition of its Pan-African 'Youth Day of Service' (YDoS) campaign, with the theme, Youthful and Useful. The week-long, youth-led social impact campaign, which was held from August 12 - 18, 2021, brought together over 1500 young people from 17 African countries to offer their time, talents, tools, thoughts, and treasures to create impact in their communities with different acts of service hinged on the Sustainable Development Goals (S.D.G.s).

Community projects ranging from Child Rights Awareness to Skills Development training and Clean-up exercises to Food Drives were implemented across different African communities. With pockets of interventions completed within this week across Africa, there is a growing recognition that young people are neither docile nor uninterested in their development. However, young people can galvanise change given the right resources, support and platform. Many impact stories were recorded across Africa and two stories are told of youth

leaders who navigated the terrains of hostility and inadequacy using only the resources at their disposal to cause positive change in their communities. Their interventions spurred other youths to action through courageous acts of kindness to make life more meaningful for others.

The Pan-African Youth Day of Service was made possible through various strategic partnerships with international and local organisations like African Union, Ford Foundation, Sterling One Foundation, Giving.ng.

Overall, the week-long campaign was a massive success as it experienced the most significant number of young people volunteering across Africa to make their communities better in a week. We look forward to having you on board in 2022.

Would you like to partner with us on the next edition of the Youth Day of Service 2022? Please reach out to our Programmes Unit via [programmes@leapafrika.org](mailto:programmes@leapafrika.org).

Photo Credit: YDOS 2021 Project Lead, Oyo State





**500+**  
Registered Projects



**120+**  
Project Leads



**1500+**  
Volunteers



**18 Exceptional**  
project award winners



**50 Sub-grant**  
winners across Africa



**1+ MILLION** Indirect beneficiaries from  
communities all across Africa.


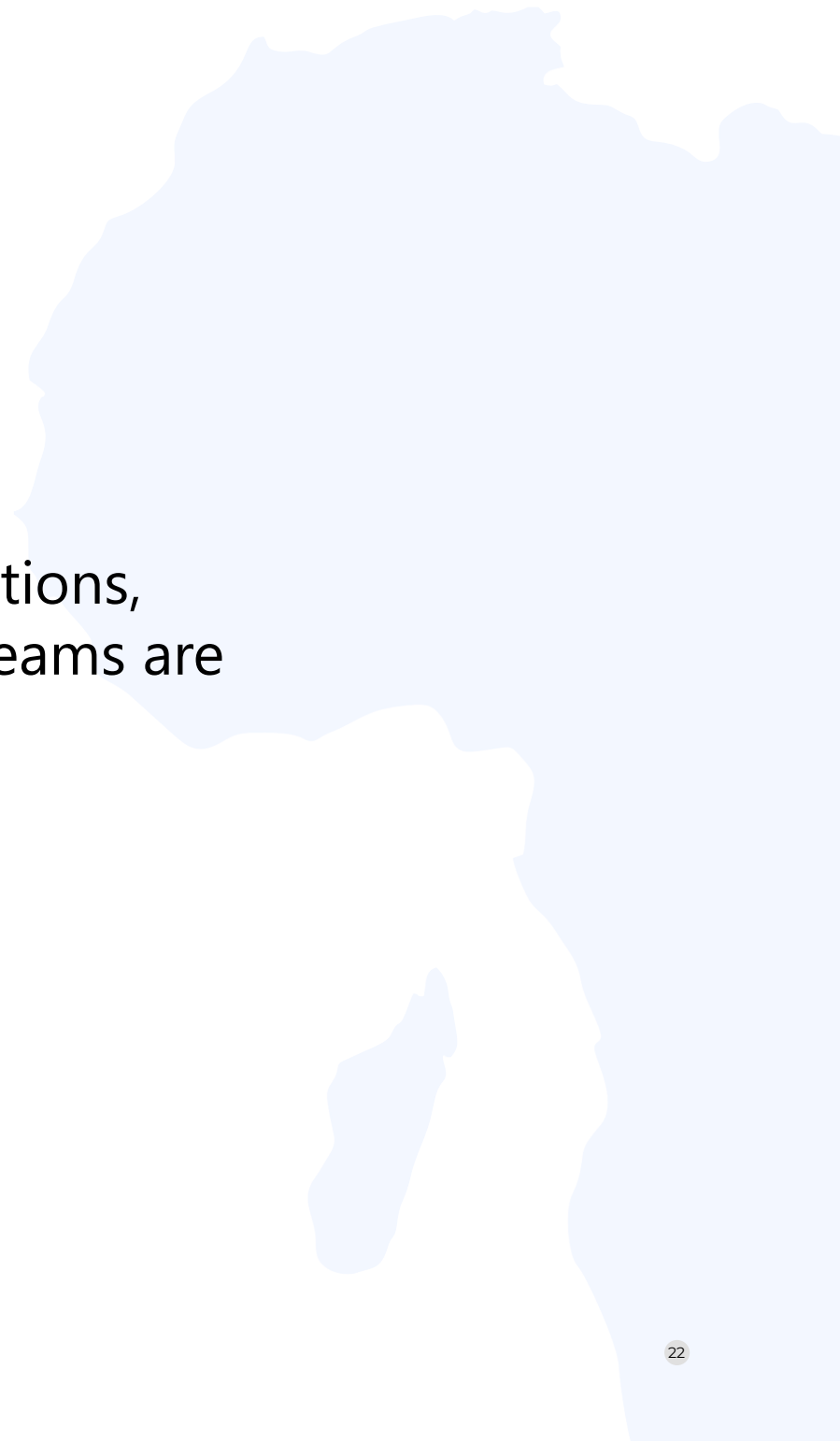


**12 OUT OF 17** Sustainable  
Development Goals were implemented.



**SCAN BARCODE TO WATCH  
A DOCUMENTARY OF THE  
LAST EDITION**





The best leaders of organizations,  
projects, communities and teams are  
first great leaders of SELF.



# 2021 YDoS PICTURES





# Making Secondary Education Work for Young People.





## iLEAD Fellowship/Programme ENABLING TODAY'S LEADERS

The iLEAD Programme is a one-year extensive leadership development programme that aims to inspire, equip and empower secondary school students, dynamic young Nigerian graduates and secondary school teachers with the necessary skills, knowledge and tools to become transformative leaders, community change agents, and to transition effectively into career, employment opportunities and businesses. The school based intervention engages teachers, school administrators and graduates to equip underserved youth in public secondary schools, between the ages of 13 - 18, with leadership skills, life skills, employability and entrepreneurship skills which prepare them to transition into the society as changemakers who take ownership of their success.

The fellowship also serves as a platform to inspire and equip selected young graduates enrolled from the mandatory annual 'National Youth Service Corps' (NYSC) with the necessary learning, expertise and tools to become role models who will empower young

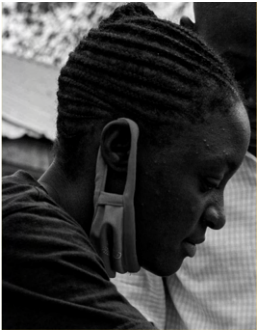
secondary school students in underserved public schools with leadership and life skills required for personal excellence as changemakers within their communities.

In Abuja, a Training of Trainers (ToT) for Youth Volunteers was organised to continue to support students after the return from the nationwide school shut down. The training focused on building the capacity of the volunteers by equipping them to effectively teach, coach, and mentor students using LEAP's leadership curriculum while also developing skills for their personal and professional development. The ToT was very impactful as evident in the lives of the students domestically and academically.

Evaluation reports and data-based evidence from LEAP Africa has revealed that providing leadership and life skills training to young people from underserved communities significantly impacts their development by bringing to the fore their awareness as leaders and changemakers within their communities. The iLEAD fellowship programme has continued to have a positive impact on both fellows, volunteers and students.

## FEATURE STORIES

### iLEAD STUDENTS CHALLENGING GENDER DISCRIMINATION



- Amidat Ismaila,  
iLEAD Student.

A transformative story of how Amidat and her mates are not leaving their destiny to chance.

Over the century, sporting activities have been a unifying factor for many African communities. Societies become united into one single indivisible force whenever teams they support are either on the field playing outdoor games or in the building, playing indoor games. Interested supporters tend to suddenly forget their differences and exhibit a rare kind of unity, whatever the game is. However, the sustainability of such serenity is always a question after every game ends.

iLEAD Students at Government Day Secondary School (G.D.S.S.) Karo, are leveraging the peace in the unity occasioned by sporting activities to tackle gender-based issues in their school and community. At Government Day Secondary School (G.D.S.S.) Karo, female students face systemic discrimination from their male counterparts. They explain that both genders are not treated equally. One of the main areas they are greeted with gender discrimination is sporting activities. They noted that they are being deprived of joining their male counterparts in sporting activities daily during their lunch breaks. While there are no rules in the school that stop them from participating, these iLEAD students believe that the lack of adequate sporting facilities is mainly responsible for this societal anomaly.



"We know that females too can participate and become great in sports.

- Amidat Ismaila, iLEAD Student.

However, this might only be a dream unfulfilled if there are no facilities in the school that encourage female participation in sporting activities. After considering the negative impact of gender-based discrimination, iLEAD students of G.D.S.S. identified a simple solution: to donate a complete Table Tennis Board to the school. One of our leadership and life skills curriculum modules is the Art & Act of Leadership; here, students are taught how to identify a problem and find possible solutions regardless of their age, location, gender, etc. Amidat Ismaila, an iLEAD student at G.D.S.S., tells us that they want to stop gender discrimination in their school. She envisions a community where everyone is seen as a person and not from a gender lens.



Our main aim of doing this table tennis board is that we want to stop gender discrimination in our school.

- Amidat Ismaila, iLEAD Student.

The change project is a component of the iLEAD Programme, which encourages and empowers students to identify a problem, ideate within a group, and provide solutions to social issues in their community.

They convinced the school principal to get her buy-in and requested the use of the school hall (which has been left moribund) as a room for playing the game. In addition to a seed fund LEAP Africa provided, they independently sourced funds from individuals and corporate bodies to purchase a standard table tennis court, also canvassing the support from other relevant stakeholders. Finally, the students were able to purchase a table tennis board.

40+ female students at G.D.S.S. will no longer be marginalised in this sporting activity.

Indirectly, this change project is a way for female students to amplify their voices against gender discrimination and encourage more females to be engaged equally. Similarly, the table tennis court is symbolic of gender equity within the school. The intrinsic notion here is that if leadership and life skills are embedded in the curriculum of secondary schools, it will impact their contributions to efforts in achieving the S.D.G.s and nation building.



## SPEAKING TO PEOPLE WAS MY GREATEST FEAR



- Paul Steve,  
iLEAD Student.

Paul Steve shares how the iLEAD Programme is helping him gain confidence by overcoming stuttering.

Paul, a student in our iLEAD programme, actively fights this condition amidst the societal stigma he regularly faces, either from school or home friends. Stuttering affects people of all ages, but it occurs most often in children between two and six. According to [www.medicinenet.com](http://www.medicinenet.com), boys are two to three times more likely to stutter than girls. Paul has lived with this condition for roughly 16 years. He struggles to keep up with regular conversations with friends in school and contribute to discussions in class.

“

Speaking to people is my greatest fear.  
It's a fear that makes me tremble.  
- Paul Steve

Paul wants to be like every other student in school who answers questions during classes, starts words quickly and smoothly, does not repeat sounds and contributes to discussions. However, due to his condition, he has developed anxiety about speaking. Many of his schoolmates would make fun of him, and others did not have the patience to allow him finish a complete sentence; they would shut him up.

Paul only speaks with his trusted friend, who he met in the iLEAD Programme - John. For over one year, Paul and John were friends through the "buddy" system in the Programme. According to Paul, he joined the programme because he wanted to connect with people and be seen as a "normal" boy.

The "buddy" system encourages and supports iLEAD students to form smaller groups to get closer, have innovative interactions and solve problems.

When asked how the iLEAD Programme has helped him in his quest to conquer stuttering, he says -

"This is my first time speaking to many people like this, especially strangers, and I am not stuttering as much as I used to. I am so happy." - Paul Steve

I have now developed the confidence to speak in class and with many people. I hope to become a great speaker and inspire other stutterers like myself in the future.

LEAP Africa has empowered young people and teachers in public secondary schools through the iLEAD Fellowship. With its partnership with Citi Foundation through its efforts, more students are being mentored to become change agents.

With your donations, you can give more students like Paul access to the iLEAD Programme, ensuring that more young people are nurtured to thrive in life.

Require more information? Please contact our Programmes Unit at [programmes@leapafrika.org](mailto:programmes@leapafrika.org)



## BETTER TEACHERS PRODUCE BETTER STUDENTS & BETTER COMMUNITIES

Mrs Olatundun Okhion shares how the iLEAD Programme expanded her capacity to do and be more.



**MRS OLATUNDUN OKHION**

Mrs Olatundun Okhion is a teacher in the iLEAD Fellowship at Army Government Secondary School, Asokoro, Abuja. She monitors and mentors iLEAD students through the entire one-year programme cycle.

The conversation about teacher motivation has been on the front burner for a long time. Extensive research supports that teachers need some level of encouragement for them to stay motivated and inspired (How Virtual Community of Practice Enhances Teacher Competencies - kindly visit [www.leapafrika.org/report](http://www.leapafrika.org/report) to read). Other reports posit that motivated teachers are likely to pass it on to their students, improving students' academic outcomes.

"As teachers, one of the problems we face is inadequate motivation through conferences, workshops and training,"

- Mrs Okhion.

As part of the programme element, Mrs. Tundun was one of the teachers trained in LEAP Africa's Leadership and Life Skills curriculum. For over 20 years, Mrs. Tundun has nurtured a passion for becoming a change agent to her students and in her society. However, she did not have the requisite knowledge and opportunity to explore her passion within her community. According to her, the iLEAD Fellowship was a fantastic opportunity to achieve her dreams of finally becoming a positive force. After the Training of Trainers (ToT), which takes participants through modules like Leadership, Art and Act of Leadership, Creative Teaching Methods, etc., Mrs. Tundun describes her experience as impactful.


"After the training, I felt like I could conquer the world. I felt like I could do anything I set my heart to do,"

says Mrs. Tundun.

The LEAP Africa iLEAD fellowship sponsored by Citi Foundation provides a platform for select teachers to have the opportunity to gain the necessary skills and knowledge required to advance their careers and support the development of their students.

Appraising the ToT further, Mrs. Tundun stated that the training is the best she has attended in her 20 years of teaching experience. "Society provides you with little opportunity to explore and become what you want to be as a woman. After attending the LEAP Africa training, it expanded my mental capacity to aspire for more and do more. Now, I have an unquenched hunger for reading and solving problems. I now know that I am not just a woman; I am a force for positive change."

This brings to the fore the importance of training and retraining teachers. The flawed notion that teachers can only be relevant within the four walls of the school only exists in an environment of stereotypes and lacks merit. The government and other key stakeholders must always provide opportunities for teachers to be trained and re-trained through exchange programmes, relevant workshops, etc. This has implications for developing their capacity for community development. Only Better Teachers can produce Better Students and, consequently, a Better Society. Mrs. Tundun now teaches leadership skills in a small group in her church. She has also developed a renewed passion for community development. Recently, she donated some of her children's old clothes to the less privileged in a small community in Abuja, and she hopes to do even more.

A thick, solid red vertical bar is positioned to the left of the quote.

*“The teacher who is indeed wise  
does not bid you to enter the house  
of his wisdom but rather leads you  
to the threshold of your mind.”*

**- Khalil Gibran**

# OUTSTANDING FELLOW STORY



**Bashir Umar**

My iLEAD fellowship was a transformative experience. I have always searched for ways to give back, to contribute impactfully to the community and the fellowship provided me with that opportunity. It provided me with a pathway to create value in my community while meeting my personal developmental goals and aspirations.

Even though we were equipped with the knowledge and skills to cascade the leadership and life skills to the students, I still had doubts. I was worried about how I would be perceived by the students and whether I would be able to rise to the responsibility that had been thrust upon me. I questioned my confidence and if I would be able to stand in front of a classroom for more than 30 minutes. In my first week of class, all that doubt was cast aside, thanks to all the training we had received. I stood in front of 30 people and delivered the curriculum with so much passion and enthusiasm. My passion came from the desire to ensure all students were carried along and that I could add value to their lives through my work. I made it a priority to creatively infuse leadership, life, employability, and entrepreneurship skills into my sessions. I also ensured to continually motivate my students and encouraged them to think big and aspire for great things. I ensured that I communicated the idea that the highest form of leadership was “Service” and they should be proactive with leading change in their schools and communities. My group of iLEAD students came up with a slogan which they began to use “iLEAD students, see, judge and act”. It was good to see them emerge as transformed individuals, who developed a sense of confidence in themselves, increased aspirations, and awareness of various career pathways.

The fellowship is a transformative journey towards harnessing agency, building confidence, and realising potential. Looking back at the curriculum delivery segment of the fellowship It was an eye-opener and it taught me a few things about myself. I can proudly say my confidence and ability to facilitate and even address a crowd grew. It has also been fulfilling, especially working with the students, and guiding them towards executing their change projects. It has transformed my perspective on leadership and the realisation that the highest form of leadership is service. It has equipped me with the right entrepreneurship and employability skills which will enable me to stand out in the job market as well. Because of this fellowship, I am excited about my next steps in the development sector and life. I look forward to building on this experience and using it to propel myself forward in life and in my career.



## MEET THE 2020/2021 iLEAD FELLOWS



Bashir Umar



Apeh Queen



Alfa Abena



Nwofor Beverly  
Chikasom

# BEYOND THE CLASSROOM

## A Hybrid Self Mastery Course for Teenagers

Parents want their child(ren) to excel in their academic and life pursuits, and that is why LEAP Africa has designed a 5-week Self Mastery course specifically for teenagers between ages 13-17.

Leaning on the learnings from last year where we had to do a fully virtual LEAD The Way (L.T.W.) programme, and the current realities of a post-COVID world, in 2021, we adopted a hybrid learning experience to serve participants even better. The Programme is predominantly experiential, using activities to improve Leadership & Life skills, Civic Engagement, Enterprise, and Employability Skills in teenagers. In 2021, the "beyond-the-classroom" approach was launched to formulate and deliver our specially curated modules. The first track of the Lead The Way virtual programme commenced with several engaging activities, community site visits and training for 30 teenagers from Loyola Jesuit College, Abuja.

Over the past years, the LEAD The Way has presented an opportunity for teenagers to develop personal and transformative leadership skills, civic engagement, enterprise, and employability skills in a fun atmosphere during their summer holidays. The curriculum is an experiential-based training on activities, and it uses case studies, interactive classroom exercises, animated videos, group discussions, visual props and team tasks among other activities. The programme takes participants through a journey of self-awareness, encourages them to lead ethically, stimulates patriotism and supports them to make purposeful and informed career decisions.

The students took the self-mastery course, which included carefully curated

modules on self-identity and self confidence, values and moral ethics, visioning and goal setting, act and art of leadership and self-leadership. A vital component of the course is the "Give Back" module - participants are charged to embark on a community service exercise for an underprivileged community.

For their LEAD the Way Give Back Project, they volunteered and served the underserved children in Ajegunle. They had the privilege to teach and donate schooling materials to a primary school in the community called Dreams From the Slum. These young change agents spent weeks during their summer break to go on a remarkable journey of learning, unlearning, relearning and skills development via LEAP Africa's digital and self-paced leadership development course. Enrol your teenagers to join the next cohort, so they can learn how to demonstrate self leadership skills, moral values, social skills and confidence.

You can register your child(ren) for this transformative experience by visiting [www.leapafrika.org/ltw-apply](http://www.leapafrika.org/ltw-apply).



# Transformative Leadership Program



# EMPOWERING AFRICA THROUGH TRANSFORMATIVE TEACHER EDUCATION

(The Transformative Leadership Program is designed to equip teachers and administrators with the knowledge, confidence and skills required to model leadership and effectively support the leadership development of the students at the secondary level.)

In April 2021, the LEAP Africa team embarked on a support visit to Teacher Mentors (TM) in Uganda to examine the programme's impact on the scholars and the Teacher Mentors. The team visited five schools, spoke with 10 Teacher Mentors and Scholars who have been in the Transformative Leadership Programme since 2019. The Transformative Leadership Programme is an education-focused programme aimed at equipping Teacher Mentors with the fundamental knowledge and skills paramount to inspire excellence and promote leadership development in scholars.

One essential element of the programme is the community change project, where Teacher Mentors ideate, theorise and implement various projects of different degrees within their community to solve a social problem faced by such communities. An example of such a community project is the brilliant idea from Teacher Mentors at Kiira College, Butiki, Jinja City, Uganda. Every year, schools spend thousands of Ugandan Shillings to purchase edible rabbits for students to use as experiments during examination. These rabbits are usually in short supply and are never enough to go round every student.

Scholars in the Transformative Leadership Program (T.L.P.) identified the need to have a sustainable means of getting edible rabbits available for students during each examination season without spending a lot of money annually. They decided to coordinate and raise funds from family and friends, which they used to purchase male and female edible rabbits.

These Scholars are currently cultivating the rabbits with the supervision of the Teacher Mentors and the laboratory officer. They aim to have them available to students for free during each examination season while also helping the school save over 500 thousand Ugandan Shillings annually.

The edible rabbit project is one of the various impactful projects that Teacher Mentors and Scholars (across the five countries) implement in their communities in the Transformative Leadership Program. With the support of our partners, we continue to push the frontiers of one of our strategic big bets, which is making secondary education work for young people across Africa.

Sponsored by the Mastercard Foundation, the Transformative Leadership Program takes educators in five African countries: Ethiopia, Ghana, Kenya, Malawi and Uganda through blended learning via a variety of real-time classroom workshops, self-paced courses, and webinars and a virtual community of practice. The educators are also provided with toolkits and action planning for championing change within their schools and domains.

Over the past two years, Mastercard Foundation in partnership with LEAP Africa has impacted the lives of teachers and students through the Transformative Leadership Programme across different countries; Kenya, Malawi, Uganda, Ethiopia and Ghana.



# RECOGNIZING AND HONOURING TEACHER MENTORS IN EAST AND WEST AFRICA

(LEAP Africa organised a dinner and awards ceremony to celebrate and honour Teacher Mentors in Africa)

LEAP Africa, Mastercard Foundation, C.A.M.F.E.D. Ghana, C.A.M.F.E.D. Malawi and BRAC Uganda honoured Teacher Mentors in the Transformative Leadership Programme (T.L.P.) in Ghana, Malawi and Uganda. Designed to celebrate and honour Teacher Mentors, the Dinner and Awards ceremony marked the end of the programme for the Teacher Mentors in the region. It also signified the beginning of a continued commitment to being Change Agents in their personal and professional endeavours.

823 Teacher mentors completed the programme across Ghana, Ethiopia, Kenya, Malawi and Uganda. The T.L.P. took Teacher Mentors through an intensive two year leadership journey through physical training, curriculum delivery, mentoring, a budding system and a Virtual Community of Practice (VCoP). At the end of the T.L.P., Teacher Mentors have demonstrated transformative leadership by engaging Scholars to identify and provide long term solutions to various social challenges within their communities through the "Give Back Project" components.

At the Dinner and Awards ceremony, LEAP Africa celebrated 163 Teacher Mentors and honoured 15 outstanding Teacher Mentors for their commitment, contributions and Innovation in different categories of awards:

1. **Dong Diana** - St. Francis Girls Senior High School - Most Outstanding TM (Tamale)

2. **Philemon Quansah** - University Practice Senior High School - Most Enterprising TM (Accra)
3. **Mumuni Yahaya** - Kantin Senior High School - Systems Change Agent (Tamale)
4. **Azumah Lariba Cecilia** - Tamale Senior High School - Most Outstanding Give Back Project (Tamale)
5. **Joan Tegbe** - Ghana National Senior High School - The Most Responsive Teacher Mentor
6. **Faith Fweta** - Kaseye Girls Secondary School - Transformative Teacher Mentor Award
7. **Lenia Sikanawawe** - Bangula Secondary School - Most Outstanding Give Back Project Award
8. **Maggie Misoya** - Ngabu Secondary School - Systems Change Agent
9. **Mary Njewa** - Likuni Girls Secondary School- Most Enterprising Teacher Mentor Award
10. **Mwawi These** - Nyamadzere C.D.S.S. - Most Engaging Teacher Mentor Award
11. **Julian Birungi Kukoni**: Bethany High School Naalya, Wakiso - Most Transformative Teacher Mentor
12. **Namutidde Benardette**: Bishop Cipriano Kihangire sss Bbiina, Kampala - Most Engaging Teacher Mentor
13. **Lubega Ismail**: Hana International School, Wakiso - Most Enterprising Teacher Mentor
14. **Sabina Tumusiime**: Immaculate Heart Girls School, Rukungiri - Systems Change Agent
15. **Harriet Tesaga Mwogeza**: Jinja College, Jinja City - Most Outstanding Give Back Project.

The awardees who received cash gifts and other consolation prizes were charged and encouraged not

to relent in facilitating change in their various communities and ultimately inspiring more people to become change agents.

To deepen their engagements, the Teacher Mentors will be inducted into the LEAP Africa Alumni Network (LAAN) as part of the Pan-African cohort of Teacher Mentors. LEAP Africa appreciates the partnership of the Mastercard Foundation towards empowering teachers across Africa and the collaboration with C.A.M.F.E.D. Ghana and Malawi, and BRAC Uganda as local partners throughout the program.



**Honouring Teacher Mentors**



## FEATURE STORY

### LEAP AFRICA CHALLENGED ME TO PURSUE MY DREAMS

Teacher Mentor Ssemanda Deudeditt talks about how the programme changed his mindset.

Ssemanda Deuseditt is a Teacher Mentor in our Transformative Leadership Programme (T.L.P), in the Central region of Uganda. Ssemanda has been a teacher for about a decade. He is an excellent physics teacher, and his students love how he teaches in the classroom.

Apart from teaching, he is also a businessman. He finds peace in working with young people, finding solutions to their problems and nurturing their dreams. Despite his ability to teach beautifully and professionally, Ssemanda had a void in him that had to be filled. He wished he could do more for himself and his community, but he lacked the courage to step out of his comfort zone and challenge his fears.

When he attended the Training of Trainers (ToT) organised as part of activities to empower Teacher Mentors to become leadership role models to their Scholars, he thought to himself, "How can I transform others if I am not transformed?"

During the ToT, he learnt that transformative leadership is engaging others in an ethical manner to generate positive and lasting change. This definition was the turning point for him. After the ToT, Ssemanda developed a new level of confidence and determination to pursue his community's dreams and become a better version of himself. He admitted that the transformation must start from the man in the mirror.

“

*I look into the mirror everyday and tell myself that I am a vehicle for change, but I must first change my mind*

His first step was to go back to enrol for a postgraduate study in Monitoring and Evaluation. He is utilising this knowledge to carry out his work as a teacher better. "Studying is one thing, but knowing why you are studying is another thing," says Mr Ssemanda. He also realised that students in Uganda need career guidance, and he wants to be that bridge to support students transitioning into tertiary education. To achieve this, he is canvassing the support of other Teacher Mentors with different skill sets.

They started a program primarily aimed at career guidance, counselling and coaching students in underserved communities. According to him, students have the aspirations to attain higher education. However, they often lack the financial motivation to do so. He believes that if students are empowered in vocational skills, they can support themselves when the need arises.

Mr Ssemanda and his team of passionate Teacher Mentors recently trained students on making liquid soap to sell to support their parents and support the government's effort in mitigating the spread of the novel coronavirus in Uganda. He has started living his dreams - He admits there is still a lot to be done, but he is grateful to LEAP Africa for empowering him to kickstart his goals to empower others.

To know more about the Transformative Leadership Programme (T.L.P), kindly reach out to our Programmes Unit via [programmes@leapafrika.org](mailto:programmes@leapafrika.org).

“

*Some of my students are from far to reach areas; when they are empowered, they can go back and enable others. To me, that's transformation. It goes beyond a generation.*



## NIGERIAN NATIONAL PETROLEUM CORPORATION SHELL NIGERIA EXPLORATION AND PRODUCTION COMPANY LIMITED

The Nigerian National Petroleum Corporation, Shell Nigeria Exploration and Production Company Limited (NNPC SNEPCo) iLEAD programme was implemented by LEAP Africa in partnership with NNPC SNEPCo and commenced in November 2021. The programme was targeted at 30 students in Top Faith School, Mpatak, Akwa Ibom and six tertiary students under the NNPC SNEPCo scholarship who are students of four Nigerian Universities, the University of Lagos, University of Benin, Bayero University, University of Port-Harcourt and Federal University of Technology, Akure. The NNPC SNEPCo iLEAD programme was focused on inspiring, empowering, and equipping youth beneficiaries with the knowledge and skills required for self-actualisation, personal and values-based leadership, and their ability to serve as change leaders in their communities.

The programme offered participants the opportunity to develop critical leadership skills, life skills and employability skills through self-paced leadership and life skills courses, Training of Trainers, instructor-led sessions, book reviews and the implementation of a change project, to enable them transition into ideal leaders. The programme was also designed to improve time management and resource management in the participants.

The importance of education in combating the challenges plaguing Africa cannot be overemphasised as we continue to work towards actualising the Africa that we envision. With the support of our partners, we will not relent in our efforts to make secondary education work for young people across Nigeria and Africa.







## Strengthening Civic Advocacy And Local Engagement ( SCALE) **USAID AND PALLADIUM PARTNER WITH LEAP AFRICA TO COUNTER TRAFFICKING IN PERSONS (C.T.I.P.) IN NIGERIA**

**H**uman trafficking continues to be a persistent problem in Nigeria despite efforts by National, International, and Multinational organisations.

It is against this background and more that LEAP Africa partnered with U.S.A.I.D. and Palladium to implement a multi-component project that provides an analysis of the existing gaps in Countering Trafficking in Persons (C.T.I.P.) policies in Nigeria, strengthen the capacity of Civil Society Organizations (C.S.O.s) countering trafficking in persons through positive youth development to enhance public accountability, transparency and sustainable service delivery in Nigeria, increase youth engagement through awareness building and capacity development, and increase public awareness.

In September and October 2021, the team held a 3-day residential training to introduce selected organisations from the South and North geo-political zones that work directly with victims or survivors of human trafficking, especially the predominately at risk populations, youth and women, to the Positive Youth Development (P.Y.D). The P.Y.D. Programme is LEAP Africa's holistic approach to strengthen the capacity of C.S.O.s countering trafficking in persons through positive youth development to enhance public

accountability, transparency, and sustainable service delivery in Nigeria.

At the end of the workshop, participants were equipped with core competencies that they would need to combat and prevent trafficking and to support survivors as they reintegrate into their communities. To further validate the need to counter trafficking in persons, LEAP Africa went on a fact-finding mission to the most affected states across the six geo-political zones in Nigeria. The team met with victims, parents of victims, religious leaders, traditional leaders and community leaders. A policy gap analysis session was held to share findings, and stakeholders present at the meeting were charged to play their roles effectively to secure the future of young people in Nigeria.

Do you want to partner with us or know more? Kindly reach out to our Programmes Unit via [programmes@leapafrika.org](mailto:programmes@leapafrika.org).





## Nigeria Youth Futures Fund (NYFF) EQUIPPING A NEW CADRE OF YOUTH LEADERS IN NIGERIA

In partnership with the John D. and Catherine T. MacArthur Foundation and Ford Foundation, LEAP Africa announced the launch of the Nigeria Youth Futures Fund in September 2021. As a reputable youth leadership development organisation with functional programming in at least 26 states, LEAP Africa will harness its thought leadership, advocacy and ecosystem building expertise towards raising a new cadre of leaders across the country.

Representing more than 70% of the population in the country, young Nigerians have become increasingly poised to lead powerful organisations, institutions and groups, having built capacity from leading change at a social level. With access to the right skills, opportunities, resources, knowledge and networks, young Nigerians have demonstrated their creativity, resilience and innovation, despite the policy inadequacies they contend with. However, there remains a huge disconnect between the Nigerian youth and formal political institutions, leaving them with little or no say in decisions that affect their futures.

As witnessed in the 2020 #EndSARS protests, young Nigerians are exploring alternative leadership and funding models aided by digital technology. However, the protests also showed some leadership, sustainability and organisational gaps within youth-led movements and organisations. In addition, efforts by stakeholders in the Nigerian youth ecosystem are still compromised by a preference to work in silos, leading to duplicity of efforts and unsustainable results.

The Nigeria Youth Futures Fund seeks to build on the momentum inspired by the #EndSARS protests and the reawakening of civic interest among the youth following a prolonged hiatus.



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*Amidst the numerous challenges that the Nigeria youth ecosystem has faced, especially in the wake of the pandemic, we remain committed to advancing the inclusion of youth voices, abilities and agency. We are leveraging our 19 years of experience working with Nigerian youth and our multi-sectoral convening power to build a stronger and more resilient youth ecosystem that will decisively contribute to the long term development plans of Nigeria.*

**Femi Taiwo, Executive**  
Director of LEAP Africa.

Speaking on the relevance of the N.Y.F.F., MacArthur Foundation On Nigeria programme, Co-Director and Director of the Nigeria office, said "There is no better time to invest in the civic engagement and participation of our young people, and the Nigeria Youth Futures Fund will sustain their work locally and amplify their voices in the halls of power." The N.Y.F.F. is also timely for LEAP Africa's work in the past two decades. It marks its 20th anniversary in 2022, coinciding with the pre-election year and when the N.Y.F.F. will fully kickstart activities across Nigeria.

The N.Y.F.F. is a five-year collaborative fund seeded by \$3 million from the Ford Foundation and \$2 million from the MacArthur Foundation to facilitate young people's leadership and civic engagement in Nigeria, to raise \$15 million from additional partners and other foundations. Building on the momentum gained from social movements and expressions of youth leadership over the last decade, the N.Y.F.F. will: - Convene an Imaginative Futures Working Group of young people ages 35 and below at the national and state levels to explore and discuss visions, challenges, and opportunities for Nigeria in 2025, 2030, and 2050 as part of official government vision strategy efforts; - Support hubs of innovation to advance the development of ideas including economic, civic, and social enterprises by and for young people; - Create a fund that will provide small to medium sized action grants for young activists and anchor organisations at national and sub-national levels and; - Enable

young people to take advantage of social and economic opportunities provided by governments and international agencies through an online portal. To implement the project, LEAP Africa would be working under the strategic direction of the N.Y.F.F. Advisory Committee made up of youth and relevant stakeholders representing different groups, including women, persons living with disabilities and rural youth.

*I believe that the fund is a critical part of efforts to empower youth, enhance their leadership capabilities, expand opportunities for them to be engaged in national development, and facilitate a proactive and constructive relationship between the youth and governments across Nigeria.*

**Dabesaki Mac-Ikemenjima**  
Program Officer in the Office of West Africa,  
Ford Foundation.

# PROJECT EMPOWER

.... learn a skill, be empowered for life!



## PROJECT EMPOWER SETTING UP THE NORTHERN YOUTH FOR PROSPERITY

I.H.S. Towers and LEAP Africa, launched Project Empower, a 7 month programme designed to equip and empower 100 beneficiaries from low income communities with technical and vocational skills that are in high demand and economically relevant in Sokoto State.

The ultimate impact of this project is that beneficiaries can start viable businesses which enable them to lift themselves and their families out of poverty and contribute to the community and national development. Beneficiaries will also be provided with the resources and toolkits to kickstart their businesses through connections to microloans, business registration, branding, marketing, and other support services.

The project commenced implementation in June 2021 in Sokoto State, Northwest Nigeria, with a one day orientation/induction programme held to educate participants about the programme and expectations. Present at the meeting were critical stakeholders within the region like Hon. Dr Shehu Balarabe Shehu Kakale, member representing Bodinga, Dange/Shuni and Tureta Federal Constituency, Commissioner for

Youth and Sports Development, Sokoto State, represented by Director of Youth and Sports Development, Sokoto State, Ibrahim Ahmed Sani, representatives from I.H.S. Towers, Head Corporate Affairs Commission, Sokoto State, Barr. Hafsat Sahabi Dange and Ado Abdullahi. A significant milestone on the project saw 100 participants benefit in Vocational and Entrepreneurship Training in Poultry Farming, Fish Farming, Groundnut Processing, Catering Services, Cosmetology (Hair and Body care) and Make-up Services.

At the graduation ceremony, the 100 participants were presented with work tools and machines to support the knowledge gained from the Programme and ultimately start their businesses. They will also receive support through connections to microloans, business registration, branding and other support services.

Interested in partnering with LEAP Africa on a similar project? Please contact our Programmes Unit via [programmes@leapafrika.org](mailto:programmes@leapafrika.org).



# YOUNG SDG INNOVATORS PROGRAMME (YSIP) FINAL CAMP

DATE : WEDNESDAY, 3 NOVEMBER 2021 | TIME : 9AM



## The Young SDGs Innovators Programme (Y.S.I.P) ADVANCING YOUTH SDGs ENGAGEMENT WITHIN ORGANISATIONS

LEAP Africa has partnered with the United Nations Global Compact (U.N.G.C.) in the Young S.D.G. Innovators Programme (Y.S.I.P). The Programme is poised to support companies and young professionals in clarifying and developing innovative and profitable solutions within their organisations that address the Sustainable Development Goals (S.D.G.s). The United Nations Global Compact's Y.S.I.P. takes participants through a design thinking approach to innovation by focusing on the S.D.G.s. Participants are exposed to each phase of the programme, provided with resources, tools and methodologies that will guide them through identifying a challenge, designing and testing solutions and validating these solutions for business value and S.D.G.s impact in an Innovation Camp.

Facilitators at the training explored creative ways to facilitate different sessions focused on how participants can uptake actions for the actualisations of the S.D.G.s in their various professional and individual endeavours. A panel session opened with a keynote by the founder of LEAP Africa and ACE Foods, Ndidi Okonkwo Nwuneli, was held to support

participants in building a sustainable business model to solve the challenges identified as it relates to the S.D.G.s in their organisations and/or communities. The other panellists were Seyi Ojurongbe, Manager, Sahara Foundation, Omolade Banjoko, Sustainability Lead, Union Bank and Emike Etu, Governance Analyst, Oando Energy Resources. Through the Innovation Camps and facilitator-led sessions, participants learnt how to increase their contributions to the S.D.G.s. Also, they learnt how to develop and lead sustainable strategies for the actualisation of the S.D.G.s. The training also aims to scale up enablers for the S.D.G.s by developing a globalised network of young professionals to support youth engagement in the S.D.G.s through innovation.

To learn more about the Young SDG Innovators Programme, please reach out to our Programmes Unit via [programmes@leapafrika.org](mailto:programmes@leapafrika.org).

## LEAPing Beyond Limitations: An excerpt from a collection of Poems by Staff of LEAP Africa.

*Take the first step*

*Perhaps, you can't fathom the uncertainties clouding our faces as we birth this new dawn; you can't undo the reality of the change it has caused; Yet we are charging ourselves with audacity, fierceness and tenacity to rise above the odds.*

*Taken aback by the inconsistencies of the preceding year that threw us off balance; we have the opportunity to learn, unlearn then rewrite the script.*

*In the rewrite,  
we become more deliberate.*

*In deliberation,  
We take charge and unlock new levels of potential; stretching and finding the strength to thrive beyond our imagination.*

*Take charge, take the first step and leap beyond limitations”*

— As submitted by Simisoluwa Abraham  
Finance and Admin Manager,  
LEAP Africa

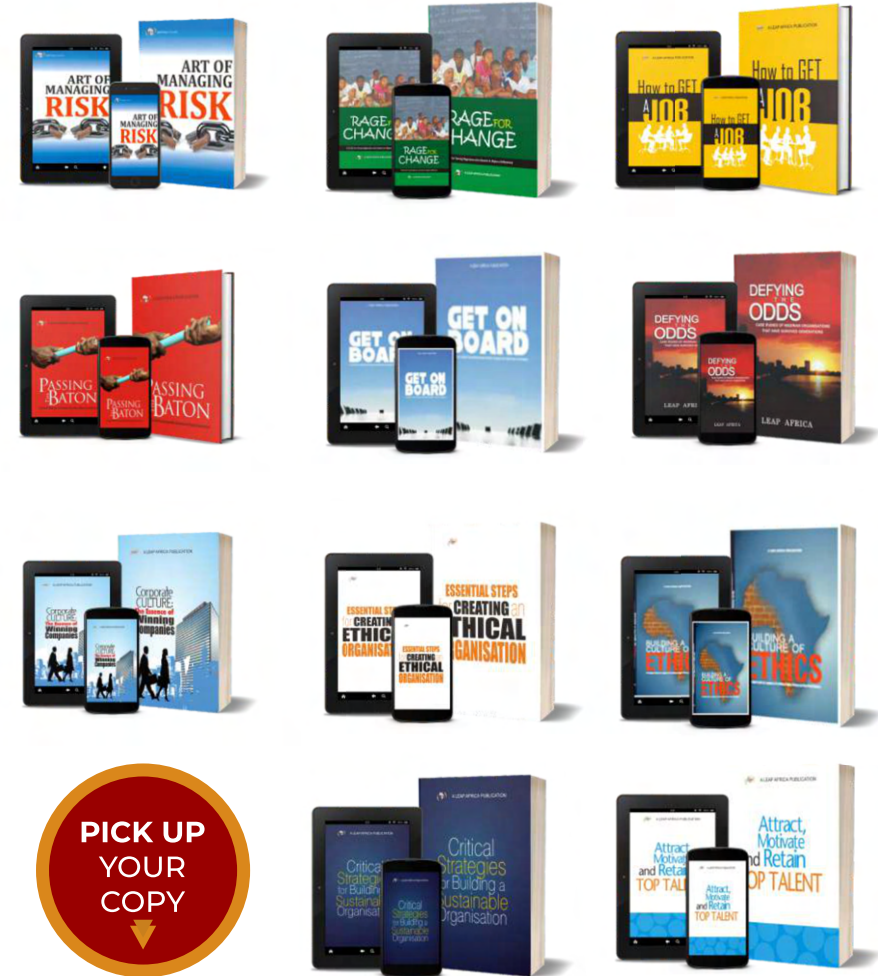




# LEAP AFRICA'S BOOKS

We tailor our research findings to the programme and activities we run. From case studies on business sustainability in the Nigerian landscape to inspiring content on community development and leadership, our publications provide a step-by-step guide on entrepreneurship and social impact initiatives.

- ◆ Get on Board: A Practical Guide to Building High- Impact Boards of Directors in Nigeria – **N2,500**
- ◆ Building a Culture of Ethics: A Practical Guide for African leaders in the public, private and nonprofit sectors – **N2,500**
- ◆ Defying the Odds: Case Studies of Nigerian Companies that have Survived Generations is the first of its kind in Nigeria. – **N1,000**
- ◆ Passing the Baton: A Guide to Building Sustainable Businesses – **N1,500**
- ◆ Attract, Motivate and Retain Top Talent – **N1000**
- ◆ Critical Strategies for Building a Sustainable Organisation - **N1000**
- ◆ Essential Steps for Creating an Ethical Organisation – **N1000**
- ◆ Art of Managing Risk – **N1000**
- ◆ Corporate Culture: The Essence of Winning Companies – **N1000**
- ◆ Rage for Change: A Guide for Young Nigerians who Desires to Make a Difference. – **N1000**
- ◆ How to Get A Job – **N1000**



**PICK UP  
YOUR  
COPY**

Have you considered adding LEAP's resource materials to your 2021 book reading challenge? We have 11 interesting titles available at several bookstores in Nigeria and some of these books have e-versions. Get them today!

**AVAILABLE AT THESE LOCATIONS:**

LEAP Africa's Office: 13, Omorinre Johnson Street, off Admiralty Road, Lekki Phase 1, Lagos  
Roving Heights: 28 Ogunlana Dr, Surulere 100001, Lagos  
[www.okadabooks.com](http://www.okadabooks.com)



# FINANCIALS



# STATEMENT OF INCOME AND EXPENDITURE

FOR THE YEAR ENDED DECEMBER 31, 2021 (UNAUDITED)

	2021	2020
	₦'000	₦'000
<b>Income</b>		
Grants	388,252	197,267
Donations	28,630	27,553
Programme fees	3,592	18,508
	<b>420,474</b>	<b>243,328</b>
Other income	619	336
Finance income	22,777	18362
Other gains	142,287	88,706
<b>Total income</b>	<b>586,157</b>	<b>350,732</b>
<b>Expenditure</b>		
Cost of sales	(33)	(144)
General administrative expenses	(376,303)	(238,806)
<b>(Deficit )/surplus</b>	<b>209,821</b>	<b>111,782</b>
<b>Other comprehensive income:</b>		
Items that will be reclassified to income and expenditure	-	-
Items that will not be reclassified to income and expenditure	-	-
Total other comprehensive income	-	-
<b>Total comprehensive income</b>	<b>209,821</b>	<b>111,782</b>

# STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2021 (UNAUDITED)

	2021	2020
	₦ '000	₦ '000
Property, plant and equipment	51,009	49,379
Intangible Assets	6,644	6,643
<b>Total non-current assets</b>	<b>57,653</b>	<b>56,022</b>
<b>Current assets</b>		
Accounts receivables	49,224	46,718
Inventory	164	197
Prepayments	5,507	3,714
Cash and short-term deposits	1,561,946	573,861
Total current assets	1,616,840	624,491
<b>Total assets</b>	<b>1,674,493</b>	<b>680,512</b>
<b>Accumulated funds and liabilities</b>		
<b>Accumulated funds</b>		
Restricted funds	325,541	214,761
Un-restricted funds	281,149	182,108
<b>Total funds</b>	<b>606,690</b>	<b>396,869</b>
<b>Current liabilities</b>		
Accounts payable and accrued expenses	28,474	15,438
Intercompany	5,308	5,308
Deferred income	1,034,020	262,897
<b>Total liabilities</b>	<b>1,067,803</b>	<b>283,643</b>
<b>Total accumulated funds and liabilities</b>	<b>1,674,493</b>	<b>680,512</b>



# Alone, We Can Do So Little; Together, We Can Do So Much

We are dedicated to empowering and increasing opportunities for young people to creatively lead and find solutions to some of Africa's biggest problems; one community at a time.

**DONATE NOW** to join LEAP Africa  
in promoting ethical leaders in Africa.



**DONATION**

Visit [www.leapafrika.org/donate](http://www.leapafrika.org/donate) to start

## US BASED DONATIONS

US based donors can now make a tax deductible contribution to LEAP Africa. We have established a LEAP Africa US Fund at the King Baudouin Foundation United States (KBFUS). Because KBFUS is a public charity, within the meaning of Section 501(c)(3) and 501 (a)(1) of IRC, donors may claim the maximum tax benefits allowed by US tax laws for their contributions.

Tax deductible contributions can be made by check:

Write your check to KBFUS and note LEAP Africa in the memo section Mail it to KBFUS; 10 Rockefeller Plaza, 16th Floor, New York, NY 10020.

# OUR BOARD MEMBERS



**Mr. Udeme Ufot (MFR)**

Board Chair, Co-Founder & Group Managing Director, SO&U



**Ms. Rabi Isma**

Non-executive Director, Stanbic Ibtc Plc; Former Director, Leadership And Organisation Development 9 Mobile Nigeria



**Mr. Simon Kolawole**

Founder/CEO, Cable Newspaper Ltd



**Mr. Chike Maduegbuna**

CEO, Afrinolly Ltd



**Mrs. Ndidi Okonkwo Nwuneli (MFR)**

Founder, LEAP Africa; Co-founder, ACE Foods; Director, Sahel Capital



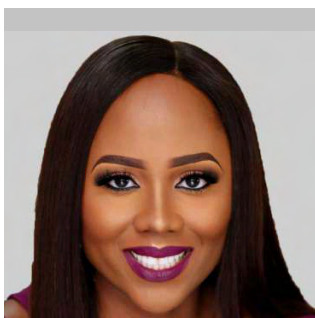
**Mrs Adesola Sorande-Peters**

Vice President, Finance, Unilever Nigeria.



**Mrs. Clare Omatseye**

MD, JNC International Nigeria Ltd



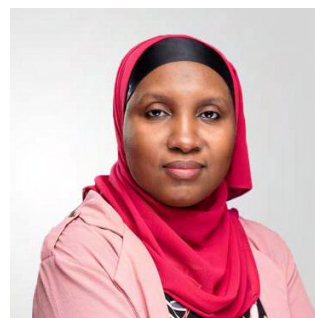
**Mrs. Uche Pedro**

Founder, Bella Naija



**David Lanre Messan**

President, LEAP Africa Alumni Network (LAAN)



**Mrs. Amal Hassan**

CEO, Outsource Global



**Mrs Micheline Ntiru**

Business Advisor, Stanford Institute for Innovation in Development Economies (Stanford Seed).



**Mr. Femi Taiwo**

Executive Director, LEAP Africa



# APPRECIATION

We express our deep appreciation to organizations and individuals, our global community of action, who support **LEAP Africa** and all our initiatives in Nigeria.



## ORGANISATIONS

1. Accountability Lab
2. ACT Foundation
3. Acumen
4. Afrinolly
5. Akwa Ibom State Government
6. Almanjiri Child Initiative
7. ALX
8. Ashake Foundation
9. Babban Gona
10. Beer Sectoral Group
11. BellaNaija
12. Bill and Melinda Gates Foundation
13. BRAC Uganda
14. BudgIT
15. BusinessDay Newspaper
16. Camfed Ghana
17. Camfed Malawi
18. Canva
19. Center for Evaluation Innovation
20. Channels Television
21. Citi Bank
22. Citi Foundation
23. Coach Rhalee Academy
24. Coldhubs
25. Corona School
26. CUAIK
27. Development Bank of Nigeria
28. DOTTS Media House
29. DOW Chemical
30. FAWE Rwanda
31. Dream From The Slum
32. Donors for Africa
33. Echoing Green
34. Educate
35. Emerging Leaders Foundation
36. Enactus Nigeria
37. Entrepreneurship to the point
38. Exzie Incorporation
39. FAME Foundation
40. FAWE Ethiopia
41. Federal Capital Territory (FCT) Authority
42. Fernleigh
43. Ford Foundation
44. Give Back Nigeria
45. Global Citizen
46. Global Shapers Community
47. Guardian Newspaper
48. Harambee
49. Helium Health
50. HP
51. Impact Investors Foundation
52. International Labour Organization
53. Junior Achievement Nigeria
54. Kolimo Media
55. Lagos Business School
56. Lagos Food Bank
57. Lagos State Employability Trust Fund
58. Leading Learning Limited
59. Mamamoni
60. MANI
61. Mastercard Foundation
62. Medsaf
63. Mobicure
64. Ministry of Education – Akwa Ibom State
65. Ministry of Education
66. Ministry of Youth and Sport
67. NATAL Cares
68. National Youth Service Corps
69. Netherlands Embassy
70. Paradigm Initiative
71. Peace First
72. Pistis Foundation
73. Nigeria Youth SDGs Network
74. SustyVibes
75. The Cable
76. The Youth Cafe
77. Ventures Africa
78. Volunteer Hub Africa
79. YEDI
80. YOTA



## INDIVIDUALS

1. Ms Adaeze Onu
2. Dr. Abiodun Adereni
3. Mr Adebowale Machado
4. Ms Adebowale Munirat
5. Ms Adaeze Onu
6. Mrs. Adesola Sotande-Peters
7. Ms Adeyinka Okunfolami
8. Mr Afis Bello
9. Mrs. Alero Ohgoli
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11. Mr Andrew Tarazid-Tarawali
12. Ms Angel Adelaja
13. Mr Arome Ibrahim
14. Mr Ayodele Aremu
15. Mrs Ayodeji Lawrence
16. Mr Ayomide Owoyemi
17. Mr Bashir Adeyemi,
18. Mr Bashir Usman-Gorau
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22. Mr Bright Serinye
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24. Mr Charles Anudu
25. Chidilim Menakaya
26. Mr Chike Maduegbuna
27. Mrs Chioma Ogbudimkpa
28. Mr Christopher Babayemi
29. Mr Christopher Louise
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31. Mr David Effiong
32. Mr. David Lanre Messan
33. Ms Doris Orji
34. Mrs Dinma Nwobi
35. Barr. Eduok Etuk
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37. Ms Emeke Etu
38. Emesibe Ene
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40. Mr Emmanuel Iruobe
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42. Miss Esther Lolo
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64. Mr Jude Abaga
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66. Ms Joyce Awosika
67. Ms. Kechi Okwuchi
68. Mr Kelly-Daniel Oshiogwemue
69. Ms Kemi Ogunleye
70. Ms Kemi Oyegbesan
71. Mr Kolawole Osinowo
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73. Ms Linda Bembatoum
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75. Ms Lydia Odeh
76. Ms Lynda Ori
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80. Mrs Mayowa Adegbile
81. Mr Mfrekeobong Ukpama
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83. Mrs. Micheline Nturu
84. Mrs Mosun Layode
85. Mr Mosunmade Omofolarin
86. Mr Muhammad Dalhatu
87. Ms Naomi Mac
88. Dr. Nadu Denloye
89. Ms Nathalie Gogue-Ebo
90. Miss Nancy Odimegwu
91. Mrs. Ndidi Okonkwo Nwuneli (MFR)
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93. Ms Nguseer Torbunde
94. Mrs Oduola Osunloye
95. Ms Ojonugwa "Nugwa" Ichaba
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98. Ms Olajumoke Ajayi
99. Mr Olatunde Olafimihan
100. Mr Oludare Akinlaja
101. Mr. Oluseyi Ojurongbe
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103. Mrs. Omolade Banjoko
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114. Mr. Seyi Bickertsteth
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125. Tola Theophilus
126. Dr Trevor Male
127. Mr Udeme Ufot (MFR)
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129. Mr Uwakmfon Archibong
130. Mr Victor Taiwo
131. Ms Victoria Bamgbopa
132. Mr Wale Atobatele

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