



E-hub Foundation

Unlocking Potential, Igniting Development



An introductory strategic plan (2025 to 2030)

**27 Wolverton Road
LE3 2AH
Leicester
December 2024**

Introduction

The E-Hub Foundation is a newly established charity that has been operating in Leicester and Birmingham areas since February 2024. Our welcoming and helpful approach has established a high level of trust amongst migrants, including those that find it difficult to engage with other advisory and service providers because of obstacles including fear, language, culture, disability and those with stigma in mental health.

This strategic plan is rooted in a series of enquiries and stakeholder consultations, including trustees, migrants and potential partners. Using appreciative inquiry methodologies, we assessed strengths, opportunities, aspirations and results and examined the external challenges and changes facing the sector, the organization and the migrants we serve. Exploration and analysis of the resulting data determined key areas including telehealth and empowerment services and mental health mobile clinics program as our area of focus over the next five years.

The strategic plan underpins our direction and will be communicated so that all stakeholders including trustees, staff, volunteers, other partners institutions clearly understand our vision, values, goals and how we intent to progress in our strategic choices towards migrants based on current institutional analysis as you will see in the following pages.

Vision

A thriving society diversity is celebrated and everyone can achieve full potential, free from economic, emotional and mental health barriers.



Mission

We are an information, a connecting and reference point for migrants, displaced people and at-risk migrants where their potentials are unlocked and their development is ignited.



Charitable aims

To relieve poverty, promote emotional wellbeing and mental health status of migrants and advance other charitable purposes beneficial to displaced people and at-risk migrants across borders by providing the necessary empowerment tools and resources needed to achieve socioeconomic and cultural integration otherwise impossible due to lack of means.



Our values



Service User Focus

We take time to listen and understand our service users' stories. Our advice and support help people solve urgent challenges. We help service users develop their skills and knowledge so that they're equipped to solve their own problems.



Justice

We champion the legal rights of individuals. We pursue fair and just outcomes for them. We challenge discrimination and disadvantage, and tackle systemic inequality.



Community

We listen to and prioritise the needs of the communities we serve, ensuring good accessibility and availability of services. We work with partners that share our vision and make change happen for the community.



Integrity

We behave honestly, ethically and openly with clients, colleagues and partners. We are consistent in our actions, principles, expectations and outcomes.



Expertise

We are professional, organised and competent. We adapt to changes in policy and the law, keeping our advice and support as helpful as possible. We value and support our experienced and skillful team.



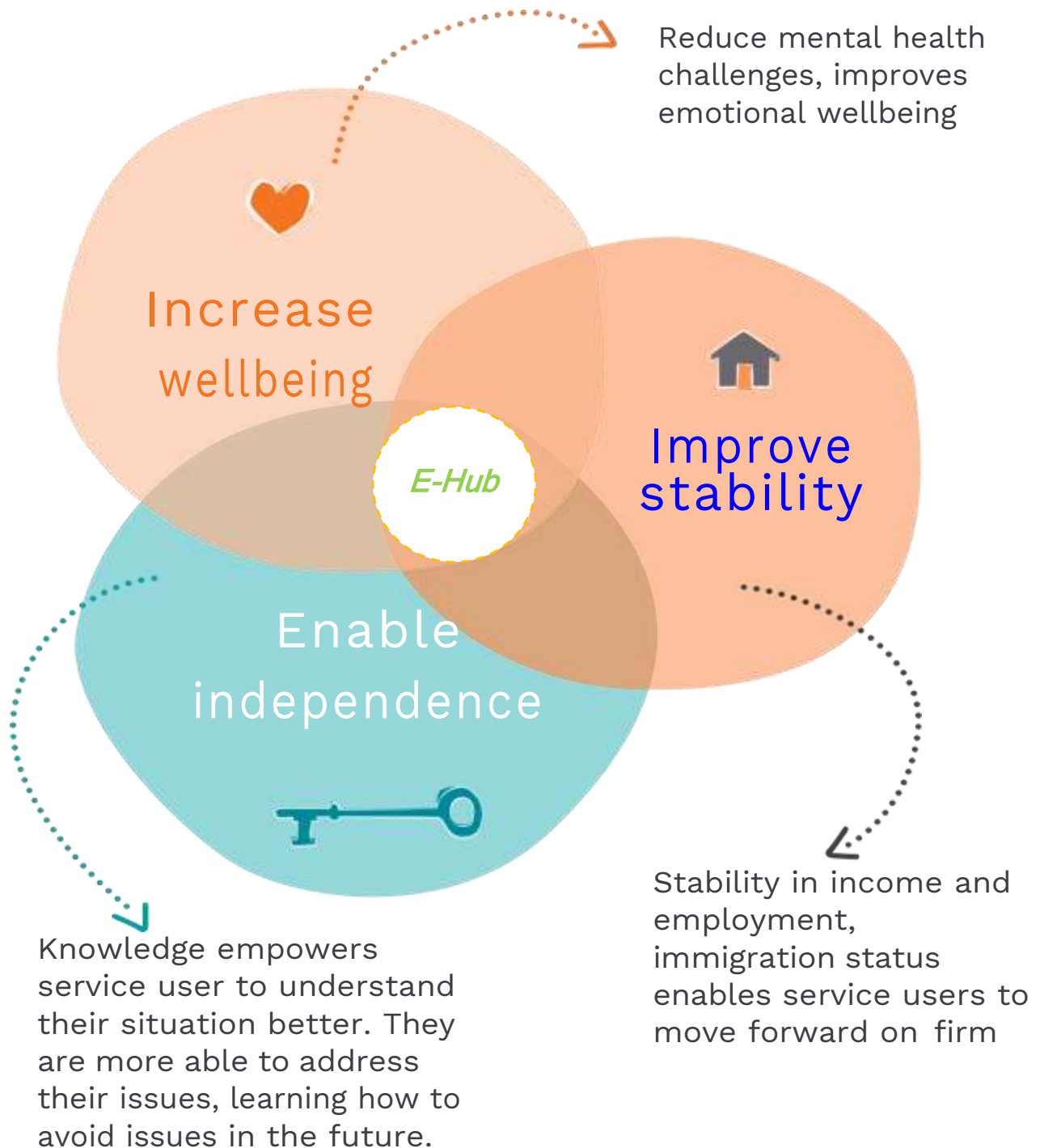
Respect

We treat people kindly, fairly and consistently. We focus on giving the right advice rather than judging the people who need it.

We aim to treat everyone equally whilst valuing diversity and respecting people's differences. Where possible, we adapt our services to take account of different needs.

Our aims: outcomes for service users

We have three key aims when we think about outcomes for our service users, all centered around a belief that if we empower them, they will be better placed to meet their own needs now and in the future.



Our work: how we deliver for service users

We deliver these strategic outcomes through the provision of free, independent, impartial, confidential and non-judgmental advisory services.

Advice and support

We offer advice and support through drop in and appointment sessions, by telephone and in our mobile health campaign systems, where a conversation with an adviser can help clients create a plan of action to turn problems around.

Timely interventions

We aim to work with migrants at an early stage to prevent problems becoming crises and in their comfort zone.

Understanding complexity

We understand that problems are often complex and interrelated so we work with services users to identify root causes and take the right actions, in the right order, to find a resolution.

Focused expertise

We take action on behalf of clients, but only where our position and experience will help achieve a better outcome – for example, in negotiating debts.

Speaking the right language

We offer services in English, French, Pidgin English, Somali, Punjabi and Urdu (and use external interpreters for other languages) so that any individual can understand and take action on their problems.

Partnership working

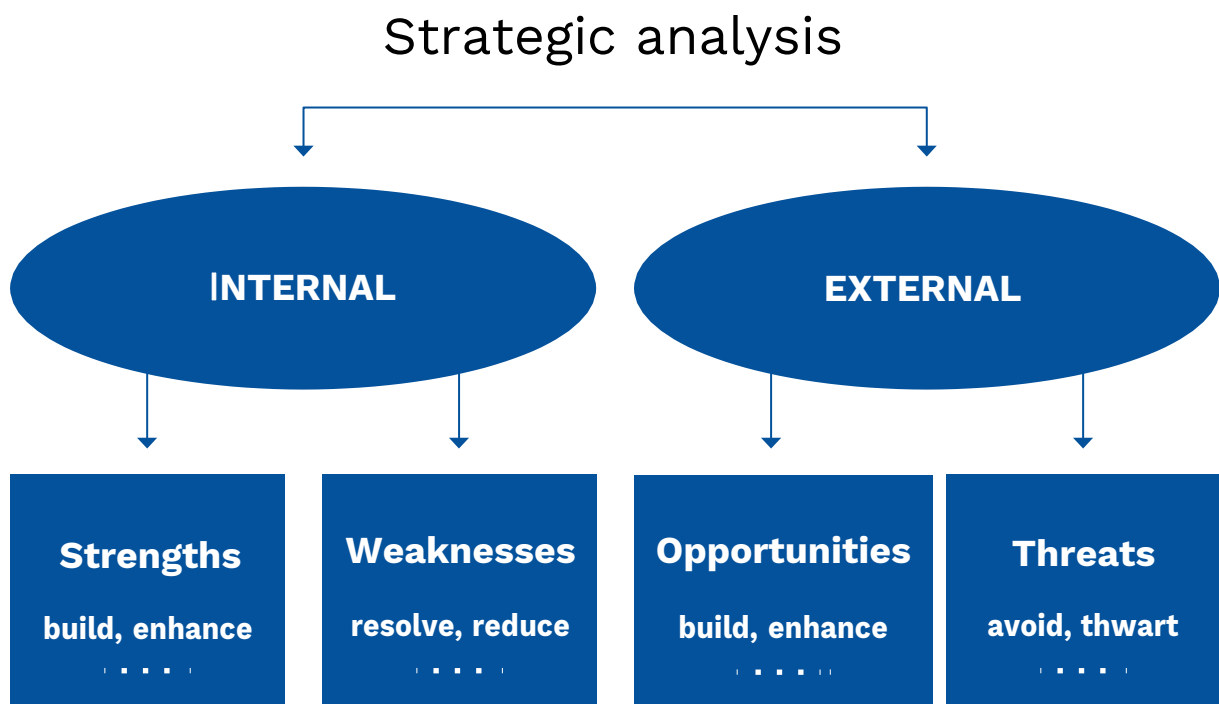
We work in partnership with other voluntary and public organizations to provide services and increase our impact.

Developing migrants' resilience

We build capacity and resilience of migrants, developing the skills of peer advocates and supporting them to aid others around identified goals.

Our contextual analysis

A current state analysis was carried out. This was a review of everything that impacts E-Hub Foundation – either positively or negatively. It was an exercise to consider all assets and opportunities for the foundation. It also identified gaps or vulnerabilities that could impede our success. An environmental scan is always limited – we can never know everything or predict the future. However, it is also a useful tool to consider the operating environment that can affect the success of our efforts. We carried out this scan using a strategic analysis process involving both Board, current mentors/volunteers and to some estimate people we have assisted.



Strategic contextual Analysis

Strengths

The Foundation is blessed with many strengths and natural endowments. The reputation of the foundation is being built carefully. It is important to recognize and acknowledge current gifts and celebrate the strengths which included:

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Track record of trustees	Expertise of trustees
Stable, committed and experienced trustee	Client centred
Open to all	Ever improving community recognition & pride
Reputation	Good network
Migrants' origin	Healthy initial supports

Weaknesses

The workshops also acknowledged where improvement is needed. Some items can be addressed by looking at communication channels or staffing but others require a more strategic approach. Weaknesses identified included:

Communication	Lack of strategic focus
Staff resource – not enough	Low profile
Reacting without a plan	Large scope of coverage
Restricted to one area	Not meeting need
Funding challenges	

Opportunities

At times, and perhaps more migrants in the UK and interlinks to their countries of origin this present an environment that can benefit E Hub Foundation. It is important to recognize these changes and take advantage of opportunities. These included:

Huge need for the services of E-Hub	Migrants' community support
The current climate offers opportunities for expansion and to support more people	The potential for partnerships and new beginnings and lots of room to improve
Stakeholder interest	Fundraising opportunities
Unique programmes of work	Potential corporate interest
The huge ambition of Board	The potential to expand and grow new services including digital

Threats

Threats are those things that E-Hub has no or little control over. That does not mean that we are helpless. It means that we have to take purposeful steps to mitigate the negative impact of those threats. These included:

Increased competition for services and funding	
Continuing growth of need for our services	Limited funding
Limited reach outside Leicester and Birmingham	Lack of strategic focus

Our focus: plans for 2024-2030

Reflecting on the changes and challenges ahead, we explored how E Hub can most effectively support the migrants over the next five years.

Four themes emerged; these are the goals that will determine our focus.

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Approach: *Put people at the heart of our service*

Maintain an integrated advice service tailored to the needs of migrants

- Take a holistic approach to advice giving — listening to and understanding the objectives and outcomes that the client wants.
- Provide an environment that is welcoming, non-judgmental and accessible.
- Maintain specialisms in using **job empowerment tools** in dealing with emotional wellbeing and mental health of our target beneficiaries.
- Explore ways of helping our migrants engage with digital solutions.
- Secure funding that enables us to support our clients in line with our mission, vision and values.

Focus the motivation, contribution and fulfilment of staff and volunteers towards the foundation aims and objectives

- Continued professional training and expert supervision.
- Supportive environment and access to help and support when needed.
- Review staff roles/resources.
- Evaluate internal processes and systems.

Provide a generalist advice service to meet the changing needs of the migrants

- Identify, respond to and manage future community advice needs.
- Provide accessible advice at venues within the community.
- Provide dual language service.

Main action: plans for 2025-2030

In five years', time we aspired to established;

1. **Socioeconomic trainings for migrant empowerment:** The program aim to equip migrants with the skills, confidence, and resources necessary for successful integration into the labour market. We planned to offers two core programs:

The **Product and sales training** program provides essential skills in sales techniques, product knowledge, digital marketing, and financial literacy, preparing migrants for careers in retail, customer service, and entrepreneurship.

The **Tele-mental-health (Self-Esteem and confidence coaching** program) focuses on personal empowerment, including, mental health awareness and mitigations, public speaking, goal setting, stress management, and building self-worth, helping migrants build the confidence needed to thrive in their new environments. This will be built on a range of **support services**.

- The **Mentorship Program** connects migrants with experienced mentors who provide guidance on job searching, career development, and cultural integration etc.
- The **Job placement assistance** service helps graduates secure employment through resume workshops, interview prep, and partnerships with local employers, government agencies, and NGOs.

The training will employ a **blended learning model** that combines flexible online courses with in-person workshops and coaching with our multilingual resource to ensure accessibility for migrants from diverse linguistic backgrounds, making the program inclusive and effective.

The training provides comprehensive support to help migrants gain skills, confidence, and employment opportunities, empowering them to integrate successfully into their new communities and contribute to the workforce and in the end prevent mental health issues.

The training program will be use to prevent at-risk migrants from migrating and support people displace across borders

2. **Awareness Campaigns:** Create and distribute educational materials addressing stigma. Engage migrants' community leaders to promote mental health and reduce stigma, leveraging their influence within migrant communities. This will include organizing regular **Panel Discussions/Guest Speakers** that will offer insights from successful professionals and migrants.
3. **Mental Health Mobile Clinics:** In the long run we will establish partnerships with local health organizations and community centers and set up mobile clinics starting in Leicesters and Birmingham, focusing on accessibility and community trust and then expanding to other migrants dominated cities. This will involve conducting needs assessments to determine the most effective locations and times for service delivery.

Outcomes: impact of our work

Our work contributes to a number of positive outcomes for migrants as illustrated by these stories and statement from people we have already helped.

Puni from India

Arriving from India in Birmingham with my husband and pregnant was a nightmare for me especially after I gave birth to our twins. I suffered from postnatal depression couple with the fact that I missed all my family members who were all around when I gave birth to our first daughter. I am my husband thought it was simple to emigrate to the UK when I was pregnant, but it proved otherwise until we met one of the founders of EHub foundation. I was connected to mentor who is a professional that assisted me deal with the depression and I was shown how bad depression is for my children.

I was regularly visited by the team and supported to established a daily routine that focused on selfcare... something I never knew about... What was even more important was the linked to external financial support for my children which I applied for and was able to received regularly to cover our cost, this has been very important for my family which I normal will never know. I was glad when the mentor examined my profile and adjusted my curriculum vitae which made he had the very first job interview though it was not successful.



Vanessa from Cameroon

My mental and physical health declined during her first two years in the UK, when I met with others at the Cameroon come together organised by member of E-Hub in Leicester, it was like a wake-up call that motivated me to take action for the sake of my children.

I arrive the UK with my three children (my second child is disable cannot walk) to reunite my husband from the North West region of Cameroon in 2022 after observing how friends and other relatives were dying are a result of the conflict in the Cameroon. Initially, I felt intense loneliness and guilt, as I had lost my other support network and struggled to connect with others so as to be fully integrated into the UK sociocultural system. The trauma of leaving our home left me feeling transformed, guilty for surviving while others are suffering, and most time, I am unable to reach out to friends and family still in Cameroon. I spent a lot time alone in the house focusing on house chores which never was enough.

I went down and started eating and eating, and in less than 6 months my weight increased from 69kg to 96kg. My husband could not help as he was busy with his work in order to provide for me and our children. I did not know how to do anything, even to take a bus. When my husband too me to the Cameroonian come together, that was the moment I hear about so many possibilities for me here in the UK, from volunteering to keep myself busy to extra training to be qualified for the normal job. I was even more moved when I was introduced to Disability Living Allowance (DLA) for children by the E-Hub team. They help me all though and this has a very positive effect on me, my child and my family. To me, information is extremely important as the UK have much to offer but a new comer I did not know. I receive regular support for our child now, I am able to deal with stress and anxiety and I can also now study online. This is all thanks to mentorship I have been receiving. I now my development plan, something I never could normally have.



Rachel from Nigeria

I did not know I was black until I arrive the University in the UK. Growing up, I WAS NEVER aware of the way skin color influenced how people were treated other due to skin color. From an early age, I was told that lighter skin praised, while darker skin was overlooked or stigmatized but I did not believe. I saw this on my arrival in the UK as I took the train to Leicester. I observed how young guys was looking and making some kind of unwelcome signs, and I finally saw even more subtle yet pervasive discrimination present in everyday interactions, whether in group representation, societal expectations, or casual comments. This affected my self-esteem, and how we saw ourselves and each other.

I did not know how to deal with it, I was reluctant to do anything, talk to any person about the sad feelings that was going on in me. When I met one of the founders of Ehub, I was schooled a lot and over time, I began to question these deeply ingrained biases and learn to embrace the richness of all skin tones, understanding that beauty lies in diversity, not conformity. This was only thanks to the connections they made with one lady from the country that has been my mentors who has been helping me navigate discrimination and offer guidance and a sense of belonging to me.



Words from other beneficiaries

UK is not the promise land as I had expected coming in from Ghana as a dependent on my wife COS. I could not find a job she had to do everything after four months I went down, I was depressed even thought it was better I died than continue this life. I met one of the mentors of EHub and my story changed within three weeks. My curriculum vitae was corrected, the same company that rejected my profile accepted it. [Richard from Ghana](#)

I was really constantly stressed and depressed because of bills I inherited and did not know how to deal with that until my mentor showed me the way. My stress led to pile and now I can say, the stress is reduced and the pile is not finished without any medications. [Boryslav from Ukraine](#)

I never trusted anyone enough to talk about my abuse that brought me to where I am now. Talking about what my cousin did to me was the beginning of the healing process. I am grateful to my mentor for keeping it private. [Sharifa from Nigeria](#)

The one-on-one exchanges with the mentor of Ehub is the best thing that happened to me for over 2 years that I have been in the UK. [Aditi from India](#)

I've got the depression it hasn't got me, and I can now do more things than I can't thanks to my mentor. [Kette from Zimbabwe](#)

The mentorship alone breathe life into me. [Julienne from Benin](#)

As the demand for our services continues to grow, we recognize the need to capitalize on our strengths, address weaknesses, and seize current opportunities while managing potential threats. To do this, it is crucial that we formalize our institution and obtain legal recognition to continue serving these highly vulnerable individuals. The formal registration of the foundation to offer empowerment and mental health services is a legal requirement to ensure regulatory compliance, accountability, and user safety. In that way we can show how we meet essential care standards and safeguard service users. Legal recognition will also enable us to access professional accreditation and funding, while building trust as we adhere to ethical and legal standards. This process ensures proper oversight, protection for vulnerable individuals (like the case of Sharifa and others that we have referred to specialised institutions), and continuous service improvement.

Our board of trustees

Ivan Lionel Ebelle

Mr. Ivan Lionel Ebelle is an experienced care worker and social advocate with a diverse background in healthcare, human rights, and community development. Currently working as a Specialist Support/Care Worker at Positive Care and Support Limited in Bishop Auckland, Ivan provides personal care, assists with household tasks, and ensures a safe working environment for patients. With a focus on mental and emotional support, Ivan collaborates closely with healthcare professionals and administers treatment and rehabilitation as needed. Previously, he worked in similar roles at Servoca Nursing and Care in Darlington, North East Nursing and Care Services in Redcar & Cleveland, and Tees Care in Middlesbrough, offering consistent care and maintaining patient confidentiality.

In addition to caregiving roles, Ivan has significant experience in human rights advocacy. As an In-House Consultant at the Center for Human Rights and Democracy in Africa and Asia, Ivan researched, counseled, and wrote reports while defending the rights of underprivileged individuals. He also coordinated community outreach programs for Youth Alliance for Democracy and Development (YADD) in India, focusing on promoting the use of female condoms and managing project operations. As a Volunteer Worker at Global Stewardship for Sustainable Development, Ivan organized training programs on women's and children's rights in alignment with national empowerment initiatives.

With strong problem-solving, empathy, and organizational skills, [Name] has demonstrated an ability to work under pressure while maintaining high standards of care and attention to detail. Fluent in both English and French, Ivan excels in communication and teamwork. Additionally, he holds a BTEC Level 2 in Professional Competence for IT and Telecoms and a Bachelor of Science in Management from the University of Buea. This blend of technical knowledge and hands-on experience in caregiving, advocacy, and organizational management positions Ivan as an asset to the E-Hub Foundation's Board of Trustees, where he will contribute valuable insight into community welfare, mental healthcare services, and strategic operations.

Gaston Ngochembo

Gaston Ngochembo is a key Board Trustee for E-HUB Foundation, bringing a wealth of expertise in training and capacity building focused on entrepreneurship and mentorship. His extensive background in academia and practical experience makes him an invaluable asset to the foundation.

Currently a lecturer at De Montfort University, Gaston leads the Entrepreneurship and Ethical Leadership module, overseeing five staff and 350 students. Previously, as a senior lecturer and incubator assistant coordinator at the University of Bamenda, he developed the university's Innovation and Incubation Center, where he recruited young entrepreneurs and provided masterclasses in business plan development and sales skills.

Gaston also served as the head of the Agricultural Economics Department at the Catholic University of Cameroon, where he taught entrepreneurship, SME management, and project management. His commitment to nurturing talent extends beyond traditional education; at MDF Global, he develops training materials for young Africans under the Mastercard Foundation's FAST program, evaluating business plans across 13 African countries. His diverse experiences include organizing a hackathon training for agri-entrepreneurs in Mali, consulting for Oxfam Novib to support African entrepreneurs in the EU, and conducting a socioeconomic study for IFAD's PADFA program in Cameroon. Gaston has reviewed 375 business plans for a UNDP project in Ethiopia and has spoken at international conferences on the challenges facing Cameroonian entrepreneurs.

Holding a PhD in Agribusiness Project Management, an Advanced Master's in International Development, and an MSc in Agribusiness Management, Gaston's educational background complements his practical experience. His robust network and dedication to empowering students and entrepreneurs across Africa align perfectly with E-HUB Foundation's mission to promote innovation and sustainable development.

Nicodemus Bekebang

Bekebang Nicodemus is a dedicated professional with extensive experience in poverty alleviation and the promotion of emotional well-being, particularly for migrants in the UK. Currently completing his training in Social Care at the University of Wolverhampton, Nicodemus has been instrumental in advocating for the integration and emotional well-being of migrants. His insights and recommendations have positively influenced university policies, making them more inclusive and supportive of vulnerable populations. Prior to his academic pursuits, Nicodemus built a strong foundation in social work, gaining a deep understanding of the unique challenges faced by migrants. At Florebright Care Ltd, he championed policy changes that promoted minority leadership and enhanced service delivery for marginalized communities. His expertise in building partnerships with local organizations, government agencies, and community leaders has been pivotal in securing vital resources for those in need. As a policy adviser for NseiCUDA, a development organization focused on emotional well-being, Nicodemus has demonstrated a proven track record in advocating for equitable access to resources and reducing stigma surrounding mental health issues. With 15 years of experience at FairEducation, he developed and implemented programs that provided essential support services and workshops for diverse populations. His role as a Community Development Coordinator at the Local Community Development Association involved raising funds for orphans and homeless children while leading initiatives to address mental health and community needs. Nicodemus's background in sales and community engagement, including his work with a charity in Cameroon, has further honed his ability to advocate for those in need. As a trustee of E-HUB Foundation, Nicodemus is committed to advancing the mission to relieve poverty and promote emotional well-being among migrants. His passion for social justice and comprehensive experience in community support will significantly contribute to the charity's strategic goals, ensuring that vulnerable populations receive the assistance they need to thrive.

Main advisors of board of trustees

Edith Ofege

As a key advisor to Board Trustee for E-HUB Foundation, Edith Ofege brings a wealth of expertise in clinical pharmacy and a deep commitment to improving mental health support for underserved populations. With her extensive experience in both hospital and community settings, Edith is dedicated to addressing the unique challenges faced by migrant communities, particularly in accessing equitable healthcare services. In her role as a Band 7 Clinical Pharmacist at Alexandra Hospital in Redditch, she specializes in medication management and patient counselling, focusing on improving outcomes for vulnerable individuals. Her background in mental health services allows her to advocate effectively for those struggling with mental health issues, ensuring they receive the highest quality care. Edith's work often involves collaborating with multidisciplinary teams to create safe and effective treatment plans, minimizing medication errors, and enhancing patient safety. Before joining the advisory team of E-HUB Foundation, Edith spent over six years at Powys Health Board, NHS Wales, where she specialized in mental health pharmacy services and played a vital role in the COVID-19 vaccine rollout. Her hands-on experience in managing healthcare initiatives positions her uniquely to contribute to E-HUB's mission of promoting mental health and well-being among migrants. Edith holds a Master of Pharmacy from the University of Nottingham and a Master's in Biomedical Sciences from the University of Cardiff. She is currently pursuing further qualifications in clinical pharmacy and independent prescribing, underscoring her commitment to lifelong learning and best practices in healthcare. As an advisor to the trustee, Edith is passionate about advocating for the rights and needs of migrant communities. She believes that targeted initiatives can significantly enhance their overall health and quality of life, aligning perfectly with E-HUB Foundation's mission to foster inclusive and supportive environments for all.

Dr. Edwin Ntainjau

Dr. Edwin Ntainjua, PhD, MBA, CSci, is a highly experienced professional and advisor to the E-Hub Foundation, bringing a wealth of expertise in research and development, innovation, and business strategy. Currently serving as the Principal Bid Manager at the Centre for Process Innovation (CPI) in the UK, Dr. Ntainjua has played a pivotal role in securing over £70 million in funding for public-private R&D projects. With a strong background in biotechnology, chemical engineering, and process chemistry, he is an influential figure in driving innovation and advancing cutting-edge technologies.

Dr. Ntainjua holds a PhD in Physical Chemistry from Cardiff University, an MSc in Chemical Engineering, and a BSc in Chemistry and Chemical Process Technology. His career has spanned multiple high-level roles, where he has developed novel chemical catalysts, led collaborative R&D initiatives, and contributed to over 20 high-impact publications in international scientific journals. As an inventor on several patents and co-investigator for an EPSRC award, he has demonstrated a deep commitment to technological advancement and research excellence.

In addition to his technical and scientific accomplishments, Dr. Ntainjua recently completed an MBA with distinction from the University of Warwick's Warwick Business School, honing his leadership, management, and entrepreneurial skills. As an advisor to the E-Hub Foundation, he draws on his extensive knowledge of R&D funding, business development, and technology commercialization to support the foundation's mission of fostering innovation and entrepreneurship. Dr. Ntainjua is passionate about mentoring emerging professionals, advocating for career development in the STEM fields, and helping organizations navigate the complexities of collaborative innovation. His unique blend of technical, managerial, and strategic expertise makes him a valuable asset to the E-Hub Foundation.

Final thank you words

E-Hub Foundation is a local independent charity and voluntary and we are currently receiving a lot of requests for our services. Donations are an important part of our income to get the program formalize and meet the demand for our services. Our initial thanks go to:

- i. MDF Global BV for their financial support of 3000 euros or £1163,36
- ii. Florebrightcare Ltd has pledged £4500

There are many ways that people, businesses or organizations can support our work:

Financial support

- Nominate us as your charity of the year
- Hold a staff fundraising event
- Leave a legacy to E-Hub Foundation in your will

Volunteer

- Volunteer your skills, time or resources, we intent to increase out volunteers (expert/mentors database) to 100 within 5 years.

Raise awareness

- Raise awareness of what we do and the services we provide
- Let others know who we are an independent charity who needs local support

Contact us to find out more

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