

OUR STRATEGY





EDUCATION

Providing high quality national curriculum learning and vocational training with a biblical foundation.



CARE

Providing long term care and stimulation to severely disabled children and young adults and providing one wholesome meal per day for all children and adults on site.



COMMUNITY

Inspiring the local community by creating employment and helping to establish a holistic way of living



2025 HIGHLIGHTS





New Leadership Structure: Strategic oversight strengthened with Joe Abass Bangura's appointment.



Orphanage Excitement: New staff hired; care development plans in place



Education Reform: Full leadership review of the senior school underway; Foundation to take over village primary school from September 2025.



Football Academy Success: 4 players selected for national U17 team; European partnerships in discussion; strong community engagement.



Vocational Growth: Textiles, carpentry, and new metalwork training hubs expanding skills and generating income.



Community Centre Nearing Completion: Will host church, events, and community programmes; a key milestone in local engagement.



Empowered Young Adults: Orphanage graduate Effe successfully running community shop, employing and mentoring peers.



Focused Recruitment: New hiring drive to refresh leadership and strengthen accountability and performance.





LEADERSHIP AND MANAGEMENT



Over the past year, the Foundation has undergone a significant internal restructuring aimed at strengthening governance, accountability and delivery. Joe Abass Bangura was appointed to a senior oversight role, providing strategic leadership from Freetown and improving coordination across all programme areas. At the site level, a new local management structure has been established, with individual leaders taking responsibility for key operational functions. These changes have led to faster responses, clearer communication, and more effective handling of challenges.







ORPHANAGE



During Q1 2025, the Foundation took proactive steps to strengthen child welfare at the orphanage. Aaron Goodwin visited Freetown to work alongside Enable the Children in developing a comprehensive welfare improvement plan. This led to the appointment of Komba Lamin as Orphanage Manager and Hellen Kamara as Junior Welfare Officer. Under their leadership, all children now have individualised care plans, receive regular medical check-ups, and benefit from a cleaner, more nurturing living environment. New partnerships have further enhanced training and recreational opportunities.

Separately, a local organisation has funded a three-cubicle toilet block for the school and committed to renovating the orphanage's sanitation facilities later in the year.

CARE AND
DEVELOPMENT
IMPROVEMENTS





EDUCATION



The senior school experienced a major transition early in the year when both the Principal and Vice-Principal resigned from their roles. This was a planned shift following a period of low staff morale and declining academic standards. The Foundation engaged Abdulai Suma, an external education consultant, to conduct a full performance review and oversee the recruitment of new leadership, which is expected to be finalised before the end of July 2025. Many staff have served for over a decade, and this change is seen as a necessary opportunity to reinvigorate teaching quality.

Additionally, in response to a request from local village elders, the Foundation has agreed to take over full management of the local primary school from September 2025. This expansion will include a renovation cost of approximately USD 7,500 and monthly operational support of USD 1,000. Oversight will fall under the new senior school leadership.









FOOTBALL ACADEMY



The Football Academy continues to thrive under the leadership of Head Coach Buba Bah. It currently supports 14 residential players and over 60 local youths, blending football training with formal education and vocational learning. A major highlight this year was the selection of four players to the Sierra Leone national U17 team, signalling the academy's growing recognition on a national level. The Foundation has begun engaging with European football clubs to explore partnerships for equipment donations, funding, and potential scouting opportunities. However, the academy's astro-turf pitch has deteriorated due to heavy rainfall, prompting discussions with the German Trust (the original funders) to raise USD 30,000 for resurfacing and improved drainage.

TALENT BEING RECOGNISED NATIONALLY





VOCATIONAL TRAINING



The Foundation's vocational training programme has continued to expand. The textiles unit led by Mabinty, a former resident in our orphanage, has grown to over 20 students and recently completed a USD 2,500 contract to supply uniforms to a local school, generating USD 800 in profit which has been reinvested into materials and equipment.

The carpentry unit, managed by Musa, continues to meet internal furnishing needs and is well-placed for growth with a small capital injection that would enable production for external sale. The new metalwork unit is set to be launched in the summer of 2025, providing yet another practical skills pathway for youth and young adults within the school and local village.







COMMUNITY DEVELOPMENT



The new community centre is approaching completion, with internal works underway to establish a multi-purpose facility. This space will include a church led by a full-time pastor (supported by one of our Sierra Leonean trustees, Samuel Menyonger), as well as a flexible event space and capacity for weekly community programmes such as mums and babies' groups. The centre will be a vital hub for ongoing engagement and outreach.

The community shop led by Effe, a former resident in the orphanage, continues to thrive. In April, she received a further \$200 in bulk stock support and successfully sold the goods in smaller units. Effe has reinvested her profits and expanded the shop's operations, employing two young adults from the orphanage, one of whom now manages her bookkeeping.











PERSONNEL



The success of recent hires at the orphanage has demonstrated the value of fresh energy and proactive leadership. In response, the Foundation has launched a recruitment drive for new personnel in key roles. At the same time, a formal review is underway to assess the performance and continued suitability of long-serving staff. The Foundation remains committed to building a team that is dynamic, accountable, and aligned with its vision for excellence.









ONGOING SUPPORT



Our goal is to develop innovative ways to engage our students and teach them valuable life skills alongside their formal education. Through vocational training we believe students will be supported in identifying where their core skills are and hopefully filter them into university and/or employment in the future.

With your support we will continue to develop the learning environment for our students, the living environment for those on site and the opportunities that can be provided to all those that we come into contact with.

If you would like to provide financial or advisory support, connect us with other organisations, provide clothing or equipment or have an interest in visiting our work one day, please contact us.

CONTACT

Aaron Goodwin: <u>aaron.goodwin@tiim.co.uk</u>

Telephone: +44 (0) 20 7135 2480