



2025

WONDER Foundation
Impact report

For the year ended 31st March 2025

Registered Charity Number 1148679
Company Limited by Guarantee Number 7921757



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Letter from the Chair

Dear Supporters, Partners and Friends,

In a world so often marked by conflict, inequality, and uncertainty, your partnership has helped us do something quietly radical: offer hope, not just in words, but in action.

This past year, WONDER worked alongside 36 women-led partners in 20 countries to support 20,500 women and girls. Together, we delivered quality education, mentoring, and skills training that opened doors, and kept them open.

The results speak volumes:

- Every graduate increased her income;
- 75% doubled it within six months;
- 90% are now actively mentoring others or leading in their communities.

But beyond the data, what we see is something deeper. A woman discovering her worth. A girl finding her voice. Families breaking the cycle of poverty and choosing dignity over despair.

In a time when the world needs solutions rooted in courage and care, your investment is helping deliver just that: with clarity, with integrity, and with impact that lasts.

Thank you for standing with us, and with the women and girls who are shaping a better future not just for themselves, but for all of us.

With gratitude,

RAPHAELLA GABRASADIG



Our mission

WONDER stands for the Women's Network for Development and Educational Resources. For over a decade we have worked to develop a network of women-led charities all focused on the same goal: to give women and girls across the world the knowledge, skills, opportunities and networks they need to exit poverty for good and bring others with them.

The change we want to see:

A world where each woman and girl recognises her significance and reaches her potential.



How we achieve change

WONDER's approach revolves around six core pillars that form the basis of our projects. We partner with local organisations that align with these principles to steer our efforts and bring about meaningful change.

QUALITY EDUCATION

Through both vocational programmes and educational settings, we help women and girls strengthen and develop technical skills as well as a sense of agency by building their confidence and ability to set goals.

ACCOMPANIMENT AND MENTORING

By pairing quality education with mentoring, women and girls realise their dignity and value. This allows them to become leaders in their own lives and role models to others in their families and communities.

INVESTING IN LOCAL, WOMEN-LED PARTNERS

We work with carefully chosen local woman-led partners who share our values and mission of empowering women and girls through education. We listen to and amplify their expertise and invest in their capacity to respond to local needs.

EMPOWERING SPACES

Our partners deliver projects in nurturing spaces that make women and girls feel comfortable and safe, so that they can feel valued, focus on their studies and develop a sense of community.

ACCESS TO GOOD WORK

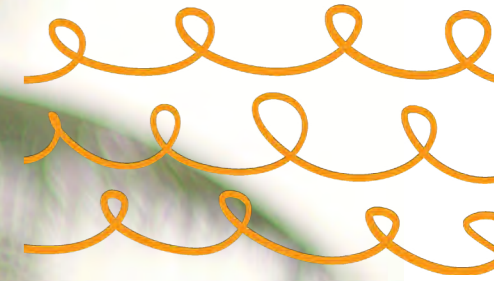
Our partners ensure that they set women up for success. We work to raise employment standards and ensure that women and girls recognise and claim their rights in the workplace.

FAMILY ENGAGEMENT

Families have the potential to be the strongest supporters of women and girls, but they can also place significant responsibilities and expectations on them. We encourage family engagement to build support for women and girls and empower them to lift up those around them in sustainable ways.

Where we work





Our impact in 2024-25 at a glance



20,500

girls and women reached, alongside their communities



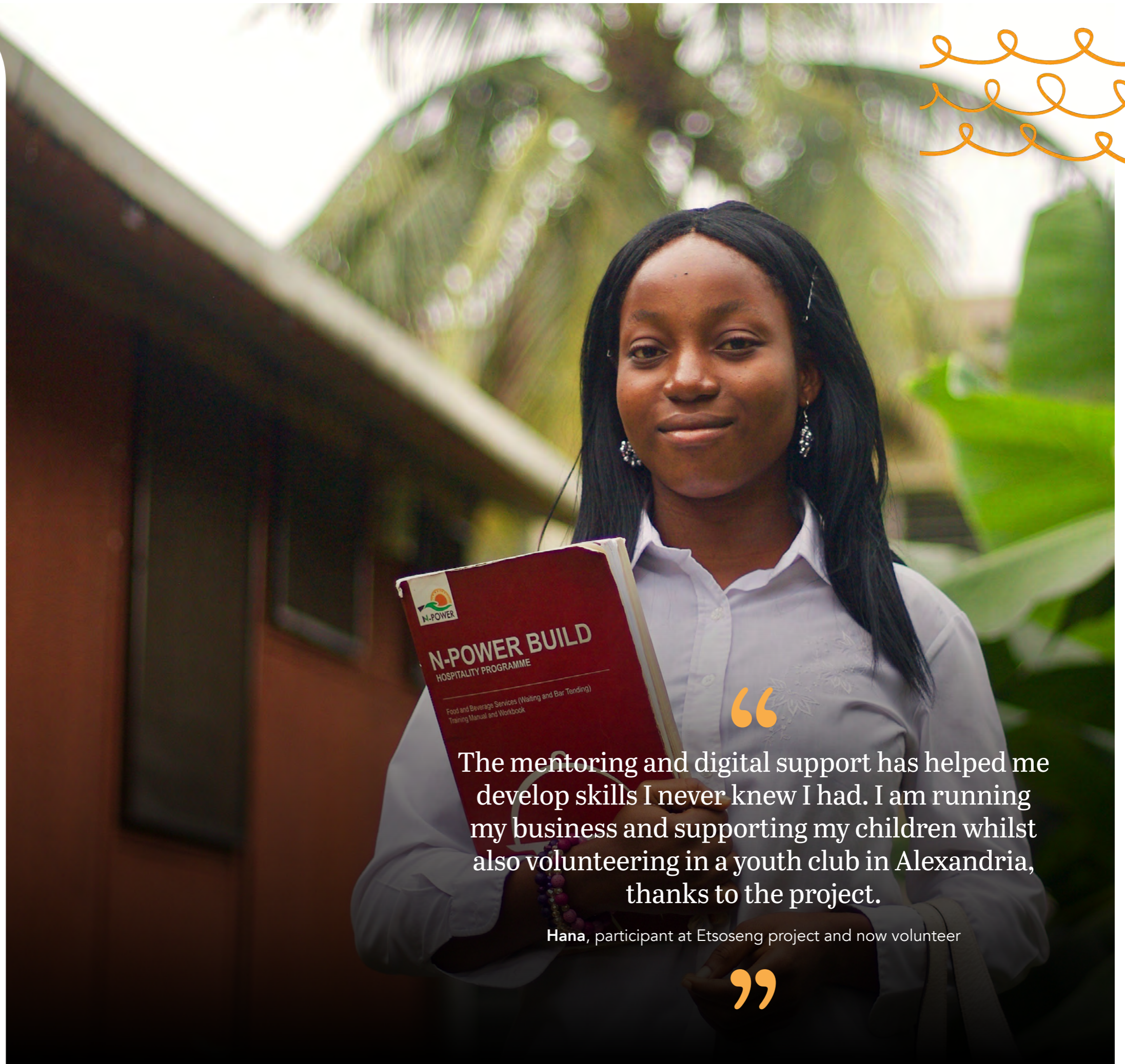
100%

of women **increased their income** after graduation



90%

of women and girls supported are **actively contributing to their communities**



“The mentoring and digital support has helped me develop skills I never knew I had. I am running my business and supporting my children whilst also volunteering in a youth club in Alexandria, thanks to the project.”

Hana, participant at Etsoseng project and now volunteer



Theory of Change



Strategic objectives

1. Empowering women and girls
2. Policy and advocacy
3. Strengthening delivery partners' capabilities





Strategic objective one

Empowering women and girls

WONDER supports women and girls to build brighter futures through quality education and one-to-one support. We help them grow into leaders in their own lives, families and communities.

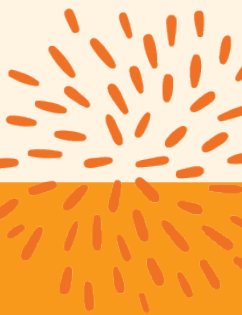
We do this by providing scholarships for vocational training, along with life, business, and employability skills. Mentoring is a key part of our approach, helping women to grow in confidence over time. As they build their skills and income, they also build belief in themselves.

When a woman feels valued, she begins to see the value she brings to others. Her confidence grows not just from her own progress, but also those around her, often our students support their families (children, siblings, parents). We want women and girls to know they matter, take pride in their achievements, and to find purpose and dignity in their work and lives.

“

As a single mother of two, without access to state benefits, I felt invisible. I was kidnapped and forced into marriage after rape, something I never thought I could recover from. In the past 3 years I have been evicted three times. But through Kumbel, I have learned to believe in myself again. They helped me rebuild trust, learn skills, and find steady work, while also starting a small side business. I still face many challenges, but now I have the strength to keep fighting for a better future for my daughters and myself.

Asylym,
27, Almaty.



Project focus

MOLAMBO: Empowering women through healthcare training in the Philippines

IN PARTNERSHIP WITH THE MERCK FAMILY FOUNDATION

In rural Cebu, many women face life without suitable education, stable jobs, or access to healthcare. Single mothers, out-of-school girls, and indigenous Badjao women are especially vulnerable, excluded from mainstream opportunities and caught in cycles of poverty.

Cebu's Badjao community, sometimes known as "sea nomads" face extreme marginalisation. Moving to the city to escape conflict, their way of life and lack of formal education did not prepare them for urban living.

MOLAMBO offers them a rare chance to change their trajectory.

MOLAMBO, which means "to bloom" in Cebuano, is giving 100 women the chance to rebuild their futures through TESDA-accredited healthcare training, emotional support, and practical placements in hospitals and community settings. It is delivered by WONDER in partnership with the Banilad Center for Professional Development (BCPD).

Who we support:

100 women in Cebu over 2 years of whom:

- 60% out-of-school girls
- 30% single mothers
- 10% Badjao women
- 10,000+ community members reached through health outreach

What we do:

- One-year healthcare training, certified by TESDA (Technical Education and Skills Development Authority)
- Weekly mentoring to support emotional well-being
- Work placements in real hospital settings
- Accommodation and travel for rural and Badjao students
- Medical outreach events for underserved communities



Results

- Women secure stable jobs, 90%+ expected to gain employment within 6 months of graduating
- Increased earnings, participants likely to earn 4–5× more than in informal jobs
- Boosted confidence and well-being, early mentoring results show strong personal growth
- Stronger family futures, single mothers supported to re-engage in education and childcare
- Healthier communities, outreach missions provide vital services in remote areas
- More inclusive healthcare, Badjao women given rare access to formal training and careers.



OUR STUDENTS SAY:

Before this course, I sold bags to survive, and I didn't survive but seemed to have no other choice. I come from a rural area and never finished school; all my friends were in similar situations. I've watched my community suffer without healthcare. Now I know what I want to be, and how I can help. I am excited that my studies will also allow me to have a dignified life, to look after my family, and through my job to look after my people. Thank you for this opportunity.

Caryl,
22, Badjao student

Strategic objective two

Policy and advocacy

RESEARCH IN THE UK

In 2023, WONDER published research on migrant girls missing out on education in the UK. Building on that, with support from ROSA charity, we listened closely to the voices of 19 girls and mothers from Eritrea, Egypt, Colombia, the Dominican Republic, Nicaragua and Ecuador.

They told us how hard it is to get into school: confusing systems, no one to explain the rules, and language and digital barriers. We turned their stories into three short films to help others understand what they are facing. Then, we launched a campaign. At its heart was a simple ask: that every local authority should have a Family Liaison Officer who can stand with families, guide them through the school admissions process, and ensure children don't lose out on their right to an education.

This campaign has reached national audiences and is ongoing. We've been invited to share our learning at the 2025 NATECLA Conference, which brings together ESOL teachers across the UK.





Jacinta: The girl who wants to be a leader

Jacinta (pseudonym), 16, arrived in London in January 2023 after seeking asylum from Nicaragua with her mother, sister, and grandmother. A gifted student who always graduated with honours back home, she dreams of studying political science and one day becoming a leader who speaks for those without a voice.

The transition to the UK was extremely difficult. For three months she was out of school, confined to the single room her family shares in a hotel with 400 other asylum-seeking families. She battled isolation and mental health struggles while trying to navigate a confusing school admissions process with very little support. Despite applying to multiple schools, she was repeatedly turned away due to her age, limited English, or lack of spaces.

It was the Baytree Centre that finally stepped in. Baytree's team helped Jacinta access a place at a school in South London, guided her through applications, and supported her with uniforms and transport so she could attend classes. For the first month, she walked an hour and a half each way to school, determined not to give up.

Today, Jacinta is focused on her GCSEs and hopes to win a scholarship to continue her education. She dreams of becoming a politician, not for power, but to be "the voice of the minority and to make a change, not a bad change, but a real one, to improve."

Her resilience and her ambition shine through even after months of setbacks, Jacinta is fighting for a future where she can lead with empathy, courage, and integrity.

Strategic objective three

Strengthening delivery partners' capabilities

STRENGTHENING MENTORING IN IVORY COAST AND THE PHILIPPINES

We've continued to strengthen mentoring in schools through our global partnerships, because we know how vital it is for girls' success, both in school and beyond. This year, schools in the Philippines have taken their mentoring to the next level, and our partner Yarani in Côte d'Ivoire has introduced the approach for the first time.

Mentoring helps girls grow in confidence, build goals for their future, and feel seen and supported. But it also opens the door to difficult conversations. As trust builds, many students begin to share serious challenges they face at home, including neglect, poverty, and violence.

We are working closely with schools to strengthen safeguarding and put clear support systems in place for both students and mentors. In 2025, we launched a peer-learning forum where mentoring leads meet regularly to share real-life cases, learn from one another, and improve their practice together. We're also creating new training focused on mental health, to help mentors manage stress and avoid burning out, so they can keep showing up and consistently for the girls who need them most.

We delivered 430 hours of training to 32 partners

- 80% improved their mentoring practice
- 80% improved safeguarding protocols
- 86% improved financial management
- 90% improved project management
- 100% Improved Monitoring and Evaluation
- 55% improved their comms

“ Alongside hospitality we were taught digital skills, actually using real laptops. Being able to understand computers, even at a basic level, has made me a favoured candidate for jobs. I accepted a job whilst at my placement and already got my first wages which made me smile and feel so good about life

Eunice, Programme participant in Uganda

”



KEEPING GIRLS SAFE

Safeguarding protects girls from harm at home, at work, in school, and in their communities. Without it, even the best education or mentoring can't succeed. This is why we have continued working with partners to strengthen safeguarding across all our projects.

In Nigeria, we helped improve coordination between careers teams, safeguarding leads, and mentors, so that risks are identified early and no girl slips through the cracks.

In Cameroon, Guatemala, Nigeria, and the Philippines, we're supporting teams to develop safeguarding policies that reflect real local risks and challenges. In Poland and Côte d'Ivoire, partners have finalized strong new policies that meet both national laws and international good practice.

In Kazakhstan our partners have distilled safeguarding messages in the walls of their centre, in their website and in all their comms with girls, families and partner institutions in what they called small bites of valuable insights. In this way, girls who traditionally have suffered lack of rights, with girl kidnapping and forced marriage (after rape) being still practiced in some areas, feel it does not need to be this way.

Effective safeguarding isn't just a policy; it's what allows girls to feel safe, build trust, and stay focused on their future.



Volunteering

WONDER VOLUNTEERS

At WONDER, we deeply appreciate our extensive network of volunteers. Their help, and collaboration is key to the achievement of our mission, and we are beyond grateful for their contribution and support.

Volunteering with WONDER changed how I see development, it is not about doing things for people, but building with them. I learned more in three months here than in three years of lectures.

Aisha, LSE student

As a UCL student, I wanted to use my skills for something real. At WONDER, I didn't just volunteer I became part of a community that believes in the power of women to lead change from the ground up.

Daniela A, UCL student

I work in finance; numbers are my world. But at WONDER, I saw what real impact looks like: women gaining confidence, building businesses, and supporting with their work entire communities. That's a return worth investing in.

Rachel K, Chartered Accountant & Volunteer Mentor

Working with WONDER reminded me why I became a lawyer. Their commitment to dignity, justice, and practical change is rare and powerful. It's a privilege to support their mission.

Sonia, Lawyer & Pro Bono Advisor

Environmental impact

Empowering women and girls through education is also helping to protect our planet. Across our projects, women are leading the shift to clean energy, reducing deforestation, cutting carbon emissions, and building sustainable futures.

FROM FIREWOOD TO BIOGAS

Wambui, a graduate of the Mwangaza Project, once spent hours gathering firewood or paying daily for charcoal. “Before the installation, I really struggled to find firewood because of the rapid deforestation in the area,” she recalls. With training and mentoring, she invested in a biodigester that turns cow waste into biogas for cooking. Her family now breathes cleaner air, she spends less on fuel, and her farm thrives with organic fertiliser. “What excites me most is that nothing goes to waste, what the digester doesn’t use, my farm does.”

Her success has inspired other women to adopt the same technology, creating a ripple effect of sustainability in her community.

EVERYDAY INNOVATIONS

Graduates are embracing fireless cookers that keep food simmering without fuel, saving time, money, and trees. Others are exploring solar cookers, while vocational centres supported by WONDER are installing solar panels and biodigesters, embedding renewable energy into education and daily life.

WHY WOMEN MATTER FOR THE ENVIRONMENT

Investing in women and girls is one of the most effective strategies for climate action. Studies show that:

- Women with access to education and resources adopt cleaner technologies, reducing CO² emissions and indoor air pollution.
- Traditional cooking methods contribute to over 4 million premature deaths annually (WHO/Global Alliance for Clean Cookstoves); women’s leadership in alternatives directly saves lives.
- Project Drawdown identifies empowering women and girls as a top solution for climate change, driving lower emissions, stronger adaptation, and more resilient communities.

OUR FOOTPRINT

WONDER’s own footprint is small: sharing space at the Baytree Centre, we contribute minimally to its 3,561 kg CO²e total. We prioritise online meetings, digital operations, and shared facilities to keep our impact low.

A BETTER FUTURE

By supporting women like Wambui, our supporters and funders are not only empowering families out of poverty but also advancing environmental sustainability. Women-led innovation ensures cleaner air, healthier soils, and greener futures for everyone.

Corporate partnerships

1st Formations

Baillie Gifford

PIMCO

Rothschild & Co

Travers Smith

Core Financial Paraplanning Ltd

David & Charles

Electroneum

ICTS UK & Ireland

IDP Connect

Literacy Planet

My Language Connection

Nadine Merabi

Pfizer

Corporate partner highlight

1ST FORMATIONS

SUPPORTING SCHOOL GIRLS IN JUNKABAL, GUATEMALA

This year, we are proud to highlight the partnership between WONDER and 1st Formations, whose support has enabled more girls at Junkabal, Guatemala's leading vocational training school for women and girls, to continue their education and thrive.

Junkabal provides school-age girls with not only academic learning but also mentoring, life skills and vocational training that prepare them for dignified work and a brighter future. With 1st Formations' backing, more girls from low-income families are receiving scholarships and holistic support to stay in school and dream bigger.

Each year, this project supports over 100 girls to complete their studies in a safe, empowering environment. Beyond the classroom, students receive mentoring that builds confidence and resilience, equipping them to break cycles of poverty.

By supporting girls like María, 1st Formations is investing in long-term change: education that transforms lives, families, and entire communities.



“

At Junkabal I don't just study I feel like I belong. Before, I thought I might have to leave school to help at home, but now I can keep learning and even dream of becoming a teacher. One day, I want to give back the same way others have helped me. Knowing that people so far away care about my education gives me strength.

María, Junkabal student



Corporate volunteering days

We facilitate multiple corporate volunteering events annually, collaborating with organisations aligned with our mission. These days give staff the opportunity to contribute directly, while deepening their understanding of the challenges and the hope behind our work.

This past year, we have hosted volunteers from organisations including:

- 1st Formations
- PIMCO
- Rothschild & Co
- Travers Smith
- Core Financial Paraplanning Ltd
- David & Charles
- Electroneum
- ICTS UK & Ireland
- IDP Connect
- Literacy Planet
- My Language Connection
- Pfizer

And the benefits flow both ways: research shows that employees who volunteer through work are **2.3 times more likely to feel engaged and proud of their employer**. By partnering with WONDER, companies not only empower women and girls worldwide but also build stronger, more motivated teams at home.

“

“It was honestly a great day. Very well organised, easy to get stuck in, and I left thinking: this is what teamwork looks like. Helping WONDER doesn't just help girls, it helps their whole communities, so the impact is double.”

Ben Khan, corporate volunteer

“

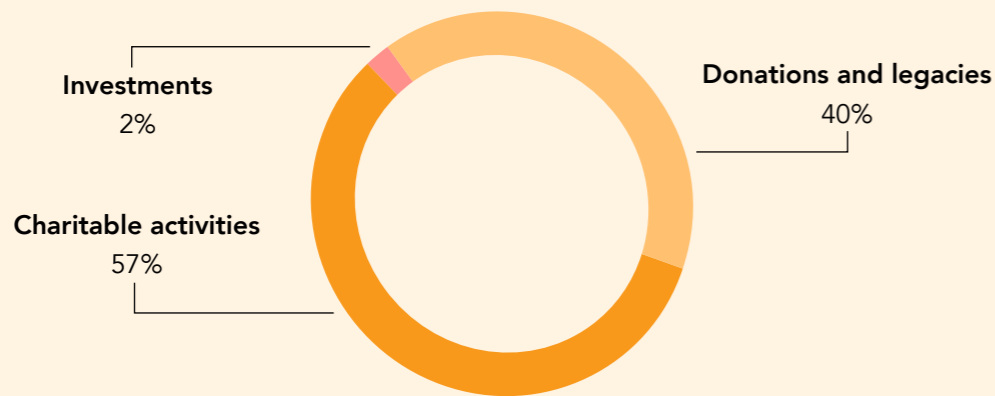
“What I loved was how personal it felt. You don't often get the chance to connect your day job with something so meaningful. Spending time with WONDER gave me a new sense of purpose, and it made me feel good about where I work too.”

Chris P, corporate volunteer

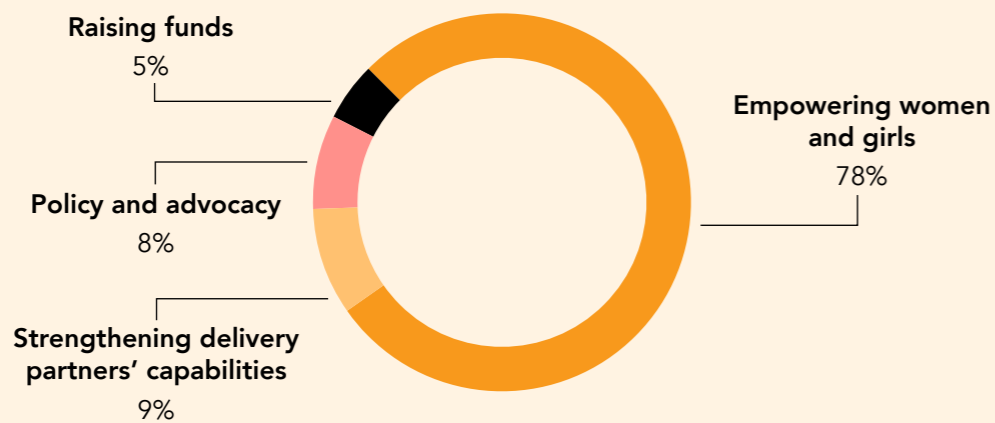
Financials

Our total income in 2024-25 was **£1,446,709** and our total expenditure for the same period **£1,428,831**.

WHERE OUR FUNDS COME FROM:

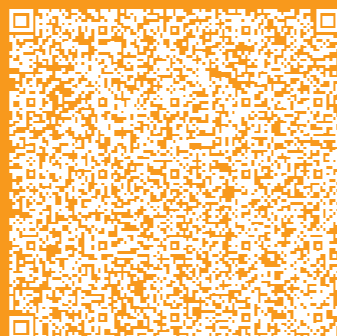


ALLOCATION OF RESOURCES:



For every £1 donated, 95 pence was used to support our partners, ensuring the majority of contributions support our core mission. This is above the sectors' average, where charities typically allocate between 10% and 20% of their total expenditure to fundraising costs. (Source: Charities Aid Foundation)

For our full audited accounts, scan the QR code.



Acknowledgements

STAFF

Carmen Gonzalez
Olivia Darby
Izzy Cumming-Bruce
Paola Delmonaco
Ana Pardo
Blanca Gutierrez (Start Feb. 2025)
Julia Jockelson
Faith Mwangi
Conzeulo Rivas
Kerry Jackson
Emily Gamston (End October 2024)
Zoe Chantreau Majerus
Poppy Gill

CONSULTANTS

Evelyn Tiren
Jackie Wambua
Blanca Gutierrez (End Jan 2025)
Ksenia Gorenstein
Martin Punaks

OUR TRUSTEES

WONDER is proud to have a diverse board of excellent professionals to lead our work
Raphaella Gabrasadig (Chair)
Alejandra Fabrega (Vice-Chair)
Modupe Da-Silva (Treasurer) Julie Hudtohan (HRAdvisor) Uzoma Igboaka
Ekene Ngwuocha
Kirtana Raj

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L'Oréal Fund for Women
Voith Leemann Foundation
Rosa - UK Fund for Women and Girls

The James Tudor Foundation
Be One Foundation
The Coles Medlock Foundation
Octopus Energy
Merck Family Foundation
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The National Lottery Community Fund
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Sir Halley Stewart
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1st Formations
Baillie Gifford
PIMCO
Rothschild & Co
Travers Smith
Core Financial Paraplanning Ltd David & Charles
Electroneum
ICTS UK & Ireland
IDP Connect
Literacy Planet
My Language Connection
Nadine Merabi
Pfizer

VOLUNTEERS

Anaiyah Tarafder Attia Malik
Ayoola Oshiyemi
Becky Lee
Carolina-Gonzalez Zapata
Charmaine Cacho
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Emily Allen
Fiorella Perez
Flavia Schofield
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Sarah Vogelsanger
Sophie Farmer
Valeriia Konieva
Tasneem Begum Mustapha

ALL LOCAL DELIVERY PARTNERS

AFRICA PARTNERS

Centre de Formation Professionnelle pour la Femme Sorawell (Cameroon)
Centre Congolais de Culture de Formation et de Developpement (CECFOR) (DR Congo)
Institut Supérieur en Sciences Infirmières (ISSI) (DR Congo)
Imbeke Charitable Trust (Kenya) Education et Developpement (Cote d'Ivoire/ Ivory Coast)
Etsoseng Foundation (South Africa)
Kianda Foundation (Kenya)
Kyoga Foundation (Uganda)
Lantana College of Hospitality (Nigeria)
Nigerian Association for Women's Advancement (Nigeria)
Nurisha Trust (Kenya)
Tayo Foundation (Kenya)
Wavecrest College of Hospitality (Nigeria)

AMERICAS PARTNERS

Asociacion Sendas (Bolivia)
Centro Cultural Pirineos (Venezuela)
Fundacion Junkabal (Guatemala)
Fundacion Sirama (El Salvador)
La Asociacion Hondurena para la Promocion Educativa (AHPE) (Honduras)

ASIA PARTNERS

Education and Development Initiatives (India)
Foundation for Professional Training, Inc. (FPTI) (Philippines)
Kazakhstan Foundation for Cultural Social and Educational Development (KFCSED) (Kazakhstan)
Promotion et Developpement Social (PRODES) (Lebanon)

EUROPE PARTNERS

Changing Aspirations into Realities by Education (CARE) (Sweden)
Fundacion Senara (Spain) Stowarzyszenie Wspierania Rozwoju Kompetencji Pontes (Poland)
The Baytree Centre (United Kingdom)



Since WONDER was established as a charity in 2012, we have worked with 37 partners in 25 countries to empower 165,000 women and girls through quality education and training.

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