



LEADMINDS
AFRICA

2022

Shaping the
changemakers
of tomorrow

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words from
our founder



Growing up, I experienced many barriers that young people face. With access to education, mentors, and opportunities, it became possible to transform my own life. I want to ensure that other young people in Africa are able to become positive changemakers in their communities.



INSPIRED BY A GENERATIVE VISION

“The past two years have been tough and tested our team’s tenacity but we kept going and navigated the challenges inspired by impact and the greater vision for our communities and the African continent.

Africa urgently needs a critical mass of leaders and entrepreneurs who are able to work together across disciplines, backgrounds and borders to solve the most pressing challenges of our time.

And there is no time like this for Africa when 80% of its population is below 35 years. When its maiden age is 19. This presents a huge opportunity!

Our community has continued to grow, bringing together many of you who believe and continue to invest in this vision. Our commitment to developing a catalytic values-led, ethical and entrepreneurial community of leaders in Africa has not changed.

Last year, we reached 70 schools through a partnership with Edify, Uganda. We put in place 70 leadership clubs, and trained 70 school principals on how to start and manage school transformation committees (STCs).

We strongly believe that to achieve holistic transformation, we need to equip, engage and connect all stakeholders. We also rolled out our values-based leadership curriculum in 16 high schools.

We built a network of more than 35 mentors, 100 volunteers, and reached 10 countries with our hybrid programs. We partnered with the Equity Bank Group foundation to train 300 scholars in their Equity Leaders Program who are from Uganda, Democratic Republic of Congo, Rwanda, Burundi, South Sudan, Kenya, and Tanzania. We also partnered with Cornerstone Development Africa to impact 150 student leaders from 15 universities in Uganda.

We are committed to building an ever-growing ecosystem of leaders who are deeply rooted in and care about their communities.

This and more was made possible by your generosity. We are still on the journey. And I invite you all to join us on this mission.”

Enock Nkulanga, January 2023



who we are



If I have a gift or skill, I shall share it with others so we can solve different problems together.





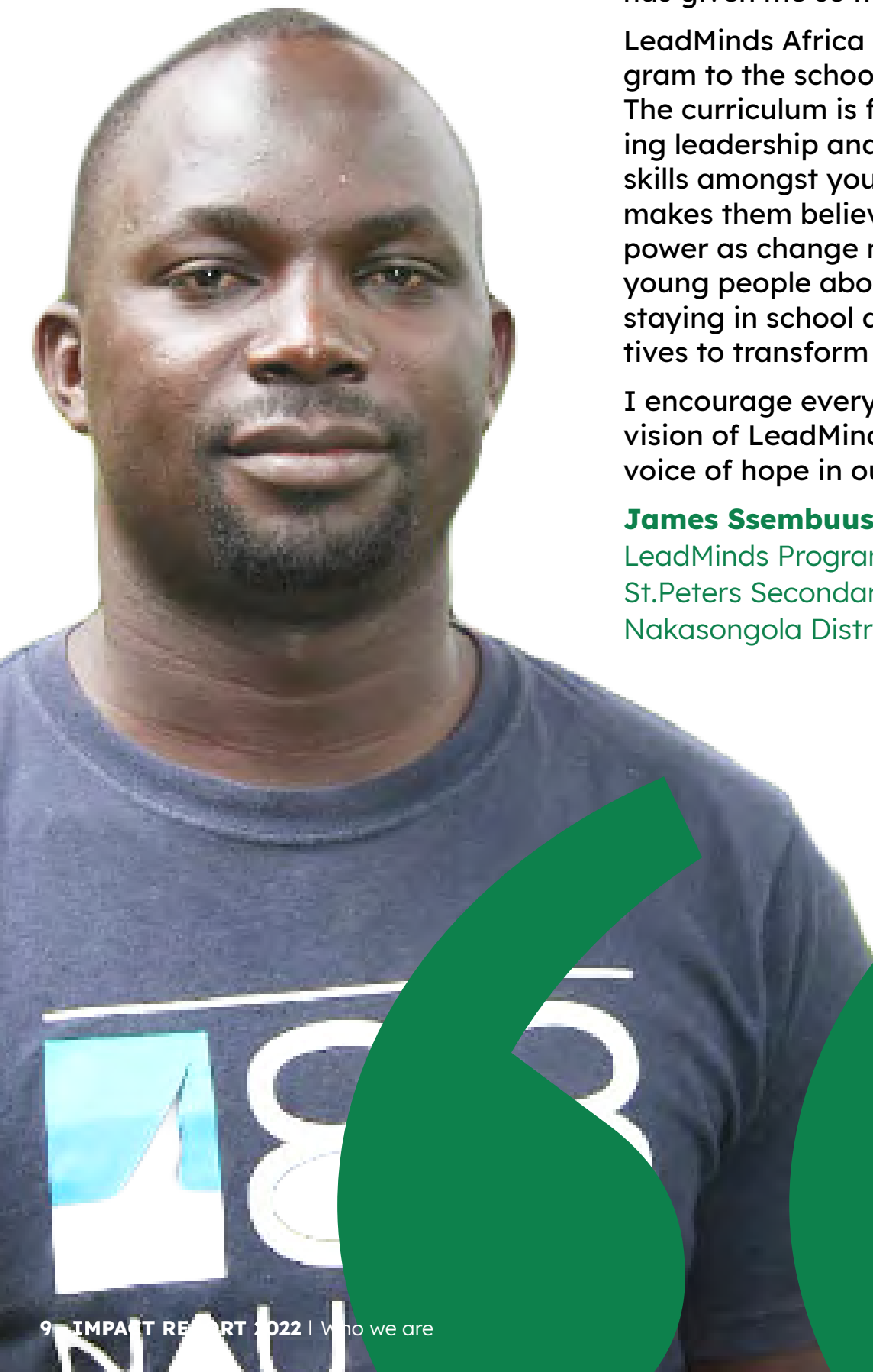
VISION

A critical mass of entrepreneurial and accountable leaders who understand Africa's unique challenges and contribute to transformative change in their communities.



MISSION

Equipping young people with the skills, resources and connections. We aim for bridging the skills gap, solving youth unemployment and addressing the lack of practical leadership programs in Uganda.



“The district I was born in is one of the places devastated by the war of 1986. It continues to face challenges of illiteracy, child marriages and lack of income opportunities. I have been thinking about how I can contribute to the transformation of a place that has given me so much.

LeadMinds Africa introduced its program to the school where I teach. The curriculum is focused on building leadership and entrepreneurship skills amongst young people which makes them believe in their own power as change makers. It reminds young people about the value of staying in school and starting initiatives to transform their communities.

I encourage everyone to support this vision of LeadMinds Africa. It is a voice of hope in our society!”

James Ssemuusi

LeadMinds Program Coordinator,
St.Peters Secondary School,
Nakasongola District



OUR APPROACH

Over the next three decades, Africa's youth population will grow faster than any other region. Young Africans will make up 33% of the world's youth population by 20250. The maiden age is 19! This is the right time to make investments in skilling young people and preparing the next generation of leaders if we are to realize an inclusive, sustainable and progressive African continent.



Mentorship

Young people thrive when they have developmental relationships with people they look at as their role models and source of inspiration. That's why, with our Minds2Lead program, we are matching up young people with mentors who support them to shape their skills that make them accelerate their impact.

Education

Providing scholarships to young people, especially girls, from economically disadvantaged families is what can critically empower them out of the stifling effects of poverty and create thriving communities.



Leadership Development

Through our Leadership Forums and the Annual Leadership Summit, we are equipping young people with leadership skills so that they can champion change in their communities.



Accomplishments in 2022

We're happy to collaborate with
LeadMinds Africa to empower young
people and transform our communities.





“Through the leadership program, I became more aware of my weaknesses and strengths. I have learnt that we should not allow our weaknesses to limit and that we should be intentional at working on our weaknesses.

Our mentors keep reminding us that we should pass on what we are learning through the leadership program to other young people in our communities. I thank LeadMinds Africa for choosing our school as one of their partners.”

Nakimuli Ciara

Student leader, Hermitage Secondary School and Vocational Center





OUR COMMUNITY

Each year, through our ecosystem of programs, we add more than 2,000 young leaders in our network. These numbers reflect our growth

356

ACTIVE PARTNERS SUPPORTING OUR PROGRAMS

124

VOLUNTEERS ENGAGING IN OUR WORK

\$39 k

FUNDS RAISED IN 2022

37

MENTORS, LEADERSHIP COACHES AND TRAINERS IN OUR NETWORK

2.2 k

FOLLOWERS ON OUR SOCIAL MEDIA PLATFORMS



OUR REACH

Our long-term vision is to a community of leaders were leadership skills and knowledge are accessible by every young person on the continent; this includes reaching leaders beyond our direct community with tools, intentional networks and content.

2,000

FUTURE CHANGEMAKERS IMPACTED

5

PARTICIPANTS HAVE STARTED THEIR OWN VENTURES

13 countries

WITH PARTICIPANTS ENGAGING WITH OUR PROGRAMS

165

CURRICULUM & STUDY BOOKS DISTRIBUTED

234

WORKSHOP & TRAINING EXPERIENCES DELIVERED

IMPACT THROUGH LOCAL OWNERSHIP AND PURPOSE-DRIVEN PARTNERSHIPS

In 2022, we impacted more than 2,000 young people in 16 high schools that worked with us to deliver a values-based leadership curriculum.

At the core of our operations is the belief that local people know better what works and what does not, what their communities and people need and what does not fit the context of their communities.

In the implementation of our programs, we focus on equipping the local leaders, so that they are able to deliver programs even in the absence of our team.

In each region where we launch our programs, we select a local team of coordinators that are equipped to

manage the program activities in close coordination with the LeadMinds executive team.

We strongly believe in the power of building a network of partners with whom we share the belief of creating a better world. To scale our impact across Africa, we can not do it alone, our aim is to do it with others. Building collective partnerships is the force to reckon with.

Most of our programming is in-person in high schools across Uganda. We partner with schools to deliver a values-based leadership curriculum in four regions of Uganda that empowers young people to achieve their full potential and believe in their abilities to bring about change in their communities and countries.





Equity Group

We facilitated a training session on emotional intelligence at the Equity Group foundation for 300 young leaders in their Equity leaders program. The program targets to offer mentorship to the scholars to become transformative leaders in their communities and beyond. This is done through paid internships in the bank, formation of equity leaders clubs in their universities of admission.



Edify Uganda

Through our partnership, we reached 70 schools and introduced leadership clubs and school transformation committees (STCs). Through school transformation committees is an idea of supporting school principals and their teams to lead well their schools. This translates into better learning environments for the students. That is how we achieve holistic transformation in society.



Cornerstone Development Africa

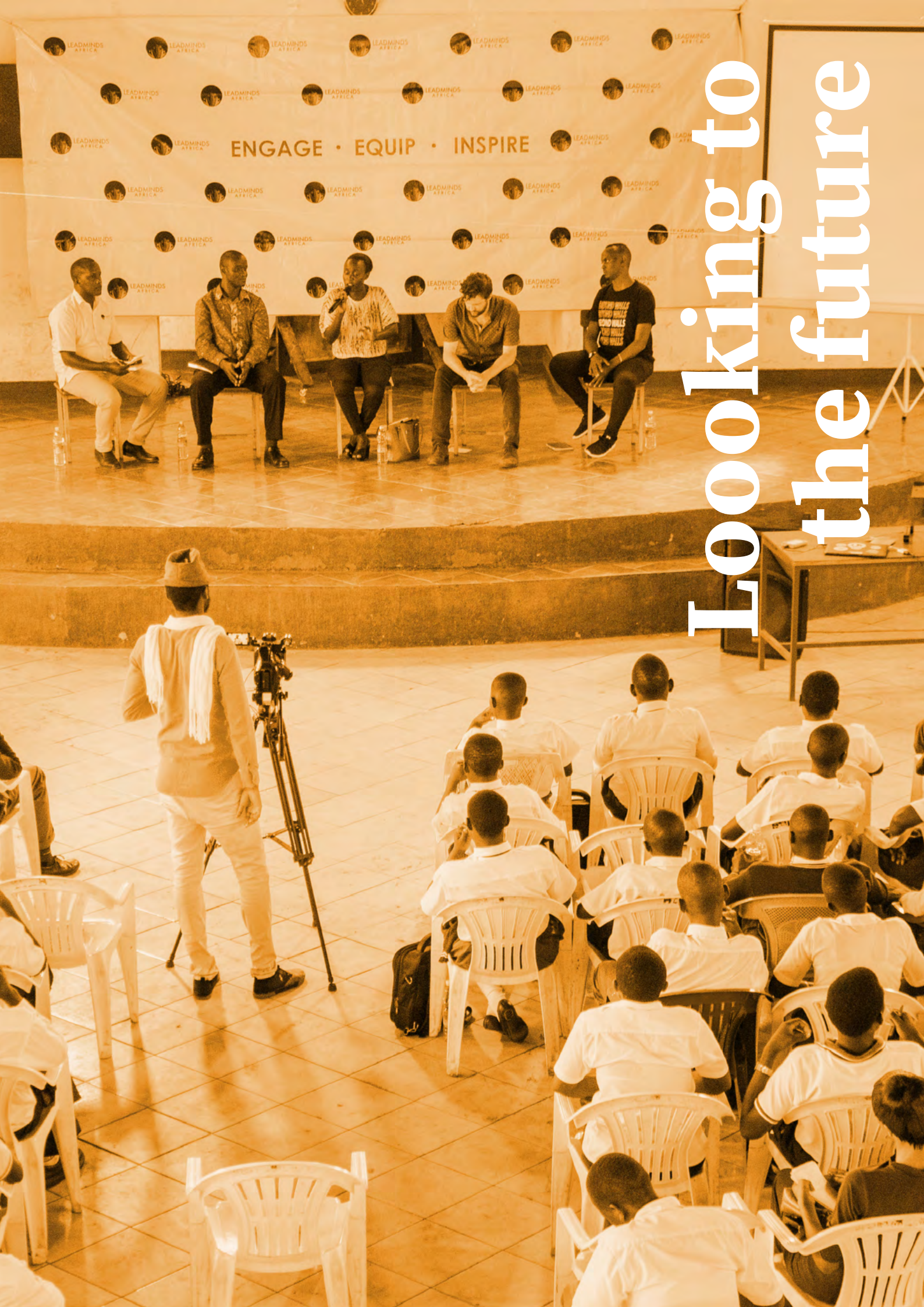
Cornerstone Development Africa

We organized a leadership conference that brought together 150 student leaders from 15 universities in Uganda. Our founder was also invited as a speaker on a panel during an annual youth retreat held in Kigali. The retreat brought together 200 people for three days organized around the theme 'Leveraging our youthfulness for a better World'.



ENGAGE · EQUIP · INSPIRE

Looking to
the future



*I want to be a leader
who is not corrupt.*





“I thank LeadMinds Africa for bringing the leadership curriculum program to our school. Through the program, I have learnt more about self-awareness. Because of that, I have learnt that 10% is what happens to you and 90% is how you react to what happens to you. When one reacts positively towards the things that happen to us, that is when we gain resilience, hope and confidence which are some of the qualities of great leaders.

I thank LeadMinds Africa for choosing our school to participate in their leadership program.”

Kigozi Gideon

Student leader, Hermitage Secondary School and Vocational Center

OUR JOURNEY CONTINUES

From the beginning, it's been our mission to develop an ever-growing network of leaders and entrepreneurs who contribute to the transformation of their communities and Africa.

When we set out on this journey four years ago, our commitment was to create opportunities for young people through expanding access to tools, resources and connections that they need as change makers. Today, that commitment has not changed and thanks to our incredible community of generous donors, we are impacting more than 2000 young people annually.

We are inspired by our supporters around the world who have sacrificed, strategized, and rallied behind our

mission. We are humbled by the boldness and potential of the young people and communities we serve. We are grateful for the lessons we've learned over the years that make us stronger today. And we are more determined than ever to see the day when every person, everywhere, on the African continent has access to opportunities, education, jobs and achieves their full potential for a better world.

The world's future is in Africa. Young people are poised more than ever to create a generative future in Africa. Let us work together to give them the opportunity to reach their full potential!

We give thanks to everyone who made our journey possible:



Cornerstone Development Africa



Melissa Pack &

Rick Maguire &



HOW YOU CAN GET INVOLVED

Since our founding in 2018, our mission has been to develop an ever-growing network of leaders and entrepreneurs who contribute to the transformation of their communities and Africa. We are inspired by our supporters around the world who have sacrificed, strategized, and rallied behind our mission. We are humbled by the boldness and potential of the young people and communities we serve.

We are grateful for the lessons we have learned over the years that make us stronger today. And we are more determined than ever to see the day when every person, everywhere, on the African continent has access to opportunities, education, jobs and achieves their full potential for a better world. The world's future is in Africa!

We are always looking for people who want to get involved in our work:



Make a donation

Become a donor or corporate sponsor. Your donation will help us provide education, training, and support to young people in Africa.



Dedicate your time and expertise

- Become a mentor, trainer or coach
- Support us as a volunteer
- Join our board of directors



Spread the word

- Sign up for our newsletter
- Tell your friends, family, and colleagues about our work
- Join our fundraising campaign



Become a partner

Does your organization or company care about creating a better world? Join our network to scale our work.

Thank you for your support! Together, we can make a difference. If you have any questions or would like to get involved, please **reach out** to us. We look forward to hearing from you.

You can make a donation **online** or by sending a check to 667 Arrow Point Drive, Bainbridge Island, WA 98110. All donations to the LeadMinds Africa Foundation are tax-deductible.

OUR TEAM

No one can face a challenge like this alone; the impact is made possible by a team of people brought together by a shared vision.



Enock Nkulanga
Founder & Team Lead



Paul Kalyango
Mentor



James Ssemuusi
Programs Coordinator



Rogers Mugenyi
Leadership Training



Julius Musamya
Programs Coordinator



Enock Luyonza
Mentor



Patricia Namirembe
Programs Coordinator



J Jarvis Lubwama
Mentor



John Mark Gareeba
Programs Coordinator

BOARD MEMBERS



Rick Maguire

Board Chair

Former Microsoft Executive
Certified Leadership Coach



Melissa Pack

Board Secretary

Communications Professional
Business Owner & Freelance Writer



Gary D. Scott

Vice-Chairman

Vice-President, Hospital Services,
Vermont Medical Center



Trish Maguire

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