

Annual Report and
Financial Statement
2021-2022

Ashinaga Association in the UK

Company Number:
10634278

Registered Charity Number:
1183750



ASHINAGA

2021-2022 UK

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Reference and Administration

Name

Ashinaga Association in the UK

Company Number

10634278

Charity Registration Number

1183750

Address and Registered Office

13/14 Cornwall Terrace,
Outer Circle
London
NW1 4QP
UK

Chief Executive Officer

Dr. Michael Rivera King

Trustees

Ms. Noriko Tominaga-Carpentier
Mr. Yoshiomi Tamai
Ms. Yukie Seki
Dr. Michael Rivera King
Sir Eric Thomas
Professor 'Funmi Olonisakin
Ms. Suzan Kilamile

Bankers

Barclays Bank
17 St Anns Square
Manchester
M2 7PW

Solicitors

Herbert Smith Freehills
Exchange House
Primrose Street
London
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Accountants

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London
EC2A 2EP

Auditors

Moore Kingston Smith LLP
The Shipping Building
The Old Vinyl Factory
Blyth Road
Hayes
London
UB3 1HA

2021-2022 Highlights at a Glance

Scholar Highlights

- One Scholar set up a pro-bono school for mothers so that they can sit their Malawian MCSE exams. The organisation now has 13 members, a registered office, and partners and funders from around the world.
- Another Scholar has partnered with a start-up founder to help subsistence farmers in rural Zambia improve crop yields by connecting farmers with training, loans to expand their farms, and marketing services.
- A third Scholar secured a government donation of five computers and has set up an organisation named Young Africans Alliance Academy. This teaches ICT skills and leadership to young people in Sierra Leone and has enabled eight of their students to progress to university.

In the 2020-2021 Academic Year

- 1 **38% of Graduates**
Achieved a First with all remaining graduates securing an Upper Second-class degree.
- 2 **83% of Scholars**
Were at a top 500 university (THE).
- 3 **0% Failure Rate**
No Scholar has ever failed to progress to the next academic year.

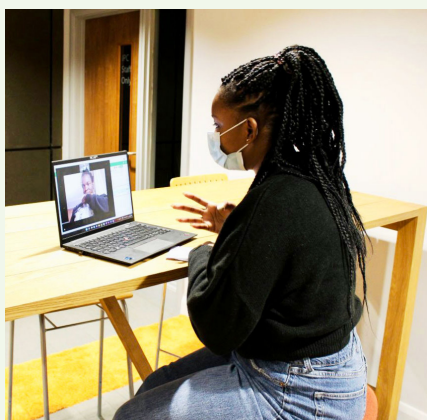




£310,000 support for Ashinaga's international work*

*Up from £180,000 the previous year

Partnerships



Our first Scholars entered the University of York in September 2021. The University of York have pledged over £2.5 million in tuition fee waivers to support 33 AAI UK Scholars over the next eight years.

This year, we secured over £310,000 of support for Ashinaga's international work, including over £239,000 of support from university partners and £20,000 worth of laptops for Ashinaga Senegal.

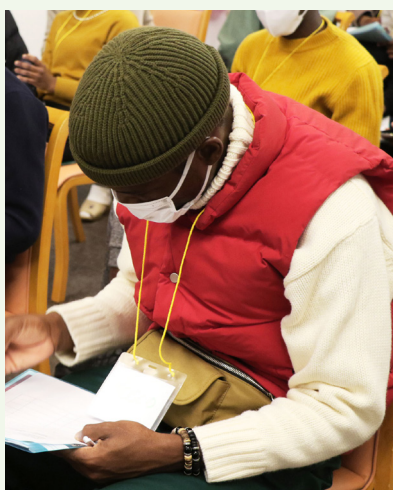
We have continued our partnership with Herbert Smith Freehills who have provided pro-bono legal support, mentorship to Scholars and Graduates, as well as financial support for our work.

2021 Graduates

The 2021 Graduates all secured excellent jobs or full scholarships for further studies.

2021 Graduates are working as genetic technologists, engineers, and financial analysts, as well as medical doctors, investment bankers, and accountants.

One 2021 graduate progressed onto McGill University on a full Mastercard Scholarship for his research master's degree, while a 2020 Graduate secured a full Commonwealth Scholarship to study Structural Engineering at the University of Manchester.



Governance

In September 2021, Suzan Kilamile, a Tanzanian AAI Graduate working at a Medical University in Tanzania while completing her master's, joined our board of trustees.



Message from a Scholar

I grew up in Lesotho, a landlocked country in Southern Africa. Like many other African countries, Lesotho experiences various issues of development that impact the quality of life for its citizens. As a result, throughout my life, I have been privy to the challenges that Basotho faced, especially the socio-economic challenges. Of particular interest to me was the ability of the law to protect and support vulnerable groups. Being a girl, I understood the challenges that women faced in the country. Lesotho's law is more protective of men and provides less support and rights for women. As such Basotho women have limited rights which in turn affects their ability to succeed in the country. As a result, I developed a passion for a career aimed at defending and promoting women and girls'

rights. Specifically, I developed an interest in providing support and help to victims of Gender Based Violence and Sexual assault – my *kokorazashi*.

It was critical for me to have an opportunity that would expose me to other opportunities that could support my passion. A scholarship was the most effective start for me, as it would expose me to the international community where I could learn more about defending human rights. Furthermore, studying in a developed country that had completed impactful work in the area of human rights would enable me to learn further about such effective structures, which I could later implement upon my return to sub-Saharan Africa. Thus, when I was invited to join the Ashinaga Africa Initiative,

I was convinced it was the perfect start to attaining my goals.

My journey with Ashinaga has been nothing short of fruitful. I have been exposed to an international community, exposing me to a wide array of mindsets. This has motivated me to gain more knowledge and ideas on how I can implement my *kokorazashi*. With the skills learnt from the *tsudoj*, study camp, preparation camp and occasional events, I managed to obtain and apply for further opportunities/experiences that have improved my network and skills.

At university, I participated in the Model African Union Society as the vice president which equipped me with better knowledge on African issues. In the past four years of my university,



“Ashinaga has been
a significant building
block for me to
achieve my dreams.”

I was also fortunate to intern with organisations focused on defending and supporting victims of GBV and sexual assault—TEARS Foundation (South Africa) and Women and Law in Southern Africa (Lesotho). I have also been completing my Ashinaga proposal researching effective means of providing support to, and advocating for, victims of sexual assault in Lesotho. This has allowed me to understand the challenges that impede existing organisations in the country from providing more support, and how these can be solved. This research and experience have also supported my nomination and award of the Sir William Darling Memorial Prize for my dedication and work in assisting with the development of Africa.

In the future, I aim to work with Non-Governmental Organ-

isations whose work is focused on defending human rights on the African continent. I hope to use my law degree, alongside my experience from internships and research, to support and assist victims of gender-based violence and sexual assault in sub-Saharan Africa.

Ashinaga has been a significant building block for me to achieve my dreams, and I believe there is no better way for me to show my gratitude than to pay it forward in the manner above. I am grateful to the Ashinaga Africa Initiative and its donors for supporting me in achieving *my kokorazashi*.

Tlalane Matsoso
AAI Scholar



**Our movement
is underpinned
by the simple
concept of 'people
helping people'**

Message from

Our Founder



In 2012, I had a conversation with some professors at the University of Oxford on what was to become the Ashinaga Africa Initiative (AAI). To explain the spirit of the program I referenced loggerhead sea turtles, who travel abroad and then return to the place they were born to lay their own eggs. A decade on, it is a great pleasure to see AAI Scholars who have studied in the UK returning to the great continent of Africa to contribute to development in whatever manner they wish. UK graduates in Africa are teaching in medical universities, working as a civil engineer developing infrastructure, and doing policy analysis for a nation's president.

2021–2022 has been a challenging year for Ashinaga and our Scholars. Covid and the cost of

living crisis have left people at risk of isolation. I am thus very proud that the UK office has never had a Scholar leave the program or fail to progress to the next academic year. It is a testament to the Scholars' resilience and determination as well as the staff's great efforts in supporting them.

Our movement is underpinned by the simple concept of 'people helping people'. Be it UK graduates shaping the futures of their communities and countries or our wonderful donors contributing to these young changemakers' journeys, everything comes back to simple kindness. As we move out of the pandemic I ask for your continued support in helping change the world through the amazing AAI Scholars.

Sincerely,

A handwritten signature in blue ink, reading 'Yoshiomi Tamai' in a stylized Japanese calligraphic style.

Yoshiomi Tamai

President and Founder of Ashinaga

Message from Our Director



Ashinaga UK is now the largest provider of undergraduate scholarships for sub-Saharan African students in the UK. We supported 29 AAI Scholars over the fiscal year and by September 2022 will have supported 51 Scholars on their journey to impacting Africa.

Our beneficiaries lie at the heart of our work and I am delighted that we were able to welcome Suzan Kilamile onto our board of trustees this year. Suzan is an AAI Graduate of the University of Nottingham who is now working at a Medical University in Tanzania while completing her master's degree. Suzan's lived experience has already been invaluable in board meetings.

I remain profoundly impressed with both UK Scholars and Graduates and the positive contributions they are making to their communities, countries, and continent. It is amazing to see the impact Scholars are having in

Africa before they even graduate, through foundations, social enterprises, education charities, and peer-support groups. We help Scholars cultivate the skills they need to achieve this impact, in part through the Ashinaga Proposal. This sees Scholars identify an issue in their community, country, or region, and lay out a well-researched, structured proposal on how to address it – either as a social entrepreneurship plan or as an advocacy paper. I was proud to hear that one Graduate has been invited to submit their Ashinaga Proposal, on addressing the issues that disabled students face in accessing school, to the President of Namibia's office.

It is both these longer-term impacts and the transformation in our Scholars that brings me the greatest joy. Knowing the challenges Scholars have overcome makes their graduation ceremonies and post-graduation achieve-

ments even more meaningful for me.

Ashinaga Scholars would not be able to achieve these goals without your support. I am delighted to see how our partnerships and donor numbers have flourished. This year, we secured over £310,000 of support for Ashinaga's international work, a huge step in the right direction. Yet our work, and the work of Ashinaga's offices around the world, remain at a critical point, with the cost-of-living crisis impacting everything we want to achieve. Now, more than ever, our students need your support and generosity. If you want to learn more about our work and how you can get involved, please do not hesitate to reach out to me. By supporting our Scholars, you are supporting the next generation of compassionate young change-makers for Africa.

Dr. Michael Rivera King
Director, Ashinaga Association in the UK



**We supported
29 AAI Scholars
over the fiscal year**

Introducing our Trustees



Eric Thomas (UK)

Sir Eric Thomas joined the Board of Trustees of Ashinaga Association in the UK in February 2018. Sir Eric was Vice-Chancellor of the University of Bristol from 2001 to 2015, and President of Universities UK, the body that represents all UK universities, from 2011 to 2013. His childhood was in the North-East of England, and he qualified as a medical doctor in 1976 from the University of Newcastle upon Tyne. He trained as a gynaecologist and was Professor of Obstetrics and Gynaecology at the University of Southampton from 1991 to 2001. He was Dean of Medicine there from 1995 to 2000. He currently has a number of charitable trustee roles in the UK.



Suzan Kilamile (TANZANIA)

Suzan Nimrod Kilamile joined the Ashinaga Board of Trustees UK in July 2021. Suzan studied Medical Physiology and Therapeutics at the University of Nottingham and is among the first Ashinaga Africa Initiative (AAI) Graduates to complete their degree. Suzan is passionate about healthcare in children and maternal health. As a new and inspired academician, Suzan is hoping to have an impact through scientific and clinical research to promote healthcare. As a board member Suzan acts as a voice of Ashinaga Scholars and alumni.

Yoshiomi Tamai (JAPAN)

Yoshiomi Tamai joined the Board of Trustees of Ashinaga Association in the UK in February 2017. Yoshiomi Tamai is the founder and president of the Ashinaga Foundation. After losing his mother in a traffic accident over fifty years ago, he became passionate about working to support the educational and emotional needs of orphans who lost their parents in traffic accidents. He founded an organisation, Ashinaga, that gave scholarships to these orphans before extending the support to all children who have lost one or both parents. Tamai's work has been recognized with numerous awards, including the Global Fundraising award and, most recently, the Goto Shinpei award.



Noriko Tominaga-Carpentier (FRANCE)

Noriko Carpentier-Tominaga joined the Board of Trustees of Ashinaga Association in the UK in February 2017. Noriko is also a board member of the Ashinaga Foundation. Based in Paris, Noriko works to strengthen French-Japanese economic relationships as Delegation Generale of the Comite d'Echanges Franco-Japonais. Working with companies seeking broader and deeper connections, Noriko cares about the interests of each of them and tries to offer a variety of activities to facilitate them developing their business. Noriko's focus for Ashinaga is to support the development of professional opportunities for alumni to enable them to contribute to African development.



Yukie Seki (JAPAN)

Yukie Seki has been on the Board of Ashinaga Association in the UK since February 2017. Yukie works as the secretary general of the Ashinaga Foundation, where she is also a member of the board, with responsibility for international activities. Before joining Ashinaga, Yukie worked at Hewlett Packard as the Business Manager and Corporate Director.



Introducing

our Trustees Cont'd



'Funmi Olonisakin (UK)

Professor 'Funmi Olonisakin joined the Ashinaga UK Board of Trustees in August 2020. Professor Olonisakin is Vice-President and Vice-Principal International and Professor of Security, Leadership and Development at King's College London, where she founded the African Leadership Centre. She was appointed by the United Nations Secretary-General, Ban Ki-moon, as one of seven members of the Advisory Group of Experts (AGE) on the Review of the United Nations Peacebuilding Architecture. Professor Olonisakin also serves on the board of the Centre for Humanitarian Dialogue and chairs the Africa Regional Advisory Committee of the Open Society Foundation.



Michael Rivera King (UK)

Dr. Michael Rivera King joined the Board of Trustees of Ashinaga Association in the UK in February 2017. Michael completed his doctorate at the University of Oxford before publishing a book on alternative care and social work in Japan. Prior to this, Michael set up a volunteer organisation, Smile Kids Japan, to promote local, sustainable volunteering at child welfare institutions, and raised \$900,000 for children affected by the 2011 Tohoku earthquake and tsunami. Michael also advised the Japanese Ministry of Health, Labour, and Welfare on the 2016 revisions to the Child Welfare Act that promoted family-based foster care and adoption.



83%

**of Scholars at a top
500 University**

Trustees Report (Incorporating Strategic Report)



Objectives and Activities:

The charity's objects ("Objects") are specifically restricted to the following:

- A** Advancing the education of Orphans¹ anywhere in the world but, in particular, in sub-Saharan Africa (or any part thereof) including (but without limitation) by:
 - i. providing scholarships, grants and loans to Orphans to meet expenses associated with education (including course fees, travel and maintenance and subsistence expenses);
 - ii. providing educational and professional guidance and mentoring, emotional and moral support to Orphans;
- B** Supporting community and economic development in sub-Saharan Africa (or any part thereof) by supporting and facilitating Orphans' education with a view to:
 - i. developing their leadership skills and capacity;
 - ii. fostering enthusiasm and tolerance, individual and community self-confidence, and engendering respect for individuality, difference and the importance of teamwork; and



AAI's mission is to contribute to sub-Saharan Africa's expanding role in global development by increasing access to higher education

- iii. using their education and skills to the benefit of their communities (whether national, regional or local) within sub-Saharan Africa.
- C the prevention or relief of poverty or financial hardship in sub-Saharan Africa (or any part thereof) by providing or assisting in the provision of education and training; and
- D such other exclusively charitable purposes as the directors may from time to time think fit.



"Orphans" means a young adult (and, if the trustees think fit and so determine, a child who is under 18 years of age) who has a parent who has died or who is reasonably believed to be long-term missing.



Main Activities

Related to

These Purposes

Ashinaga Africa Initiative: Young Leaders for Africa

Ashinaga Association in the UK works closely with the Ashinaga Foundation, Japan, and Ashinaga offices in Uganda, Senegal, United States of America, France, and Brazil on the 'Ashinaga Africa Initiative'.

The Ashinaga Africa Initiative (AAI) is an international leadership programme that cultivates the next generation of leaders to contribute to the development of sub-Saharan Africa.

AAI Scholars are orphaned students who are committed to returning to sub-Saharan Africa to initiate change, innovation, and development. Each year, Ashinaga aims to select one AAI Scholar from each country in sub-Saharan Africa.

Ashinaga provides financial support for international university degrees, along with leadership training and support to develop Scholars into compassionate change-makers. After graduation, Scholars return to sub-Saharan Africa, empowered to turn their vision into reality.

The mission of the AAI is to contribute to sub-Saharan Africa's expanding role in global development by increasing access to higher education abroad. Ashinaga supports orphaned students who are committed to returning home, or to the region of sub-Saharan Africa, to initiate change, innovation, or development.

Ashinaga in Africa

The first stage of this programme is the recruitment and selection of Candidates. This is conducted by the Ashinaga Foundation.

Selected Candidates then complete a year-long programme in Senegal, for Francophone Scholars, or Uganda, for Lusophone and Anglophone Scholars. This centres around a six-month study camp, focused on academic development and university relations, and a two-month prep camp, focused on socio-cultural preparation. Both camps also focus on leadership development. This year travel restrictions have meant that much of this work had to be delivered online.

Ashinaga Association in the UK

The UK office first engages with potential Candidates during the end of the recruitment stage. We provide feedback on applicants based on our evaluation of their suitability for studying in the UK and of their suitability for the AAI's mission. Once selected, we work with the Candidates on which universities they will apply to and to confirm that their academic plans will enable them to achieve the impact they want to have after graduation.

The vast majority of our work occurs once the Scholars have arrived in the UK. There are three threads to the Ashinaga Africa Initiative: a leadership development programme, a full scholarship for university, and holistic support for the Scholars.

The leadership work is structured on our leadership development framework. This cultivates leadership skills across professional, personal, and academic fields and underpins our work with the Scholars. As part of this programme, Scholars are required to complete an internship in Africa and an 'Ashinaga Proposal'. The latter sees the Scholar identify an issue in their community, country, or region, and lay out a well-researched, structured proposal on how to address it – either as a social entrepreneurship plan or as an advocacy paper. In addition to helping Scholars develop a network and new skills, the internship and Proposal ensure a close bond with Africa is maintained.

The highlight of the year is our annual *tsudo* (leadership camp) focused on leadership development. As well as structured programming, this three-day camp develops a strong cohort mentality, facilitating peer-to-peer support networks. As of the end of this fiscal year, we have never had a Scholar fail to gain entrance to university and no Scholar has failed or left the programme. The role that Scholars play in supporting one another, above and beyond the support we provide, undoubtedly contributes to their success.

Broadly, our work can be divided into three categories: student-facing, partnerships, and administrative. Our student-facing work focuses on cultivating leadership, developing programming, and supporting our students holistically. This work is the heart of what we do: cultivating young African leaders who will determine the development needs of their continent and gain skills to develop innovative means of addressing them.

Our partnerships work covers our work with universities, along with our fundraising and communications efforts. Last year we signed transformative partnerships with the University of York and the University of Warwick. These partnerships have reduced the cost of a Scholar completing the AAI in the UK by 62% and paved the way for more Scholars to study here. In addition to these new partnerships, we are very proud to have agreements with the University of Bristol, the University of Portsmouth, the University of Edinburgh, University College London, the University of Central Lancashire, and Royal Holloway. We also want to thank Kaplan International Pathways for their invaluable support of our work at the University of York, where Scholars entering via the foundation pathway will also have their fees covered.

Our fundraising and communications work this year has been very successful, particularly given the challenges imposed by the cost-of-living crisis impacting our donors. We are grateful to the support of Herbert Smith Freehills, who have provided us with pro-bono legal support, mentored our Scholars and Graduates, and generously supported our work. We are also grateful to the JET Alumni Association UK and the Japan Society, for their kind support. Finally, we are grateful to every donor and fundraiser who supported our fundraising campaigns this year – your support has been incredible!

The final category of work is administrative. We have continued to implement changes to reduce staff time spent on 'back office' work, allowing more time on the work that matters most, supporting our amazing beneficiaries.

Our work with our beneficiaries is assessed as part of a comprehensive Monitoring, Evaluation, and Learning (MEL) system. This tracks both the impact of our work with Scholars and in turn the impact that Graduates have in sub-Saharan Africa.

Our final goal is not the Scholars' education, but that through education and training the Scholars will be equipped to initiate change, innovation, and development in sub-Saharan Africa. As such, it is ultimately not us who defines the aim of this work, but the Scholars, who have a deeper knowledge of the challenges their communities, countries, and regions face. This 'pay it forward' philosophy empowers the Scholars to initiate change on their own terms.

Main Activities

Cont'd

Confirmation that purposes are for the public benefit, having had regard to Charity Commission guidance on this

Ashinaga Association in the UK was entered on the Register of Charities on the 6th of June 2019 (Registered charity number 1183750). The Charity Commission's general guidance on public benefit has been referred to when reviewing the organisation's aims and when planning future activities and the Trustees are satisfied that the work carried out by the charity complies with the public benefit requirements set out by the Commission.

Activities, projects, services in the period

As outlined previously, our work in this period centred on the Ashinaga Africa Initiative, with a focus on improving the content of our leadership programme, and building our fundraising capacity. In addition to this, the University of Bristol commissioned us to provide leadership programming to their international scholarship students. This entailed us creating a leadership development handbook and running an orientation session and one-day leadership workshop. All work carried out this year is assessed in the following section.





Ashinaga's 'pay it forward' philosophy empowers Scholars to initiate change on their own terms

Achievements and Performance

Our Main Achievements in the Period

The board of trustees are delighted with the progress made in 2021–2022 and the achievements of the UK Scholars and Graduates. All our key objectives for the fiscal year, for Student-facing, Partnership, and Administrative work have been achieved and done so at around 20 per cent under anticipated costs. The board are confident in the future direction of the charity and the team's ability to implement these plans. Taking each of our strands of work in turn:

Our **Student-facing** work covers Student Relations and Programming, as well as University support for Candidates (in the preparation year in Uganda) and Scholars who undertake a foundation year in the UK.

Our Student Relations and Programming work begins in Preparation Camp, where we provide support to Candidates in Uganda prior to their arrival in the UK. This was held virtually this year, throughout the month of June. Before the pandemic, staff would travel to Uganda and deliver all sessions intensively over the course of a week. However, this year's format of conducting this virtually and spread out over a longer period worked efficiently and we plan to keep this format for future Prep Camps, even if the Candidates are at the Uganda Kokorojuku together. This format allows us to spread the workload more evenly across staff members and having regular sessions provides everyone more time to become acquainted with one another.

Orientation for Scholars arriving in the UK was held virtually on the 15th and 16th of September with six new Scholars. Since we covered many topics in Prep

Camp, we kept our Orientation short and focused on essential topics. Staff members picked up most Scholars at the airport or after hotel quarantine to accompany them to their respective university cities, unless there was a welcome service available from their universities.

As part of our programme delivery for Scholars' first years in the UK, we decided to trial monthly calls in order to cover important content such as budgeting, mental health and the Ashinaga Proposal. Since all this was covered during Prep Year or Orientation, this serves as an important follow-up after the new Scholars have gained first-hand experience in the UK. Another objective of this is to encourage peer support through regular group meetings. This was a great success and we are considering expanding this type of call for other Scholars.

This year's *tsudoj* (leadership camp) was a hybrid event hosted at the University of York from December 21st to 23rd. Three scholars and two staff members attended remotely while the rest (18 Scholars, four staff members) travelled to York. In order to host a safe event, we created a risk-assessment document, required all attendees to test before and during, prepared PPE, and adjusted accommodation.

We had two external guests join us virtually: Shadrack Frimpong and Ginu Chacko. Shadrack is the founder of Cocoa360 and he spoke about his experience of studying abroad, starting a company in his home country, and the impact of the COVID-19 pandemic on the continent. This was the highlight of the *tsudoj* for many of the scholars. Ginu is the



Our university partners have pledged over £6.1 million in support toward UK Scholars. In 2021-2022 we received £239,306 of donations-in-kind from universities

CEO and founder of TalenTrade and she hosted a workshop focused on problem-solving and logical thinking, skills important for the Scholars' Ashinaga Proposal and general leadership. Finally, the *tsudoj* was a fantastic chance for Scholars to reconnect and/or meet one another for the first time. The 2020 and 2021 cohort of Scholars had never experienced an in-person *tsudoj* before so we were delighted to see them building friendships and a community.

All offices were tasked with implementing the AAI Curriculum to ensure overall coherence of programme delivery across the AAI, while at the same time taking into account differences in each country of study. We have mapped out programme delivery with important additions relevant for Scholars in the UK.

Ashinaga Connect (our web-portal for Scholars) has received a cosmetic change and some technical updates this year. As an office, we are planning on utilising the features of Ashinaga Connect to increase student engagement by moving some of our operations to the platform. In 2021, we began by uploading important scholarship-related information and guidelines for Scholars to access at will, such as the Ashinaga Proposal workbooks and guidelines on the new stipend system. The next stage of the transition will begin in 2022. Finally, we implemented a new stipend system from September 2021 to encourage more financial independence among Scholars and reduce staff administrative time.

Our University Relations work begins with Candidate Selection. Through discussions with other offices and by following the country allocation process, we selected eleven Candidates in June 2021. Five are aiming to attend Warwick while six are aiming to attend York. In July 2022, we conducted virtual sessions with the eleven Candidates attending Study Camp. They were required to create an Academic & Professional Plan to solidify the connections between their *kokorozashi*, their studies, and their professional career. We also created their university lists and the Uganda office has been assisting with

their applications. All Candidates have received offers from their first-choice university or foundation program.

Our **Partnership** work covers two broad areas: University Relations and Fundraising. Looking first at University Relations, we currently have memoranda of understandings, in which the universities meet up to 75% of tuition fees, with the University of Bristol, University of Portsmouth, University of Edinburgh, Royal Holloway (University of London), University of Central Lancashire, UCL, as well as full partnerships with the University of York and University of Warwick, in which they meet 100% of tuition fees for a fixed quota of AAI Scholars. The University of Edinburgh also kindly offers our Scholars access to other scholarships. We were delighted to renew our agreements with the University of Central Lancashire, which includes a partnership with OnCampus, and the University of Bristol in this period. Our university partners have pledged over £6.1 million in support toward UK Scholars. In 2021-2022 we received £239,306 of donations-in-kind from universities, in the form of them meeting tuition or stipends. This will increase significantly in 2022-2023, with all eleven new Scholars entering the University of Warwick or University of York.

Our **Fundraising** efforts saw us generate over £70,000 from UK-based supporters, including from the public, corporates, and foundations. This year we launched fundraising activities to support Ashinaga's international activities outside the UK and fundraised over £27,500 for other Ashinaga offices. We are very proud to have pro-bono legal support from Herbert Smith Freehills, who have also provided mentorship to our Scholars and Graduates, along with donations to Ashinaga UK, Ashinaga France, and Ashinaga Foundation. We also retained our Google advertising grant, worth up to \$120,000, and worked with Ashinaga Foundation to ensure that other offices are also able to benefit from this. In the 2021-2022 fiscal year, we used £29,333 of this grant, which is recorded in our financial statements as 'In kind support'.



Our Main Achievements in the Period (Cont'd)

This year we also launched our first ever 'earned income' project, in which we were commissioned by the University of Bristol to provide leadership programming for their international scholarship students. This entailed the creation of a leadership program and handbook, along with online orientation and an in-person day-long workshop. The feedback here was incredible:

98% WOULD RECOMMEND

The program to international applicants

94% SAID THE PROGRAM

improved their experience as an international scholar

98% FELT MORE CONFIDENT

regarding their capacity to act with determination

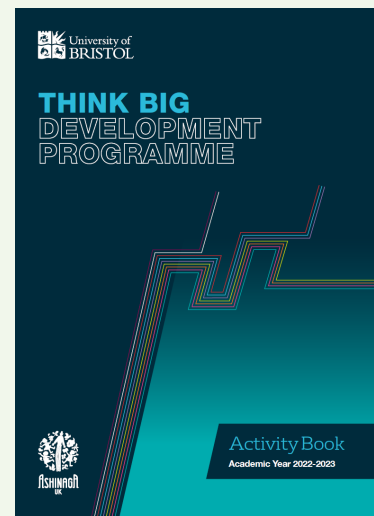
96% FELT SKILLS DEVELOPED

will help transition to the next chapter of their lives (employment, further studies, etc.)

98% FELT MORE CONFIDENT

regarding how they can cultivate mental clarity and well-being

In total, we raised over £340,000 of donations and donations-in-kind toward Ashinaga's international activities in the fiscal year.



Our **Administrative** work this year focused on further reducing the amount of time spent on administrative processes to allow more staff time to be spent working with beneficiaries. The change in stipend system, as well as simplifying our Scholar Agreement, have been significant and we aim to build on this in the coming year. Other work included ensuring governance mechanisms remained strong, GDPR compliance, and establishing HR goals around staff development and progression. With regard to Governance, we are delighted that Suzan Kilamile, a UK AAI alumna, has joined our board of trustees.

Impact on

Beneficiaries

Our impact assessment work focuses both on the impact of our work with Scholars and the impact Graduates have on sub-Saharan Africa. Graduates can remain overseas for up to four years before returning to sub-Saharan Africa. This enables them to pursue further study or gain professional experience.



Looking first at our **Graduates' impact:** We now have 17 Graduates. Of these, 10 have completed or are completing postgraduate qualifications, having secured scholarships from Commonwealth, MasterCard and others. Graduates have secured excellent jobs including working as a policy assistant for the President of their country, in a medical university in Tanzania, as engineers including on

HS2 and large-scale projects in Africa, and in the finance industry, spanning Morgan Stanley, JP Morgan, and UBS. Of those who haven't yet returned to Africa, all are actively contributing to Africa, including one Graduate who has teamed up with a Scholar to set up a foundation in The Gambia, which focuses on improving maternal and child health outcomes.



GRADUATES' IMPACT

FOCUSING ON THE IMPACT

GRADUATES HAVE ON

SUB-SAHARAN AFRICA

1 COMPLETE QUALIFICATIONS

10/17 Graduates have completed or are completing postgraduate qualifications, having secured scholarships from Commonwealth, MasterCard and others.

2 EXCELLENT JOBS

Graduates have secured excellent jobs including working as a policy assistant for the President of their country, in a medical university in Tanzania, as engineers including on HS2 and large-scale projects in Africa, and in the finance industry, spanning Morgan Stanley, JP Morgan, and UBS.

3 ACTIVE CONTRIBUTIONS

Of those who haven't yet returned to Africa, all are actively contributing to Africa, including one Graduate who has teamed up with a Scholar to set up a foundation in The Gambia.

While Ashinaga UK's support is focused on Scholars at university, Graduates do receive some support after graduation. UK Graduates have been accepted onto the Ashinaga Master's in Africa scholarship and received career coaching from Ashinaga Foundation, which is greatly valued.

Turning next to the **impact of our work on AAI Scholars**, our monitoring, evaluation, and learning framework tracks development over their personal, professional, and academic fields, as well as anonymously looking at the overall well-being of AAI Scholars. Before this stage we first evaluate the calibre of Scholars accepted onto the programme. All of the UK-bound Candidates who started university in 2021–2022 received an unconditional offer from their first-choice university.

Turning next to the wellbeing of AAI UK Scholars, which is assessed anonymously using The Warwick Edinburgh Mental Wellbeing Scale, Scholars saw a significant decrease in wellbeing in comparison to 2020–2021. We believe this is related to the effects of prolonged lockdown, remote learning, and limited opportunities for community building in-person activities, and have re-focused our support there. The second component looked at is the level of confidence Scholars have in fulfilling the mission. We are proud to have achieved the highest confidence of any Ashinaga office though still believe we can do better here.

Scholars' academic performance is evaluated by the number of

Scholars who achieve a First, the number who achieve a First or Upper Second, the number who pass the year, and the number who graduate. This report draws on the data for the end of the 2020–2021 academic year. All eight graduating Scholars achieved at least a 2:1, with 38% achieving a First. In total, 96% of Scholars passed the year. The remaining Scholar was permitted to repeat the year on the basis of extraordinary extenuating circumstances (and went on to achieve a First the following year). We are very proud that 83% of the Scholars were at a top 500 university (Times Higher Education).

This year, as last, Scholars' ability to participate in in-person activities to develop their professional skills, such as internships, was restricted by lockdowns and travel restrictions. Despite the challenges, three Scholars did manage to do internships in Africa and a further seven completed remote internships with African organisations. Perhaps the most notable internship was a Scholar who worked with the National Information Office in the Central African Republic. Other Scholars completed domestic internships, gained professional experience in the UK, or worked on their charitable foundations in Africa.



AAI SCHOLAR IMPACT

FOCUSING ON THE IMPACT

ASHINGA HAS HAD ON

AAI SCHOLARS

- 1 UNIVERSITY OFFERS**

All UK-bound Candidates who started university in 2021–2022 received an unconditional offer from their first-choice university.
- 2 HIGH LEVEL OF CONFIDENCE**

The UK office is achieved the highest confidence Scholars have had in fulfilling a mission out of any Ashinaga office, though we still believe we can do better.
- 3 83% OF SCHOLARS WERE AT A TOP 500 UNIVERSITY**

Graduating Scholars achieved at least a 2:1, with 38% achieving a First. 96% of Scholars passed the year. The remaining Scholar repeated the year on the basis of extraordinary extenuating circumstances (achieving a First the following year). We are proud that 83% of the Scholars were at a top 500 university.
- 4 SCHOLAR INTERNSHIPS**

The most notable internship was a Scholar who worked with the National Information Office in the Central African Republic. Other Scholars completed domestic internships, gained professional experience in the UK, or worked on their charitable foundations in Africa.



All UK-bound Candidates starting university in 2021–2022 received an offer from their first-choice university

Scholars also used this time to focus on their Ashinaga Proposal.

This is a project in which Scholars identify an issue in their community, country, or region, and lay out a well-researched, structured proposal on how to address it – either as a social entrepreneurship plan or as an advocacy paper. UK Scholars’ Proposals cover topics that span almost all the UN Sustainable Development Goals, including:

Creating Awareness about Autism Spectrum Disorder by Providing Psychological Support to Individuals and their caregivers in Zambia.

An Off-grid Standalone Solar Power Energy Generation in Isolated Areas of Afar Region, Ethiopia.

Providing support, information and legal advice to victims of sexual assault in Lesotho.

Improving National Liquidity and Empowering Women in Malawi through Financial Literacy and Village Banking.

Using Agricultural Aviation to eradicate food insecurity in Nigeria.

Raising Awareness on Harmful Cultural Practices Affecting Maternal and Child Health in Rural Gambia (Lower Nuimi District, North Bank Region).

Challenges Being Faced by Children Living With Disabilities in Accessing Education and Healthcare in Zimbabwe.

Empowering Women’s Co-operatives by Introducing Collectively Owned Machines.

Using ATMs to Address Non-compliance of HIV Medication in Benin.



The Ashinaga Proposals are increasingly moving from a theoretical exercise to projects that Scholars plan on implementing upon graduation. Projects that Scholars have already launched include:



Using affordable technology to widen access to science materials for those from disadvantaged regions in Ethiopia. This is a critical bottleneck that has limited access to government scholarships.



Setting up a peer-support group for burn victims in Mauritius, where there is no psycho-social care post-surgery.



Establishing a Foundation in The Gambia to improve maternal health outcomes.

One Graduate was invited to submit their Proposal, on addressing the issues that disabled students in Namibia face in accessing school, to the President of Namibia's office.

In addition to this, Scholars are increasingly active in projects in Africa during their time at university. Examples include:

An AAI Scholar was one of four students to be awarded the William Darling Memorial Prize at the University of Edinburgh for her incredible work supporting survivors of sexual violence in South Africa. This is awarded by the Principal of the University to an individual or group of students who have done most to enhance the reputation of the University.

One AAI Scholar offers tutoring services to disadvantaged students for free in Ethiopia through the organisation they founded in 2012. The organisation has supported over 250 students per year with their academics, allowing them to access government scholarships to continue their studies, and has provided important school supplies to many more.

Another Scholar established an organisation called the 'Young African Alliance Academy' to teach IT and other skills, as well as empowering youth through leadership development. The

Scholar secured a government donation of five computers and is now supporting 25 community members in their community in Sierra Leone.

Another Scholar has partnered with the founder of a start-up to help subsistence farmers in rural Zambia to tackle the challenges that affect their crop yields. They aim to do this by connecting farmers with training, consultation services, loans to expand their farms, and marketing services.

A final example, though there are many more stories to share, is an AAI Scholar who has formed a pro-bono school to provide education to mothers so they can sit or re-sit their Malawi School Certificate of Education (MCSE) examinations. During lockdown, their team increased from four to 13 members and their organisation is now registered, has an office, and two partners and funders from around the world.



Scholars are increasingly active in projects in Africa during their time at university



When considering the positive impact of our work with Scholars and of our Graduates it is important that we pause to remember the background of our Scholars. All have lost one or both parents, and all have overcome significant hardship to get to where they are today. From growing up in an orphanage to being a refugee of a civil war, even just adjusting to the UK as an international student, the UK Scholars have a different 'start line' from their peers. The quality of Scholar and Graduate outcomes speaks to both their excellence and to the quality of support provided. Our role is to help these young people realise their potential, and give them the leadership skills they need to make a significant contribution to sub-Saharan Africa. While there are elements we can further refine, we are tremendously proud of the Scholars, Graduates, and the staff for their tireless work.



250

**number of students
per year in Ethiopia
who benefit from
free tutoring services
led by an AAI Scholar**

Partnerships Spotlight

Herbert Smith Freehills (HSF)

Herbert Smith Freehills (HSF) have kindly supported Ashinga UK with pro-bono legal support, mentorship to Scholars and Graduates, and financial support for our work.

One of their donations enabled us to hold our first in-person *tsudoi* (leadership camp) since the pandemic.

21 Scholars took part: 18 travelling to York for the three-day gathering and three joining remotely.

As well as covering transport, accommodation, and food costs for the Scholars, HSF's support also meant we could invite outside speakers from the African continent to give talks, run workshops, and answer questions over webcam.

The camp was not only an important opportunity to reconnect after two years of online-only events, but also enabled Scholars to develop skills for life.



Computer Aid



Computer Aid are a UK organisation who receive donations of IT equipment from companies, schools, and government agencies, and refurbish that equipment to send onto non-profit organisations around the world.

Ashinga's office in Senegal desperately needed more laptops for both the AAI Scholars studying

in their preparatory year before university, and the Scholars Ashinaga supports through primary, secondary, and tertiary education within Senegal. The laptops in the Senegal office were old, slow, and too few for everyone to use.

Working with Computer Aid, we secured 50 high-specification refurbished laptops, which were sent from the UK over to Dakar, Senegal. These were supplied free of charge, with only refurbishment and delivery costs added. The total value of this in-kind donation was estimated to be approximately £20,000.

Only 46% of the population use the internet in Senegal, compared to 90% in North America and

Europe. Closing the digital divide is becoming increasingly important. Covid created a permanent rise in remote working around the world, and digital skills are now needed for more jobs than ever before.

With thanks to Computer Aid, Ashinaga UK was able to take unwanted equipment from UK organisations and send them to where they will benefit hundreds of orphaned youth. This, in turn, will enable them to develop the 21st century skills they need to become future leaders.

Looking ahead, we want to do even more to close the digital gap in Senegal and Uganda, and will continue to seek partnerships and funds to improve access to technology for everyone.

The Carmela and Ronnie Pignatelli Foundation

The Carmela and Ronnie Pignatelli Foundation are a UK registered charity who provided a £2,500 grant to support Ashinaga's work in Uganda.

This past year was a challenging time for the children we support in Uganda. Schools only reopened in January 2022, after an almost two-year shut-down. With limited remote learning options, 60% of primary and 44% of secondary school children stopped learning altogether during this school closure.

At the same time, Covid lockdowns squeezed household budgets. No child should have to choose between supporting their family and their own education, but orphaned children are often put into this position. We knew we needed to act urgently to enable orphaned children to return to school. Thanks to this grant from The Carmela and Ronnie Pignatelli Foundation, we were able to provide notebooks, pens, pencils, and mathematical sets to 1,000 orphaned children.

Ashinaga UK secured the grant and Ashinaga Uganda staff purchased the items and distributed them to the children.

The grant was particularly needed as the war in Ukraine has had a knock-on effect on the price of many items in Uganda, including school supplies. This has made it even harder for poor, disadvantaged households to afford education.



The right internship, mentor, or training could change a young person's life and set them on their career journey.

We are so grateful to our generous partners who donate their time, knowledge, resources, and provide financial support to help empower the young people we work with.

Every time an organisation works with us it makes a huge difference to the Scholars: whether that means connecting us with mentors, providing internship opportunities, training staff or Scholars, passing on equipment, or sending financial support.



Do you think your organisation could join our movement and help empower orphaned youth?

If so, email our partnerships coordinator, Suhur, at partnerships.uk@ashinaga.org – we'd love to discuss opportunities with you.





£3,509

raised by our star
fundraisers

Fundraising

Spotlight



We are grateful to two of our star fundraisers, Edoardo and John, who raced in the Hackney Half-marathon.

Together, they raised an incredible £1,509.38 for Ashinaga UK, with Edoardo's employer, Fitch Ratings, generously donating another £2,000 on top. This meant that the grand total raised by both runners was £3,509.38 – an inspiring achievement!

When John was looking for charities to raise funds for, picking Ashinaga was an obvious choice. He said, "I am vice-principal of a sixth form college, and so I work every day with students hoping to gain access to higher education, and I know the power of education to change lives. The opportunity to support a charity that aims to provide access to education to students from around the world

who would otherwise not be able to access it was a no-brainer, and I was delighted to support Ashinaga and the important work they are doing."

Our deep thanks to Edoardo, John, and Fitch Ratings for helping us empower orphaned youth.

There are plenty of ways to support Ashinaga without having to put your running shoes on. If you are interested in taking part in a marathon or half-marathon or have another idea for raising money, consider fundraising for Ashinaga. Otherwise, please help us support the next generation of orphaned youth through a donation today.



Visit our website for more information

www.ashinaga.org/en/

Our

Plans

The primary goals of our three-year strategy for 2020-2023 were to:

- (i) meet the objectives of the Ashinaga Africa Initiative (AAI)**
- (ii) in a financially sustainable manner.**

On the first goal, we remain the most successful office in terms of Scholars completing the program and Graduates achieving the AAI mission. On the second goal, our key financial target was to reduce the total cost to Ashinaga (including overheads) of a student completing the AAI by over 50% within three years. With the new partnerships agreed with the University of Warwick and

the University of York we have already achieved this three-year goal, with direct student costs reduced by 62%.

A lot has changed since this strategy was created, not least the cost-of-living crisis, and the global situation remains in flux. As such, we are about to launch a new two-year strategy that focuses on beneficiaries, partnerships, and administration.

Key Objectives



PARTNERSHIPS

To partner with organisations and individuals, raising funds for Ashinaga's international activities.



SCHOLAR-FACING

We would like to focus our programming on the most impactful areas in order to best empower UK Scholars in their leadership development. One way of doing this would be to better leverage external programming.




ADMINISTRATIVE

To significantly streamline administrative processes relating to payment requests, processing, and book-keeping.

PARTNERSHIPS GOAL

Our longer-term goal is to cover the costs of all UK-based work in a sustainable way. To do this, we have a three-pronged approach encompassing corporate partnerships, individual donors, and grants.

For corporate partnerships, we offer not just ways to support our work through philanthropic giving, but also ways to directly support Ashinaga Scholars via internships, mentoring, and training. This enables us to build stronger, longer-term relationships with corporations and their workforces. For individual donors, we are making inroads with members of the African and Japanese diasporas in the UK, helping people connect with work in Japan and the African continent. For grants, we are partnering with organisations on projects in Uganda and Senegal, as well as in the UK, to maximise the number of grants we are eligible for and expand the impact Ashinaga makes on the world.



Structure, Governance and Management

Our Governing Document: Ashinaga Association in the UK is registered as a private company, limited by guarantee (10634278), and with the Charities Commission (1183750). Our governing document is our Articles of Association. This document is available from Companies House.

How our Organisation is Constituted

Ashinaga Association in the UK works closely with the Ashinaga Foundation, based in Japan, and the Ashinaga offices in Uganda, Senegal, France, America, and Brazil. The Ashinaga Foundation has provided seed-funding for these offices, including our own, to undertake their work and to establish a self-sustaining model over time. Yoshiomi Tamai, a UK board member, is the founder of the Ashinaga Foundation. Noriko Tominaga-Carpentier and Yukie Seki are also members of both the UK and Japanese boards. Sir Eric Thomas is a member of the UK board and a member of the Kenjin-Tatsjin advisory board. Day-to-day managerial responsibility is delegated to the Chief Executive Officer.

Ashinaga is also a member of the HALI (High-Achieving Low-Income) Access Network. The HALI Access Network is an association of non-profit organizations in Africa that support high-achieving, low-income (HALI) students to access international higher education opportunities. HALI strives to level the playing field in international education to increase inclusion, access and scholarship support for remarkable students who only lack finances to make their educational dreams come true. HALI believes in the power of education to change communities, and in the impact our students have on college and university campuses.



2022 Internship Program AAI Headquarters



Methods for Recruiting and Appointing New Trustees, Including Any Constitutional Provisions

The trustees of the charity shall be as follows:

- up to five persons (willing to act as trustees) appointed by ordinary resolution;
- up to two persons (willing to act as trustees) appointed by Ashinaga Japan from time to time by written notice to the charity;
- up to two persons with expertise, knowledge, or connections of particular value to the charity in furthering its objects (willing to act as trustees) appointed by trustees; and
- up to two persons (willing to act as trustees) appointed by the trustees from time to time.

The Board regularly reviews the skills present within its members, and where any gaps lie, and works with the Ashinaga Foundation to ensure the effectiveness of the makeup of the Board. Full details of the appointment process may be found in our Articles of Association.

Training is offered on a continual basis to all Trustees to assist them in their role and governance of the Charity.

Financial Review



Ashinaga Association in the UK achieved all its key targets for the 2021–2022 fiscal year and achieved this significantly under the anticipated budget.

The board are delighted with the achievements of this fiscal year and feel that the charity is very well positioned to take the next steps in creating more partnerships with supporters of our work. A budget for 2022–2023 has been agreed with Ashinaga Foundation, who will support our activities on an ongoing basis. This support includes a commitment to provide the financial support the organisation needs for at least 12 months from the date of sign-off of these financial statements.

The trustees regularly consider and evaluate the risks and uncertainties the charity faces. These include those associated with the first income-generating project we have undertaken, of providing leadership services to the University of Bristol, and risks faced by beneficiaries, including the disproportionate impact that remote-learning had on AAI Scholars. Larger risks discussed include the potential impact of the cost-of-living crisis on donations, though the board note that the

fundraising team has adjusted its approach to reflect these new realities. The board want to thank staff members for their continued flexibility and creativity in this challenging and unusual time.

The trustees would like to highlight the financial commitments made last year, the partnerships with the University of York and University of Warwick. As noted in the financial statements last year (see Note 10), under these partnerships the universities



will meet the tuition fees for AAI Scholars and Ashinaga UK will provide restricted grants to the universities for use on AAI Scholars' stipends. These partnerships will reduce the average cost to Ashinaga UK of an AAI Scholar completing the program by 62 per cent. These liabilities were taken on after a full discussion with the Ashinaga Foundation, as the major donor to Ashinaga UK, on the impact of this on our budget. Ashinaga Foundation has agreed to underwrite these grants on behalf of the charitable company. In accordance with the requirements of accounting standards, at the year-end, the charitable company has recognised as liabilities, the contracted value of the commitments made to the universities for the term of

the agreements. The benefit of the lack of tuition fees will be recognised over the term of the agreements. The reported deficit in the financial statements reflects these commitments by increasing the reported deficit by £2.3m in the prior year, which also impacts on restricted funds at the year end and resulting in a net deficit position overall.

Our reserves policy aims to build up 3 months of operational expenditure, estimated to be approximately £155,000. In making this calculation, the long-term commitment to the universities mentioned above is excluded on the basis that these are underwritten by Ashinaga Foundation. This policy is underpinned by a letter of support from the

Ashinaga Foundation, along with their balance sheet and profit and loss statements. This is based on the trustees' assessment of the appropriate level of security for the charity's operations in the event of a reduction or delays to income. They expect the charity's reserves to build up to this level over the next few years.

Remuneration of senior staff members is reviewed on an annual basis by the Board of Trustees.

Statement of

Trustees'

Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the income, expenditure and financial activities of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

**The Trustees' Report is signed
on behalf of the Board,**



Dr Michael Rivera King
Trustee

Join the Movement

We don't see ourselves as just a charity, but a movement of orphaned students helping each other; of people helping people. Together, we can enable even more orphaned children to become leaders for their communities.



HELP EMPOWER CHANGEMAKERS

- Share your advice and connections with a Scholar in the UK or globally by becoming a mentor.
- Connect us with your organisation's internship programme, graduate scheme, or corporate giving department.
- Nominate us for your organisation's charity partner of the year.
- Help us fundraise through hosting an event, running in a marathon, or joining one of our campaigns. You can find us on JustGiving, Tiltify, and Facebook.

We'd love to discuss opportunities with you: partnerships.uk@ashinaga.org



DONATE TO CHANGE LIVES

- One-off: every donation, no matter how small, can make a big difference. One-off donations can provide a Scholar with stationary, a textbook, or a laptop.
- Monthly: losing a parent as a child can remove all sense of security. Our monthly donors enable us to provide stable support throughout the year, helping restore a sense of security in a young person's life.



Visit ashinaga.enthuse.com/donate#!/ or scan the QR code to support orphaned youth today.

"I now see hope in tomorrow. I have great appreciation for the world-class education I'm undertaking and I attest to pay this forward, to give hope for a better tomorrow for children who cannot access education."

Christoph

Ashinaga Africa Initiative Graduate

Contact

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Charity Number: 1183750

Supporters



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