

2022

FAR, TOGETHER

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OUR TEAM



OUR PURPOSE

Ishk Tolaram Foundation develops and supports programs that **provide access** to quality education, healthcare and skills training to underserved individuals in Indonesia, Nigeria and Singapore.

Our purpose as a philanthropic organisation is to enable individuals **to improve their quality of life.**

OUR ETHOS

We are impact-driven

taking the lead on creating positive change using human-centred, evidence-based approaches.

We are responsible

in our decision-making, with a focus on diligence and accountability to all our stakeholders.

We are committed

to our purpose, our communities and our partnerships for the long-term.

We are collaborative

working with others to share expertise and deliver value beyond our own capabilities.

We are continuously improving

and adapting our work to align with best practices and emerging ideas.

A CONSTANT TRUST WALK

On the first day of vocational training at Ishk Skills Hub in Lagos, our students are put in pairs, one a guide and the other, blindfolded.

Using verbal and non-verbal instructions, the guiding student must lead their teammate down two winding staircases and into the parking lot of our office while the other just has to trust. There is palpable hesitation and fear in the blindfolded students making the journey that often gives way to a sigh of relief once they reach their destination. But, when their roles switch and they need to make their way back to the classroom, there is a newfound trust that makes the journey easier and much less scary. This Trust Walk teaches students to cultivate trust and understand how to work with each other to reach a common destination.

At Ishk, we believe that collaboration should be a constant trust walk: Communicating openly, staying accountable, learning together, and empowering each other to navigate the bumps along the road. It can be very difficult but, when done well, it is incredible rewarding and powerful. And ultimately, effective collaboration is necessary to tackle the scale and complexities of the social problems we are all trying to solve.

As an organisation, we are intentional about showing up as true partners, beyond the agreements that bind us. We begin partnerships by aligning on our ethos, creating space for honest conversations and committing to shared outcomes. As we journey, we initiate deeper conversations and actions around strategy and big picture thinking, building a robust case for impact and developing our respective organisations to deliver greater impact. When we exit, we continue to be cheerleaders for the partners we believe in, endorsing their work and connecting them to funding opportunities and networks.

Being collaborative enables us to optimise our resources, learn from others, drive innovation and ultimately, deliver greater, sustained value to those we serve, *faster*. This ethos does not manifest only in the partnerships we build, but in the experiences we create for those we serve and within the team that drives this all at Ishk.

Our goal as a philanthropic organisation is clear: Maximise impact. We certainly cannot do this alone and more importantly, we do not want to. Through the stories in this publication, we hope you'll have a deeper understanding of why we partner the way we do, how we enable collaboration through our work and how you can partner with us on your organisation's impact goals.

**Thank you for
journeying with us**



**Sumitra Aswani &
Divya Patel**



68,700+
INDIVIDUALS
REACHED
GLOBALLY
IN 2022

The image features a solid red background with a repeating pattern of white-outlined hexagons. A white rectangular border is centered on the page. The word "NIGERIA" is written in white, bold, uppercase letters across the center of the page.

NIGERIA



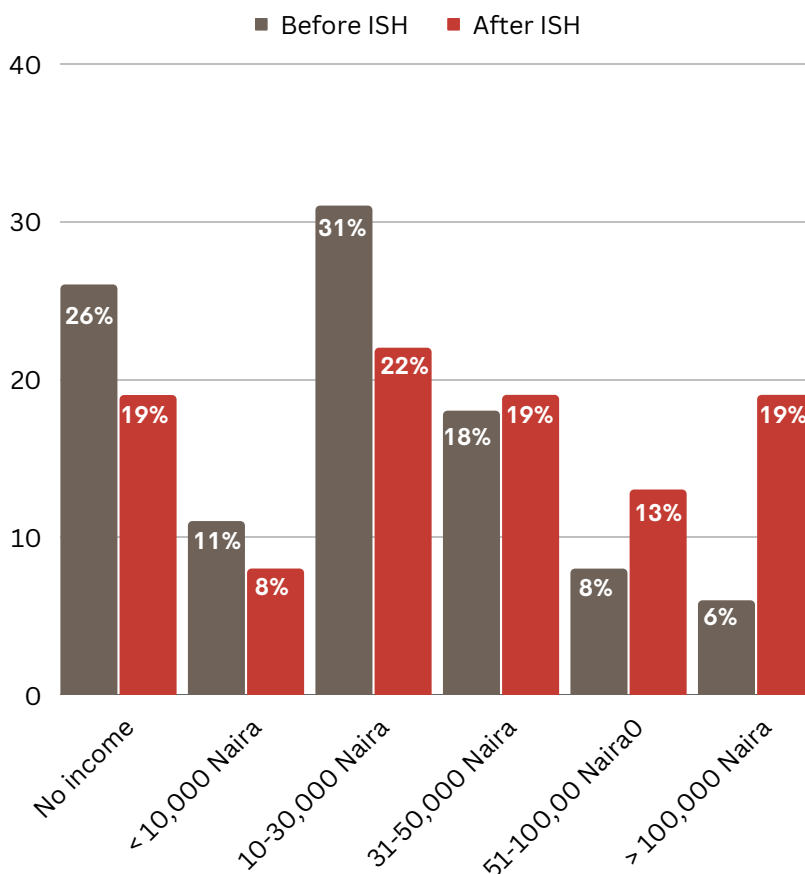
EMPLOYMENT AND EMPLOYABILITY

Ishk Skills Hub, our skilling program for unemployed Nigerian youth, works towards two outcomes: Employment *and* employability. It is not enough to master a vocational skill and secure a job; students must also know how to present themselves at a workplace, navigate challenges and sustain employment through continuous learning and development.

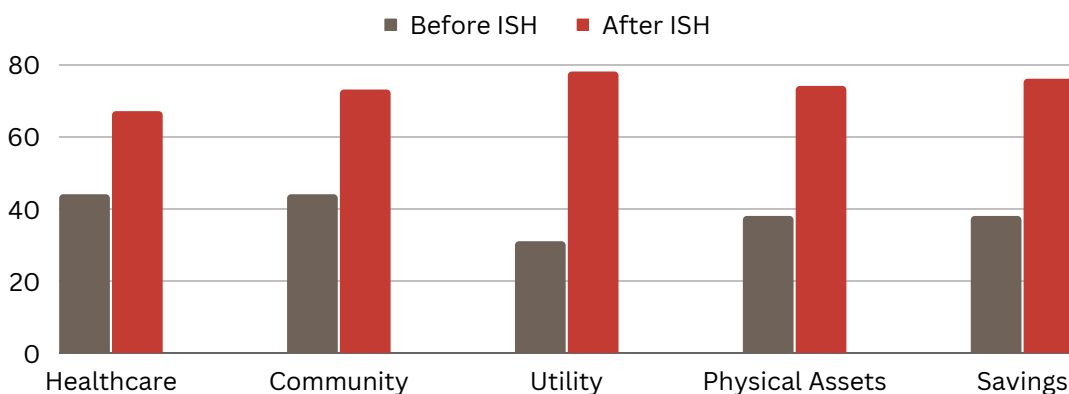
In 2022, we conducted a Graduates Livelihood Survey with a sample of 78 students to understand how they were faring in terms of employment and employability a year after they completed our program. Gathering data from our students directly helps us assess their progress against program objectives. Some key findings from the survey include:

1. Students' vocational training enabled them to access jobs that paid them higher incomes.

This suggests that Ishk Skills Hub was meeting its objectives of increasing youth employment and improving their livelihoods.



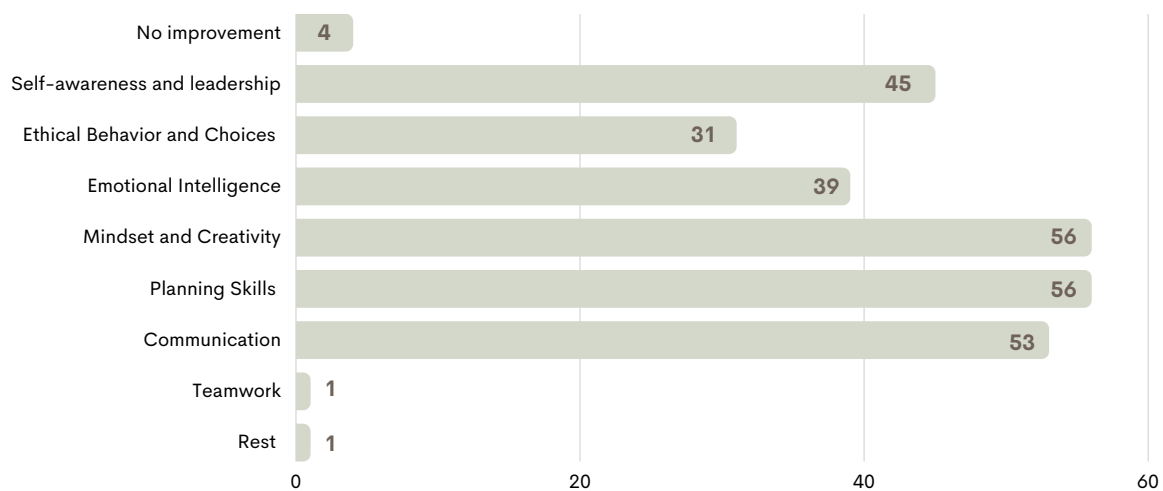
2. A notable increase in the number of alumni who could access essential services such as healthcare, physical assets and savings between 0 and 12 months after the program. This suggests that the improved income levels are contributing to positive outcomes in their quality of life.



SOFT SKILLS TRAINING

Over the first three days of the program, students are introduced to concepts such as self-awareness, goal-setting and cultivating a growth mindset within modules focused on leadership, personal effectiveness and communication.

3. A majority of students surveyed reported improvement in their planning skills, growth mindset, creativity and communication skills. This suggests that students are enhancing their employability through Ishk Skills Hub's soft skills training.



Through interactive discussions and group activities, the soft skills training also provides a space for students to connect with each other and our team that runs the training in-house. Not only does this foster comfort in teamwork, it helps seed a network they can continue to benefit from long after they have completed the program.

Chidinma Faith Francis Trained in Fashion

During the 6 months of the program, I applied the soft skills training I received to improve my relationships with others.

Before the training, I was timid and lacked self-confidence. After the 3-day soft skills training, my mindset had changed and I had become bolder. I interacted with people of different age ranges and became friends with my colleagues from and outside the training.

This newfound confidence even helped me work with 120 students during my internship.



Skilling is complex and it requires layers of collaboration towards a vision for Nigerian youth and a willingness to continuously learn, unlearn and improve. At Ishk Skills Hub, we partner with diverse entities to chart a clear growth trajectory for our students, including vocational training centers, local governments and other organisations working in skilling.



This year, we partnered with **Skills for Prosperity (S4P) Nigeria**, an organisation that supports quality education and skills development in countries like Nigeria, Indonesia, Kenya and South Africa. In addition to learning how to enhance our training model in line with best practices, we also learned what to expect from and look for in partnerships.

These insights are extended to our partners too, with the goal of raising the quality of skilling across our value chain. For example, we facilitated knowledge sharing sessions with S4P Nigeria and our partner vocational training centers so that they can enhance their own approach.

By looking outside of our own four walls, whether through engagements with partners like S4P Nigeria or through sector dialogues, we are able to review our program's design and shape the model to adapt to evolving ground realities and global best practices. We are also able to tap on the ecosystem to advocate for our students, for example, by mandating that employers pay internship stipends.

Our Partners

Alongside Ishk Skills Hub, we also provide grants to organisations that focus on in-depth skilling and employability, in support of the wider ecosystem.

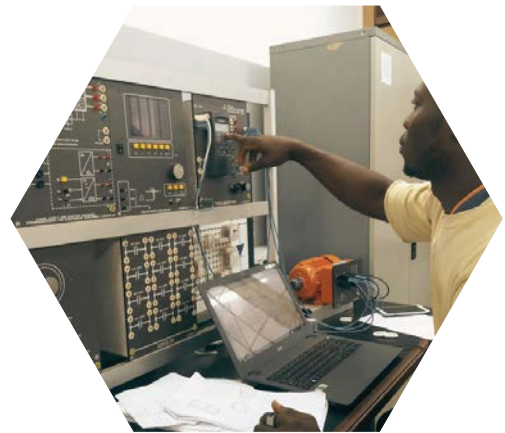
It is not enough to just be 'doing good'. Being values-driven and highly accountable is critical to driving impact. To this end, we work with our grant partners to align their monitoring, evaluation and reporting processes.

This includes being clear about outcomes achieved against defined objectives, capturing data well for informed decision-making, questioning assumptions and aligning on what success means for both partners.

This, we believe, supports us in being accountable to the individuals we serve while also enabling partners to strengthen their programs to be able to attract funding and consequently, scale.

OJE IVAGBA
DEPUTY PROGRAM DIRECTOR

- Institute for Industrial Technology (IIT)** provides technical training and values-based education to youth from underserved families. We partnered with IIT to provide **10 youth** access to technical training and opportunities to be employed within the manufacturing, industrial and engineering services sectors.



- WAVE Academy** uses a unique screen-train-match-support model to get young people work-ready and help employers find untapped talent for their businesses. We partnered with WAVE Academy to provide **319 youth** with soft skills training and job placement support.

OUR REACH

ISHK SKILLS HUB

413

completed
training

408

placed in
internships

92

employed

29

started their
own businesses

SKILLING GRANTS

385

individuals





AT ISHK LIMB CENTRE, COLLABORATION ENABLES GREATER ACCESS AND CHOICE

When Ishk Limb Centre (ILC) first opened its doors in 2009 in Lagos, it had one clear mandate: To provide free prosthetic limbs to as many Nigerians who needed them. This led to partnering with different state governments to host mobile camps and eventually, opening a second clinic in Port Harcourt. However, we soon learned that recipients found it difficult to travel when they had to repair their existing prosthetic limb. This could potentially shorten the lifespan of the prostheses and hold recipients back from living a more mobile and independent life.

ACCESS: ISHK LIMB CENTRE ABUJA

Building on feedback from recipients and our team who engages with them, we opened our third clinic in the capital city of Abuja. This 'satellite' clinic, built on the premises of our affiliated business Tolaram, makes Ishk Limb Centre more accessible for those located in Central and Northern Nigeria.

Currently, ILC Abuja focuses on repair and maintenance work while also supporting ILC Lagos in taking measurements for larger mobile camps. As we establish our presence in Abuja, we are also exploring converting the satellite clinic into a fabrication facility (like in Lagos and Port Harcourt) by 2025. This will enable our team to partner and provide services in a more targeted way to different parts of Nigeria.



CHOICE: PROSTHESES FOR DIFFERENT NEEDS

Beyond this, we also partner with other organisations to bring their prosthetic limbs to Nigeria, such as US-based **LN4 Foundation** and India-based **Vispala's** functional prosthetic hands. Alongside providing underserved Nigerians access to different, affordable quality prostheses, these partnerships also allow for knowledge exchange and capacity building for our technical teams.



In addition to more convenient access, recipients can choose from a growing range of prostheses to suit their needs. While the free Jaipur Foot prostheses remains our primary offering, we also produce a high-tech prosthetic limb to those who are able to afford it at a subsidised cost. As part of a pay-it-forward philosophy espoused by our founder Mohan Vaswani, sales from these high-tech limbs are redirected towards producing more free prostheses.

Our Partners

As we craft our healthcare strategy for Nigeria, we continue to explore affordable healthcare interventions by partnering with organisations who are strategic in their approach and are open to knowledge exchange.

- 1** **The END Fund** is a leading collaborative philanthropic fund dedicated to ending the five most common neglected tropical diseases (NTDs). We partnered with the END Fund to provide deworming treatment to approximately **55,933 individuals**.



- 2** **Milecent Foundation** works to improve the wellbeing of individuals and communities in the areas of health, sex and lifestyle. We partnered with the organisation to fund basic health checkups for **234 individuals**.

3

TULSI CHANRAI FOUNDATION

works to enhance the availability, accessibility, affordability and effectiveness of healthcare services in remote areas of Nigeria. They focus on restoring sight and providing access to primary healthcare and safe drinking water.

In 2019, we partnered with **Tulsi Chanrai Foundation (TCF)** to fund free cataract surgeries to **750 Nigerians** over three years.

The partnership gave us a unique opportunity to work with a fellow foundation while learning from their approach to apply to our own eye care work in Batu, Indonesia. "We seek partnerships where we can add value and really scale the program. TCF's program fit this; it was quite structured and also helped us learn about designing for program sustainability", says Neha Mehra, Ishk's Program Director for Nigeria.



"Ishk Tolaram as a partner has been very clear on the areas of support and the quality of impact they want to achieve. Addressing avoidable blindness in Nigeria is a mammoth task and we strongly believe that like-minded organisations collaborating together would lead to sustainable solutions in the long-run", says Shравan Kumar, CEO of TCF. "The journey so far has been very encouraging."

OUR REACH

ISHK LIMB CENTRE

1,863

individuals received
prosthetic limbs

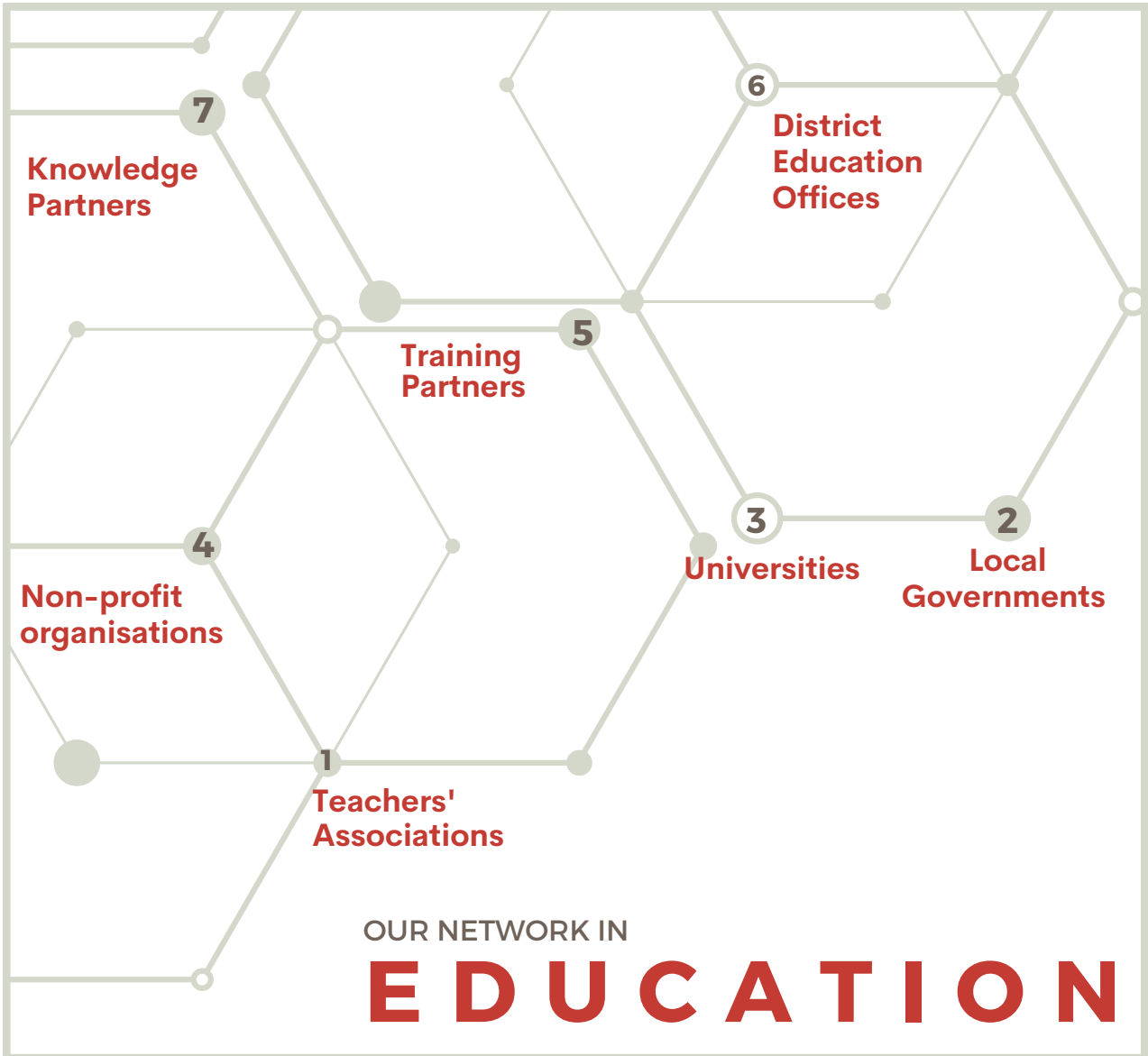
HEALTHCARE
GRANTS

56,417

individuals



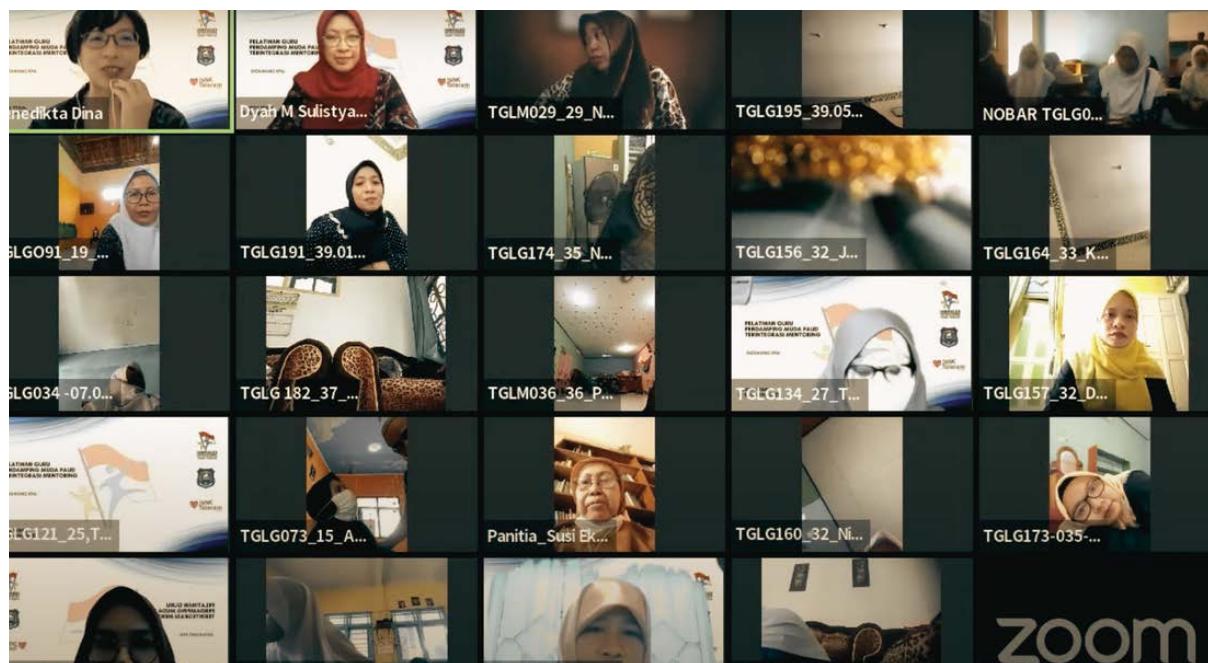
INDONESIA



COLLABORATION HAS BEEN AT THE HEART OF ISHK PEDULI ANAK INDONESIA (IPAI) SINCE ITS INCEPTION

It began in 2018 as a partnership between Ishk, the Ministry of Education in Kota Batu and SINAU Teacher Development Center as a training vendor. Together, we piloted IPAI as a tiered training program, adapted from the national teacher training program Diklat Dasar Berjenjang, for 200 early childhood teachers. In addition to including an active capstone project and peer learning forums, we also advocated for a pay raise for teachers who were certified by the program.

Over 2020, the partnership weathered a global lockdown. Through open dialogue, constant troubleshooting and continued trust in our shared vision for early childhood education in Indonesia, we were able to develop and start to scale a fully virtual teacher training model—one that has enabled us to reach **11 cities and over 2,200 teachers** in the past two years.



In each new district we enter, we invest in building rapport with the local governments, teacher associations, and the teachers themselves. Behind the scenes, we continue to work closely with our training vendors to align our objectives. Ultimately, the success of the program would rely on all of us working together.

We also partner with an eye towards continuous improvement. In addition to program delivery, we extend our monitoring and evaluation capabilities by sharing our data, design processes, and making recommendations to our government partners to inform decision-making and action around the program. While it is in its early days, we are starting to experience a shift towards a more data-driven approach in some of the districts we work with. These continuous engagements, in turn, help us develop partnerships that can enable large scale impact.



Through their training, teachers are also encouraged to collaborate with each other and build a network.

Through online and offline forums, teachers gather in a safe space to share ideas and the challenges they face. This form of peer learning, we found, was crucial in feeling connected to their profession and motivated to continue growing. It was through these forums, in fact, that we understood that teachers needed more support in applying concepts of play-based learning and socio-emotional wellbeing within their classrooms. This was, after all, new for many of them.

We decided to extend the training duration from five to ten days and formally introduce mentorship and continuous professional development into the program.

Mentors, early childhood educators trained by IPAI's ground team, are assigned to assist teachers, lead breakout room discussions and conduct classroom observations to provide teachers feedback on how they are applying the training within their classroom. Through it all, teachers are able to count on the support of an experienced peer to troubleshoot challenges. Over time, we hope, this can produce stronger educators to lead the future of education in Indonesia.

Dr. Nasruddin
GTK PAUD

The mentoring model used in IPAI supports teachers in their continuous professional development and feel empowered in their journey as early childhood educators. I hope this model can be immediately adopted at the national level so that it is more beneficial for teachers. I have recommended to leadership that an 'Integrated Assistance' program, be developed. If this is accepted, then Ishk Tolaram's model will become material for further Tiered Education and Training Development.





Ibu Kholifah
Mentor
Kabupaten
Pekalongan

I learned a lot from being a mentor, sharing my experiences and motivating my mentees to progress in their teaching. It also strengthened my desire to learn. I had to have a better understanding of the training materials and be more mature as my mentees looked up to me.

I also learned a lot from my mentees: How to prepare creative activities and administrative materials and manage a class of early learners. I also learned from their high spirits and sense of responsibility in being a teacher. Even though their school is difficult to reach, their wages are often not sufficient and they cannot always count on support from the school principal, they continue to patiently teach their students and carry on their duties with all their hearts.



Ibu Mardiyah Siti
Mentee
Kabupaten
Pekalongan

Mentorship has really helped me professionally and personally. It showed me that Ishk Tolaram's training has given me more than knowledge; it guided me to apply what we learned in our classrooms and evaluate and open my mind up to new teaching approaches.

The mentors were really helpful and patient in guiding and encouraging mentees, while also sharing insights during our classroom observations. This helps provide better quality education, based on the early learners' needs and abilities, rather than the teachers'. Personally, I have become more self-confident and actively participate in discussions and problem solving. It has highly motivated me to continue learning and become a better person.



OUR REACH

ISHK PEDULI ANAK INDONESIA

973

teachers trained

200

mentors trained

ACROSS 5 CITIES



With significant rates of avoidable blindness and stunting and malnutrition rates across Indonesia, we focused our healthcare work on eye care, maternal and child health.

We are currently developing an eye clinic in Kota Batu to provide affordable, quality eye care to reduce avoidable blindness within East Java. Alongside starting construction-related work in 2022, we also seeded conversations with others in the sector and began exploring partnerships on program delivery. This builds on our existing partnership with **Tilganga Institute of Ophthalmology** in Kathmandu Nepal, who came on board as an advisor in building world-class facilities and bringing best practices in quality affordable eye care to Indonesia.



Our Partners

1 Saving Next Gen Insitute (SNGI) focuses on capacity building to improve maternal health in rural Indonesia. To this end, SNGI sets operational guidelines and trains village officials to apply their budgets efficiently towards stunting interventions.

We partnered with SNGI to train **54 village officials from 6 villages**. In addition to training, Ishk has also advised SNGI's leadership in building its model up for scale.



2 Yayasan Project HOPE (YPH) aims to increase the capacity of healthcare workers to improve Indonesians' access to quality health care and to provide humanitarian assistance to disaster victims.

We partnered with YPH to train **187 healthcare workers** to detect congenital diseases and high-risk pregnancies early.

3

1000 DAYS FUND

works on scalable solutions to fight stunting in Indonesia, including in-home access to information and training village health volunteers. In 2019, we partnered with **1000 Days Fund (TDF)** to train **32 health workers**, educate **289 community health workers** and **6,850 mothers** in stunting prevention and establish an Impact Stunting Center of Excellence in Kabupaten Timor Tengah Selatan.

Ishk's relationship with TDF first began over coffee with co-founders Zack Petersen and Simon Flint, growing to site visits and eventually a three-year partnership. We were drawn to the opportunity to pilot a low-cost, high reach innovation to tackle stunting - their smart height charts - and were also keen to learn from their grassroots approach.

"They enter districts with high rates of stunting and educate and train from the ground, up. TDF installs smart height charts in homes and then mobilises community health workers to ensure that parents understand how to engage with these. The height chart is an innovation that has proved to be scalable and can be implemented anywhere in Indonesia," says Rahmat Setiawan, Ishk's Deputy Program Director for Indonesia.

Building a robust case for impact and scale was a joint effort by Ishk and TDF. "We truly valued Ishk's hands-on approach to producing evidence. We worked hand-in-hand with their senior leadership and identified a third party independent research team to build a rigorous case for impact. As an implementer, we are constantly innovating but Ishk helped us see that capturing evidence could help us make the big shift to scale", says Zack.

"Ishk has been a close partner since the beginning, mentoring a number of team members, myself included. Not only do they trust us to deliver to communities, they believe in the growth of our organisation and the individuals at the helm", he adds.





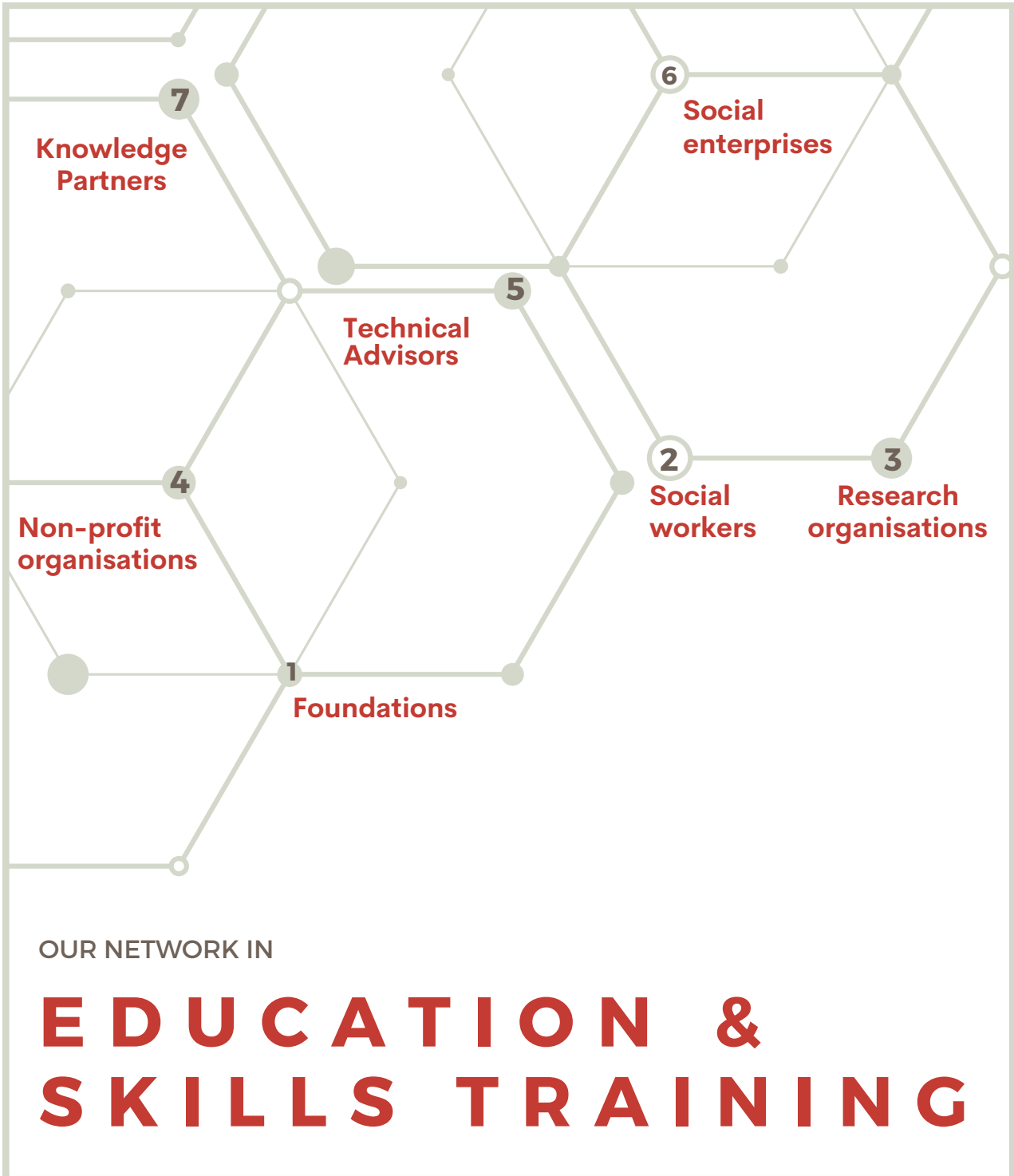
OUR REACH

HEALTHCARE GRANTS

7,412

individuals reached

SINGAPORE



Our Partners

In Singapore, we partner with organisations that both provide access to education pathways and continuous social support to enable youth to thrive.

1 Dyslexia Association of Singapore' Preschool Early Literacy Programme (PELP) helps preschoolers at risk of dyslexia, develop skills to become confident achievers when they enter primary school. As children younger than 6 years are not eligible for subsidies, PELP's bursaries helps those from lower income backgrounds offset costs and access diagnosis and intervention without delay.

Since 2019, we have partnered with DAS to support children through the PELP program. In 2022, **41 children** received bursaries.



2 Boys' Town equips children and youth from disadvantaged and disengaged families with skills to become socially integrated, responsible and contributing members of society. Boys' Town Learning in particular aims to close the gap for school drop-outs and youths who are unable to proceed further along education pathways.

Since 2019, we have partnered with Boys' Town to provide tuition support and access to other opportunities such as work exposure or camps to focus on non-academic skills. In 2022, **39 boys** were supported through Boys' Town Learning.

Our Partners

In Singapore, we partner with organisations that both provide access to education pathways and continuous social support to enable youth to thrive.

3 **The Ishk Tolaram Scholarship** supports students to complete secondary schooling and progress to tertiary education. With scholars often coming from challenging backgrounds, the scholarship is designed to also recognise non-academic achievements such as persevering through adversity and provide students access to mentorship and social capital.

In 2022, we partnered with Changkat Changi Secondary School to award **10 students** with a scholarship.



4 **Beautiful People** is a platform for building mentoring relationships. The Dream Fund, in particular, was set up to serve mentees discharged from residential institutions who needed to support themselves financially and provide for their own living arrangements.

We have partnered with them since 2019 to support **4 youth** through the Dream Fund, combining financial support with access to targeted mentorship.

5

THE INCLUSIVE FUND

is a pilot initiative co-developed by Ishk, the Kewal Ramani Foundation, Diana Koh Estate, Octava Foundation and the South Central Community Family Service Centre (SCCFSC) in 2021 to support low-income transnational families in Singapore who face challenges navigating essential systems due to their mixed citizenship. To date, the Fund has helped bridge the gap in critical needs such as school and medical fees, employment and legal support for **17 families**.

The idea for the Fund emerged through earlier work with the SCCFSC, where we encountered cases of children out of school as their families were unable to afford fees. When we began to look into the needs of low-income transnational families in particular, we found that they were unable to access many government subsidies due to their mixed citizenship. In the absence of an existing intervention within the social impact sector, we decided to partner with four other organisations and the FSC to explore medium and long-term solutions for these families.



Beyond funding immediate needs of the families, The Inclusive Fund also looked into raising awareness through research and advocacy and activating further support for challenging areas such as employment and immigration. In 2022, they commissioned a study with AWARE, an organisation that promotes women's rights and gender equality through action and research. The study will map the needs of transnational families in Singapore to provide recommendations on the gaps that need to be addressed.

"The Inclusive Fund is an example of how people from different vantages and positions in the social sector can come together to address a certain issue. As a pilot initiative, we have learned the importance of staying open, learning on the go, iterating and continuously asking ourselves what we are missing. The family's welfare, needs, goals and agency stays at the center, always", says Sandhya Aswani, Ishk's Program Director for Singapore.

6 TRAMPOLENE

Trampoline's Growing Alternate Talent for Engineering (GATES) program develops persons with Autism Spectrum Disorders for successful careers in the engineering field. The employment program provides off- and on-site training and work environment preparation before matching them to permanent employment. To date, the program has trained **34 youth and placed 14 in employment.**

Ishk is an impact bridging funder. As part of an innovative, outcomes-based funding model, impact bridging funders provide upfront funding to Trampoline and can receive repayments on their capital if the organisation achieves pre-agreed outcome targets. This form of funding is designed to encourage innovation, stronger impact measurement practices and drive impact in an evidence-based way.

"Most publicly available funding opportunities tend to prioritise well-established needs. As we are addressing unmet needs, a more innovative funding model that fosters creativity and diversity in problem-solving approaches work better", says Xueting Cheok, Chief Operating Officer at Trampoline.

Outside of the funding, there is another advantage behind this model that benefits both the organisation and the funding collective.

"The funder collective has provided valuable lessons into how increased impact, shared learning and collaboration can amplify advocacy and strengthen relationships and networks. The funder collective, in turn, also experiences ground operations first-hand and interacts directly with the beneficiaries, enabling better needs assessment and impact of their funding", explains Xueting.

"GATES is a product of like-minded funders coming together to pilot a new impact tool in the ecosystem. Through an outcomes-based funding model, we are able to be more targeted and efficient with our pooled resources. It also allows us, as a collective, to brainstorm with the implementing partner and navigate challenges together", says Sandhya Aswani, Ishk's Program Director for Singapore.



OUR REACH

SKILLING & EDUCATION GRANTS

233

individuals

INVESTING FOR IMPACT

Strategic philanthropy enables us to tackle difficult social problems that do not always have a viable business model to address them. Impact investing, on the other hand, comes into play where there is an option to solve a social problem with a viable business model or financial return.

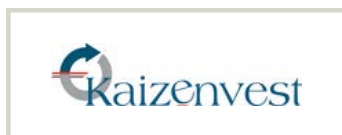
In our early days, we set ourselves a roadmap to move towards impact-aligned investing to complement our philanthropy and support our financial sustainability as an organisation. Through many, many conversations, participating in different forums and engaging with various networks and learning opportunities, we have begun to make strides towards that goal. Within this, we have participated in social impact bonds and invested in impact-first funds:



The **Development Impact Bond** works to enhance learning level outcomes of primary school students in Sierra Leone and place children in Ghana back in school.



The **Women's Livelihood Bond 2** extended loans to women-focused enterprises or microfinance institutions, benefitting women in Cambodia, India, Indonesia and the Philippines.



Catalyze EduFinance uses financial and non-financial incentives to motivate school operators in South Africa to improve education quality and school infrastructure.



The **Private Equity Impact Fund** invests in opportunities that improve health outcomes, sustainable growth and employment and address climate change and energy needs in North America, Europe and Asia.



The **Asia Impact First Fund** seeks to back 10-15 innovative and high-growth social enterprises across Southeast Asia and India, focusing on improving lives and livelihoods and protecting the environment.



Aavishkar India Emerging Fund invests in high-impact businesses in sectors such as agriculture, healthcare, and renewable energy.



**PARTNERING
WITH
TOLARAM**

NIGERIA

Lagos Free Zone (LFZ), a Tolaram venture, is the first private free trade zone in Nigeria. As part of its social sustainability strategy, it focuses on providing employment opportunities and access to affordable healthcare services for the eight host communities surrounding the Zone.

Last year, Ishk partnered with LFZ to lend expertise to and co-fund a healthcare and a skilling program. We commissioned a needs assessment to understand the gap areas we were best positioned to address and decided to focus on adolescent sexual and reproductive health and a skilling program to equip local community members for employment within the Zone.

This partnership enables the business to allocate funding towards positive, longer-term outcomes for its stakeholder communities and Ishk, to gain buy-in and access to these communities through their existing relationship with the Zone.

SINGAPORE

In 2021, Tolaram Singapore began looking into cause areas within Singapore that were niche and needed support. Ishk came on board as a giving advisor, to assess programs that could best benefit from significant corporate giving and broker the relevant relationships.



Over 2022, this collaboration led to Tolaram:

- Supporting *The Hunger Report Part II: Targeting Specific Needs in the Wake of COVID-19*, the second iteration of a report on food insecurity in Singapore.
- Supporting the Pathlight School, the first autism-focused school in Singapore, with financial support for their operational needs and volunteers for programs dedicated to empowering students
- Establishing the Tolaram Innovation and Entrepreneurship Fund at the Singapore Management University that enables students to either take up internships overseas or focus on building their startups over their summer vacations.

HALOGEN FOUNDATION

In 2019, we partnered with Halogen Foundation to create the NFTE Graduate Mentorship Program (GMP), which paired mentors from various professional backgrounds with Secondary 4 graduates of Halogen's Network for Teaching Entrepreneurship (NFTE) program. While NFTE develops the entrepreneurial mindset and business skills of youth from underserved communities, GMP provides one-on-one mentorship to further develop their character, mindsets and skillsets before they enter the next phase of their academic career.

Over 6 months, mentors from Ishk, Tolaram, and other organisations, led monthly sessions with their mentees on topics such as finding your core values, setting goals and dealing with life's stressors. While mentees are able to access adult role models and cultivate skills such as confidence, resilience and communication, mentors are also able to learn from their mentees' unique stories. In addition to mentorship, select mentees also receive the Ishk Tolaram Scholarship, a monthly stipend to alleviate their households' financial needs.

With each cycle of the GMP, the partnership between Halogen and Ishk also evolved. What began as a grant partnership between Ishk and Halogen grew into Ishk and Tolaram co-funding the program. By the end of the third cycle in 2021, Tolaram was the sole funder of the program and student scholarships while Ishk continued to work with Halogen to match mentors and mentees.

The three-way partnership serves as an example of how collaboration can unlock greater value both for the organisations and the individuals we serve together.



Pass-it-On

enables employees of Tolaram to support a non-profit organisation working in education, healthcare or skills training. Over a year-long engagement, employees act as grant coordinators to gain a better understanding of how such organisations address social issues.

1 **HeadStart Kids** provides preschool children of low-income families with a comprehensive wellness program to meet their emotional, social, health, nutritional and psychological needs.

We supported **95 children** with nutritional supplements and deworming treatment. This grant was led by Christel Emmenis from Kellogg's Tolaram South Africa.



2 **Sakinah Medical Outreach** provides world-class care and medical treatment to Nigerians irrespective of their ethnicity or faith.

We supported **518 individuals** with access to free eye care, of which **112 received free cataract surgeries**. This grant was led by Rasak Abdullah and Saheed Ogundele from Multipro Nigeria.

3 **Audrey Sickle Cell Foundation** raises awareness about Sickle Cell Disorder, while actively advocating for underserved sickle cell patients and ensuring them access to free quality healthcare.

We supported **99 sickle cell patients** to access free medical care. This grant was led by Emmanuel Ikeazota and Iwueze Collins from Multipro Nigeria.



4 Lagos Food Bank Initiative (LFBI) fights malnutrition and hunger, reduces food waste and provides emergency services and self-sustenance programs to the underserved.

We supported **65 mothers and children** in receiving nutritional support and counselling through LFBI's NUMEPLAN program. This grant was led by Peace Chibueze from Lucky Fibres Nigeria.



5 School of New Teachers supports new teachers as they settle into the profession. Its mission is to contribute to strengthening the new generation of teachers in Estonia.

We supported **9 teachers** to access professional development support through a monthly peer-sharing forum. This grant was led by Julia Tuts and Katri Tsellers from Horizon Pulp and Paper, Estonia.

6 Anchor Heritage Initiative provides free legal representation and vocational training to individuals who have been unjustly imprisoned. Upon release from prison, select individuals also receive aftercare support to start a small business and earn a livelihood.

We supported **411 inmates** in being trained in paintmaking. This is in addition to over 800 inmates trained from 2019-2021. This grant was led by Ololade Oladipupo from Lagos Free Zone.





OUR REACH

1,197
individuals



OUR TEAM

INFLUENCING ACTION

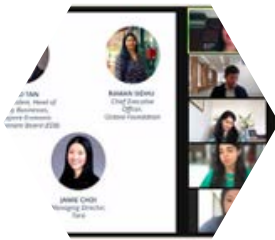
Collaboration to us does not stop at our programs and grant partnerships. We are intentional about contributing back to the ecosystem, shaping conversations and influencing action towards innovation and risk in impact delivery, values-aligned partnerships, evidence-based solutioning and rigorous impact measurement.

We were a key builder of:



SCCFSC's Family Transformation Program

Some of the conversations we participated in include:



AVPN



Kaizenvest Summit



Singapore Fintech Festival



EDC Gender Conference



NEXUS Global

Some of the reports we contributed to include:



Carrying the Torch by UBS



Scaling Impact in Asia by Accenture & Temasek Trust



Influence for Good by McKinsey & Ashoka



The Philanthropy Handbook by AVPN & EDB

STRENGTHENING EXPERTISE

As we contribute, we also continuously learn. Our team members work to build holistic expertise within a specific focus area to enhance impact-oriented decision-making. This also enables us to be stronger partners.

This year, members of our team participated in the following:



African Healthcare Funders Forum



UBS Accelerate Collective

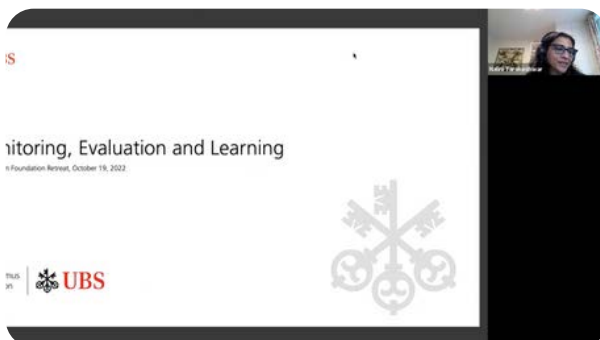


Tonic Activator

As a team spread out across different, unique geographies, we draw equal value in cross-sharing experiences during regular team huddles and our annual team retreats that are focused on proactively filling the gaps in our collective knowledge base.



Our 2022 Retreat focused on rethinking, evaluating and communicating impact.



As part of this, we also had Nalini Tarakeshwar from UBS Optimus Foundation share more about how to strengthen Monitoring, Evaluation and Learning (MEL) approaches.



**THIS YEAR, WE ALSO CELEBRATED
OUR 5-YEAR ANNIVERSARY IN THE WAY WE KNOW BEST:
WITH FOOD, CONVERSATIONS AND
TIME TOGETHER AS A TEAM.**



LEADERSHIP



Sumitra Aswani
Executive Director



Divya Patel
Chief Operating Officer

PROGRAMS



Mimu Nanwani
Program Director
Indonesia



Neha Mehra
Program Director
Nigeria



Sandhya Aswani
Program Director
Singapore



Rahmat Setiawan
Deputy Program Director
Indonesia



Oje Ivagba
Deputy Program Director
Nigeria



Laura Temituoyo Ede
Program Manager
Nigeria*



Benedikta Dina Fibrani
Program Manager
Indonesia



Abiola Oyeneeye
Program Officer
Nigeria

*Until Q2 2022

FINANCE



Saravanan Pannir
Finance Manager
Singapore



Victoria Anuoluwapo
HR & Accounts Manager
Nigeria*



Mojisola Akinboboye
HR & Accounts Manager
Nigeria



Sofieningsih
Finance Manager
Indonesia

COMMUNICATIONS



Madhurya Manohar
Communications Manager



Tomiyin Ayibiowu
Communications Officer

OFFICE MANAGEMENT



**Dabiri Kemi
Afolashade**
Senior Office Manager
ILC Lagos



**Nyege Nelly
Brown**
Office Manager
ILC Port Harcourt



**Elizabeth
Oduh Elakeche**
Office Manager
ILC Abuja



**Adelaja Omotoyosi
Adewole**
Junior Office Manager
ILC Lagos



**Balogun Aramide
Ganiyat**
Program Coordinator
Ishk Skills Hub

*Until Q4 2022

TECHNICAL TEAM, ISHK LIMB CENTRE



Jaiprakash Bidlan
Head Technician
Ishk Limb Centre Lagos



**Idowu
Owolabi Kayode**
Senior Technician
Lagos



**Michael
Jackson Abayomi**
Senior Technician
Lagos



**Olaonigbagbe
Saheed**
Technician
Lagos



**Akingboye
Johnson Segun**
Technician
Lagos



**Taiwo Adeleye
Vicent**
Technician
Lagos



**Ishola Yusuf
Temitope**
Senior Technician
Port Harcourt



**Napoleon
Williams Aleruchi**
Technician
Port Harcourt



Wilfred Dekaa
Technician
Port Harcourt



**Stanley
Maduneme**
Technician
Abuja



**Shittu Ladi
Lukman**
Office Assistant
Lagos

BOARD OF DIRECTORS



Mohan Vaswani



Raj Vaswani



Shahul Hameed



Sumitra Aswani

Chairman Tolaram Inc.	Director Tolaram Inc.	Clinical Director Rochor Dental Clinic	Executive Director Ishk Tolaram Foundation Head of Sustainability and Purpose, Tolaram
<i>Subcommittees</i>			
Programs & Grants* Finance & Investment	Finance & Investment* Programs & Grants	Audit*	Programs & Grants Finance & Investment Audit

**Chairperson*

Accounting

Accounting Experts

Audit

RSM Chio Lim LLP

Banking

Bank of Singapore | DBS Bank | UBS

Asset manager

Maitri Asset Management

Parent company of

PT Ishk Medica

Since May 2021

Subsidiary entities

Ishk Tolaram Foundation Estonia

Since 17 Oct 2019

Yayasan Ishk Tolaram

Since January 2019

Ishk Tolaram Foundation Nigeria

Since 28 June 2018

Advisors

- **Baradwaj Natarajan**
- **Dinesh Rathi**, Lagos Free Zone
- **Adesuwa Ladoja**, Lagos Free Zone
- **Ashish Khemka**, Lagos Free Zone
- **Topsy Kola Oyeneyin**, McKinsey and Company

Ishk Tolaram Foundation Ltd. is a company limited by guarantee and governed by a constitution, a board charter, a conflict of interest policy, the Companies Act and the Charities Act.

Incorporated: Oct 2016 | Operationalised: Feb 2017 | Registered: Sept 2017



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