SAF
SYNIA AID FOUNDATION

Hope for the Common Man

LEADERSHIP

The People Behind the Mission

Biographies of the Board of Trustees, its specialist advisers, and the executive team responsible for delivering the Foundation's work.

Leadership Biographies
Synia Aid Foundation · Maitama, FCT, Abuja, Nigeria
Registered with the Corporate Affairs Commission · CAC/IT/NO 121882

Issued July 2026
Companion to the Corporate Profile
www.syniafoundation.org

INTRODUCTION

How the Foundation Is Led

Synia Aid Foundation is led by a founder-chaired Board of Trustees, which draws on specialist advisers in law, human resources and media strategy sitting at Board level, and is delivered by an executive team responsible for day-to-day operations and communications.

LEVEL	WHO	RESPONSIBILITY
Board of Trustees Strategy, oversight and approval	**Mmaobi Nwafor-Orizu** Founder & Chair	Strategic direction, programme approval, policy adoption and financial oversight
	Henry Leonard Legal Adviser	Legal counsel, compliance, governance and the Protection & Rights Programme
	Chinasa Fabian-Ijeruh Human Resources Adviser	People strategy, organisational structure and safeguarding in employment
	Dr Sariki Abungwo Media Strategist Adviser	Media strategy, positioning and the Foundation's reach beyond Nigeria
Executive team Delivery and operations	**Amos Endem Rejoice** Chief Operations Officer	Day-to-day delivery, staff coordination and the build-out of operating systems
	Offorka N. Jerry Public Relations Officer	Public engagement, partnerships and communications

Why the distinction matters. Advisers at Board level inform decisions without holding executive responsibility for delivery. Keeping the two separate is part of the governance architecture donors and regulators expect of a credible foundation, and it is why our advisers are listed here as Trustees rather than as staff.

Strengthening our governance

We are candid that governance in a founder-led organisation requires deliberate strengthening. The Board has committed to recruiting two to three independent Trustees, appointing a Treasurer or finance lead, establishing a Finance & Audit sub-committee with independent membership, maintaining a conflicts of interest register, and planning a transition from Founder-Chair to an independent Chair over three to five years.

The Foundation is also supported by ambassadors and a volunteer network across several Nigerian states. Volunteers working with children are subject to vetting and a code of conduct.

SECTION ONE

Board of Trustees

The Board holds strategic direction, approves programmes and policy, and carries financial and safeguarding oversight.

Mmaobi Nwafor-Orizu

Founder & Chair, Board of Trustees

LL.M. International Economic Law, Queen Mary University of London · ACIArb

Mmaobi Nwafor-Orizu is the Founder of Synia Aid Foundation, a humanitarian and development organisation established in December 2018 to address poverty, inequality and social exclusion among vulnerable populations in Nigeria. Driven by a commitment to social justice, human dignity and sustainable development, she founded the Foundation with the vision of a society in which indigent persons — particularly internally displaced persons — have access to education, empowerment opportunities and safe living conditions.

A trained legal professional, she holds a Master of Laws in International Economic Law from Queen Mary University of London. Her academic background, combined with a commitment to humanitarian service, shapes her approach to complex social challenges through advocacy, education and community-driven development.

The inspiration for the Foundation emerged from her research into the conditions faced by internally displaced persons in Nigeria. While studying law she undertook a project titled *Conditions of Persons Internally Displaced by Conflict and Natural Disaster: The UN Perspective and the Need for More Protective Legislation in Nigeria*. That work exposed her to the realities of displacement, poverty and systemic inequality affecting millions of vulnerable Nigerians, and she transformed those academic insights into practical intervention through the establishment of Synia Aid Foundation.

Under her leadership the Foundation was built on the conviction that poverty is most effectively addressed through interconnected pillars of education, economic empowerment and shelter. She believes education is the most powerful instrument for liberation and social transformation, and guided by the philosophy that *to educate the mind is to liberate it*, has positioned education as the cornerstone of the Foundation's mission.

As Founder she has provided strategic direction for the Foundation's growth, championing initiatives that expand access to formal and informal education, vocational training, entrepreneurship support, mental health awareness and humanitarian relief. Her leadership philosophy emphasises partnership with communities, recognising that lasting solutions emerge when vulnerable populations participate actively in identifying challenges and shaping responses to them.

Her vision extends beyond temporary assistance. She advocates long-term, systemic solutions addressing the root causes of poverty and social exclusion, consistently promoting community ownership, capacity development and sustainable interventions designed to empower individuals rather than foster dependency.

Since the Foundation's establishment she has overseen numerous outreach and humanitarian initiatives, including charity drives, awareness campaigns, medical outreach programmes and support projects targeting vulnerable women, children and internally displaced persons.

At the heart of her leadership is a belief in solidarity, social justice, hope and human potential. She envisions a future in which every individual, regardless of economic background or circumstance, has the opportunity to access education, develop skills, achieve self-sufficiency and live with dignity.

REMIT AT THE FOUNDATION

Chairs the Board of Trustees. Holds strategic direction, programme and policy approval, and financial oversight. Her legal grounding in displacement law underpins the Foundation's Protection & Rights Programme.

SECTION ONE · CONTINUED

Advisers to the Board

Specialist counsel at Board level in law, human resources and media strategy — informing decisions without executive responsibility for delivery.

Henry Leonard

Legal Adviser

Legal practitioner, Leonard and Nzom

Henry Leonard is the Legal Adviser of Synia Aid Foundation and a distinguished legal practitioner at Leonard and Nzom. With extensive experience in legal practice, he provides strategic legal guidance, ensuring compliance, accountability and sound governance within the Foundation.

Known for his professionalism and commitment to justice, he combines legal expertise with a commitment to community development, and holds a long record of pro-bono service to indigent clients. His counsel supports the Foundation's mission to create positive and lasting social impact.

REMIT AT THE FOUNDATION

Legal counsel to the Board, regulatory compliance and governance. Provides technical oversight of the Protection & Rights Programme, covering housing, land and property rights, documentation and access to legal assistance for displaced households.

Chinasa Fabian-Ijeruh

Human Resources Adviser

Chartered MCIPD · SPHRi · ACIPM

Chinasa Fabian-Ijeruh is a seasoned human resources professional with over fifteen years of experience across the finance, EdTech and non-profit sectors. She brings expertise in strategic human resource management, organisational development, employee relations and talent management, with experience supporting multi-country teams across the United Kingdom and Europe.

She has a proven track record of partnering with leadership to drive people-focused strategies that enhance organisational effectiveness, support workforce transformation and ensure compliance with employment legislation. Her experience spans HR policy development, organisational change, performance management and the implementation of HR systems that improve operational efficiency.

A Chartered Member of the CIPD, she holds additional professional certifications including SPHRi and ACIPM, and is an active contributor within the CIPD Manchester professional community, where she supports knowledge sharing and policy development initiatives.

Beyond her professional work, she is deeply committed to supporting the less privileged, particularly children and young people. Through her volunteering within the Christian community she has contributed to initiatives focused on mentorship, development and social support.

REMIT AT THE FOUNDATION

Advises the Board on people strategy, organisational structure and safeguarding in employment — including the vetting and code-of-conduct requirements that apply to everyone working with children in our programmes.

Dr Sariki Abungwo

Media Strategist Adviser

FBCS · Forbes Coaches Council · Global Recognition Award recipient

Dr Sariki Abungwo is a business strategist, entrepreneur and international speaker committed to empowering people and communities through education and entrepreneurship. He is the Founder and Chief Executive of Blesatech Consultancy Services, where he helps coaches, consultants and service-based businesses grow using proven marketing and business systems.

He is a Fellow of the British Computer Society, a member of the Forbes Coaches Council, and a university lecturer. As a recipient of the Global Recognition Award, he brings together business leadership, academic insight and a commitment to social impact in support of initiatives that expand opportunity and transform lives.

REMIT AT THE FOUNDATION

Advises the Board on media strategy, positioning and the Foundation's reach beyond Nigeria, including diaspora engagement and the profile of its education and entrepreneurship work.

SECTION TWO

Executive Team

Responsible for day-to-day delivery, operations and communications within Board-approved budgets and policies.

Amos Endem Rejoice

Chief Operations Officer

Operations and administrative leadership

Amos Endem Rejoice is a dedicated operations and administrative professional serving as Chief Operations Officer of Synia Aid Foundation. She brings a strong background in leadership and organisational management, having previously served as Head Administrator of a school, where she oversaw daily operations, staff coordination and institutional development.

Committed to community impact and effective service delivery, she brings strategic vision, operational excellence and a commitment to empowering people and advancing humanitarian initiatives at the Foundation.

REMIT AT THE FOUNDATION

Day-to-day programme delivery, staff coordination and the build-out of the Foundation's operating systems, including the documented programme models behind each flagship.

Offorka N. Jerry

Public Relations Officer

Certified Mental Health Advocate · Founder, Speak Out Mental Health Outreach

Offorka Jerry is a certified Mental Health Advocate and the Founder of Speak Out Mental Health Outreach, an initiative dedicated to promoting mental health awareness, education and support within communities.

As Public Relations Officer of Synia Aid Foundation he plays a key role in strengthening public engagement, fostering strategic partnerships and advancing the Foundation's humanitarian mission. Committed to advocacy and social impact, he works to break the stigma surrounding mental health and to empower individuals through education, outreach and community-driven initiatives.

REMIT AT THE FOUNDATION

Public engagement, media relations and partnership development. Leads the Foundation's cross-cutting Community Wellbeing & Mental Health work, delivered publicly as MindCheck.

A note on this document. Biographies are drawn from the Foundation's published leadership profiles and are reviewed as roles change. Titles reflect the governance structure adopted in July 2026, under which legal, human resources and media strategy advisers sit at Board level. For the full organisational context, see the Corporate Profile 2026, Section 18.



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