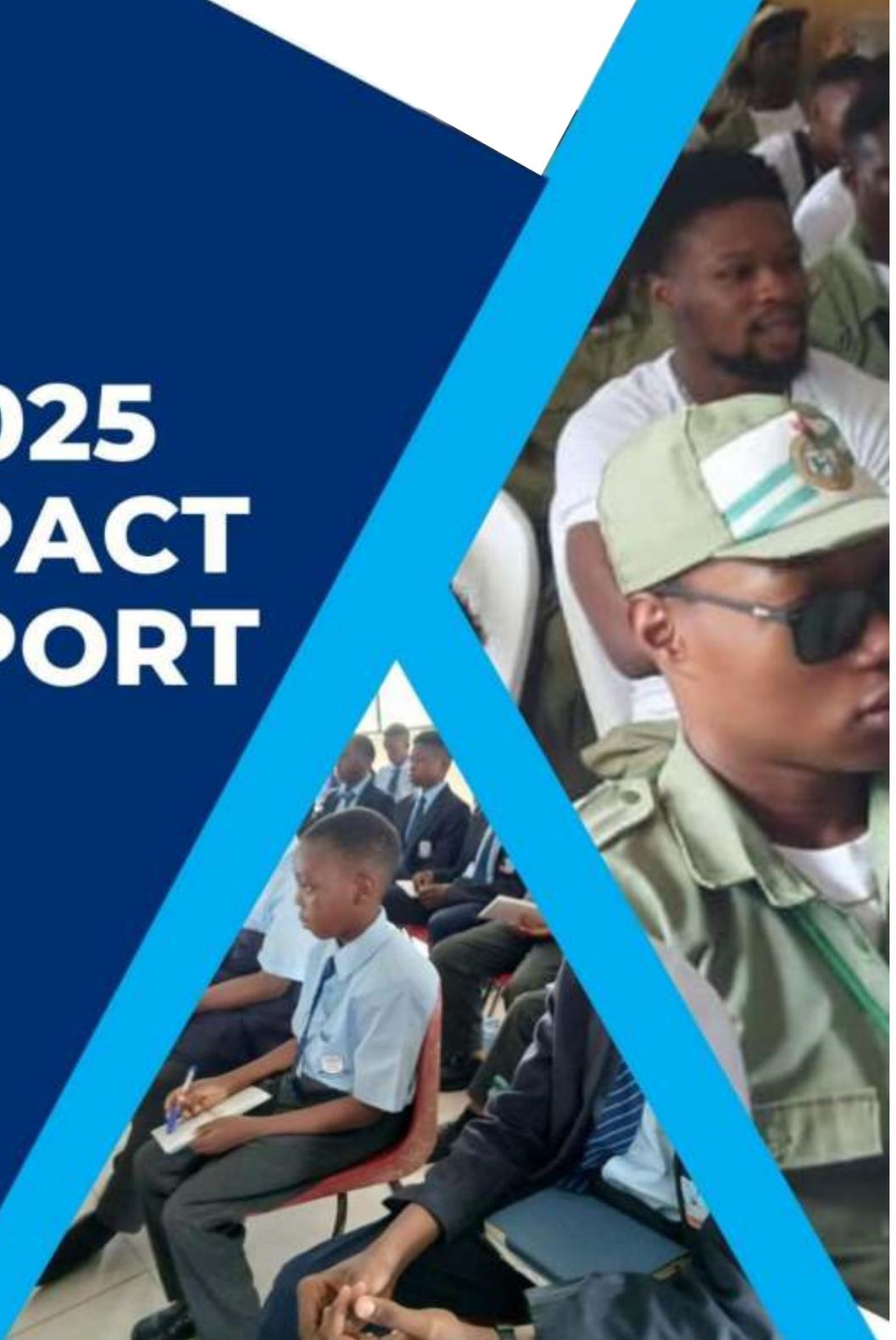




boys to MEN
Foundation

integrity, leadership and equity...

2025 IMPACT REPORT





boys to MEN Foundation

boys to MEN Foundation

#MalesMatterToo

2025 IMPACT REPORT

#MalesMatterToo

boys to MEN Foundation



#MalesMatterToo

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I. MESSAGE FROM THE FOUNDER

At the beginning of this journey, there was just me and an inspiration, an uncomfortable feeling that males were being left behind by society, under the misguided notion that 'It's a man's world.' Even in a man's world, men need preparation, the necessary mindset and the qualities to ensure they live and lead successfully and effectively.

What will our social realities be in another ten years, given the rate of societal decay? Will societal codes of behaviour continue to hold sway, or shall we descend totally into self entitlement and its attendant behaviour? Paradoxically, to create the space for each person to be themselves, we all as members of society, have to behave within an accepted code - in civility lies freedom.

The universe often signals impending changes in cultural moods, ideas, attitudes, or other characteristics that define an era before they happen. Sometimes we notice these shifts before they become universally evident. The signs are there, an ignored consciousness (or sub consciousness), often masked by habits, prevailing assumptions and attitudes. This consciousness led me to the establishment of boys to MEN Foundation... A whisper in my ear that became a calling that could not be ignored, to set up an organisation focused on supporting males. It took me two years to respond to this calling through a recognition and acceptance that something concerning was happening with males that had to be addressed ... an increasing decline in personal power, masked by a tough, exterior masculinity. November 2017 marked the beginning.

This tough masculine stance of 'men are strong, in charge, don't need support, and it's a man's world', has resulted in an epidemic of toxic masculinity (both self and other directed) and 'men in distress' with no one to tell and nowhere to go. This epidemic is reflected in the increasing lack of confidence and low esteem we see in young adult males, increased depression, male suicide, drug addiction, alcoholism and rape (both as perpetrators and as victims) – all pointing to the vulnerability, and indeed the increasing vulnerability of the 'strong' male gender. To use just one statistic, it was estimated in 2024 that three times more men commit suicide than women, and one of the reasons given was that 'Traditional masculinity norms may discourage men from seeking help and mental health support'.

This poem from my book 'About Men: Random Poems, Monologues and Reflections' explicitly highlights the plight of males through upbringing and societal norms.

They Say

I want to shout
But make no sound
There is only silence
The silence of my anguish.

For the words I cannot speak
 'Men don't talk' they say.
For the tears I cannot shed
 'Men don't cry' they say
For the embrace I long for
 'Not for men' they say
For the help I cannot seek
 'Men are strong' they say
For the courage I lack
 'Men are brave' they say
For the responsibilities I cannot shoulder
 'Men must provide' they say.

I am only human
Imperfect. Afraid. Vulnerable. Insecure.

I want to shout
Loud and long
But make no sound
No one can hear
There is only silence
The silence of my anguish.
For the silence I must endure
For the words I dare not speak
For the loneliness I feel
I am a man, they say.

We must raise the right kind of men to face the challenges of the new age and drive equity within the social structure. Our motto of integrity, leadership and equity supports this. Thomas Page McBee writes that we must '**create a culture where boys are not raised to see masculinity and humanity as mutually exclusive.**' These two statements embody the raison d'être of boys to MEN Foundation. We are dedicated to supporting boys and men to become their best selves, and so positively impact the communities in which they live.

Our Vision 'To shape and produce a new generation of ethical, well behaved young men capable of providing strong, impartial leadership, constantly striving to become their best selves, and possessing the confidence to accept that others may wish to do the same' informs our programmes which are built on three Pillars - **Promoting our Mission**, the publications and productions that support our second pillar; **Achieving our Vision**, the core programmes designed to achieve the changes we seek - for our males to become leaders and their best selves; and our **Community Outreach**, our Love Initiative, supporting the vulnerable in our communities. Our core programmes are focused on promoting mindset, attitude and behavioral change that will hopefully reverse the current trend and result in societal change. **#MalesMatterToo**, our slogan, is a direct appeal to a patriarchal society that denies male vulnerability with the belief that this will translate into strength and control. All humanity is vulnerable, male and female. This is the simple reality.

Who are the positive role models our young males should look up to? Who are the role models (not necessarily positive) they see or have access to, especially through social media? How can we create a pipeline of role models, those that set positive examples who can be emulated? Who will provide the necessary support structure for males? We all have a responsibility to support each other. boys to MEN Foundation is our vehicle for providing support to males to help them chart a course to a future fuelled by self belief, self confidence, and the necessary mindsets and attitudes to thrive in an increasingly challenging world.

The Foundation cannot succeed without sponsors, facilitators, role models, mentors, and volunteers of every description. This is not our battle alone, it is a collective battle for the preservation of the best that is masculine to achieve a truly equitable world.

The Impact Report presents our scorecard, and records our increasing impact through information, data, testimonials, and feedback from participants on our programmes. We ask that you believe in our vision and support our mission, so we can sustain and increase our momentum and impact. We are grateful to all those who have been with us on this journey these past eight years, both corporate and individual. We look forward to your continued support and to new sponsors. May God bless us all. Amen.



Ifeoma I. Idigbe

December 2025

II. INTRODUCTION

Impact is not always best measured or determined by numbers, the number of people who attend an event, the number of people reached. Whilst the more people reached, the more people are likely to be influenced, real impact is achieved by the depth of influence and the resultant mindset, attitude and behavioral change that comes from interactions; the kind of change that is often not immediate, a seed planted that grows, sometimes immediately, and sometimes lies dormant for a while until circumstances force a revisit to the source of the change.

boys to MEN Foundation is in for the long haul. We are cognisant of the slow change that begins to atter as all the youths and young men we reach begin to disperse all over Nigeria, all over the world. Already, our facilitators are being recognized 'on the street' by those who attended our programmes and have bought into the change we advocate for men to survive and thrive - the idea that men need to change how they see the world and also acknowledge that they need support.

...'I am a man' does not solve problems.

This Impact Report, importantly, allows us to write our story, review our programmes and activities, and invite testimonials and feedback that speak to the real ways in which we have changed, and are changing men's lives, one programme, one activity at a time. The testimonials are not only from participants, but also from facilitators who themselves have fully bought into our vision, and support our mission. They are stories of real men whose lives have been changed because of boys to MEN Foundation.

We also have feedback from participants, the young men who attended our programmes, our core constituency. There is a language that speaks to fundamental shifts in ways of thinking, perspectives, and the acceptance of new narratives and new possibilities - this is the language of those who have shared their testimonials with us.

The research we conduct is also focused on topical issues in men's lives. Our two research reports have been on **Depression (2022)** and **Are Men Being Left Behind (2025)** which examine these subjects with a focus on men and their current reality. [#MalesMatterToo](#)

The Foundation is still very much a work in progress, and feeling its way through how best to provide support for men in an increasingly challenging world, compounded by changes in the gender narrative that challenge old ideas of masculinity in a still largely patriarchal world. We acknowledge some key challenges.

- Traditional or cultural resistance/patriarchy and the associated psychological and behavioral barriers are a hindrance to our getting broad based validation.
- This affects our ability to get broad sponsorships for our programmes.
- The shortage of positive role models makes it difficult to 'prove' to young men that integrity and hard work pay in the long term. They are surrounded by evidence of wealth from celebrities, influencers and politicians, and the messaging is different.

This 2025 Impact Report documents eight years of intentional work to redefine masculinity, restore the confidence of boys and men, and promote equity through responsible leadership. The Foundation's message is clear – supporting men is not in opposition to women. It is essential to building a balanced, humane and sustainable society. Both men and women matter in society, and both need support.

***'A whole generation worked to empower women, but forgot to teach men how to live with empowered women.'* Victor Willie, Lagos, Nigeria**

III. A HOLISTIC PICTURE: WHAT WE HAVE LEARNED - CAUSES, EFFECTS and SOLUTIONS (OUR RESPONSE)

boys to MEN Foundation's interactions with males have confirmed the reality of the emotional and psychological challenges they face because of the expectations of society. These burdens shape their mindsets and attitudes and therefore influence their behaviour. It is also evident that most of the young men do not know what to do with these burdens.

Men are expected to be strong because any appearance of vulnerability marks you as weak. So, they build a façade from boyhood so they can 'man up' and gain the respect of their fathers, other male influences in their lives, and prove to women that they are 'capable'.

The changing gender narrative, with the emerging independence of women, has changed the patriarchal landscape many of them grew up in. The increasing independence of women makes males doubt their roles and erodes their self confidence. No one has offered a response to this changing narrative. There are more female bosses 'wearing the trousers'! What does this mean for males? They say the expectations of women have grown and yet economic circumstances have tightened so how can they court and 'look after their women and families' in the way they have been told they should? They are confused about what women want – women tout independence but still want to be treated as vulnerable. Women's behaviour demonstrates that strength and vulnerability are not mutually exclusive. This is a lesson men need to learn well. To be vulnerable is not to be weak. It is to recognize your humanity and its limitations, and acknowledge a need for support from others. Accepting human vulnerability is honesty that heals. It addresses emotional and psychological burdens by accepting them as the natural state of humanity, potentially lessening their impact.

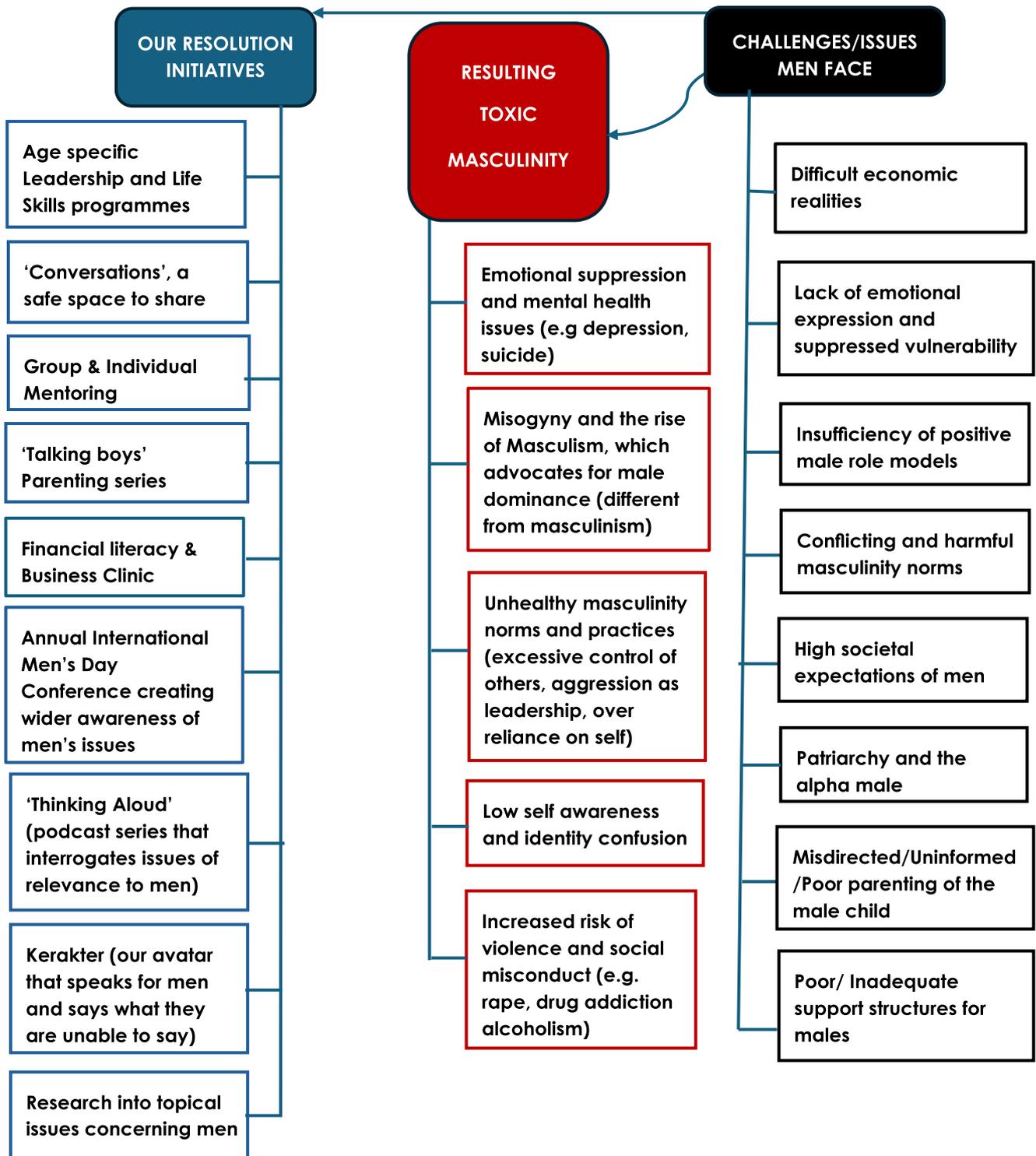
Young men are no longer sure of how to behave, what concessions they should make in relationships to still be considered 'real men'. The low confidence and self esteem that come from feeling inadequate are more prevalent. What can be done to help them through these transitions in a changing, confusing world? How can we raise strong, confident young men who do not see human vulnerability as a weakness, but recognize it as a requirement for mental health? We must indeed raise males who do not see humanity and masculinity as mutually exclusive.

The testimonials and feedback have captured the essence of the work we do and the impact we are having. A major challenge the Foundation faces is sponsorship. The traditional view that men do not need support still holds strong although it is slowly changing. Without sponsorship we cannot run our programmes and achieve mindset and attitude changes that are proving life saving for many of our programme participants.

Toxic masculinity describes the negative behaviour that is often the result of difficult to meet societal expectations, and parenting that mostly follows traditional norms and does not cater to the emotional and psychological needs of males. Toxic masculinity presents as harm to self and others.

The chart below presents causes and effects of toxic masculinity we have identified, and the programmes and initiatives the Foundation uses to address them.

Causes, Effects, and boys to MEN Foundation Resolution Initiatives Chart



Our resolution initiatives seek to address mindsets and attitudes which we believe are the key to behavioural change. They are necessary interventions to ensure challenges do not degenerate into toxic masculinity. Our research results also provide insights which improve our understanding of causes and effects in the life of males, and are useful in designing our curricula. When challenges result in toxic masculinity as described above, it has become a matter for therapists and law enforcement.

Several approaches in the design and execution of our programmes have resulted in our success in achieving our goals. We highlight some of them below:

- Interactive and experiential learning: Our sessions incorporating breakout activities, personal sharing, and practical application.
- Problem-solving approach: consistently yield high engagement and positive outcomes.
- Relatable content and presentation, and professional facilitation: Our use of monologues in 'Owning My Space' and the focus on "relevant conversations that concern us all" in "Thinking Aloud" podcasts resonate with participants.
- Safe Spaces for honest dialogue: The fact that our 'Owning My Space and 'Becoming My Best Self' are exclusively for males, and facilitators are perceived to be understanding and non prescriptive creates a safe space for male participants to be themselves and to be honest about their concerns. "Conversations" also successfully creates an environment where participants feel comfortable discussing sensitive issues and sharing vulnerabilities. These are Group Mentoring sessions.
- Strategic Partnerships: Our collaborations and engagement with insitutions such as the National Youth Service Corps, NYSC, Secondary Schools and Universities as well as corporate sponsors (who also provide facilitators for 'Owning My Space') enhance programme credibility, reach, and resource mobilization.
- Consistent Community Support (Meals 4 Kids and Project Mother Love): The 100% individual donation-funded model for "Meals 4 Kids" demonstrates a strong community buy in and sustainability for direct impact.

There are also some considerations that could improve our prorammes delivery and potential impact. These include

- Broader geographic reach: Whilst our focus has been in Lagos, we are exploring the possibilities for wider implementation across Nigeria, particularly in the South West, to extend our overall impact.
- Volunteer Capacity Building to expand our facilitation and mentors base. This is necessary if we are to scale.
- Develop our alumni networks to foster continued peer support and mentorship, and to track the long term impact of our programmes.
- Public Advocacy: One of the insights we gained is the near absence of advocacy for men in areas such as physical abuse, rape and pornography. This subject has come up several times during discussions of risks and challenges men face. It was also highlighted in an investigative report written by the investigative journalist Godfrey George in 2025. Research findings from our research on topical issues affecting males (boys and men) also provide data and anlaysis that can be used to inform and drive public advocacy campaigns for males.

boys to MEN Foundation is a pioneer among organisations established with the sole purpose of supporting males to become their best selves. We have directly impacted almost 7000 males with our programmes since we started in April 2018, and over 21,000 children with our monthly Meals 4 Kids initiative, since March 2019.

Creating awareness of our existence as a Foundation, and working to change mindsets and attitudes that no longer serve men (for their own well being and success), remains our focus.

IV. ABOUT BOYS TO MEN FOUNDATION



boys to MEN Foundation is a Nigerian non-governmental organisation (NGO) established in November 2017 by Mrs. Ifeoma I. Idigbe, dedicated to supporting boys and men to become their best selves, and so positively impact the communities in which they live. Our first initiative was on April 12, 2018, our 'Monthly Conversations' programme providing a safe space to have conversations about challenges men face. Our first sponsors were SystemSpecs/Remita, StanbicBTC and Sterling Bank, They continue to support us.

Many people complain about how badly boys and young men behave 'nowadays', but not enough is being done to support a change in the narrative. To do this, there must be fundamental changes to our way of thinking, being and doing, and a change in attitudes to gender roles. Again, quoting Thomas Page McBee, we must 'create a culture where boys are not raised to see masculinity and humanity as mutually exclusive.'

The emphasis of most gender based organisations is understandably on women because they qualify as disadvantaged on many levels, driven by traditional and cultural values. There is however a very real danger that boys and men are being left behind in many respects and with the consequent loss of confidence and self - esteem. Supporting males is the vision and mission of boys to MEN Foundation, and our ultimate goal is that males become global leaders with integrity.

- ❖ **Vision:** To shape and produce a new generation of ethical, well behaved young men capable of providing strong, impartial leadership, constantly striving to become their best selves, and possessing the confidence to accept that others may wish to do the same.
- ❖ **Mission:** To inspire, nurture and develop males to become confident leaders in society.
- ❖ **Motto:** Integrity, leadership and equity.
- ❖ **Slogan:** [#MalesMatterToo](#)
- ❖ **Logo:** Our first logo in 2017 is shown below:



The words 'boys to MEN' speak to the age ranges the Foundation's programmes cover, from teenagers (Secondary School) to young men, mostly Gen Z and millennials, although we support all men through our Mentoring programme, Conversations, Parenting etc. It is not merely about developing boys to become good men. Our logo incorporates our motto of **integrity, leadership and equity**.

- The arrow in this old logo represents forward motion, advancement, improvement.
- The light blue represents boys, with the dark blue, a progression from a lighter to a darker colour, representing men, who are more mature than boys.
- The orange lines above and below the word 'to' represent the passage from the original state of being, through our programmes, to a more developed person.

This logo was changed in 2022.

From 2022



Our logo was changed in 2022 to better define and reflect our raison d'etre.

- the male symbol identifies our constituency of males. This symbol also highlights the imperative of control of carnal desires, necessary for the values we espouse as representative of good men.
- The brain/mind, the seat of critical thought as expressed through mind sets, attitudes and ultimately behaviour.
- The heart, the seat of emotions and feelings which must be managed. It is also the centre of our faith, expressed as love for our fellow beings, representative of their humanity.
- The foot, for movement, action, perseverance ... whatever happens, *keep walking*.
- The hand, used for work, selflessness, the giving and receiving of help.

This is our logo. This is what we stand for. This is who we are.

❖ The Foundation's Goals

- To inspire and facilitate mindset, attitude and thus behavioural change (age specific programmes, podcasts, webinars, Conversations, mentoring). Encourage critical thinking
- Life skills preparation to facilitate achieving success in life (managing finances, civility and socialising, managing relationships, mentorship, counselling)
- Entrepreneurship training to introduce necessary structure into business dreams
- Deliberately promote gender equality for both men and women through mindset and attitude change
- Support vulnerable communities using our Love initiative: Meals 4 Kids, Mother Love and education scholarship programmes
- Collaboration/Partnerships are invaluable to achieving our goals

The Foundation's goals align with the following United Nations Sustainable Development Goals (SDGs)

❖ Related SDGs



Goal 2: Zero Hunger. Ensure everyone has access to safe nutritious food, ending malnutrition, especially in children.

Our Love Initiative, My Brother's Keeper has two programmes

- Meals 4 Kids (We feed 300 children monthly in vulnerable communities in Lagos, Nigeria)
- Project Mother Love (we provide food stuff and other household items to mothers in these vulnerable communities)



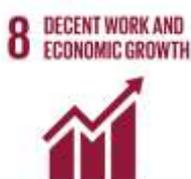
Goal 4: Education 'to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all'

Our Scholarship initiative for bright, disadvantaged youths whose parents cannot afford higher education fees.



Goals 5: Gender Equality 'Achieve gender equality and empower all women and girls'.

Gender equality includes the male gender. There are signs that the exclusive focus on women under this SDG can result in men being left behind. The evidence is in the higher incidence of male suicide, drug addiction, alcoholism, depression as ways to cope with an increasingly difficult world. Gender equality means that both men and women need support.



Goal 8: Decent Work and Economic Growth 'promote sustained inclusive and sustainable economic growth; full and productive employment and decent work for all'.

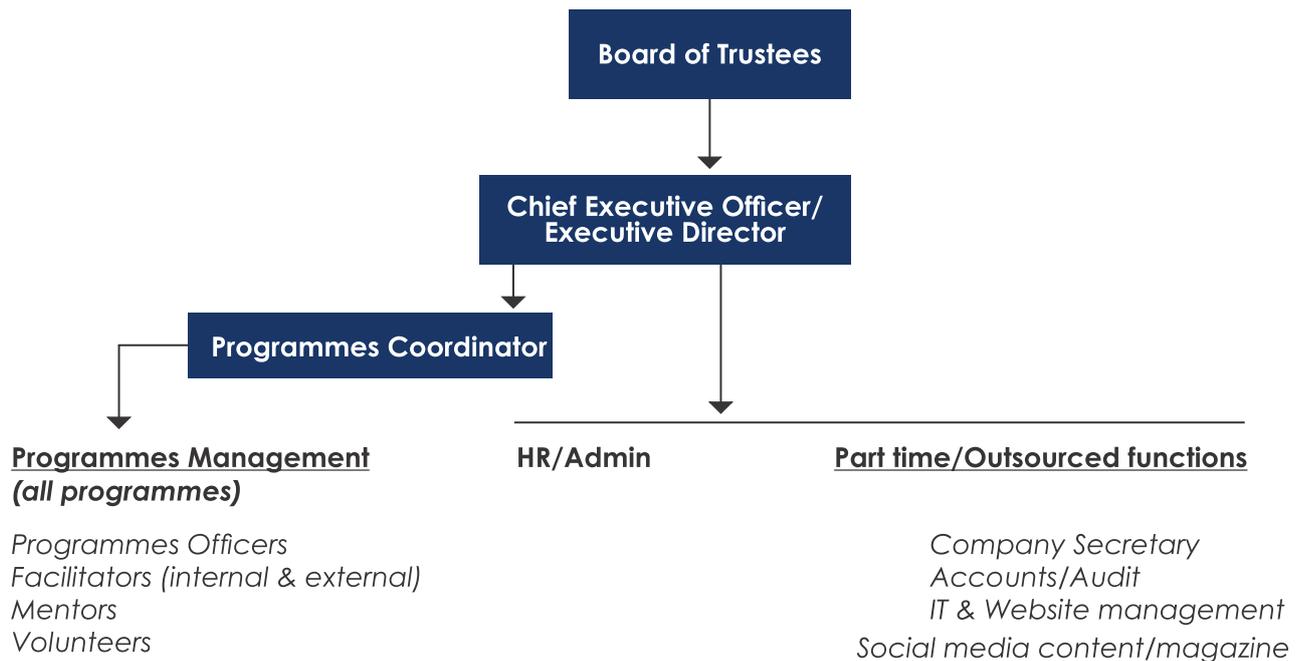
We use the following programmes to promote this SDG

- Business Clinic for budding entrepreneurs
- Leadership and Life Skills programmes to create the necessary mindset for success in life, and expose participants to career pathways.
- 'Pass the Mic' to promote talent in poetry, Spoken Word, music as an alternative way to achieve financial independence. (alternative careers)



Goal 17: Partnerships to achieve Goal 'strengthen the means of implementation and revitalize the global partnership for sustainable development.'

❖ **Organisational Structure**



❖ **Our Change Manifesto ... A declaration of what we all can achieve, if we set our minds to it.**

We can change anything!

Our minds make what they will of circumstances

Our relationships, constantly changing rhythms

Social constructs, man-made roles and rules, order our lives

We get it wrong, striving to get it right!

We can change everything!

Let each, male and female, labour as one

Life, a shared cause.

Let old mindsets holding sway give way

Roles defined by need

By circumstance

Not by gender.

A shared world

Change, the only certainty.

❖ Trustees



Dapo Akisanya
Chairman



O. Jude Idigbe
Pioneer Chairman



Dr F. Ngozi Onyia



Ebisan Akisanya



Lynda U. Madu



Akinsowon Dawodu



Aishah Ahmad



Ifeoma I. Idigbe
Founder and
Executive
Vice Chairman

Dapo Akisanya is a finance professional with 30 years of diverse experience spanning Pension Fund Administration, Banking, and Investment Management, among others. He currently serves as Finance Director, AfyA Care Nigeria Limited, an investment holding company that invests across the healthcare value chain. Dapo is passionate about ethics and integrity in business, and has a deep interest in mentoring young professionals. He is the current Chairman of boys to MEN Foundation.

O. Jude Idigbe is a legal practitioner, called to the Nigeria Bar in June 1979 and is a Notary Public of the Supreme Court of Nigeria. He founded the firm of Obioha Jude Idigbe & Company in 1985 and is regarded as a specialist in the area of Oil & Gas negotiation and agreement drafting, negotiating for crude mining and production licenses. He has also been actively involved in Commercial Arbitration and legal work in the Banking and Insurance, Energy and Telecommunication sectors. Mr. Idigbe has been involved at the highest levels of debt rescheduling and negotiations and acted as country Solicitor to the Federal Government of Nigeria in the negotiations for the rescheduling of Nigeria's debt. He was the pioneer Chairman of boys to MEN Foundation.

Dr. F. Ngozi Onyia is a 1982 medical graduate of the University of Ibadan, a Fellow of the West African College of Physicians in Paediatrics, and a certified Travel Health Physician. Over the last 43 years, she has worked extensively in both the private and public sectors. From 2010 to date, she has worked as the Founder and Managing Director of Paelon Memorial Hospital (PMH), a boutique, multi-specialist hospital located in Victoria Island, Lagos. Passionate about the provision of quality healthcare, Dr Onyia is driven by the Christian values of integrity, fairness, courage and striving for excellence.

Ebisan Akisanya is a seasoned development professional with nearly 30 years of experience driving social impact across corporate and nonprofit sectors. Her passion for inclusive growth is reflected in her active service on several not-for-profit Boards, where she contributes to initiatives that address systemic social inequities and uplift vulnerable populations. Ebisan is the Coordinator, Corporate Responsibility and National Programs at Chevron.

Akinsowon Dawodu is a financial services executive with up to 30 years of experience in the banking sector. He currently serves as the Chief Executive Officer for Africa at Citi, overseeing the bank's operations across numerous markets in the region.

Aishah N. Ahmad, CFA, OFR, has nearly three decades of experience at the intersection of finance, equity, and governance. She convenes the Bridgeforte Dialogues and serves as Soniya Asusu Nupe, custodian of the Commonwealth of the Nupe Kingdom, a traditional stewardship role symbolizing guardianship of economic prosperity and community well-being. Aishah was the first female Deputy Governor for Financial System Stability at the Central Bank of Nigeria (2018-2023).

Lynda U. Madu is a seasoned management executive and scholar-practitioner with over 25 years of experience driving organizational transformation and operational excellence across global markets. She brings deep expertise in strategic planning and execution, business process optimization, and executive leadership to her role as a Trustee of the boys to MEN Foundation. Her professional career spans leadership roles across consulting, technology infrastructure, and energy services. Currently, Lynda provides strategic advisory services and executive coaching to senior leaders across Africa while pursuing a Doctorate in Business Administration.

Ifeoma I. Idigbe is a finance and business analyst/consultant, and social entrepreneur with over 35 years professional experience. She has worked in top executive capacities in the Nigerian private and public sectors. Ifeoma is passionate about financial and business efficiency in organisations, and about developing people. She is the Founder & Executive Vice Chairman of boys to MEN Foundation.

❖ **First Programmes Officer**

Our first Programmes Officer and first member of staff, Mrs. Esther H. Momah, joined us in April 2018, and worked with us in the early difficult days to establish the Foundation. She is now the Lead, Public Affairs and Corporate Social Responsibility at SystemSpecs, but remains an active volunteer of the Foundation.



❖ **Founder's Prayer**

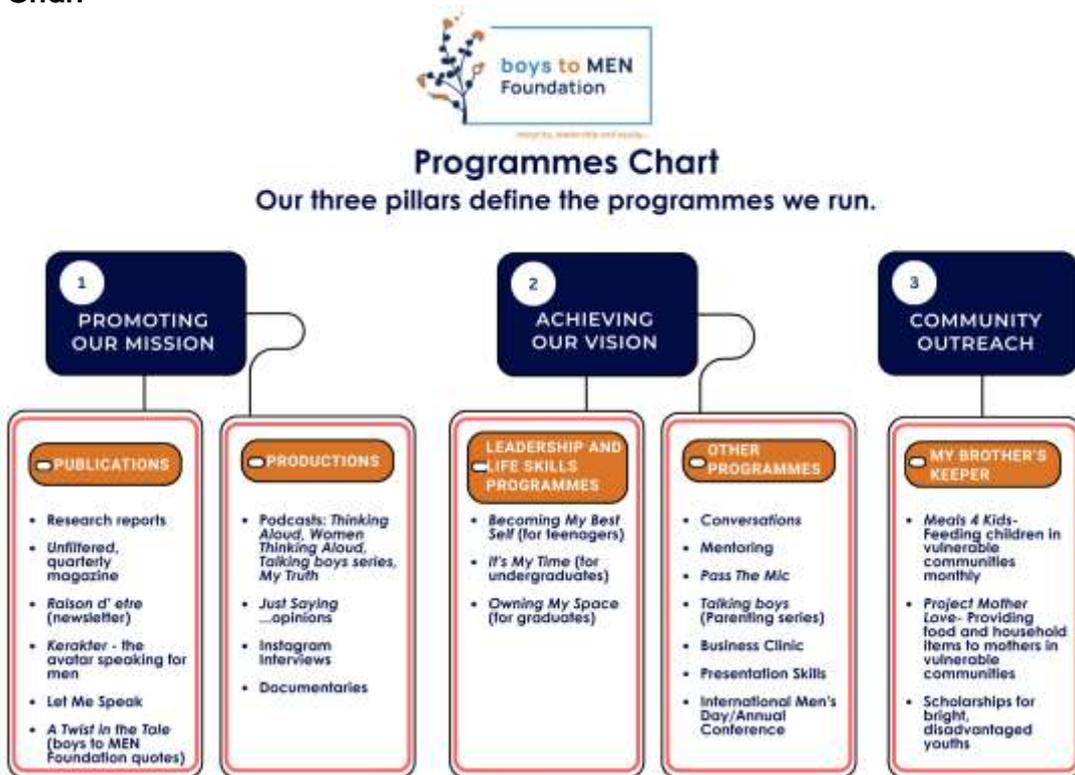
Father in Heaven,
Giver of all inspiration,
Source of our courage,
Master Planner,
Our Partner in Life;
Lead us into Your Will,
To transform our world
... with our words
... by our actions
... with our lives.
To be our best selves,
Examples to others of
integrity, leadership & equity - our watchwords.
Imbue us with Your Spirit,
That boys may be men;
That men may be good men,
... strong, yet gentle
... truthful, yet kind
... firm, yet compassionate,
Leading with love,
Complete in their humanity.
We ask this through Christ Our Lord. Amen.

V. BOYS TO MEN FOUNDATION: PROGRAMMES

Initial Programmes Chart



Current Chart



#MalesMatterToo

boys to MEN Foundation is a Nigerian NGO dedicated to developing boys and men into responsible, ethical gentlemen leaders with integrity. The focus of our programmes is on increasing knowledge and developing skills and character through various deliberate interventions.

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 foundationmen@gmail.com

LEADERSHIP AND LIFE SKILLS PROGRAMMES

Our overall objectives for the Leadership and Life Skills education are to recalibrate participants value systems for the betterment of their lives and society. These programmes together with our Conversations programme, also serve as Group Mentoring programmes and an important mechanism for identifying those who desire individual mentoring.

Our overarching objective are:

- o Acquisition of new knowledge/learning
- o Mindset and attitude changes
- o Openness to the idea of change itself
- o Examination of long held personal and societal beliefs, especially regarding men's roles
- o Encourage belief in themselves 'I can do it if I work hard and believe that I can do it'
- o Value system and behavioural changes from the above
- o An increased desire for continuous learning outside of academics or school work

1. 'Owning My Space' Leadership and Life Skills programme for Male Graduates



This was the e poster for our first 'Owning My Space' programme, a 3 – day event open to all graduates,

The '**Owning My Space**' programme is designed to prepare male graduates for the contemporary workplace and provide a foundation for their future success. Interested participants can be assigned mentors at the end of the programme. Our banner states its core objective is '*facilitating workplace readiness and providing building blocks for the future.*'

To amplify our message on the imperative of paying attention to males, and to create the opportunity to significantly expand the delivery and reach of our programmes, we sought the approval of the National Youth Service Corps (NYSC) in Lagos State to run programmes for male corpers. Male youth corpers as graduates and mostly Gen Z, represent a significant part of our core constituency. We received approval from the Lagos State Coordinator of the NYSC to run programmes across all their Local Government Offices (LGA) vide NYSC letter dated 23rd May 2022.

Consequent upon this approval, we commenced our collaboration with the NYSC in October 2022 by successfully running two (2) programmes in Eti-Osa Local Government Area for 116 male corpers. We replicated this in 2023, running a total of nine (9) programmes, for over 450 male

corpers. In 2024, we multiplied our reach with 22 cohorts engaging with over 1000 corporers in Victoria Island, Etiosa, Obalende and Surulere NYSC LGA Offices. In 2025, we ran 30 programmes in 5 NYSC LGAs and reached 1843 corporers. Each year, we have been able to expand our reach.

Programme Objectives:

- Facilitate the readiness of male graduates for the contemporary workplace.
- Provide essential building blocks for future success.
- Leverage leadership and life skills education to recalibrate participants' value systems.
- Foster personal growth.
- Enable a better understanding of career pathways.
- Enable participants to contribute positively to their lives and society.

Start Date: The first 'Owning My Space' programme was a 3 – day programme from September 18 – 20, 2018. The first two programmes were not focused on youth corporers, but open to all men. The challenge was that we could not guarantee high numbers and scalability was more difficult. It therefore made sense to collaborate with an organisation like the NYSC.

Locations: The NYSC programmes have been run in several NYSC Local Government Areas of Lagos State – Victoria Island, Lagos Island, Surulere, Eti-Osa, and Obalende. We will commence in Yaba in 2026.

Number of Participants to date: 3,223 participants

Our 'Owning My Space' curriculum is structured into distinct modules, with each session designed to address critical aspects of personal development, financial literacy, leadership, and professional readiness.

- **'The Real World' Module:** This foundational session begins with viewing a video comprised of seven monologues depicting common challenges faced by men. Interactive discussions follow, emphasizing the need for a mindset shift, and critical thinking for effective problem-solving, as well as the importance of accepting vulnerability as a human trait.
- **'Managing Your Finances' Module:** This module provides participants with guidance on establishing a foundation for financial independence. Participants acquire practical knowledge and strategies to manage their finances effectively from an early stage in their careers, to promote long-term financial stability.
- **Leadership Module:** This session focuses on cultivating core leadership competencies, covering principles and practices essential for effective leadership in various contexts.
- **Personal Branding and the Rudiments of Public Speaking:** This module introduces participants to the importance of intentionality in developing a personal brand that is founded on integrity and associated values. It also teaches the fundamental principles and techniques of effective public speaking.
- **The Corporate Life/An Entrepreneur's Life:** This session facilitates direct engagement between participants and representatives of sponsoring organizations or invited entrepreneurs. Discussions are tailored to prepare graduates for the realities of the corporate world, often aligning with the specific services or industries of the sponsors.

Participants gain insights into corporate culture, professional expectations, and potential career paths, bridging the gap between academic life and industry demands.

Entrepreneurs share their experiences starting and growing their business, the challenges they faced and what is required to succeed as an entrepreneur.





2. 'It's My Time' Leadership and Life Skills programme for Undergraduates

'It's My Time' is a Leadership and Life Skills programme designed for undergraduates. Recognizing that these young individuals are in their critical formative years while preparing for future professional and societal roles, the programme aims to equip them with skills and perspectives for successful personal growth and future readiness. An important element of the programme, is helping them hone their Critical Thinking ability.

Programme Objectives:

- Foster critical thinking, enhanced self awareness and understanding of personal values and life paths.
- Promote integrity as a foundation for self-representation.
- Encourage embracing mistakes and early failures as tools for growth.

- Increased awareness of common youth challenges and practical strategies for addressing them.
- Development of foundational financial literacy and budgeting skills.
- Identify the important principles of Public Speaking and the importance of developing personal brands

Location: Nigerian University of Technology and Management (NUTM).

Starting Date: May 6th, 2025.

Number of Participants to date: 42

The 'It's My Time' programme structure combines facilitator presentations, group discussions and presentations, and interactive problem-solving (based on youths challenges identified by participants), supported by facilitator insights.





3. 'Becoming My Best Self' Leadership and Life Skills programme for Male Teenagers



'Becoming My Best Self' is a Leadership and Life Skills programme specifically designed for male youths aged 13-17, which started in 2021. The core objective of this one-day foundational intervention is to address critical developmental aspects, influencing how participants live their lives and the impact they can have on others. The programme aims to equip these teenagers with essential skills and perspectives to navigate their formative years successfully, addressing mindset, attitude, behavioural, and social issues.

Programme Objectives:

- Identify and address challenges identified by teenage participants and critical developmental aspects in male youths
- Address mindset, attitude, behavioral, and social issues relevant to this age group.
- Use this to Influence participants' life trajectories
- Equip young males with essential skills and perspectives for successful navigation of formative years and consideration of career paths.

Locations: Debiruss College, Grace High School, Gbagada and Ikota Community. City College, Yaba. More Secondary Schools will be added over time.

Start Date: September 25th, 2021.

Number of Participants to date: 420 participants.

The curriculum for 'Becoming My Best Self' is structured into distinct sessions, each designed to identify and address teenage challenges, foster leadership, problem-solving, and resilience.

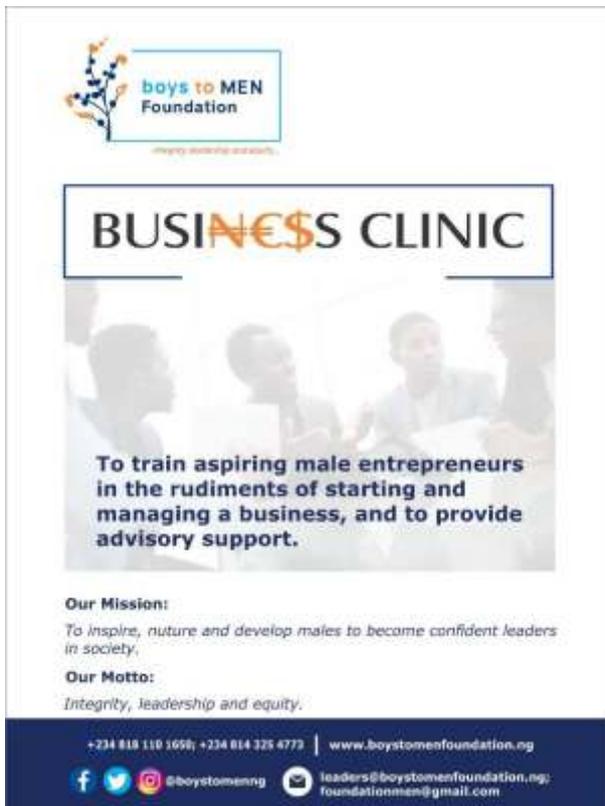
- **Challenges Teenagers Face:** This session explores various challenges that boys and young men encounter in contemporary society. These discussions cover mindset, attitude, behavioural, and social issues relevant to their age group.
- **Leadership Module:** The Leadership module introduces participants to core principles and concepts of effective leadership.
- **Breakout Sessions to identify and address Challenges, Leadership, Critical Thinking and Public Speaking:** These sessions are used to encourage discussions of identified challenges among the boys, highlight real-Life leadership applications following the theoretical leadership module. Group work and presentations provide opportunities for Public Speaking. Leaders emerge from each group, either selected formally or informally by participants or simply by a member of the group taking responsibility mimicking how leaders emerge in real life.



OTHER PROGRAMMES

1. BUSINESS CLINIC

Our first Business Clinic was on March 23, 2023 with 16 participants.



Programme Objectives

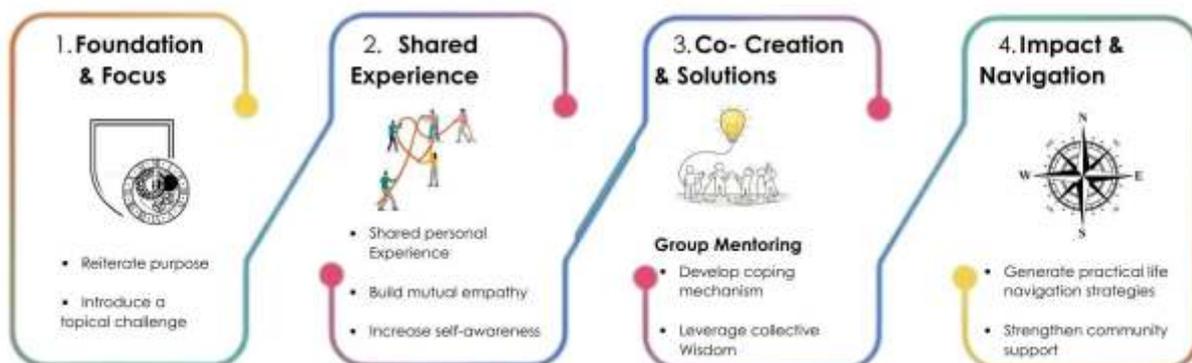
- To train aspiring male entrepreneurs in the rudiments of starting and managing a business
- To teach participants how to develop organizational and operational structures
- To provide advisory support

The Business Clinic provides support to help participants achieve financial and economic independence in an increasingly difficult and hostile economic environment. This will help them to better manage their financial responsibilities.

2. Conversations

Conversations

Fostering Growth through Dialogue & Shared Experience



'Conversations' was conceived as an initiative that utilizes structured dialogue to foster shared experiences, insights, and mutual understanding about life and significant events in the lives of

participants. This initiative started as Monthly Conversations in April 2018, as our very first programme, and also functions as a form of **group mentoring**. We changed the name to Conversations when it became a quarterly programme. The programme aims to provide a safe and supportive platform for discussions around the challenges and concerns individuals face, ultimately helping participants to interrogate and navigate issues in their lives more effectively.

We also invite successful role models to speak to participants and have invited Adebola Williams, co founder of Red Media Africa; Dr. Tani Obaro, Founder and Group CEO of the SystemSpecs Group; Banky W, singer, actor, entrepreneur and politician.

Programme Objectives:

- Foster shared experiences, insights, increased self-awareness, empathy, and mutual understanding, through structured dialogue.
- Provide a safe and supportive platform for discussions around individual challenges and concerns.
- Help participants interrogate and navigate issues in their lives more effectively. Introduce coping mechanisms.
- Provide **group mentoring** and a way to identify individuals who desire mentors to support their professional growth.
- Promote a strengthened sense of community and support among participants.

Start Date: April 12, 2018.

Number of Participants: 448 participants



Each "Conversations" session is structured to promote a welcoming, open, and productive environment, facilitating engagement and practical takeaways.



3. Mentoring (Group and individual)

Mentoring is a powerful professional tool for helping people reach their potential. We have developed appropriate documentation to ensure both mentors and mentees understand the expectations from this professional relationship.

The Foundation initially established a formal mentoring programme in collaboration with corporate organisations through which we could access corporate mentors for our members. The first version of our Mentoring programme failed because the mentors largely did not engage with their assigned mentees. We have reviewed the programme and concentrate primarily on the Group Mentoring from our Leadership and Life Skills programmes, and Conversations.

We have once again begun to assign individuals to mentors through requests from participants in our Conversations programme. This is a slower process, but appears to result in more genuine, meaningful mentoring relationships.

4. 'Thinking Aloud' podcast series



'Thinking Aloud' is a podcast series focused on relatable and relevant conversations that focus primarily on men's interests and topical issues. The podcasts aim to challenge opinions, entertain, and positively influence the listeners. "The podcasts are generally 20/25 minutes long and have three hosts who hold conversations on a variety of interesting subjects. The programme's focus is on raising social consciousness & encouraging society's engagement on important issues.

Programme Objectives:

- Stimulate thought and encourage critical examination of opinions.
- Provide entertainment through engaging content.
- Positively influence listeners' daily lives and outlook.
- Promote relatable dialogue on universally relevant topics relevant to men.
- Develop the confidence and public speaking ability of the hosts through hosting the programme.
- Expansion of the Foundation's reach and influence through a digital platform.

Start Date: 2020

Number of Podcasts: 65 Episodes



5. Pass the Mic



'Pass the Mic' is a social hub designed to foster entertainment, socialisation, and the promotion of diverse talents, primarily catering to Gen Z and millennials aged 20-35. It offers a platform for individuals to express themselves through Spoken Word, song, poetry, and engaging conversations within a supportive environment. It is essentially an Open Mic event where every attendee is free to take the mic.

The programme aims to ensure that alongside creative expression, there is opportunity for enjoyment and connection, as well as identifying the economic viability of participants talents. It is the only programme of the Foundation that welcomes female participants/performers.

Start Date: October 29th, 2022.

Number of Participants: 74 participants.

Programme Objectives:

- Foster Community: Create a welcoming social environment where millennials can connect, interact, and build relationships/network
- Encourage Creative Expression: Provide a stage for participants to share their literary and artistic talents.
- Encourage Dialogue: Facilitate open conversations on various topics, allowing participants to share opinions and engage in intellectual exchange.
- Increase the confidence of performers and their public speaking and performance ability
- Provide Entertainment: Offer an evening with diverse performances and social activities.



6. **'Talking boys'** *...and raising good men*

'Talking Boys' is the Foundation's Parenting Series initiative. It focuses on the importance of raising good men in society - good sons, good husbands, good fathers, and good leaders. The Foundation believes that rapid societal advancement is linked to the character of its men. "Talking Boys" aims to illuminate challenges and issues relating to raising good boys and men especially in the socially hostile, social media dependent society of today. Through panel discussions which form the core structure of the programme, we also try to identify various issues and possible solutions that equip us to raise better, sons, men, and create a better society.

Programme Objectives:

- Highlight the importance of parenting and raising good men in society (good sons, husbands, fathers, leaders).
- Beam a searchlight on challenges and issues relating to raising boys and men.
- Facilitate efforts to support men, sons, and society.
- Contribute to societal advancement through the identification of issues that affect male development.

Start Date: February 22nd, 2019.

Number of Participants: 390

boys to MEN Foundation
...letting go, embracing & evolving

'Talking boys'
...a parenting event for mums and dads

THE WHEATBAKER HOTEL **FRIDAY 22ND FEBRUARY 2019**
4 Onitilo Road, off Glover Road, Ikoyi 9.00a.m - 12.00p.m

To register visit our website: www.boys2omen.com.ng **Programme fee: N15,000.00**
Sterling bank 0068021893 boys to MEN Foundation

Our inaugural Talking boys Parenting series.

- Mrs. Bridget Itsueli
- Pastor Wale Adefarasin
- Mrs. Yetty Williams
- Mr. Kene Okwuosa
- Ms. Ronke Onadeko

boys to MEN Foundation
...letting go, embracing & evolving

7
MONOLOGUES: seven young men.
Our world. Challenges. What's up with us.
A PANEL DISCUSSION on issues raised
Join us. Be a part of this conversation.

'Talking boys'
...and raising good men

DATE: Saturday June 15, 2019
VENUE: The Wheatbaker 4 Onitilo Road Ikoyi, Lagos
REGISTRATION FEE: N15,000
boys to MEN Foundation Sterling Bank 0068021893

Panelists:
Owen Omogiafo, Akinsowon Dawodu, Ifeoma I. Idigbe, Dr. Henry Nzekwu

boys to MEN Foundation
...letting go, embracing & evolving

'Talking boys'
...and raising good men

When you teach your son,
you teach your son's son
...The Talmud

Everyone is welcome to join this engaging conversation. See you!

PANEL ONE: Sons
Peter Osilike, Ifeoluwaposimi, Henry Bassey, Anthony Okosieme

PANEL TWO: Fatherhood, Raising Sons
Bridget Itsueli, Uche Nwokedi SAN, Lynda Madu, Ifeoma I. Idigbe

DATE: Saturday June 15, 2019
VENUE: The Wheatbaker 4 Onitilo Road Ikoyi, Lagos
REGISTRATION FEE: N15,000
boys to MEN Foundation Sterling Bank 0068021893

Panelists

- Mrs. Owen Omogiafo
- Mr. Akinsowon Dawodu
- Mrs. Ifeoma I. Idigbe
- Dr. Henry Nzekwu

Panel 1

- Mr. Peter Osilike
- Mr. Ifeoluwaposimi Somuyiwa
- Mr. Peniel Ekpekurede
- Mr. Anthony Okosieme

Panel 2

- Mrs. Bridget Itsueli
- Mr. Uche Nwokedi SAN
- Mr. Henry Bassey
- Mrs. Lynda Madu
- Mrs. Ifeoma I. Idigbe



Mind and Matter
- *what's happening to me?*
Confronting mental health challenges

Radisson Blu Hotel,
Ozumba Mbadiwe Avenue,
Victoria Island, Lagos
At
9.00 a.m.
Friday March 13, 2020



Let's have this important conversation. Admission is free.



Dr. Akintunde Akinkunmi Mrs. Funmi Oyetunji Mr. Chuka Agili Mr. Ikon Ekwuyasi Mr. Tobe Rapu



Mrs. Ngover Ihyembe-Nwankwo
Moderator
Mrs. Ifeoma I. Idighe
Founder & Creative Vice Chairman
Boys to MEN Foundation

Sponsored by
SystemSpecs



Panelists

- Dr. Akintunde Akinkunmi
- Mrs. Funmi Oyetunji
- Mrs. Ngover Ihyembe Nwankwo
- Mr. Chuka Agili
- Mr. Ikon Ekwuyasi
- Mr. Tobe Rapu

Talking boys
...and raising good men

boys to MEN Foundation

TOPIC:
**Interrogating the Practice of Parenting in Today's World:
What should we be doing?**

DATE:
FRIDAY, JUNE 23RD 2023.

**The Wheatbaker Hotel
4 Lawrence Road, Ikoyi, Lagos.**

TIME:
8.30a.m to 11.00a.m

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leaders@boystomenfoundation.ng | foundationmen@gmail.com

Talking boys
...and raising good men

boys to MEN Foundation

TOPIC:
**Interrogating the Practice of Parenting in Today's World:
What should we be doing?**

8.30a.m to 11.00a.m

**The Wheatbaker Hotel
4 Lawrence Road, Ikoyi, Lagos.**

Mr. Ibidapo Dante Martins
Moderator

Mr. Ayodeji Bankole-Olusina

Mrs. Aniola Durosinmi-Etti

Mrs. Bridget Itsueli

Mr. Ikenna Odike

REGISTRATION LINK:
<https://forms.gle/GRT0DHJCK69gtYGA>

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leaders@boystomenfoundation.ng | foundationmen@gmail.com

Panelists

- Mr. Ibidapo Dante Martins
- Mr. Ayodeji Bankole-Olusina
- Mrs. Aniola Durosinmi-Etti
- Mrs. Bridget Itsueli
- Mr. Ikenna Odike





7. Annual Conference and Webinars



Our Annual Conferences provides an opportunity to engage with a wider audience on general issues concerning men or of interest to men, whether on gender paradigms, business, or other subjects on a global, universal interest level. Our inaugural Conference was in March 2021 during the Covid era, so it was virtual. After two other virtual Conferences in 2022 and 2023, we decided to move our Annual Conference to November, introduce physical attendance, and combine it with the celebration of International Men's Day which is on November 19th each year.

Programme Objectives:

- Engage a wide audience on general issues concerning men or of interest to men.
- Discuss diverse topics through a keynote address and two or three panel sessions.
- Foster dialogue and shared insights on matters impacting men's lives and their role in society.
- Engagement of diverse speakers in terms of gender and background, allowing for diverse opinions.
- Dissemination of knowledge and best practices related to men's development and societal roles.
- Strengthened networks and partnerships among attendees and sponsoring organizations.
- Potential for policy influence and advocacy on issues discussed.

Start Date: March 2021

Number of Participants: 2080

Whilst the specific theme of the Annual Conference identifies with global interests, and the global annual theme for International Mens Day, our core agenda is to ensure that issues are topical and addressed in an engaging way for the mixed audience of teenagers, men and women, representing both parents, teachers and other interested parties.

Our webinars were similarly conceived during Covid and address a variety of issues, health, business and career, relationships and gender.

2021 INAUGURAL CONFERENCE A VIRTUAL CONFERENCE

'A GATHERING OF MEN'
THEME:
THE EVOLUTION OF THE NEW MAN ATTENDANCE IS FREE

SUNDAY 14TH MARCH, 2021 | 11:00AM TO 6:30PM

Registration Link:
<http://bit.ly/boystomeninauguralconference>

Sponsored by:

SystemSpecs access NIBSS Sterling BANK OF INDUSTRY

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foundationmen@gmail.com/leaders@boystomenfoundation.com.ng

Inaugural Conference: March 14, 2021

Keynote Speaker: Mr. Aigboje Aig – Imoukhuede

Panel 1

- Mrs. Owen Omogaifo
- Mr. Abubakar Suleiman
- Mr. John Obaro
- Mr. Oseloka Idigbe

Panel 2

- Mrs. Bridget Itsueli
- Mr. Ibidapo Martins
- Mr. Ikenna Odike
- Mrs. Ronke Onadeko

Panel 3

- Mr. Arie Esiri
- Mr. Ochuko Esiri
- Ms. Omoye Uzamere
- Mrs. Ifeoma I. Idigbe
- Mr. Tope Sadiq
- AND
- Play (e poster below)

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2021 INAUGURAL CONFERENCE
A GATHERING OF MEN

THEME:
THE EVOLUTION OF THE NEW MAN

PRESENTS

A MAN'S WORLD IN MONOLOGUES
A RECORDED PLAY

SUNDAY 14TH MARCH, 2021 | 11:00AM TO 6:30PM

Registration Link:
<http://bit.ly/boystomenconference>

Writer & Producer: Ifeoma I. Idigbe
Director: Omoye O. Uzamere

Toyin Oshinaike
Brutus Richard | Valentine Ohu | Bruno Eziefula
Andrew Akiba Eyo | Peter Osilike | Ifeoluwaposimi Somuyiwa

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2022
VIRTUAL CONFERENCE

THEME:
NAVIGATING THE NEW WORLD OF CHANGING GENDER DYNAMICS

PANEL DISCUSSION 1
Navigating the New World of Changing Gender Dynamics

PANEL DISCUSSION 2
The New World Order and Covid 19 as Catalysts for the Paradigm Shift

2.00p.m. - 6.00p.m.
SUNDAY 13TH MARCH, 2022

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NIBJJ SystemSpecs

REGISTRATION LINK:
<https://bit.ly/2022boystomenconference>

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Keynote Speaker: HRH Mohammad Sanusi II

- Mr. Usheninte Dangana
- Mr. Stephen Oyebode
- Ms. Chisom Amadi
- Ms. Dolapo Olayoriju
- Ms. Amanda Madumere
- Ms. Aaliyah Atazamu Tawasimi
- Mr. Tochukwu Agada
- Mr. Daniel Odediran
- Ms. Ofofonono Emmanuel
- Mr. Ayomide Oshinjo

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2023 ANNUAL CONFERENCE

THEME:
GOING GLOBAL THE WORLD IS MY VILLAGE

PANEL 1
Should We Go Global? Making the Decision

PANEL 2
Going Global: The Real Story

SUNDAY MAY 28TH, 2023.

REGISTRATION LINK:
<https://bit.ly/2023boystomen-conference>

TIME:
1.00p.m. - 5.30p.m.

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Keynote Speaker: Dr. Herbert O. Wigwe

Panel 1

- Mr. 'DeRemi Atanda
- Mrs. Uju Uzo – Ojinnaka
- Ms. Aisha Bashir
- Mr. Oseloka Idigbe

Panel 2

- Ms. Frances Nwosa
- Professor Enase Okonedo

Stanbic IBTC

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#MalesMatterToo

INTERNATIONAL MEN'S DAY 2023

It's a Man's World: Reality or Myth in the 21st Century

Sunday 19th November 2023 3.30p.m.

The Wheatbaker, 4 Onitilo Road, Ikoyi

AYODEJI Bankole-Olusina Moderator

OSARO Eghobamien SAN

OCHUKO Esiri

IMRAN Claud-Ennin

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First International Men's Day Conference on November 19th, 2023

It's A Man's World: Reality or Myth

Panelists

- Mr. Ayodeji Bankole-Olusina
- Mr. Osaro Eghobamien SAN
- Mr. Ochuko Esiri
- Mr. Imran Claud-Ennin

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#MalesMatterToo

International Men's Day Celebration

Theme: Positive Male Role Models

Mr. DeRemi Atanda Managing Director/CEO, Service Solutions

Mr. Danma Odike Founder and CEO, Business Solutions Limited

Mr. Dapo Otunla Chief Corporate Services Officer, IBC Nigeria Limited

TIME: 3:30 p.m.

The Wheatbaker 4 Onitilo Road, Ikoyi, Lagos.

Saturday November 23rd, 2024

boys to MEN Foundation

Join us for these compelling and timely conversations.

INTERNATIONAL MEN'S DAY CELEBRATION

Theme: Positive Male Role Models

TALKING BOYS PARENTING SERIES

Theme: Teen Sex Habits, Drug Abuse and Other Things

2 Events in One! 2 Themes, 2 Panel Sessions!

Venue: The Wheatbaker 4, Onitilo Road, Ikoyi, Lagos.

Date: Saturday November 23rd, 2024. TIME: 4.00 P.M.

Mr. Ayodeji Bankole-Olusina CEO, Service Solutions

Mr. Tochukwu Mgbemena Product Engineering Manager, CHILAB Technologies

Mr. Izundu Nasa-Okolie Software Developer, Hazwen Technologies

Mr. Nezie Nwobi Cyber Security Engineer

Dr. Sola Oni Dean, School of Management and Social Studies, Pan Atlantic University

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#MalesMatterToo

International Men's Day Celebration

Talking boys and raising good men

Parenting Series

Theme: Teen Sex Habits, Drug Abuse and Other Things.

Mr. Ayodeji Bankole-Olusina CEO, Service Solutions

Mr. Tochukwu Mgbemena Product Engineering Manager, CHILAB Technologies

Mr. Izundu Nasa-Okolie Software Developer, Hazwen Technologies

Mr. Nezie Nwobi Cyber Security Engineer

Dr. Sola Oni Dean, School of Management and Social Studies, Pan Atlantic University

TIME: 3:30 p.m.

The Wheatbaker 4 Onitilo Road, Ikoyi, Lagos.

Saturday November 23rd, 2024

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Panel 1

- Mr. 'DeRemi Atanda
- Mr. Ikenna Odike
- Mr. Dapo Otunla

Panel 2

- Mr. Ayodeji Bankole-Olusina
- Mr. Tochukwu Mgbemena
- Mr. Izundu Nasa-Okolie
- Mr. Nezie Nwobi
- Prof. Sola Oni

2025 Conference: November 23, 2025



Keynote Speaker: Mr. Tonye P. Coleman

Panel 1

- Dr. (Mrs.) Ngozi F. Onyia
- Mrs. Bridget Oyefeso Odusami
- Mrs. Aishah Ahmad
- Mrs. Ebisan Akisanya

Panel 2

- Mr. Morakinyo Fadipe
- Mr. Victor Willie
- Mr. Abraham O. Durosawo
- Mr. Danladi Verheijen
- Mrs. Aishah Ahmad



Panel 3

- Mr. Christopher Oare Aneni
- Mr. Nelson Ukor
- Mr. Ayorinde Williams
- Mr. Godfrey George
- Mr. Joshua Nweke





Webinars

boys to MEN Foundation
...Integrity, Leadership & Reality

Join our webinar

MEN, COVID-19 AND THE NEW REALITY



Feoma Idigbe
Founder and Executive Vice Chairman, boys to MEN Foundation

Henry Bassey
CEO Digibrand Ltd, Founder Green HubAfrica

David Hundeyin
Writer and International Journalist

Amaechi Okobi
Group Head Corporate Communications, Access Bank Plc.

FRIDAY
JUNE 26TH, 2020
5:30PM PROMPT

foundationmen@gmail.com
www.boysstomenfoundation.com.ng
+2348181101650 @boysstomenng

https://us02web.zoom.us/join/register/WN_fdV56HnTb-5B9FxiVWZig

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THE FUTURE OF WORK: 21ST CENTURY CAREERS

SATURDAY
JULY 25TH, 2020 2:00PM PROMPT

This webinar will discuss the reality that talent, passion and hard work can be harmonised and translated into successful careers.



ARIÉ ESON
Writer & Film Director

BENEDICT BALLO
Italian Chef

SCHUN OTESHI
Film Maker

OSELOMA IDIGBE
Strategy Consultant & Coach, moderator

YASSER
Visual Artist

CLAUDIO ENNIN
Visual Artist

TEJI
Creative Entrepreneur & Artist

Register via <https://bit.ly/boysstomenwebinar>

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TODAY'S MAN

Who is Today's Man? What defines him? How is he different? What does this mean for gender relationships and society at large?



Asuerinme Ighodalo
Co-Founder Baniwo & Ighodalo and Chairman, The Nigerian Economic Summit Group NESG

Dapo Akisanya
Managing Director & CEO, AKA Manager, Pensions Limited

Tonye Cole
Group Executive Director of The Sahara Group

Binta Max-Gbinije
Financial Services Executive & Consultant, Moderator

SUNDAY
OCTOBER 18TH, 2020 4:00P.M

Registration Link: <http://bit.ly/boysstomenwebinar-oct>

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COPING WITH GRIEF

There are many causes of grief, not only the death of a loved one. Society allows women open expression, what about men? How do men cope with grief? Is there a prescription?

Saturday
August 15th, 2020 4:00P.M PROMPT



David Hundeyin
Writer and International Journalist

Ben Enwonye
Marketing & Finance

Dr. Anthony Olorunsami
Consultant & Speaker

Dr. Henry Akpan
Medical Doctor, Founder, Communicator's College, Moderator

Registration link: <https://bit.ly/boysstomenwebinar-august>

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Renegotiating Marriage

The challenges of this age mean that new 'understandings' are required in marriages. What are the new expectations of marriage and of spouses, male and female? What is to be renegotiated in this union?



MRS. FEOMA I DIGBE
Financial and Business Consultant & Founder, boys to MEN Foundation

MR. IKENNA ODIKE
Chief Executive Officer, Outrigger

MRS. LYNDA MADU
Associate Director Corporate Development, Nestlé, Moderator

MRS. ARESE UGWU
Financial Entrepreneur and Author of 'The Smart Money Woman and The Smart Money Tribe'

MR. DAP0 MARTINS
Chief Marketing Officer, Sterling Bank Plc.

SATURDAY SEPTEMBER 26TH, 2020 4:00PM

foundationmen@gmail.com/leaders@boysstomenfoundation.com.ng
@boysstomenng boysstomenfoundation.com.ng

REGISTRATION LINK: https://us02web.zoom.us/join/register/WN_512w-8Q8Q7awJd0p1TA

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In Conversation with

MR. ATEDO N.A. PETERSIDE CON THE HARD ROAD TO SUCCESS

This conversation seeks to interrogate success: how we define it and the often difficult road to achieve it with a tried and tested professional and entrepreneur who epitomises success.

GUEST
ATEDO N.A. PETERSIDE
An entrepreneur, investment banker, and economist. Founder of Stanbic IBTC Bank Plc., Anop Business Jets Limited and Anop Foundation.

HOST
OSELOMA IDIGBE
Strategy Consultant & Coach

FRIDAY
SEPTEMBER 24TH, 2021 6:00PM PROMPT

VENUE: LIVE ON ZOOM

Join via: https://bit.ly/boysstomen_webinar1

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8. Kerakter (Kekta)



Kerakter (or Kekta) is a voice for men through boys to MEN Foundation. The avatar was created to represent 'any man', to share his thoughts through events in his life and the lives of people he knows, as well as his own philosophising about life in general.

Kekta's musings are intended to inspire conversations about topical issues and to shape new perspectives, especially those that affect men. He speaks for men particularly on supposedly taboo subjects. In this way, he is truly a voice for men. We post Kerakter's views on our social media.

We also use 'Let me Speak' as a voice for men on our social media platforms.

9. Community Outreach: My Brothers Keeper (our Love Initiative)

Meals 4 Kids Giving hope one meal at a time AND

Project Mother Love: Providing food and household items to mothers in vulnerable communities

Poverty is a very complicated issue but feeding a child isn't. Jeff Bridges

If you can't feed a hundred people, then feed just one. Mother Theresa

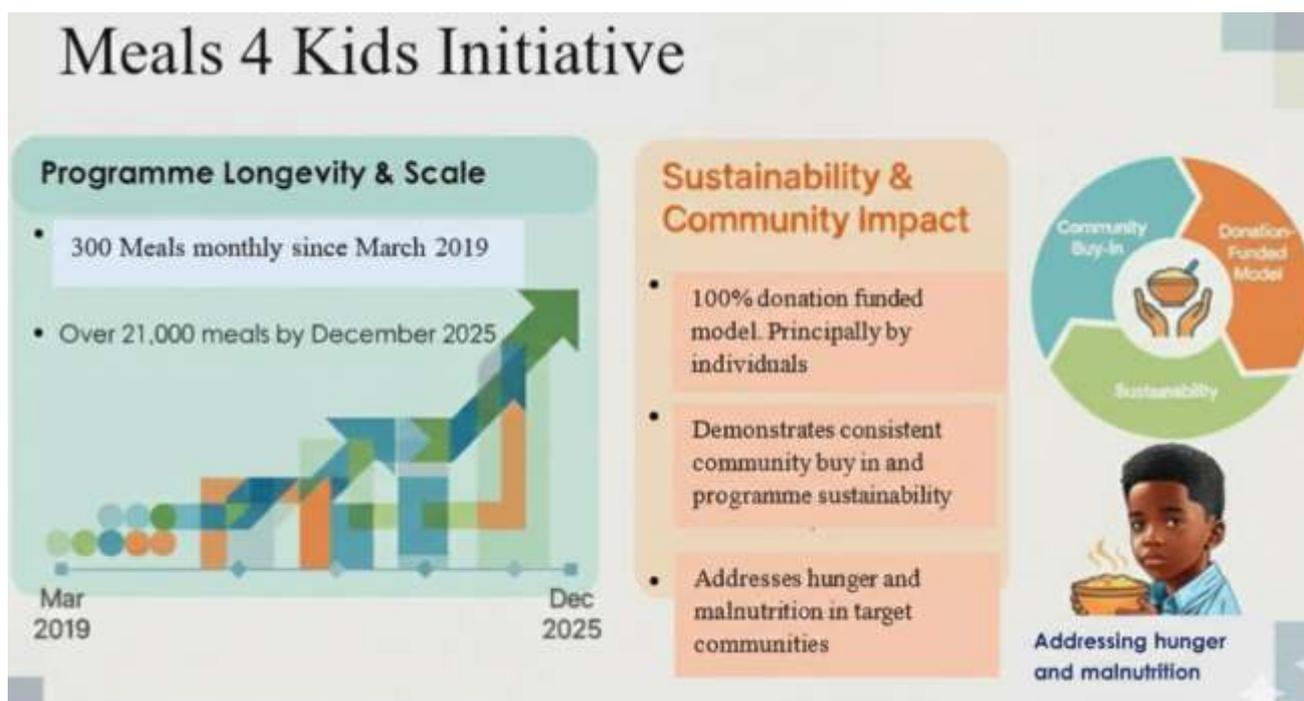
There is no limit to the human capacity to do good. Ifeoma I. Idigbe



Programme Objectives:

- Provide free, nutritious meals to children in vulnerable communities.
- Provide food and other household commodities to support families. This addresses food insecurity in targeted locations through Project Mother Loves.
- Support the well-being and health of children through consistent meal provision.
- Our focus on individual sponsorship promotes community/society participation.

We feed 300 children in vulnerable communities in Lagos every month, and have done so since March 2019. In that time, we have seen the numbers of hungry children growing each year. We no longer ask how this can happen in a country so well endowed, but ask instead how much more we can do. Our efforts ensure that at least once a month, the children eat a piece of chicken and not just carbohydrates. Bukkha Hut supports this initiative monthly (since mid 2024).



10. Research and Documentaries

The Foundation carries out research into topical issues concerning men, including harmful behaviour such as rape, depression, and drug/substance abuse which appear to be on the increase particularly among male youths, Gathering and documenting information is the first step to understanding a problem. The research aims to provide valuable insights.

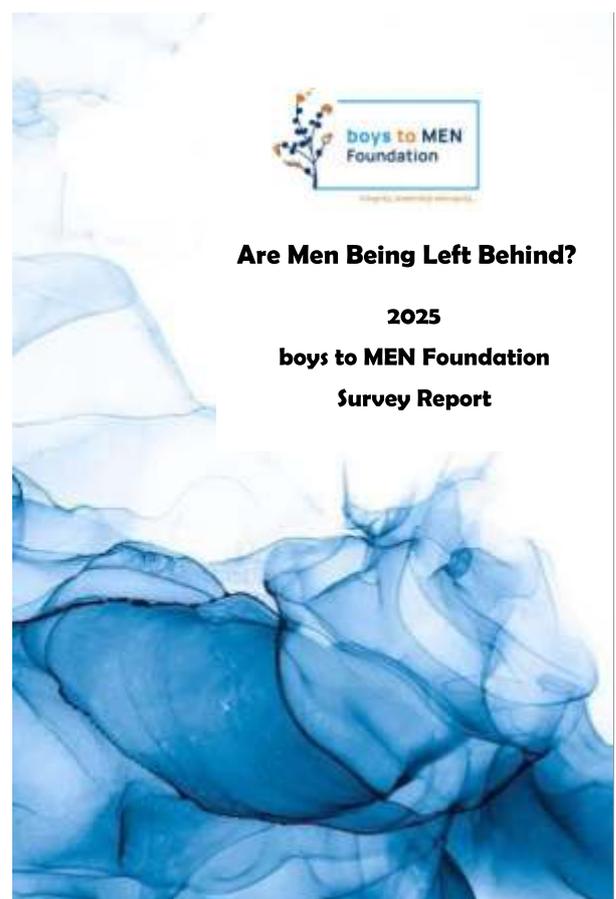
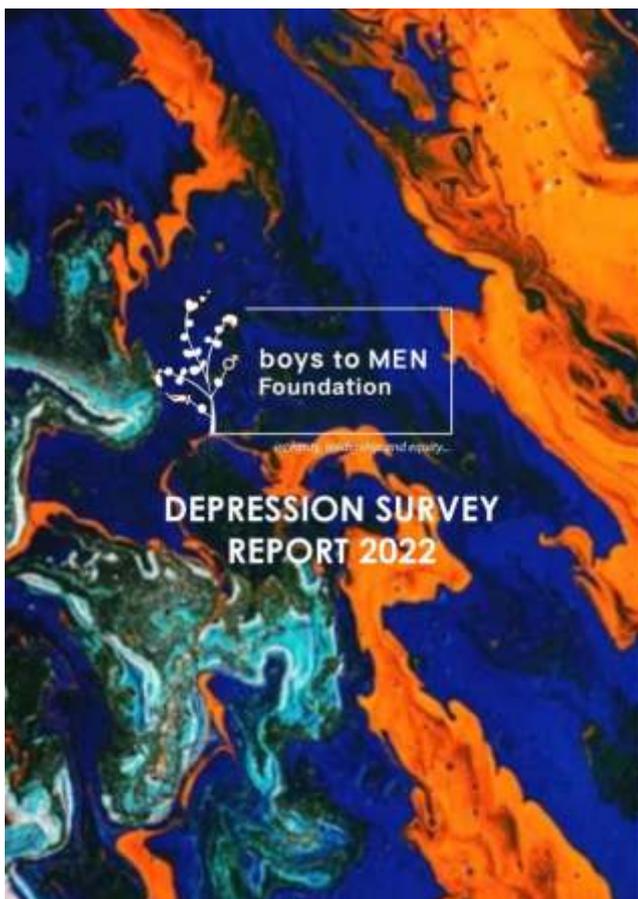
Documentaries sometimes support these research initiatives, exploring the same issues in video-taped conversations with professionals and members of the public.

Objectives:

- Investigate and interrogate harmful behavioural patterns as well as topical issues concerning youths (e.g. rape, depression, drug/substance abuse, gender issues).
- Gather and document information to analyse and better understand these problems.
- Provide valuable insights in a report through research findings and analysis.
- Support research initiatives through documentaries featuring video-taped conversations.

- Increase public awareness of critical social issues through research dissemination and documentaries.
- Contribution to the development of targeted programs to address identified challenges.

boys to MEN Foundation: Research, Analysis, and Action

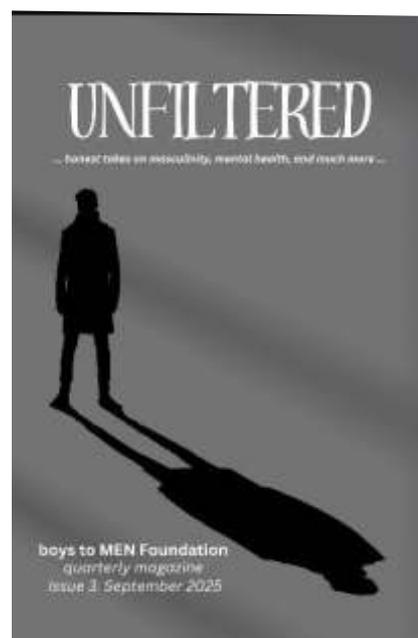
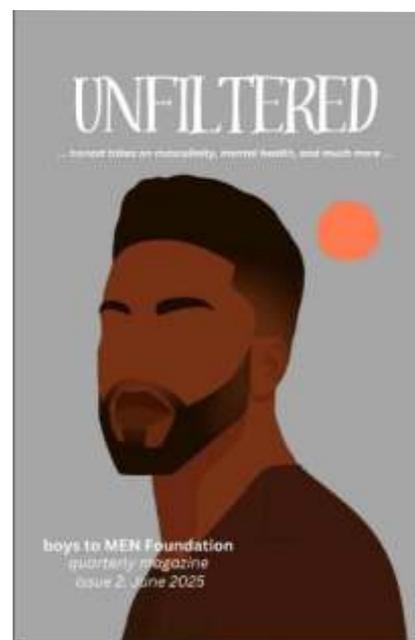
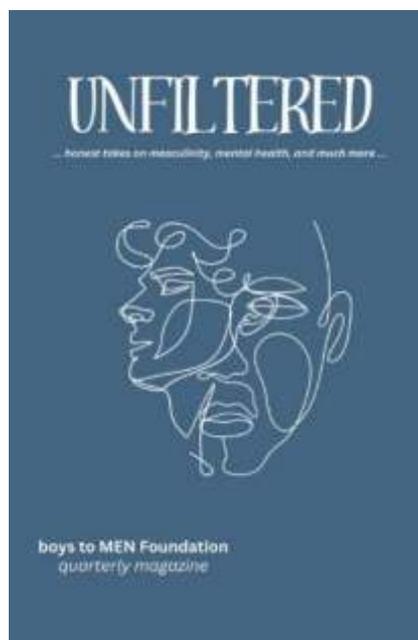


11. Newsletter (*raison d'être*) AND Quarterly Magazine ('Unfiltered')



In December 2018 we started a **newsletter, *raison d'être***, to document our activities and provide visual accountability to our sponsors for the funding they provide.

In March 2025 we started our **quarterly magazine *Unfiltered***, to provide 'unfiltered', direct information to men on matters of interest to them.



VI. PROGRAMMES DATA SUMMARY

The pie charts below provide a graphic representation and summary of the number of our core programmes and indicate the relative contribution of programmes to our overall reach. We have not provided any information on the Business Clinic which has been run just once, as well as the reach of our podcasts and vlogs, newsletters and quarterly magazine.

It is gratifying to see that our flagship Leadership and Life Skills programme, 'Owning My Space' Leadership and Life Skills programme for graduates has the highest reach. Gen Z and millennials are our primary constituency and the number of participants in those programmes, as well as the number of those programmes reflect this. We started with one programme in 2018 and ran thirty programmes in 2025; From 18 participants to 1843 in 2025.

The diagrams in Figs 2 – 4 summarise aspects of programmes.

Fig. 1A & B: Total Programmes and Participants 2018 – 2025

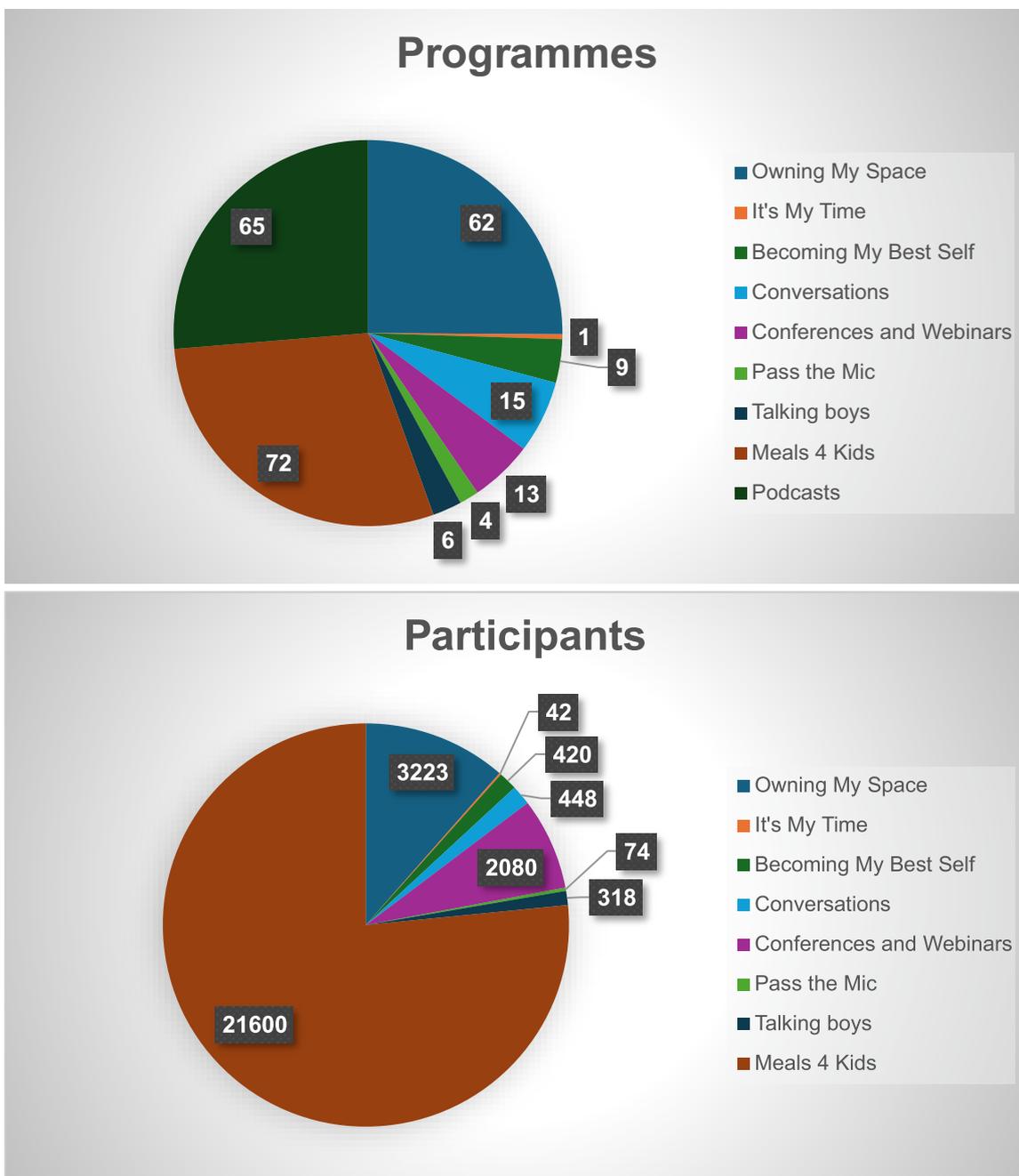


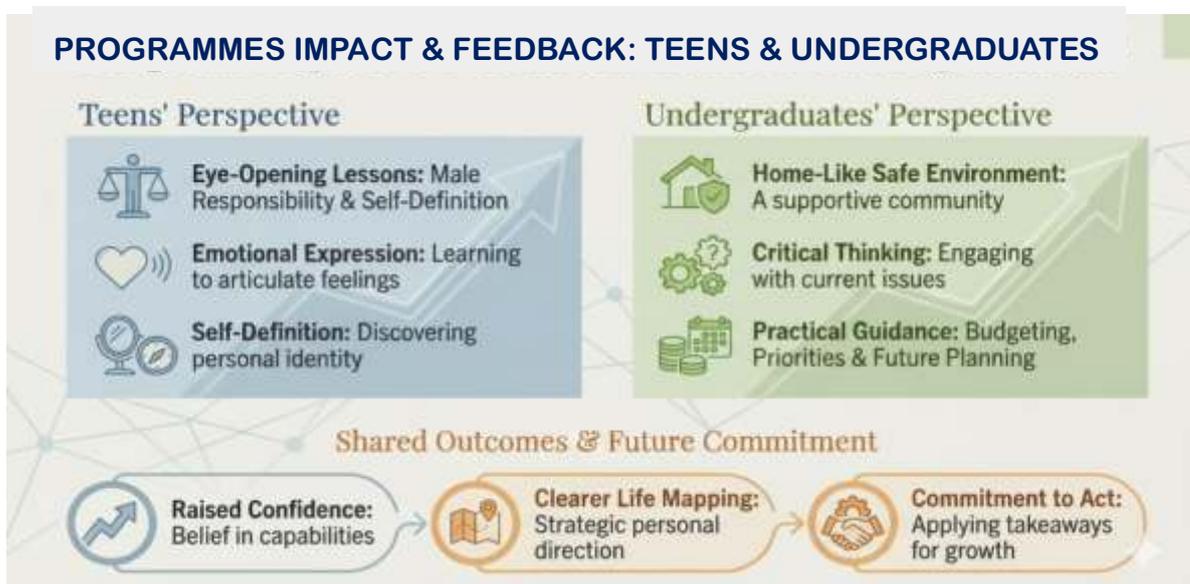
Fig. 2 Key Drivers of Programmes Success & Community Impact



Fig. 3



Fig. 4



VII. IMPACT TESTIMONIES



From Silent Shadows to Shared Strength* : How boys to MEN Foundation Transformed My Family Life

When I first moved to Lagos in 2015, I carried a heavy legacy: a father whose presence was synonymous with discipline and distance. That blueprint shaped my approach to marriage and parenting—until a chance invitation from Mrs. Ifeoma Idigbe introduced me to the boys to MEN Foundation. Their seminars, short-video productions, and conferences became my turning point, reshaping my role from an authoritarian “lord” of the household to an engaged, compassionate partner and father.

Tangible Moment of Awakening

During the production of 'A Man's World in Monologues', I was struck by the "I'm a Dad" monologue. It mirrored my own reality: a man physically present but emotionally absent. The narrative forced me to confront the “Solo” future I was heading toward—a life of isolation despite having a family. That moment sparked a deep introspection that no lecture alone could have achieved.

Tangible Changes in My Life

1. Parenting

Before - Distant, disciplinarian, rarely involved in daily life

After- Active participant in children's education

2. Marriage.

Before - Wife viewed as subordinate; communication was minimal.

After - A trusted confidante seeing Marriage as a partnership built on mutual respect, open dialogue, and shared responsibilities.

3. Personal Growth.

Before - Rigid mindset, fear of vulnerability or embracing empathy,

After - continuous self-development, and community involvement.

Why boys to MEN Foundation Matters

- Holistic Mentorship** – The foundation doesn't just preach; it demonstrates through interactive seminars and Conversations and real-life video narratives that resonate with men at every stage.
- Breaking Stereotypes** – By spotlighting positive male role models, it challenges the societal narrative that men must be stoic “beasts” rather than nurturing humans.
- Balancing Gender Focus** – While girl-child empowerment is vital, the foundation fills a critical gap by equipping boys and men to become responsible husbands, fathers, and citizens.

A Call to Action

Fathers, mentors, and community leaders must intentionally involve boys in programs like those offered by boys to MEN.

A well-rounded girl can still face hardship if paired with an under-developed man. Let's nurture both halves of the equation for a healthier society.

The impact of boys to MEN Foundation on my life is immeasurable. From a distant, authoritarian figure, I have become a present, loving husband and father. I owe this transformation to the powerful seminars, the evocative videos, and the relentless dedication of Mrs. Ifeoma Idigbe and her team. To every boy and man reading this: join the journey. Let's rewrite the script for the next generation.

More grease to your elbow, Aunty Ifeoma. God bless you.

Daniel Ifeanyi Nweke



From Nigeria to Wales: A Life Shaped by boys to MEN Foundation

While participating in a PBS training in Wales, during one of our interactive sessions, an issue that was extensively discussed was centered around self-harm and suicide. The facilitators asked a very concerning question: Why do men between the ages of 45–55 have the highest suicide rate in the UK? At that moment, my mind went wild with memories of the many programmes I participated in as a facilitator with boys to MEN Foundation in Nigeria.

Through years of engagement with young men at these programmes, I learned to look beyond surface behaviour and understand the deeper emotional, social, and psychological pressures men face. It challenged traditional ideas of masculinity and replaced them with values such as self-awareness, accountability, empathy, and purpose. If that question had been given to me as a seminar topic, I could easily have spoken for over an hour on midlife crises in men and related societal issues—because boys to MEN Foundation equipped me with both the insight and the confidence to do so.

As a newcomer to the UK, my priority was to find a job. Although my career experience in Nigeria cut across banking, insurance, construction, travel and tourism, my experience with boys to MEN Foundation, an NGO, has consistently remained at the forefront—especially during interviews. I have often found myself requesting references from the Founder/Executive Vice Chairman (Mrs. Ifeoma I. Idigbe), at the end of interviews because employers are genuinely intrigued by the Foundation's work and impact. I speak about my time with boys to MEN with confidence and pride.

I spent the last three years of my life in Nigeria facilitating programme modules for Secondary School students and young graduates. Fast forward two years later in Wales, and I now work as a support staff member in a college, where my role entails encouraging positive behaviour among students. Did I see this coming? Most certainly not!

My journey into becoming a facilitator with boys To MEN Foundation was serendipitous—one of those life-changing moments that happen when you least expect them. Under the supervision of Mrs. Ifeoma I. Idigbe, I significantly improved my public speaking skills and, more importantly, adopted a purpose-driven mindset. I came to fully embrace her vision of transforming young men into responsible adults by redefining society's perception of manhood beyond existing social constructs.

The 'Owning Your Space' Leadership and Life Skills programme (the programme for young male graduates) particularly influenced my mindset on how I understand masculinity, responsibility, and purpose. Before my involvement with the Foundation, like many of my peers, my perception of manhood was largely influenced by societal expectations—strength

without vulnerability, success without emotional expression, and leadership without empathy. Through years of facilitation, training, and engagement with young men, I learned that true strength lies in self-awareness, accountability, and the ability to positively influence others.

This shift taught me patience, empathy, and the importance of listening—skills that now guide how I interact with people in both professional and personal settings, and also in my marriage. I became more intentional about mentorship, more conscious of the long-term impact of words and actions to both spouse and colleagues, I am more committed to challenging harmful social constructs rather than accepting them as norms. In essence, boys to MEN Foundation did not just equip me with skills; it rewired how I think, how I lead, and how I serve society. This mindset has followed me beyond Nigeria to the UK, shaping how I approach my current role with young adults in the college where I work. I find myself driven by an invisible force to identify and correct societal gaps, particularly those affecting young adults.

The seamless transfer of skills from Nigeria to Wales has been deeply fulfilling, and the Foundation played a central role in preparing me for this journey. I love every bit of this transition. boys to MEN Foundation did not just prepare me for a role—it prepared me for life. And who knows, one day I might choose to write a biography! For obvious reasons, the story of my life would not be complete without boys to MEN Foundation.

Bruno Eziefule



From the First Cohort of 'Owning My Space' Leadership and Life Skills programme to Lifelong volunteer

I became a part of boys to MEN Foundation in 2018, as a participant in the first cohort of the 'Owning My Space' Leadership and Life Skills programme for graduates. Through my subsequent involvement in other activities in the Foundation, I have developed a deeper understanding of leadership, integrity, financial management, and how to build healthy and respectful relationships with women.

Over the years, I actively participated in several programmes, including Owning My Space, Talking Boys, and the Conversation series. These programmes provided practical, life-changing insights that shaped my thinking and decision making.

The lessons gained have had a lasting impact on my personal and professional life. I have applied them to my work, finances, marriage, and overall lifestyle. As a result, I am now more financially responsible, grounded in values such as excellence, hard work, and integrity, and more intentional in my actions.

Today, I am a better father to my children and a positive role model to younger men and teenage boys within my community, reflecting the values and principles I learned through boys to MEN Foundation.

Nezie Nwobi



What Volunteering at boys to MEN Foundation Changed in Me

I did not begin volunteering with the boys to MEN Foundation expecting my own assumptions to be interrogated. In my head, I was showing up to provide support, to show young men how they could be better, to bring my experiences and knowledge to bear, to simply teach what I knew. Distilled knowledge, simple stuff. What I did not expect was how quickly the work would turn the mirror around.

The first thing that struck me was not the severity of the issues, with early sexualization, societal pressures, violence, absentee fathers, or plain anger, but how ordinary they were. These experiences were, for most of the participants, simple facts of life, not in any way a crisis. It was something you simply adapted to and moved on from, not something questioned. Being a young man living and learning in this same time, I could relate, but the commonplace nature of it all was eye-opening.

I started working with boys to MEN Foundation in the Owning My Space programmes which were targeted to young professionals or recent school leavers. In time, I also volunteered with the Becoming My Best Self programmes which were for teenagers in secondary school. I began to see how early boys learn that expression is a liability. Sadness is reframed as weakness. Fear is masked within aggression. Silence becomes a survival strategy. And how, when adults finally intervene, it is often to punish the behaviour, not to interrogate the conditions that produced it.

Volunteering forced me to confront an uncomfortable truth: society notices boys mainly when they become problems. By the time we ask what went wrong, we are already late.

When I started volunteering, my wife was pregnant with a boy and every day I stepped forward to contribute, I saw my sons. I saw the boys my son could be.

What impacted me most was recognising how easily I had once subscribed to simplified narratives, blaming government or society for failings that could be linked to a lack of personal responsibility, emotional intelligence and basic resilience. The Foundation's work exposed the limits of those ideas, showed the importance of linking structure, support, discipline (those so masculine values) to emotional regulation, filial connections and a well-fed stomach. You cannot lecture a child out of hunger. You cannot mentor around instability. You cannot expect emotional regulation from boys who have never been taught the language for it.

And then, I also saw something else: boys respond to consistency faster than to charisma. They opened up not when impressed, but when they felt safe enough to be unremarkable. Surrounded by people going through what they were going through, conversations deepened. And as people spoke, everyone learned. Showing up repeatedly mattered more than saying the right thing once. And so with every session, every programme, sometimes before the same groups, something was forged in them, and in me.

These lessons followed me outside the foundation. Into how I listen. How I judge. How I speak to men who struggle quietly. It reshaped my understanding of masculinity, not as dominance or endurance, but as confident interdependency. It changed my views on fatherhood, moving me from being afraid to lead life, to groom, to nurture, to realizing I could.

Volunteering did not make me more optimistic. It made me more precise. It created an awareness in me: the challenges facing boys are not abstract. They are cumulative, predictable, and largely preventable if addressed early, consistently, and without moral panic.

There is still much to be done and while my precision has improved, I remain well aware of the complexity of this problem. However, I do know that stoic detachment is a luxury too costly for boys to keep paying for. This problem does not need saviours. It needs witnesses who stay,

systems that adapt, and men willing to do the slow, unglamorous work of presence.

That is what the boys to MEN Foundation taught me. And it is a responsibility I no longer see as optional.

Christopher Oare Aneni



From Corper to Volunteer

Being involved with boys to MEN Foundation has had a profound and lasting impact on my life. I joined the Foundation during my NYSC year at a time when I was still shaping my identity, values, and understanding of responsibility as a young man. What began as volunteering quickly became a journey of personal growth, self-awareness, and purpose.

Through my engagement with the Foundation's programmes and conversations around masculinity, leadership, accountability, and emotional intelligence, I learned that strength is not defined by dominance or suppression of emotions, but by integrity, empathy, and the courage to grow. boys to MEN Foundation challenged many of the societal narratives I had grown up with and helped me unlearn harmful ideas about what it means to be a man, while replacing them with healthier, more human values.

The Foundation also helped me develop confidence in myself and my abilities. By being trusted with responsibilities and exposed to mentorship, teamwork, and community impact work, I became more disciplined, self-aware, and intentional about my personal and professional life. I learned the importance of service, positive male role models, and the ripple effect that one well guided life can have on others.

Most importantly, being part of boys to MEN Foundation has given me a strong sense of purpose. It has shaped how I show up in my community, how I relate with others, and how I see my role in building a more equitable and compassionate society. The values I have gained continue to guide my decisions, and I remain committed to the Foundation because I have experienced firsthand how transformative its work can be.

boys to MEN Foundation did not just support my development, it helped me become a better man.

Joshua Nweke



The foggy sight of "Being a Man", boys to MEN Foundation, was God's plan for me!

I grew up in a home with my wonderful mother, my sister and a Dad that left before I could tell what was right or wrong. I moved to Lagos for NYSC with the thought that I had everything figured out, life had thrown a lot my way, and I never really missed. One day, I went for the CDS activities, and we were told it was an "all-boys" seminar. Honestly, I wasn't interested immediately I heard that, so I decided to sit for some minutes and then leave. But somehow I found myself nodding my head and resonating to so much that was being said and taught, from the beginning till the end! boys to MEN Foundation changed my

perception and made me understand that being a man is possible, a man with integrity, honesty, and leadership.

That Moment It Clicked!

I watched the video, 'A Man's World in Monologues'. It made me to confront the "Solo" future I was heading toward, a life of isolation despite having a family. That moment sparked a deep reflection that no lecture alone could have achieved. Engaging with other young men my age proved to be a powerful intervention in reshaping my understanding of manhood and emotional expression. It challenged deeply ingrained beliefs I held about masculinity, particularly the saying that seeking help or expressing vulnerability is a sign of weakness as a man.

I have found a safe space in boys to MEN Foundation, and I have made my decision, to not just be a man, but to become a man who takes responsibility of his life. I have chosen to give my family all the love I never really felt, being physically and emotionally present while being my best self.

Noticeable Changes in My Life

1. **A Healthier understanding of manhood:** Growing up without a father left me with fragmented ideas of masculinity. boys to Men Foundation helped me develop a clearer, healthier understanding of what responsible manhood looks like beyond stereotypes and silence.

2. **Improved emotional awareness and expression:** I moved from suppressing emotions to recognizing and expressing them appropriately, understanding that emotional awareness is essential to personal growth, not a weakness.

3. **Increased willingness to seek support:** I learned that asking for help is a strength. The foundation normalized shared struggles and created a safe space where seeking guidance no longer felt like failure.

4. **Stronger sense of belonging and identity:** I realized I was not alone in my confusion as a young man. Engaging with other men facing similar challenges fostered confidence.

Christobal Oweredeba



The Making of a Man: My Journey with boys to MEN Foundation

Before my journey with boys to MEN Foundation, my understanding of manhood was shaped primarily by societal expectations. However, through the Foundation's training and core values, I have experienced a mindset shift. I have learned that true masculinity is not defined by dominance, but by integrity, leadership, and equity.

The Foundation did more than provide a platform; it offered a mirror for me to evaluate the man I was against the man I am called to be.

My work ethic as a staff member has been redefined by the environment of excellence established by our founder, Mrs. Ifeoma Idigbe. Her commitment to high standards which she maintains consistently for the Foundation demands more than just "showing up." Inspired by this, I now view my responsibilities through the lens of stewardship, cultivating a "finish well" mentality in every project I undertake.

Facilitating our programmes has been a rewarding challenge. Observing young men find their voices and undergo a mindset shift regarding their purpose has reinforced my own sense of duty. Being a part of their transformation reminds me that leadership is a continuous cycle of learning

and giving. The Foundation's emphasis on vulnerability as a human trait, and the importance of service, have profoundly shaped my view of marriage. I have come to understand that being a husband is, at its core, a position of service. As I prepare for my upcoming marriage, I do so with a practical toolkit of communication, patience, and a commitment to being a "safe harbor" for my partner. Because of boys to MEN Foundation, I will not merely be a groom; I am prepared to be a partner in the truest sense of it.

Olusegun J. Elisha



My Boy to Man story: I met my Mentor at a boys to MEN Foundation program. He changed my life.

The National Youth Service Corps program may be seen by many as a waste of time and a time to get stressed and be 'used' by the government, but to me it was the program that turned my life around.

It was on the 25th January, 2024 and the men in my CDS group were to attend an event run by boys to MEN Foundation called 'Owning My Space' Leadership and Life Skills program. It was a training for male NYSC members and it was aimed at shaping the minds of young men on leadership and life generally. I listened to the speakers one after the other and one of them resonated with me. He spoke on careers in a way that got me paying attention more than I had the whole day. He spoke with such vibrance and brilliance that I decided right there to meet with him at the end of the program to speak to him and ask questions.

What started as a meet and connect became a mentor - mentee relationship. He counselled me and asked me to consider Actuarial Science as a possible career. I took his advice and started an MSc. Program in Actuarial Science. He paid my school fees and accommodation, and gave me a monthly stipend to support me. I was also able to get a job as an Actuarial analyst with one of the leading insurance companies through his counsel and help.

There is a quote I am fond of using 'There are decades when nothing happens and there are days when decades happen.' The 25th of January, 2024 at the boys to MEN Foundation program was that one day for me, and I will forever be grateful to the man who has not just counseled me professionally, but who has held my hands and crossed all my hurdles with me since I met him.

Israel Olayinka Shodiya

Try
You never know.
Believe
You never know.
Do something!
You just never know.

*Ifeoma I. Idigbe
Melodies of My Mind: A collection of poems*

VIII. PARTICIPANTS FEEDBACK

- The programme was a powerful and impactful initiative, it effectively mentored us young men, equipping us with essential life skills / positive values and leadership qualities. The session was engaging, relatable and fostered a safe space for growth and self-expression. It was a much-needed effort in shaping responsible and confident young men.
- The sessions were very insightful, particularly the first session that had reflections on different issues surrounding the male gender. Some of my perspectives were challenged and I will go on to do better than I am currently doing.
- The programme was inspiring, it changed my perspective of what the role of a man should be. We do not need to maintain the stereotypes we can form a new generation of men.
- Owning My Space was special. Considering how silent the world can be towards toxic masculinity in the affairs of men, it was refreshing to get noticed and talked to about the vulnerabilities that men face. It was necessary.
- The boys to MEN initiative is a transformative programme that has the potential to make a lasting impact on the lives of young boys. Its comprehensive approach to development combined with a strong emphasis on mentorship and community, makes it a truly valuable resource for those looking to support the growth and well-being of the next generation. Personally I learnt a lot during the programme and can't wait to practice and implement all that I learnt.
- It was really an enlightening programme, I like how different topics about men were explained and taught to us. This valuable knowledge would be helpful to me in my growth and development in this season.
- It was an informative and enlightening programme, it involves realistic scenarios and experiences that enable critical thinking and evaluation of men's worth.
- The programme was eye-opening for me. As much as men shouldn't be silent and treated less, they also need to play their part. Availability, seeking out, showing more emotions should be something the male gender take up to make part of the to be called a man.
- The session was really needed, and it was just in time, and I felt like it was just for me. Thank you for reminding me to do anything I do well, regardless of who is watching.
- I loved that the session made me feel homely and safe. I learnt a lot, and I feel inspired. I learnt to know when and how to address certain matters, be myself, and not live above my means. After this session, I will go back and think deeply about my takeaways to help me on my journey of finding out who I am.
- I was very impressed today, as a man I hear about foundations attributed to women and children. Women matter they actually do but when is it ever going to be about the male child.
- *'I made my hair blue because I wanted it blue.'* That one simple, bold statement from Mrs. Ifeoma I. Idigbe really resonated with me. It's a reminder to unapologetically be yourself no matter what anyone else thinks. Having Mrs. Ifeoma as a guest at Nigerian University of Technology and Management was such an inspiring experience. She's not just the

founder of the Boys to Men Foundation, but a true change agent. Her work is focused on empowering young men, helping them break free from the societal pressures that tell them to suppress their emotions and never show vulnerability. Through her foundation, she is creating safe spaces where boys can express themselves freely, grow emotionally, and redefine what it means to be strong. It's rare to see someone so deeply committed to making a tangible difference, and Ifeoma is doing just that. During the session, we had the opportunity to break into groups and discuss the challenges teenagers face today. From mental health struggles to societal expectations, we explored possible solutions. The conversation was so valuable, and it reminded me how important it is to provide spaces where teens can be heard and supported. Her presence was a true reflection of the kind of leader who makes real change happen. She leads by example, empowering others and creating growth opportunities. She's shown us that leadership isn't just about having a title, it's about making an impact, especially in areas that are often overlooked. Thank you for inspiring us all to lead with heart, to create change, and always to be true to ourselves.

- It doesn't matter what you are now; it is what you want to be that matters. Mapping and shaping what you want and never letting people define you is the key to succeeding. This session has made my life better. Thank you for the opportunity.
- The inspirational stories shared were motivating and opened my eyes to the power of resilience and determination. I also gained valuable lessons on leadership and emotional intelligence, which are essential qualities for growth, influence, and building healthy connections with others. In addition, the session on financial management was very practical and has inspired me to be more disciplined and intentional in handling my resources. Overall, the program was an eye-opener and has equipped me with tools that will help me in different aspects of my personal and professional journey.
- A really impactful program in a world where, even though male matters, they are often silenced or given an expected tag on what to do and not to do. I am elated and lucky to attend, as I have learned and been impacted by every session, including the financial knowledge.
- The event was enlightening; from the video, it made me realize there is more, and there are many similar experiences out there. The leadership section is also eye-opening; I have started noting things I will love to do to support boys and men around me.
- The programme touches on the need for men to show emotions. I believe more of such programs will help to better men's mental health in general and thus help the country in return.
- This programme has made a profound impact on me. Its comprehensive focus on character development, leadership, and life skills has empowered us to become responsible, confident, and compassionate leaders. It is a good programme.
- It takes vision to make things happen. The speaker's message resonated with me; it was relatable. Change your mindset, define what success means for you, and have savings. I am inspired to be a better man.

IX. GETTING ON WITH IT AND LOOKING TO THE FUTURE (OVERCOMING CHALLENGES)

#MalesMatterToo

There is an increasing consciousness that men too need support. This is reflected in the increasing number of people and organisations speaking up about men's challenges as well as the increased number of organisations providing sponsorship to boys to MEN Foundation. More research is being done, more books written detailing these challenges and the increasingly visible consequences of neglecting men.

What is a man's role? Who is a good man? How do you define a good man? What does the new age require of men? Do men understand it? How do they see their roles outside of what society has defined? What does the modern women expect of men? What does the modern man expect of women? Are these expectations compatible or is there cognitive dissonance, a wide gulf of misunderstood and unmet expectations? There are many questions that deserve interrogation to arrest the increasingly toxic relationships between men and women, and indeed the seeming de-emphasis of romance in relationships.

As stated in the Introduction to this Report we acknowledge some key challenges

- Traditional or cultural resistance/patriarchy and the associated psychological and behavioral barriers are a hindrance to our getting validation.
- This affects our ability to get broad sponsorships.
- The shortage of positive role models makes it difficult to 'prove' to young men that integrity and hard work pay in the long term. They are surrounded by wealth from celebrities, influencers and politicians, and the messaging is different.

We often say 'The time is now' about issues, without a full comprehension of their urgency. In this instance, the time is indeed NOW! There is an urgency that cannot be ignored. More men commit suicide than women (research suggests that three times more men commit suicide than women), more men have a reduced sense of self worth and are becoming increasingly disenfranchised and self harming. There is a crisis of males and masculinity which we must address as society, by increasing awareness, and providing support in a variety of ways. These include creating greater awareness around men's issues, talking about them more openly; running programmes to promote mindset and attitude change, teaching leadership and life skills; providing access to role models, mentors and sponsors; creating more opportunities for men to socialize among themselves and share with honesty and vulnerability; providing more generous sponsorships for male focused organisations and activities.... there is much to do.

boys to MEN Foundation will continue to engage fully with males through its programmes and activities, reviewing them as necessary, and collaborating with other male oriented organisations, sponsors and interested individuals.

Men too should accept the reality of the changing gender narrative and their need to adapt (not lose themselves), leave behind what no longer serves, define and embrace the roles the new age requires for both men and women, sharing burdens with grace rather than resistance. At the end of the day, no one can help you unless you acknowledge a need for support and play a role in your own 'becoming' in the new century.

Challenges will continue to be addressed as we promote an increased awareness of men's issues, and increase our reach and influence through our programme participants who will also become the voices of change within their environments, and ultimately in society as a whole.



#MalesMatterToo

X. OUR SPONSORS

We couldn't have done it without your generous support.

SystemSpecs



... and the many individuals who support our Meals 4 Kids initiative - Thank you all

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