

Kusuma Trust Gibraltar
Annual Report
2011-2012



'Serving the Community'



www.kusumatrust.gi



www.kusumatrust.gi

Kusuma Trust Gibraltar ("Kusuma") is a registered charity in Gibraltar (Registration Number: 196) and as such is subject to the control of the Gibraltar Charities Commission. Our objective is that activities pursued by Kusuma will support and be of benefit to the community of Gibraltar. The trustees are based at the offices of Fiduciary, Portland House, Gibraltar. Kusuma Trust Gibraltar's activities are run from our office at 3 Bell Lane, Gibraltar. On the 7th February 2012 Kusuma became a registered trademark.

Cover Photo: Georgina with Gymnastic Olympic Team

Contents

FOREWORD: PETER ISOLA	2
SERVING THE COMMUNITY	4
OUR AREAS OF SUPPORT & PROGRAMMES	6
EXCELLENCE SCHOLARSHIPS & GRANTS	6
PROFESSIONAL DEVELOPMENT	11
SCIENCE WEEK	12
MATHS WEEK	13
COMMUNITY WORK	14
COMMUNITY WORK 2012	16
YOUTH EXPERIENCE ABROAD	18
INFRASTRUCTURAL PROJECTS	21
HOW KUSUMA TRUST GIBRALTAR WORKS	26
GIBRALTAR'S TEAM ORGANISATIONAL CHART	27
APPLICATIONS / RECOMMENDATION PROCESS	28
EXCELLENCE SCHOLARSHIP / PROFESSIONAL DEVELOPMENT	29
KUSUMA TRUST GIBRALTAR ACCOUNTS MARCH 2011-MARCH 2012	30

Statement from the Trustees : Peter Isola

2011 was a very active and important year for Kusuma Trust Gibraltar.



: 2011 Excellence Scholars

I am delighted that this year has seen the opening of our offices at Bell Lane run by our administrator and project manager and giving our Gibraltar activities a solid base from which to operate.

The Trustees along with the Gibraltar team have held regular meetings throughout the year to ensure the continuing flow of projects and their suitability in meeting the requisite public benefit criteria that we are required to comply with. We are happy to report that the total amount of money we have provided to the community this year is £597,098.77.

The on-going projects, such as the Excellence Scholarships and Professional Development Grants have become an established and welcomed contribution to education and professional training on the Rock. This year we were also able to support a group of counsellors training for this much needed area. That was in addition to a number of meritorious individual applications.

So too, the very successful Science Week grows from strength to strength and, in response

to demand from teachers and the Education Department, this year will see an even greater presence from the London Science Museum so that a greater spectrum of school students can benefit from the programme which so closely follows their curriculum.

Science week has been matched by another exciting project with February 2012 seeing our first ever Maths Week. The team from Cambridge University and their genuine Enigma machine won the hearts and minds of children and teachers alike and this is set to be another of our annual projects aimed at encouraging young students to not just improve their skills but enjoy them too.

The twice yearly visits from professors and admissions officers from the top ten universities have become an appreciated contribution to helping Gibraltar's hardworking students make informed choices. They are better prepared for applications and interviews when the time comes to complete their UCAS applications and this we believe is extremely important. The past few years have seen a continued Gibraltar presence at Oxbridge after some years of absence and

this is a much welcomed fact to which we would like to think that the Kusuma programmes have contributed in their own way.

This year will see our first Humanities scholarship, one scholarship, but recognition of excellence in that spectrum of knowledge which contributes to broad thinking. Science cannot walk alone. Indeed, 2011 – 2012 saw us all climb, descend and climb again in an emotional roller coaster as Kusuma's Sports Scholar saw herself on, off and back on the British Rhythmic Gymnastics Olympic team!

Whilst it has been difficult to attract suitable candidates for the VSO project, VSO's sister project Global Xchange for students proved a huge success with four Gibraltarian students participating in the six month global experience.

Our work with the community remains important to us and our very welcomed Directory for Social Change programme had the effect of bringing many local charities together and focusing them on the challenges ahead and on how they can make best use of support from Kusuma and other fund raising. Kusuma backed the first sessions for training for Gibraltar's deaf and their families and support for the new Prostate Cancer group will be one of 2012's significant projects.

Kusuma Trust works with the Gibraltar Government of the day to see how we can achieve the synergy on projects that will have lasting benefit for the community. After the completion of our Europa Point promenade in 2011, we are this year exploring several major projects including ways of helping the Loreto Convent enhance its school's facilities, digital facilities for the Garrison Library / Government archives and a green area or a park for the community. We are also working on partnering with the Government in promoting and supporting the Gibraltar Junior Chess Tournament which will take place in August 2012.

As always the Trustees remain open to suggestions and fresh ideas. We welcome your support and we will continue to serve the community as best we can.

Peter Isola



: Trustee Joey Garcia with Dancers from 10th Gibraltar Dance Show

“
the total amount of money
we have provided to the
community this year is
£597,098.77
”

Serving the Community

MISSION

The Kusuma project was founded by Soma Pujari and Anurag Dikshit with the purpose of bringing some lasting, positive contribution to life on the Rock and its people. Kusuma has, since its establishment in 2007, had a focus on promoting excellence, particularly in the field of education.

As the world faces major economic and social challenges, Gibraltar remains well placed to build on its success. The community's greatest asset is its people and Kusuma believes that supporting local students and organisations will encourage them to make the best of their opportunities.

We want young people to enjoy their studies, fulfil their potential, participate in community life and join in our support for those less fortunate members of the community whose lives, be it because of illness or disadvantage, can be improved.

Kusuma also believes in investing in substantial projects that bring an added quality of life to the community.

The Kusuma Professional Development programme which sits comfortably alongside the scholarship programme looks to help working people of all ages to obtain qualifications that will be of benefit, not only to themselves, but to the wider community. There is a special focus on courses that assist social services or community charities.

Kusuma wants to help Gibraltar's investment in itself and those members of the community who make a difference.

GRANT-MAKING INFORMATION

The Trustees make a special effort to listen to all sections of the community and welcome proposals that might live to the ambitions of the Kusuma project. Details of the existing programmes, themes and priorities, eligibility and grant making procedures as well as how to contact us for a first stage application can be found on our website: www.kusumatrust.gi

VALUES & PHILOSOPHY

Encouraging young people to meet the challenge of opportunity and the culture of personal betterment are driving principles for Kusuma. The Kusuma Excellence Scholarships programme, now expanded to include exceptional artistic, sports and humanities scholars, is our flagship project. It seeks to direct university applications from our sixth forms to leading United Kingdom and United States universities and institutions, both at undergraduate and post-graduate levels.

Kusuma primarily encourages a strong focus on sciences, business and maths, at all the school levels from primary to secondary. Hence projects such as the Science Week which brings the outreach team from the British Science Museum into the heart of our schools. So too the successful Maths Week project from Cambridge.



: Calpe House, London



: Special Olympics, Main Street

Strategic Aims ►

- ▼ Encouraging top scholars to work to the best of their ability at a leading university
- ▼ Develop a synergy between educational achievement and giving back to the community through that achievement
- ▼ Encouraging professional people whose work impacts on the community to continue studies that keep them contemporary with their field
- ▼ Provide training for and support to local charities involved in the community to take their projects forward in a sustainable way
- ▼ Encourage the youth of Gibraltar to have a broad and open vision in a multi-cultural world
- ▼ Invest in infrastructural projects that can enhance the appreciation of Gibraltar's natural and historical heritage and the wellbeing of the community

Our Areas of Support & Programmes

In 2011 Kusuma Trust Gibraltar moved ahead on a broad range of projects. Apart from a continuation of some existing community projects there was very positive liaison with the Gibraltar Government in the fields of Education and Health. Additionally, with the completion of the Kusuma Trust Promenade at Europa Point

there has been considerable engagement with the Government on potential partnerships on projects for the benefit of the community.

The key areas of Kusuma Trust Gibraltar's work are set out broadly in this report as below.

► Excellence Scholarships & Grants

STRIVING FOR EXCELLENCE

► **2011/12 - 9 new scholarships were granted**

► **2011/12 - In total £74,000 paid to scholars**

Achieving excellence is a priority for the Kusuma Trust Gibraltar and we believe that everyone should be encouraged to aim to be the best they can. With this vision the trust bi-annually invites speakers from top universities to present themselves to Yr 12 and 13 students. This year's speakers from the University of York, Oxford, Cambridge and Imperial provided relevant and first-hand knowledge of the application process and university life. The programme presents the choices available to our potential university applicants and carries our message of Excellence.

2011 was a strong year for Gibraltar students and saw strong applications for the Kusuma Excellence Scholarship both at undergraduate and graduate level. The aim of the scholarship is to promote excellence and to push students to apply to the top universities as listed on the website. It is not a hardship fund.

Thirteen applicants were selected for interview after scrutiny for eligibility. Ten applicants, of whom three were postgraduate, were awarded

Excellence Scholarships. These included two arts applicants and a sports student. There was an additional commitment to Excellence scholarships of £36,000 for 2011 applicants alone (most are £3,000 grants for three years but this varies with some courses, see financials).

The Trustees decided in 2011 that the **Excellence Scholarship** should not only continue to include **one performing/fine arts scholarship** and **one sports scholarship**, should suitable exceptional candidates emerge, but also that 2012 should see the introduction of **one humanities scholarship**. The Excellence Scholarship was originally focused on promoting the study of medical, technology/engineering or certain business related subjects (law/jurisprudence have for example been excluded from the programme) to encourage Gibraltar students to follow courses in these subjects at an eligible top university.

The top ten universities are defined by the latest Times ranking reviewed annually but in addition postgraduate applications could also be made



: Student Workshops



: Dr Philip Howell, Visiting Professor



: University Representatives with Local Students

to any of the Russell Group universities so that post graduate students are able to study at a top university in their field of specialisation.

Kusuma, in partnership with the Department of Education, continues to organise regular visits to local schools by professors and admissions tutors from leading universities to inform and train applicants on seeking admission. Full details of the terms and conditions for the scholarships are set out on the website at www.kusumatrust.gi

2012: The Excellence Scholarship is now well established and there is considerable awareness of the programme in schools. The Trust is engaged with the Gibraltar Government to see what effect the new Government's policy will have on post graduate application although the principle aim remains one of recognising excellence.

February 2012 saw recruiting officers from Oxford, Imperial College and York universities at Bayside and Westside schools organised by Kusuma with the Department of Education. We will have one Oxbridge professor address students and provide interview workshops in September when they must have their applications for Oxford or Cambridge in by early October.

Frida Svendsen

“ ”



My name is Frida and I am a first year Medical student at Oxford University. I am enjoying my course tremendously, and to be able to study in an academically stimulating environment

like Oxford is only adding to that experience. The Kusuma Trust scholarship has enabled me to enjoy my studies to the utmost and allowed me to focus entirely on my work, without stressing out about finances. Not only does it act as a sort of security but it has also allowed me to consider opportunities that I would never have thought of before - for example studying abroad or helping out at medical centres in developing countries.

► Excellence Scholarships & Grants (continued)



: Georgina at Olympics Gymnastics Test 2011

Georgina Cassar



Being self funded is so hard, so having support from the Kusuma Trust has really helped for big things like competitions, accommodation, apparatus equipment, physio and massage

appointments to the simpler things like my contact lenses, gym clothes, trainers and medicines! It all adds up!! And now living on my own I really understand the importance of money and how it needs to be spent logically and wisely. Aside from money issues however, today marks 100 days to go till the Games and my team and I are all so excited! Training has stepped up tremendously, our regimes and diets

are extremely strict and we're doing all we can to look and perform at our best. Training somewhere like the University of Bath with other Olympic athletes also builds the excitement in the run up to the games, and gives us extra motivation. We are planning to come to Gibraltar twice if not, at least once before the games for an intense training camp, and it will be awesome to be back home, even if only for a little bit. Hopefully we will be able to put on another performance for the Gibraltar public, one of the most supportive community's I've ever known! I'm so proud to be able to say I'm from Gibraltar, and from myself, and my team I would like to thank everyone in Gibraltar, and the Kusuma Trust, for supporting us and backing us throughout this whole journey.. A journey that's not over yet! Olympic Games here we come!



Kristina Earle “ ”



As I expected, second year is proving to be a lot harder than first year. However, I particularly like the new topics this year, such as psychology of medicine and medical ethics, which have made

me appreciate that modern medicine is not just about the science of diseases, but about the mind, behaviour and making ethical decisions in a patient's best interests. The other aspects of the course are still enjoyable, especially our anatomy classes. Although I miss the weather and the home comforts in Gibraltar, I am very happy in London. Last term was great because I was able to get involved in many extracurricular events, such as being in the cast of an amateur production of the award-winning Mel Brooks musical 'The Producers'. Once again, I thank the Kusuma Trust for the continued support!

Gareth Gomez “ ”



Life at Loughborough University has up to now proven to be as exciting, as challenging and as fulfilling as I expected. The experiences that being in University has presented me have been second-to-none.

At the more serious academic level, Mathematics has proven to be the perfect course choice for me, with its level of difficulty and commitment being factors which best suit me, as well as my interest in the subject being further enhanced. On the more laid back side of University, there isn't much more that hasn't been said already by graduates, I can only really emphasise their points. University is one of the best times of our lives; not just the people we meet, and the courses we do, but its all the opportunities that are given to us students to further our live experiences. I'm extremely grateful for the Kusuma Excellence Scholarship, not only for the financial stability it has provided me with, but for also recognising my hard-work and dedication to reach University level.

Louise – Anne Manasco “ ”



The Veterinary Medicine course at Edinburgh University is challenging but very gratifying. Although it has been demanding I am happy that I have my passion to motivate through the difficult

times. Practical classes are the most enjoyable component of my degree; learning to interact and treat anything from horses to snakes. I am thoroughly benefiting from the Kusuma grant. Without this my realisation of ever becoming a Veterinarian would never have materialised and I would not be able to go on trips, for example visiting Beijing for 3 weeks in Summer 2011 for a vet related course. My family and I are very grateful and would like to thank Kusuma Trust for their help and support.

Trino Cruz “ ”



I am currently a second year medical student studying at King's College London. Life in the UK can become very expensive but thanks to the Kusuma scholarship I have been able to enjoy every second of it.

This year I was able to move in to a great flat just because of the extra help Kusuma has provided and have been able to lead a less stressful routine simply because I don't have to worry about money. This scholarship has also allowed me to focus on my studies without the thought of having to find a job, which has been crucial for passing exams at the end of the year.

Excellence Scholarships & Grants (continued)

Jordan Picardo



At the moment I am training towards perfecting my assessments and academics, and enjoying myself very much. I am constantly learning and improving because

of the opportunities and teaching I have at this school.

With the financial support provided by the Kusuma Trust, this has enabled me to fulfil the initial stage of my professional career. The Kusuma Trust fund has gone towards settlement of the annual tuition fees, and I am truly grateful for this.



Jordan Picardo at the the English National Ballet School

► Professional Development

DISTANT LEARNING SUPPORT

Gibraltar Government announced in November 2011 a policy on providing further support for distance learning. The trust has therefore engaged in discussions to see how, if at all, this affects the Professional Development programme which continues to provide support to Gibraltar residents of all ages who engage in further learning or professional courses to enhance their skills. The award especially looks to the impact for the community generally when considering applications.

Areas such as medical courses, engineering, special needs education, social work and specialist skills that can be shown to be important and beneficial to the economy and the local community will be given preference. The criteria includes: development of the applicant, the employment opportunity, the value to the community and personal circumstances of the applicant.

Applications are accepted in June and November of each year and are considered by an independent panel. The criteria also required that in many cases funding should be structured in a way that required the applicant to meet some of the costs arising from the courses/degrees applied for. In other cases Kusuma committed to funding a course with payments being paid on a modular basis and each subsequent payment requiring success in the earlier module.

£25,552.77 has been committed so far for professional development grants for the year 2011–2012. Courses mostly run for 1 or 2 years reducing the incremental impact of costs on this programme.



: Distant Learning for Our Community

APPRENTICESHIPS & VOCATIONAL TRAINING

The trust has approached the Government to see if an award, in the form of a significant prize or sponsorship for further training, might be made available to people on vocational schemes with a view to promoting local people to lead in vocational trades and set new standards in their field.

“

£25,552.77
has been committed
so far for professional
development grants

”

► Science Week

SCIENCE OUTREACH TEAM

The Kusuma Trust together with the Department of Education once again invited the popular Science Outreach Team to deliver an educational series of fun but practical experiments for Gibraltar students in November 2011. The programme developed at the British Science Museum is curriculum based but aims to present science as fun and entertaining with a variety of experiments using liquid nitrogen to freeze objects, rocket explosions and fake blood. We extended the amount of shows and managed to reach 2,573 students, focusing on middle school and secondary school children who were unable to participate in the first year.

This year we are planning on increasing the team size and incorporating a new workshop based programme within the schools, as well as continuing with the traditional presentations, so that the programme can be delivered to even more students. The biggest challenge has been appropriate venue but 2012 is set for the Inces Theatre. The cost for 2011 ran to £14,617.04.



: Science Museum Outreach Team with Trustee Joey Garcia



► Maths Week

INSPIRING MATHS

Over 400 students participated in the much anticipated Millennium Mathematics Project which was made available to all year 8 secondary school children.

The Millennium Mathematics Project (MMP) is a maths road show which travels throughout the UK and is ran by the Mathematics and Educational faculty at the University of Cambridge. It was a wonderful opportunity to promote the learning of maths in Gibraltar and to inspire problem solving and analytical thinking. The road show consisted of a presentation of a genuine WW2 enigma cipher machine and a series of workshops; The enigma machine, drawing from the presentation of the enigma machine the workshop proposes a variety of activities to test students code breaking abilities; Hands on Maths, a collection of problem solving based activities that help to encourage students to use different processes to solve puzzles and games; and Maths of Sport, which uses the enthusiasm for the 2012 Olympics to complete a maths triathlon in teams encouraging teamwork in problem solving, presenting maths as a relevant and attainable subject.

"From where we stand we completely value and are extremely grateful to Kusuma for funding this initiative. The experience for the children and young adults was priceless and your survey seems to confirm this. We look forward to the maths road show coming again and also to the science happening again in the future. the enigma presentation was the highlight!"

– Darren Grech



: Millennium Mathematics Project

"There was one team of girls who never expected to win; they didn't expect to even get the bronze award. They worked incredibly hard, their teamwork was amazing to see and as it turned out, they got joint gold medal. They were shocked to win, but hopefully now they see they can do maths" – Nadia Baker, MMP

The team also had a day with A'level advanced maths students, the students also were able to learn about the enigma machine, as well as being given the opportunity to discuss mathematic based careers. Total cost of the week in February 2012 was £11,957.



: James Grime with the Enigma Machine, The Enigma Project



► Community Work

Following on from the survey carried out in November 2010 Kusuma was strongly encouraged by the co-operative spirit between the charities and their openness to our proposals to bring to Gibraltar specialists who could provide the training to help each charity improve its administrative obligations and planning.

DIRECTORY OF SOCIAL CHANGE TRAINING

Following on from the successful taster session in May 2011, Directory of Social Change were invited back to the Rock to deliver a one day training fair and a one day consultation with local NGO's and charities.

The first training fair of this kind to be held in Gibraltar. Our main goal is to achieve excellence within the charity sector by giving our local charities the tools to develop themselves. The day comprised of 14 sessions, with five trainers, all specialists in their fields.

The training was well attended with twelve local charitable organisations registered at the fair and over 40 persons attending the one day event. It is Kusuma Trust's aim to widen participation and to gather interest from other charities and diversify interest so that more charities can use this amazing resource.

The event introduced Kusuma Trust to 4 new charitable organisations that Kusuma Trust have not worked with previously one such group have been the 'Prostate Support Group' this has been particularly beneficial as since the event this group have used the tools from this training and submitted a proposal for funding to the Kusuma Trust which has been accepted.

The event ran smoothly and was well received by participants with 11 subjects covered throughout the day; Evaluation and Monitoring, Influence and Communication, Business and Strategic Planning, Supporting People Through Change and Making Meetings work were just some of the topics the



: Directory of Social Change Workshop

sessions focused upon. It was particularly good in promoting our new reference library which since the event has been a popular resource available for our charitable groups.

The 1:1 sessions were held at the Bell Lane offices and initially had very limited up take with only two groups committed to take part in the sessions but after the day event more groups signed up for the 1:1 sessions, giving further credence of how useful having such professionals available are. Plans have already been set to replicate the success with another smaller training fair for May 2012 and then another larger fair in November 2012.

1-2-3 MAGIC TRAINING FOR FAMILIES WITH ADHD

ADDISS is the UK's national Attention Deficit Hyperactivity Disorder (ADHD) charity with over 20 years of experience of supporting families and professionals working with adults and children with ADHD. With Kusuma's support, ADHD Gibraltar were able to invite ADDISS to Gibraltar to help train parents in the technique of '1-2-3 Magic' a behaviour technique course which offers effective parenting solutions for children with challenging behaviour.

ADDISS were also asked to work with professionals and present awareness information sessions on ADHD to give much needed information on how to support and recognise the symptoms of ADHD.

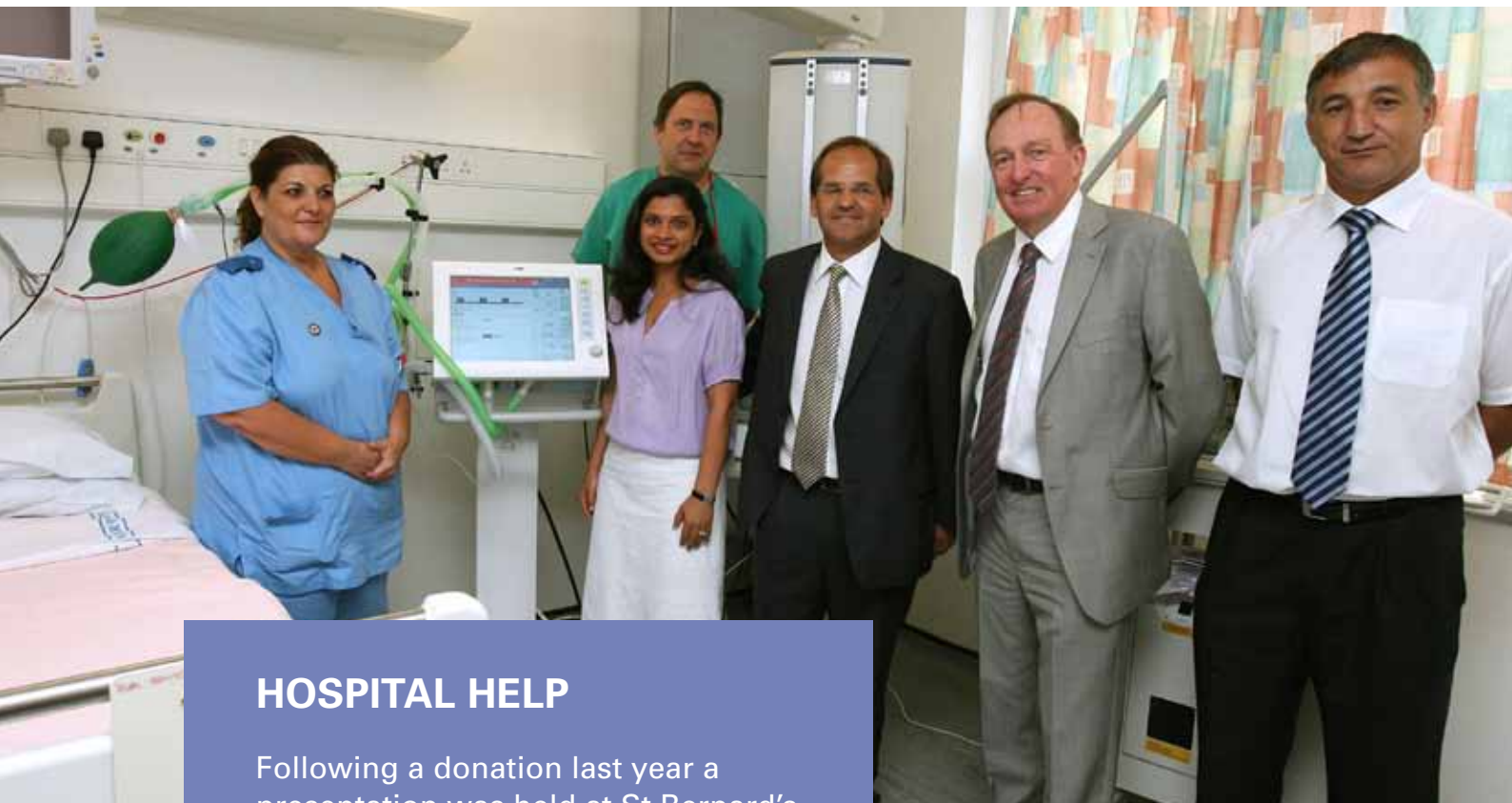
"Fantastic programme – saved my sanity"
- mum

"So straightforward, my whole family could use it!"
- parent

"Offers parents a real opportunity to change family life in a short period of time"
- Parenting Practitioner

"For the first time ever I now enjoy taking my kids for days out – thank you!"
- parent of two boys with ADHD aged 7 and 9

Other parents report that it reduces marital stress and makes mums and dads feel better about themselves as parents. Kids like it because "mum and dad don't yell as much".



HOSPITAL HELP

Following a donation last year a presentation was held at St Bernard's Hospital of a new state of the art ventilator. This year Kusuma will be providing some **£70,000** of specialist equipment for the detection and treatment of prostate cancer.

: Founder Soma Pujari & Trustee Peter Isola with staff at St Bernards

► Community Work in 2012



: Calpe House, London 11th December

CALPE HOUSE

► Total Amount - £27,240

Acknowledging the great work done by Calpe House in the UK, Kusuma Trust provided £27,240 in order to fund essential renovation of the interior of the building. Calpe House

provides home –from- home accommodation for Gibraltarian patients and families while in the United Kingdom for medical treatment.



: Present Bishop, Peter Isola, Joel Caruana and Volunteers

NAZARETH HOUSE

► Total Amount - £6,700

Nazareth House soup kitchen offers hot food Mondays to Fridays. Established over 24 years ago by the late Bishop Emeritus Charles Caruana, the kitchen is run by volunteers and they usually cater for 15 to 20 visitors a day. As well as giving the visitors food they are also permitted to use the shower and shaving facilities, they also provide second hand clothing if possible.

The Kusuma Trust donated a new Industrial cooker and a chest freezer to Nazareth House in order to improve the facilities and in particular to help ensure that the work done by volunteers at the soup Kitchen continues.

THE GIBRALTAR HEARING IMPAIRED & TINNITUS ASSOCIATION

► Total Amount - £3,000

The Gibraltar Hearing Impaired and Tinnitus Association (GHITA) with the help of The Kusuma Trust has launched their first British Sign Language (BSL) training programme. BSL is learnt throughout the UK where an estimated 125,000 deaf adults use BSL as their preferred method of communication. GHITA and Kusuma Trust hope that by providing training, BSL will allow deaf and hard of hearing people in Gibraltar the opportunity to be more independent and for families and government agencies to communicate more effectively.

The BSL Level 1 course was fully subscribed, attended by 20 Government departments and 20 deaf, hard of hearing, family and friends. It has been so successful that there has been a demand for another course early in 2012. BSL Level 1 is the first step that the Gibraltar is making to make it possible that deaf and hard of hearing members feel part of their community.



: Trustee Albert Isola Presenting BSL Certificates

GIBRALTAR JUNIOR INTERNATIONAL CHESS FESTIVAL

The Gibraltar Junior International Chess Festival has been scheduled to take place from Friday 17th August to Monday 20th August 2012 and offers young people the chance to compete in chess paying with a strong social and educational focus. The Kusuma Trust has shown its support for this unique event by committing £15,000. Throughout the tournament there will be a number of visiting Chess Celebrities who will be assisting and giving master classes and analysis for our junior Chess players.

gibraltarchesscongress.com/junior/international2012



: Gibraltar Junior International Chess Festival

► Youth Experience Abroad

VSO & GLOBAL XCHANGE

- **Total cost for 2011 exchange - £35,998**
- **Cost per volunteer on 3 month exchange - £5,506.00**
- **Cost per volunteer on 6 month exchange - £7,623.00**

Kusuma's partnership with the Voluntary Service Overseas (VSO) programme has established that Gibraltar is unlikely to produce more than one suitable/available candidate for VSO requirements every few years. This is mainly because the combination of skills available and ability of those same skilled people to commit themselves to one or two years abroad is unlikely to occur often in a small community. The VSO programme has in effect closed by lack of uptake.

However, the more recent VSO partnership programme known as the Global Xchange has proved a great success in its first year. Global Xchange is a joint partnership between VSO and The British Council, it is a six-month exchange programme that is committed to supporting communities from around the world by bringing young people together and giving them the opportunity to experience volunteering.

On the 17th October 2011 the first four participants from Gibraltar started their greatly anticipated exchange. The projects will help the participants become actively involved in their host community and will involve a bilateral exchange. The volunteer placements last for a total of six months. Three months working on a volunteer placement in the UK and another three months working on a volunteer project in an exchange country.

Previously a partnership between VSO and the British Council, 2012 will mark an exciting change of partnership so that the scheme will now be a joint partnership between VSO and ICS (International Citizen Service) a British Government initiative that aims to contribute to helping reduce poverty overseas as well as broaden horizons of young volunteers. GX will be rebranded to reflect this new change, whilst still adhering to the principles of Global Xchange.

The main change that will effect this programme will be that the exchanges will in the main be for 3 months in a developing country only, and the age range has opened up to include up to 25 year olds.

Check out the blog:

www.team118globalxchange.wordpress.com



: Top Photo: GX Team Mozambique Bottom Photo: GX Team Development Programmes



MEENAL VIZ



► Swansea / Mozambique

My six months of volunteering overseas were spent in Mozambique and Swansea. Our team was made up of nine UK volunteers and nine Mozambican volunteers. My first three months were spent in Mozambique where we stayed in a lovely village called 'Samora Machel'. This village was just outside Chibuto in the 'Gaza' Province. We lived in very basic conditions. There was no running water in the village, however, there were a few houses which had electricity. Each UK volunteer was paired up with a Mozambican volunteer who we lived with and a different pair who we worked with.

Each pair stayed in a host family from the village itself. By having a counterpart, language and cultural barriers within the village were not that hard to overcome. Our daily chores in the village were carried out much differently to what we do here! Having a shower in the morning wasn't as easy as putting the tap on! We used buckets which we filled with water and with that we literally threw water on ourselves and hoped, with some soap, we'd be clean!

During our time in the village, we worked with the community so that we could help them live sustainably. The whole team worked on a range of projects. Raising awareness about HIV/AIDS was very important due to lack of education over there. We made leaflets which we distributed around the village and we painted some trees red and white to raise awareness. We had a house painting project where we painted houses for vulnerable people. The climate in Chibuto was perfect for growing vegetables and fruit, so we started off a perma-culture garden to allow the community to grow their own food. The emphasis was to use compost as a fertilizer in order to reduce waste in the village and to save them money on chemicals. Another of our projects was to train young people in the village to carry on with our projects once the 'GX' team left. Alongside our projects, we had a community hub where we taught the children English and Portuguese (which is their national language).



The next three months of our adventure was spent in Swansea. This was without doubt, a different lifestyle altogether! The temperature was definitely not above forty degrees! Like Samora Machel, we lived in host families and we had work counterparts. Our contribution to the community in Swansea was done a bit differently. Each work counterpart pair had two work placements. Volunteers worked with Oxfam, Refugees and charity shops. My work counterpart and myself both worked in a Soup Kitchen where we cooked food and fed it to the homeless in South Wales. Our other work placement was with an organization called 'Down to Earth'. Over here, we helped them build fences for schools, build a compost garden. We learnt a lot about sustainable living and organic farming. As a team, we did a lot of fundraising for the different charities we worked with. We also did some campaigning on Global Issues such as Fairtrade.

Although at the beginning I thought six months would be a long time, it definitely zoomed by! This programme opened my eyes to a lot of Global Issues and how I, as a consumer in a 'developed' country can have a great impact on the lives of others in 'developing' countries. I strongly believe that as young people we can help change the lives of others just by volunteering in our free time and by having that extra bit of awareness on the farmers and workers who grow our food. As young people we can be active in our community and use our energy and skills to become a better Global Citizen as well as a better human being.



► Youth Experience Abroad (continued)



CECILE TEUMA



► Birmingham / Kenya

VSO's Global Xchange programme is a huge opportunity for self-development and to experience how less fortunate people live in other parts of the world. Having recently completed a Criminology and Psychology degree, joining the programme will only expand my knowledge, and i am sure, also put me on an even better track towards my future career. I am very glad that the Kusuma Trust in Gibraltar has chosen to support VSO, enabling myself and others from here to be able to benefit from the Xchange programme.



EMILY BATTY



► Manchester / India (Rajasthan)

Living in two very different and diverse communities has been a very important lesson for me. The experience has brought to light the fact that we need to work alongside people in order to identify what the community needs in order to have a more felt and positive impact in the realm of community development. I have learned that we need to be inclusive and empower the local people so that they feel confident to contribute to the decision making processes that potentially affects their lives. Working towards development in Kadumpura, Rajasthan, we solicited empowerment to attain social justice and to achieve equality. We encouraged collective action and strove to provide a medium for which the authorities and people could engage to establish common concerns and goals. I have developed the opinion that communication and relationship-building are integral factors when developing a community and fostering inclusivity and equality.

Working in community development has been a very powerful experience for me and has left me feeling empowered by the process of empowerment. Building relationships, that



is development. Having a voice. That is development. Being aware. That is development. I have grown to realise that when it comes to community development, we have to do what we can do because we can do and therefore we are meant to. Community development is using my advantage as a prerequisite for responsibility. Adding a positive to a minus to make another positive. Not to get ahead but to get even. Why? We are all equal. That is the balance. A balanced global village. That is the answer.



► Infrastructural Projects

EUROPA POINT

Kusuma's first major infrastructural project in partnership with the Gibraltar Government was completed over 2011 and represents the finishing touch to the works carried out by Government. Costing over £600,000 The safely railed Kusuma Promenade runs above the western cliff top of Europa Point round the southern plateaux overlooking the Trinity lighthouse and across to the newly uncovered gun mount that has been converted into an interpretation centre. This area, combining spectacular views across to Africa and playground and sports facilities has become a safe hub for families and visitors alike.

“

**A safe hub for families
& visitors alike**

”



: Europa Before



: Europa After

GARRISON LIBRARY / NATIONAL ARCHIVE

Gibraltar's rich history has produced a wealth of documents and periodicals. More recently the Government has announced an opening up of previously unavailable archived material.

Kusuma proposed a programme of digitalising this material to make it available to scholars and researches and the global community in an

accessible form. As part of the Governments restoration of the Garrison Library and adjacent conversion of a printing house into the new archive building Kusuma has proposed an electronic/old time reading room for the public be created in the old printing complex. Discussions are active on this project.

Kusuma Promenade









Commonwealth Gardens

After several years of intense construction and development Gibraltar has lacked a major green in the centre area for some time. Kusuma is pleased to be engaged in discussions with the Gibraltar Government on possible participation in the creation of a park and recreational area.

How Kusuma Trust Gibraltar works

TRUSTEES

The Kusuma Trust Gibraltar trustees meet some eight times a year for formal meetings to review the work, authorise new projects and expenditure and ensure that the activities reflect the trust's objectives. The meetings are minuted and also attended by the executive team:

Dominique Searle (Chief of Operations)

Angela Almeida (Project Manager/Administrator).

The Trustees of Kusuma Trust Gibraltar are **Fiduciary Trust Limited** in particular: **Peter Isola**, **Joey Garcia** and **Albert Isola**.

Joey Garcia and the executive team meet at least monthly to ensure flow and co-ordination of the trust's work

Kusuma's work is also supported by the voluntary participation of leading members of the local community who sit with the Trustees and staff to provide independent selection panels where required.

In 2010/11 the independent members of the panels were:

Kusuma Excellence Scholarships

Olga Zammit, Leslie Lester

Kusuma Professional Development Grant

Dr Keith Farrell, Manolo Perez, Albert Langston



Gibraltar's Team Organisational Chart

FOUNDER LEVEL

- Strategic Input
- Input on Capital / Legacy projects
- On-going reviews
- Annual Reports



**Dr. Soma Pujari
& Anurag Dikshit**



TRUSTEE LEVEL

- Payments above £3,000
– *subject to approval*
- Quarterly meetings
– *overview, reporting, strategic*



Albert Isola



Peter Isola



Joey Garcia
(operating trustee)



OPERATIONAL LEVEL

Joey Garcia

- Approvals, Controls, Implementation, Legal, Budget, Finance, Investment, overview

- Ground representation
- Project management
- Day to day management
- First level accounting
- Payment records



Dominique Searle
(chief of operations)



Angela Almeida
(project manager / administration)



BACK OFFICE

Andy Lyons *(banking)*

John Bolster *(accounts)*

John Gonzalez *(trust officer)*

Applications / Recommendation Process

APPLICATIONS

- First point of contact Kusuma Admin. Occasionally, Trustees contacted.
- Passed to Kusuma Admin for initial contact/assessment.



OVER £3,000

- Application/recommendation summarised and presented at quarterly Trustee meeting for approval.
- MOU or terms of donation letter prepared, signed and filed.

OVER £1,000 & UNDER £3,000

- Cross check re:budget – Approve or reject
- Standardised MOU amended to fit terms of agreement.

UNDER £1,000

- Cross check re:budget – Approve or reject
- Standard letter from Kusuma Trust confirming donation/amount/conditions



IMPLEMENTATION

- Overview on implementation from Admin/COO. Monthly reports/updates to Operational Trustee, Quarterly reports to Trustees:
- OR**
- Admin organisation of events, liaising with COO/Operational Trustee.
 - Liaising with provider, and relevant Gib authorities.
 - Organisation of event/venue/accommodation.

Following reports, activity of the Trust reported also minuted at quarterly meetings.



PAYMENT

- Relevant Form completed by Admin, signed off by Operational Trustee (executed agreement/letter / receipt attached) then passed to banking.
- Banking requests authorisation, movement of cash for transfer/payment.
- Payment logged by Admin and by Accounts.
- Documents reflecting payment logged by trust officer and returned.
- Admin reflects in cashbook. Continues to monitor in relation to achievement measurements if relevant.

MOU – Memorandum of Understanding / COO – Chief of Operations

Excellence Scholarship / Professional Development

APPLICATIONS

- *via website. Queries and questions raised and dealt with prior to application.*
- Contact with Admin and COO
- Initial review
- Doubtful or fringe cases referred to Operational Trustee

LIAISING APPLICATIONS

- Liaising with students/applications.
Organisation of meeting/interviews*
- Admin arranges and organises. Liaising with everyone for date organisation and meeting time

SCHOLARSHIPS MEETING

*Operational Team with advisory panel
Leslie Lester
Olga Zammitt
Keith Farrell
Recommendation of panel to Trustee.
Approval / rejection of candidate*

OR

PROFESSIONAL DEVELOPMENT MEETING

*Operational Team with advisory panel
Albert Langston
Keith Farrell
Manolo Perez
Recommendation of panel to Trustee.
Approval / rejection of candidate*

EXECUTION

*Preparation of relevant agreements (Admin/Operational Trustee)
Meeting with candidates to explain agreements and responsibilities (Operational Trustee)
Execution and filing of agreements (Admin)*

PAYMENT

- Relevant Form completed by Admin, signed off by Operational Trustee (executed agreement attached) then passed to banking.
- Banking requests authorisation, movement of cash for transfer/payment.
- Payment logged by Admin and by accounts. Documents reflecting payment logged by trust officer.
- Admin reflects in cashbook. Updates system for chasers on upcoming years (proof of completion of year/course).

Kusuma Trust Gibraltar

Accounts March 2011-March 2012

EXCELLENCE SCHOLARSHIP

AMOUNT £

Economics and Management	3,000.00
Medicine	3,000.00
Accounting and Finance	3,000.00
Physiology (<i>Intercalated Bsc Degree</i>)	3,000.00
Business School	3,000.00
Mathematics	3,000.00
Professional Dance	10,000.00
Olympics Team	5,000.00
Management of projects : Civil Engineering	3,000.00
Previous Committed Scholarships	38,000.00
Events/advertisement	553.75
New Scholarships 2011/12	36,000.00
TOTAL SPENT	74,553.75

PROFESSIONAL DEVELOPMENT

AMOUNT £

Ch.IOL in translation	891.00
Post basic Dysphagia Course	716.40
M.Ed Special Education:Autism	2,500.00
Interpersonal Mediation	2,154.00
Interpersonal Mediation	2,154.00
NCFE Diploma in Counselling	10,800.00
Basic Health and Supportive cooking nutrition	(Committed) 1,530.00
Diploma in Foot and Health and Social Care	2,011.00
BA Health and Social Care	(Committed) 1,470.00
BSC in Building Surveying	412.00
Well being seminar "Mark Montovio"	914.37
Extra support	284.00
Previously committed pd paid this year	9,275.00
This Year Professional Development Grants 2011/12	25,552.77
TOTAL SPENT	35,111.77

DONATIONS

AMOUNT £

Special Olympics	350.00
Convent Garden	50.00
MO Productions	1,500.00
Childline	10,000.00
Calpe House	(Committed) 27,240.00
Ventilator	35,746.80
Dyslexia support Summer Camp	6,390.00
Nazareth house	6,790.00
BSL Training	3,000.00
Air Cadets	1,893.00
Reference Library	408.54

TOTAL SPENT 2011/12	93,368.34
----------------------------	------------------

EVENTS

AMOUNT £

Science Museum Visit	14,617.04
Careers Talks	3,796.20
DSC Training	10,697.08
123 Magic	6,634.59
Maths	2,322.00

TOTAL SPENT 2011/12	38,066.91
----------------------------	------------------

GLOBAL EXCHANGE

AMOUNT £

► Cecil ► Emily ► Joel ► Meenal ► Charlotte	35,998.00
---	-----------

PROJECTS

AMOUNT £

Europa Point	(Paid this year from the 750,000 committed last year) 320,000.00
--------------	--

TOTALS

AMOUNT £

PAID IN FINANCIAL YEAR	566,858.77
TOTAL COMMITTED & PAID	597,098.77

**A special thanks
to everyone who has
supported us this year.**





Kusuma Trust Gibraltar has a **NEW** office!



3 Bell Lane, Gibraltar



@KusumaGibraltar



+350 200 64475



www.kusumatrust.gi



info@kusumatrust.gi



[www.kusumatrust
gibraltar.blogspot.com](http://www.kusumatrust.gibraltar.blogspot.com)



Design: Piranha Designs **Photography:** Kusuma, John Holmes & The Chronical Newspaper