

2024

[girlpro.org](https://girlpro.org)

# ANNUAL REPORT

Equipping Her Today, For Tomorrow



Our goal is to empower African female undergraduates and early career professionals through transformative learning experiences that fosters critical thinking and enables them maximise their full potential and drive positive change in society.



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Girl Pro of the Year 2024,  
Victoria Toluwalaju Oluwatosin



# Acknowledgements

We acknowledge the contributions of the underlisted persons who worked tirelessly to ensure we achieved the success recorded in 2024:

## **Board of Trustees**

Bose Ironsi - Board Chairperson  
Samuel Ikani - Vice Board Chair  
Dr Adedeji Ademefun - Treasurer  
Joan Obeta - Member  
Nihinlola Ayanda – Founder and Secretary to the Board

## **Esteemed Mentors:**

Adesuwa Iluobe  
Brenda Nyaringita  
Dawn Dimowo  
Eghosa Gbadegesin  
Faith Solomon  
Dr. Funmilayo Oyefusi  
Oluwatoyin Adelakun-Adeyemo  
Roseline Adewuyi  
Vita Moltedo

## **Core Team**

Mental Health Expert - Rhoda Edwards  
Social Media Manager - Blessing Ejukwa  
Communications Associate - Victoria Toluwalaju Oluwatosin  
Events Moderator - Joy Onuorah

2024 Most Creative Mentee,  
Deborah Mbom



Your contributions, whether financial or through volunteering, make a real difference in the lives of those we serve.

## **2024 PARTNERS**

**insightful**

**TRANSMEDIA**  
COMMUNICATIONS



**THERESA  
WILLIAMS  
FOUNDATION**  
*freedom for women!*



# About Us



## WHO WE ARE

Girl Pro Development Initiative is a non-governmental organization dedicated to empowering female undergraduates and early-career professionals. Our mission is to enhance employability skills and prepare young women for careers, entrepreneurship, and innovation. Through fostering critical thinking, we aim to enable them to become global leaders and solutions architects.

We achieve this by providing transformative learning and development opportunities, including access to skilled mentors who offer guidance, advice, and psychosocial support to help students navigate university life and post-graduate challenges. Our commitment extends to creating a brighter and more equitable future for women by collaborating with stakeholders in the education and social development ecosystem to develop policies and programs that support young women's academic, personal, and professional aspirations.

## MISSION

Our mission is to enhance employability skills and prepare young women for careers, entrepreneurship, and innovation. Through fostering critical thinking, we aim to enable them to become global leaders and solutions architects.

## VISION

Our vision is to create a nurturing environment where young women excel academically, emotionally, financially, and professionally.

We aim to empower them to achieve holistic well-being and become influential leaders who drive a more equitable and inclusive world.

Our values are summed in the acronym LEAD:

Leadership,  
Empathy,  
Accountability,  
Diligence.



# Founder's Message



Dear Supporters, Partners, and Friends,

Reflecting on 2024, I am filled with immense pride and gratitude for the strides Girl Pro Africa has made in empowering young women in Liberia and Nigeria. Our mission to enhance employability skills and prepare young women for careers, entrepreneurship, and Africa's solution architecture has never been more critical.

Youth employability remains a pressing issue in Africa. In 2024, 111.6 million young Africans, representing 21.2% of all young Africans, were outside the labor force[1]. Despite this challenge, our programme has contributed to bridging the gap between education and employment. Our program have focused on providing practical skills and mentorship, ensuring that our participants are well-prepared for work and business.

The female unemployment rate in Africa stands at 7.8%, compared to 6.5% for males[3]. This disparity highlights the ongoing challenges women face in the labor market. However, our initiatives have shown promising results.

Through the support of our mentors, Girl Pro Africa has demonstrated that impact is not just about numbers, but depth and quality. For the past three years, we have onboarded 9 girls annually and taken them through a rigorous mentorship program which, in their words, has been life-changing[2]. Specifically in 2024, our snapshot of achievements includes:

- **Employment and Volunteering:** We connected 5 mentees from previous cohorts to paid employment and volunteering opportunities.
- **International Employment:** A mentee from the 2023 cohort secured employment with an international tech organisation in Lithuania.
- **Grant Received:** Received a grant of NGN 660,000 from the UK-based charity, Theresa Williams Foundation, to support the stipends provided to our mentees during their virtual mentorship programme.
- **Academic Excellence:** 2 mentees completed their Bachelor's degree with excellent grades.
- **Research Feature:** Girl Pro was featured in academic research on Gender Justice in Digital Subjects in Africa at the University of Sheffield, United Kingdom.
- **Media Feature:** Our work was spotlighted on Rideedy.com, a platform that features stories and articles about women making significant impacts in various fields, such as public health, youth empowerment, and sustainable development.
- **Enhanced Pedagogy:** Using insights from the previous cohort and other world-class learning spaces, we evolved our pedagogy to include educative movies and music, enhancing the learning experience for our young clients.
- **Ripple Effect:** One mentee organized a virtual career clarity session for 25 undergraduates at the University of Ibadan and surrounding areas.

As we move forward, our commitment to creating a brighter and more equitable future for women in Africa remains unwavering. In 2025, we will focus on consolidating the strides we have made to achieve even greater impact. We will continue to evaluate and adjust our strategies to ensure continuous improvement and meaningful outcomes. Together, we can drive positive change and empower the next generation of female leaders.

Thank you for your continued support and dedication to our mission.

With gratitude and best wishes

**Nihinlola (Lola) Ayanda**

[1] [Tracking Youth Employment Trends in Africa with New Data Tool](#) | Aspyee

[2] [Strides: Girl Pro Stories of Impact](#)

[3] [Africa: unemployment rate by gender 2024](#) - Statista



# Meet the 2024 Mentees

## • Toluwalaju Oluwatosin | Kogi



**Superpower**  
'Broadcasting'

**Course of Study**  
"Mass Communication"

**Aspiration**  
"Development Communications Professional"

## • Deborah Mbom | Uyo



**Superpower**  
'Digital Marketing'

**Course of Study**  
"Education and English"

**Aspiration**  
"Global Communications Expert"

## • Agnes Farley | Liberia



**Superpower**  
'Speaking Chinese'

**Course of Study**  
"Biomedical Science"

**Aspiration**  
"Social Impact Professional"

## • Charlotte Woart | Monrovia



**Superpower**  
'Dancing'

**Course of Study**  
"Business Management"

**Aspiration**  
"Entrepreneur"

## • Chiamaka Benedicta | Lagos



**Superpower**  
'Gaming'

**Course of Study**  
"Economics Education"

**Aspiration**  
"UI/UX design Expert"

## • Faith Olalere | Yenagoa



**Superpower**  
'Crocheting'

**Course of Study**  
"Agricultural Administration"

**Aspiration**  
"Human Resource Professional"

## • Jennifer Bendodos | Kaduna



**Superpower**  
'Sickle Cell Activism'

**Course of Study**  
"History"

**Aspiration**  
"Reknowned Lecturer"

## • Sarah Akingbehin | Ondo



**Superpower**  
'Graphics Design'

**Course of Study**  
"Music Education"

**Aspiration**  
"Personal Development Coach"

## • Vivian Fredrick | Ibadan



**Superpower**  
'Hairstyling'

**Course of Study**  
"Pharmacy"

**Aspiration**  
"Policy Maker"



# Meet Our Esteemed Mentors

## GIRL PRO VIRTUAL MENTORSHIP PROGRAMME 2024



**EGHOSA GBADEGESIN**  
ACCOUNTING &  
MANAGEMENT  
PROFESSIONAL



**OLUWATOYIN ADELOKUN  
ADEYEMO**  
COMPUTER SCIENTIST AND  
SOFTWARE ENGINEER



**DR. FUNMILAYO OYEFUSI**  
HUMAN RESOURCE &  
ORGANISATIONAL  
DEVELOPMENT  
PRACTITIONER



**DAWN DIMOWO**  
TECH POLICY  
PROFESSIONAL



**ADESUWA ILUOBE**  
WRITER &  
PSYCHOTHERAPIST



**VITA MOLTEDO**  
SOCIAL IMPACT  
SPECIALIST



**FAITH SOLOMON**  
ADMINISTRATIVE & ORGANISATIONAL  
EFFECTIVENESS SPECIALIST



**DR. ROSELINE ADEWUYI**  
GENDER ADVOCATE &  
FRENCH INSTRUCTOR



**BRENDA NYARINGITA**  
TELECOMS ENGINEER





# Outcome Story

I am profoundly grateful for the impact of Girl Pro Africa's Mentorship Program and highly recommend it to anyone seeking personal and professional development.

In September 2024, I saw the call for mentees on Facebook and applied with a mixture of hope and uncertainty. At the time, my self-worth was at an all-time low due to repeated self-rejection, family crises, a precarious job situation, and a struggling relationship. Even my Christian faith, which had always been my anchor, was being tested. I was at a crossroads, desperately in need of direction and support.

Receiving the news of my acceptance into the program felt like a miracle during one of the most difficult seasons of my life. The pairing with a mentor I hadn't chosen turned out to be divine intervention. From our first interaction, my mentor created a safe, judgment-free space where I felt seen, heard, and valued. She listened to my struggles, offered guidance, and believed in me when I couldn't believe in myself.

Week after week, we worked through lessons, reflections, and practical strategies for growth. The program provided a safe space for honest reflection, helping me rediscover my strengths and identify areas for growth. My mentor's belief in my potential reignited a sense of purpose and possibility that I thought I had lost.

The impact of this mentorship journey rippled into every area of my life. I began to handle family challenges with greater patience and understanding, rediscovered my confidence at work, and improved my relationship through effective communication. Most importantly, my faith began to strengthen, and I found solace in prayer and reflection.

The three months flew by, but the lessons I gained will stay with me for a lifetime. My mentor's unwavering belief in me, their wisdom, and patience have left an indelible mark on my heart. Every challenge became an opportunity for growth, and every setback a chance to learn.

Today, I stand with a renewed sense of self-worth, clarity, and purpose. This mentorship journey has equipped me with tools for success and stories that I will carry forward to inspire and impact future generations. I am committed to continuing the practices and insights I've gained, using them to build a brighter, more confident future.

I am profoundly grateful to the Girl Pro organizers for this life-changing experience. Lastly, to my mentor, Eghosa Gbadegesin, thank you for helping me see that every challenge is an opportunity for growth. This opportunity came at the perfect time and was exactly what I needed to rediscover myself.

## INSIGHTS

2022-2024

27

Mentees Graduated

16

Mentors Onboarded

2750

Online Community Supporters



Maybe Isaac Newton and I had similar thoughts the day he discovered the Law of Gravitation, just like I was aimlessly scrolling social media when something that wasn't an apple hit me. This did not hit my head to discover the law of gravitation the second time but my consciousness to something I needed. As a fresh graduate working as a remote social media manager, I felt a void despite my job. I was lost, like Nemo in "Finding Nemo," without anyone to search for me. I lived each day aimlessly, knowing I was wasting time but not bold enough to change. One day, I came across an ad for a mentorship program for women and girls. After applying, I forgot about it until I received an acceptance email.

## THE EXPERIENCE

The first live mentorship session that came after the videos I was sent to watch was thought-provoking. Aside from listening to the mentors provide answers to questions from other mentees (questions I did not realise I lacked answers to), I had the opportunity to understand the videos more deeply. The videos talked about critical thinking, financial literacy, self-esteem, work ethics, personal branding, mindset and public speaking among others.

Being assigned Coach Toyin as a mentor became the icing on the cake. As a regular GenZ, I had listened to motivational speakers in the past and everyone seemed to be talking about how you should go chase your dreams like it would be easy because you are passionate about it. The motivational videos I watched in the past, made it look like I couldn't be frustrated with something I love or even have a tough time trying to convince my young mind that I loved it. This was different. If it were fiction it would be changing the storyline from Fa Mulan going off to the battlefield in her father's costume to the character of Lord Faquaad in his search for Princess Fiona. Other activities in the mentorship program like the Kahoot Quiz helped me develop my critical thinking ability, the book Success Codes for Millennials helped in all-around personal development and recommended movies shaped my mind into wanting more. I joined the 5 am club and I have lived every day with purpose through this commitment.

## THEN vs NOW

I applied for mentorship because I lacked clarity. Even as a graduate, I was not sure what I wanted from life or where I wanted to be. Going through this journey helped me take a clearer picture of where I want to be. I moved from confusion to understanding, seeking perfection to seeking excellence, sulking to shining and from searching to finding. Now, I live every day with intentionality that whatever we do with purpose prepares us for the journey ahead. I feel like natural gold is being put through a furnace to remove my impurities to be prepared for a purpose. I apply for opportunities with intention and every day I live is connecting the dots to my final destination. Through mentorship, I have been able to tackle areas I have been lacking that would have made it difficult for me to have a successful career. While being told to focus on my strengths, I have been taught to work on my weaknesses as there is none without flaws and weaknesses sometimes may be our greatest barrier.

## GRATITUDE

I am grateful to Coach Lola Ayanda and the entire Girl Pro Team who did not just create this opportunity but made it an experience for young women like me. I have learned from a quote I stumbled on that Volunteers do not have the time but have the heart. Big thanks to all who have dedicated time, heart and resources to mold and remodel people like me into better people.

Finally, I recommend this mentorship programme for women and girls who want to be voices in their generation.

## Jennifer Bendodos – A Story of Resilience and Courage



At the beginning of 2024, I was facing significant personal and professional challenges. Struggling with depression and managing sickle cell disease, I felt overwhelmed and uncertain about my future. During a hospital stay, I discovered the Girl Pro Africa mentorship program through an online advertisement. As I learned more about the program, I realized it offered the support and guidance I needed. I applied and was selected, marking the start of a transformative journey.

### Mentorship Experience

I was paired with Coach Adesuwa Iluobe, an inspiring writer and human rights activist. From our first session, Coach Adesuwa provided a supportive environment where I could share my fears and aspirations. She encouraged me to articulate my goals and challenged me to move beyond my comfort zone. Through our sessions, I learned the importance of setting and writing down both short- and long-term goals. Coach Adesuwa helped me recognize that many of my limitations were rooted in fear, and that growth required confronting those fears.

Before joining the program, I was hesitant to take on new responsibilities and often doubted my abilities. The mentorship experience became a turning point. With Coach Adesuwa's encouragement, I developed greater self-confidence and a willingness to embrace new challenges. I learned to make decisions with clarity and conviction.

Coach Adesuwa also introduced me to a network of professionals, broadening my perspective on issues relevant to today's world and workplace.

### Looking Ahead

Thanks to Girl Pro Africa, I now have a clear sense of purpose. I am committed to working with children and girls, advocating for their rights, and ensuring they have access to education and basic needs. The skills and knowledge I have gained have prepared me to contribute meaningfully to organizations dedicated to child and girls' protection.

### Gratitude

I am grateful to Coach Lola for her support and encouragement, and to Coach Adesuwa for her time, patience, and invaluable guidance. To all the mentors and mentees of the 2024 Girl Pro Africa cohort, thank you for your inspiration and camaraderie.

I look forward to the future with renewed hope and determination, ready to make a positive impact in my community.



# 2025 Plans

1

Organisational  
Capacity  
Strengthening

2

Partnerships  
and Alliance  
Building

3

Monitoring and  
support of  
previous  
mentees

4

Call for mentors 2026

5

Resource  
Mobilisation

6

Annual Meeting of  
the Board of  
Trustees

7

Online Community  
Growth and  
Support

## Two Star Mentor Awards



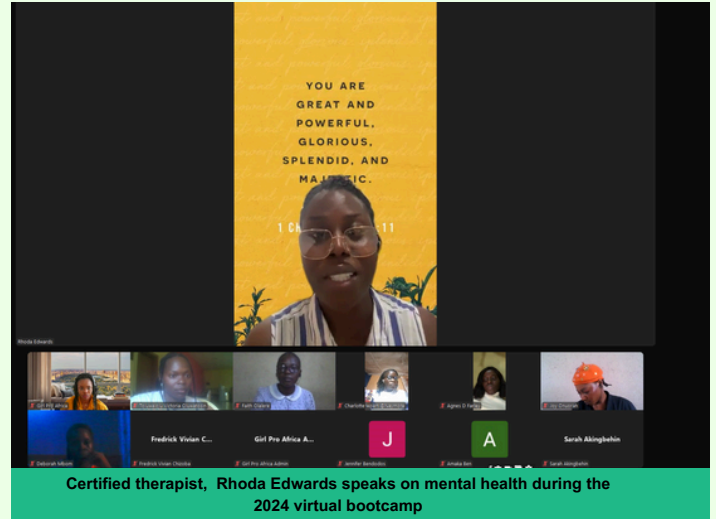
**Coach Faith Solomon**



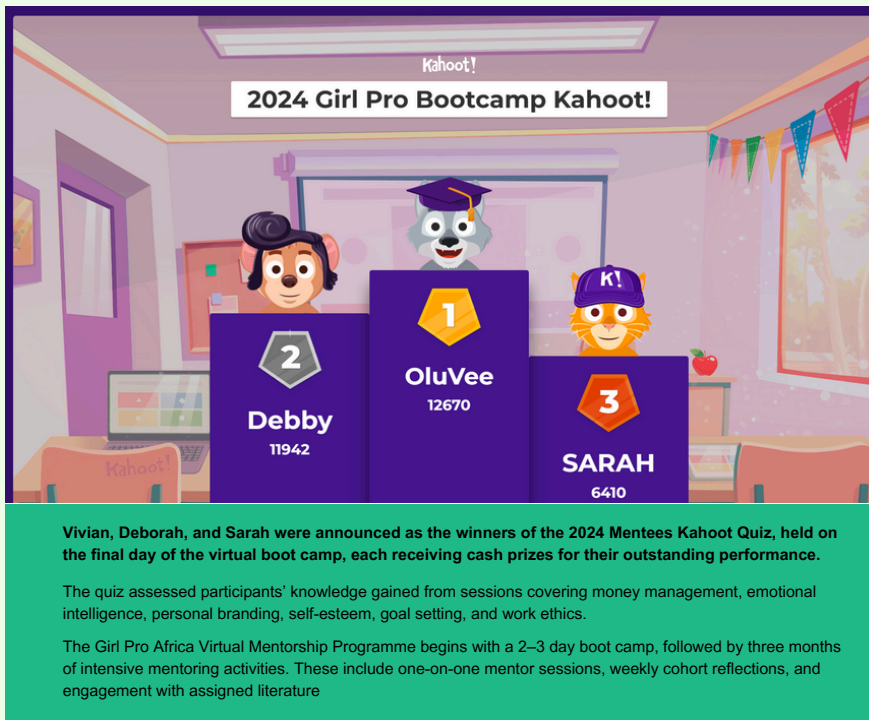
**Coach Toyin Adelakun Adeyemo**

Both mentors are recognised for their outstanding mentorship and dedication to empowering young African women through the Girl Pro Virtual Mentorship Programme.

The Girl Pro Awards honor mentors with 2-star (2 years), 5-star (5 years), and Honorary (10 years) awards based on their commitment and positive impact.



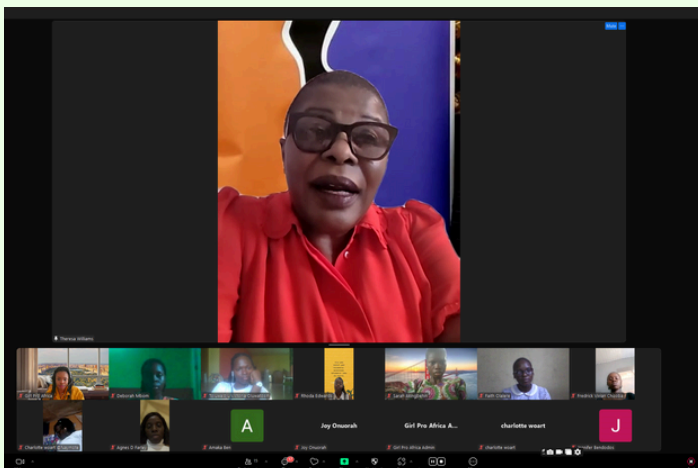
**Certified therapist, Rhoda Edwards speaks on mental health during the 2024 virtual bootcamp**



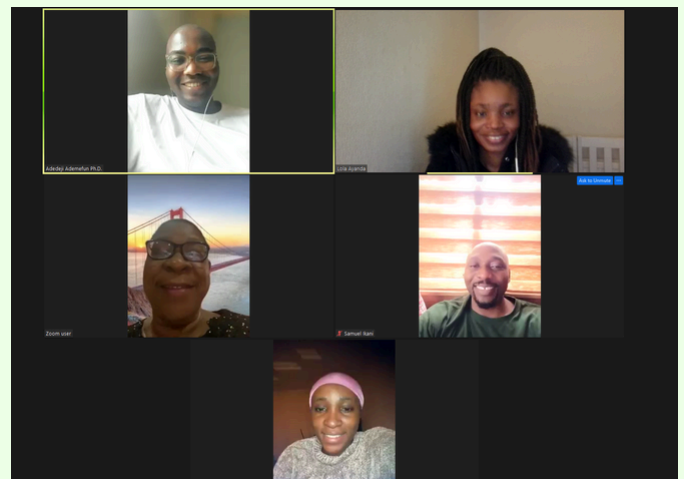
**Vivian, Deborah, and Sarah were announced as the winners of the 2024 Mentees Kahoot Quiz, held on the final day of the virtual boot camp, each receiving cash prizes for their outstanding performance.**

The quiz assessed participants' knowledge gained from sessions covering money management, emotional intelligence, personal branding, self-esteem, goal setting, and work ethics.

The Girl Pro Africa Virtual Mentorship Programme begins with a 2–3 day boot camp, followed by three months of intensive mentoring activities. These include one-on-one mentor sessions, weekly cohort reflections, and engagement with assigned literature



**Founder, Theresa Williams Foundation, shares on Gender Based Violence and early warning signs in relationships during the 2024 virtual bootcamp**



**Photo taken during the last meeting of the Girl Pro Africa Board of Trustees**





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**2024 Annual Report**