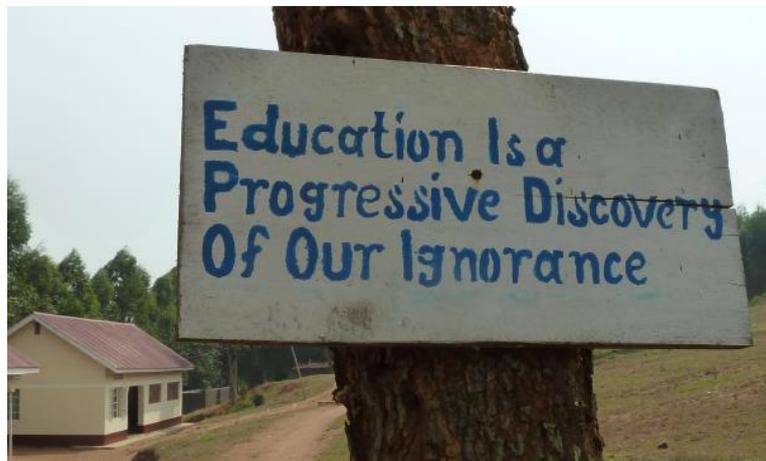




Uganda Humanist Schools Trust

6th Annual Report 2014



One of many inspirational signs around the Isaac Newton School site



Mustard Seed Girls receiving sanitary pads and training in their use

UHST Objectives

Object 1: To support the educational work of Humanist Schools in Uganda.

Object 2: To provide support to enable needy children to attend those schools.

The Charity supports schools providing a broad general education consistent with the Humanist principles embodied in the 2002 Amsterdam Declaration:

(<http://www.iheu.org/amsterdamdeclaration>).

Grant-making Policy

The Trust provides grants to help the Humanist schools in Uganda. We normally expect the schools we support to be charities, to be members of the Uganda Humanist Schools Association (UHSA) and to be affiliated to the Uganda Humanist Association (UHASSO). Our mission is to help the schools to provide a good educational experience for children attending them. A condition of support is that places are made available to disadvantaged children from the local community.

UHST offers funds for items that contribute to improvements in the education and welfare standards of children attending the schools. The Trust is willing to provide grants for learning materials (books, art materials, science equipment and consumables etc.), staffing costs, staff development activities, improvements in school infrastructure and such other items that meet the objects of the Trust. The Trust also gives money for scholarships to enable schools to offer places to children from families without the means to pay.

Trustees will consider applications for funds from (a) individual Humanist schools and (b) from organisations offering services on a collective basis to the schools (for example, to pay for professional development events for

teaching staff). Applicants are advised to approach the Trust on an informal basis and to seek advice before they make a firm application for funds. Where bids exceed the funds available the Trust reserves the right to offer a proportion of the funds requested or to mount an appeal for additional funds to meet a need that has been identified.

From time to time, the Trust may offer grants to schools for specific purposes determined by our Trustees. The Trust may also announce a total amount of money available for a specific purpose and invite applications from schools either individually or on a cooperative basis.

In most cases, successful grants go through the following stages: (1) initial enquiry and outline bid, (2) full application with realistic cost estimates from suppliers, (3) on approval of larger projects, payments may be sent as each stage is completed, (4) recipient supplies evidence of completion with a list of outcomes, including photographs, (5) a final account, with receipts, is submitted. UHST will require a copy of the relevant annual accounts of each school supported and requires the amount and purpose of each grant provided to be recorded in those accounts.

Management and Governance

A number of other Humanist organisations share an interest in the schools and UHST exchanges information with such organisations about grants awarded and applications received. From time to time, we share the costs of particular projects with one or more kindred organisations. During 2014 UHST was affiliated to the International Humanist and Ethical Union (IHEU) and our Board of Trustees included members from:

- South Cheshire and North Staffordshire Humanists (SCANS)
- The Rationalist Association/New Humanist (RA)
- The British Humanist Association (BHA)

The Annual General Meeting of trustees was held in October 2014.

Fundraising activities

In 2014 funds were raised in a variety of ways.

Regular supporters

The largest single source of funds during 2014 continued to be the over 1,200 supporters who have contributed to the Trust in previous years. Many supporters send periodic donations by cheque. There has been a steady rise in the number of supporters making regular donations by standing order. In 2014 147 supporters made regular donations this way, 79 to fund scholarships. This regular source of income underpins our grants programme and allows a degree of forward planning.

Website

The addition of a news blog to our website increased the number of visitors to the site in 2014:

www.ugandahumanistschoolstrust.org



Visitors to the website can obtain up-to-date information about the Humanist Schools and the work of the Trust. Supporters regularly download reports on the schools and we know, from emails received, that they appreciate their detail and frankness. We

make an effort to publicise the genuine progress that the schools are making, but also to share with supporters the periodic setbacks and challenges they encounter. The school reports display a rolling list of funding priorities and supporters can download donor and standing order forms, and make PayPal donations. In 2014 the total amount received from PayPal donations through the website reached £10,162 (almost double the £5,831 level of 2013).

In 2014 we added the possibility of donating through Virgin Money Giving. This is a convenient method for group fundraising and was used by The National Federation of



Atheist, Humanist and Secular Student Societies, who made UHST their chosen charity in 2014. Through activities such as sponsored walks, runs and bike rides they raised over £2,000 to help the Humanist schools in Uganda.

Other fundraising activities

The UHST Chair gave talks to a number of Humanist groups. These raise awareness of the work of the schools in Uganda and of the Trust and have become an important source of donations from both groups and individuals. We are grateful to those groups who have invited us to speak to them and welcome invitations from other groups. Below is a list of the groups we visited during 2014.

Date	Event and Group involved
7 June	Birmingham Humanists
20 July	East Kent Humanists, Canterbury
13 December	Dorset Humanists, Bournemouth



Steve Hurd speaking to Birmingham Humanists

UHST has attracted specific large donations, including bequests, which have facilitated larger building projects:

- Two donors in the North-East of England provided £3,200 for the refurbishment of classrooms, the science laboratory and library buildings at the Mbute site (former Fair View) of Isaac Newton High School, a further £4,300 to remake the access road to the school and £2000 to fence the site and plant a surrounding hedge and trees.
- A donor in Cambridge provided an additional £14,000 in 2014 to complete the construction of a boys' hostel at Mustard Seed School.
- A donation of £1,000 contributed towards the construction of the boys' hostel at Isaac Newton High School, Kateera.
- A grant of £2000 by Central London Humanists to Afripads, a social enterprise in Uganda producing washable sanitary pads, was used to provide pads to girls at two of the Humanist Schools in Uganda.

When donors give us permission to claim gift aid on their donations it makes a huge difference. In 2014 gift aid on eligible donations raised a further £10,423.

Grants awarded

Scholarships

The money our supporters provide for scholarships allows bright, needy children to benefit from an education in the Humanist schools. Scholarship income makes a substantial contribution towards staffing and day-to-day running costs in the schools. In 2014 we provided a record 135 scholarships, allocated as follows:

School	Scholarships
Isaac Newton High School, Kateera	42
Isaac Newton High School, Mbute Campus, Mpigi	38
Mustard Seed School, Busota	55



Scholarship students in S1 at Mustard Seed

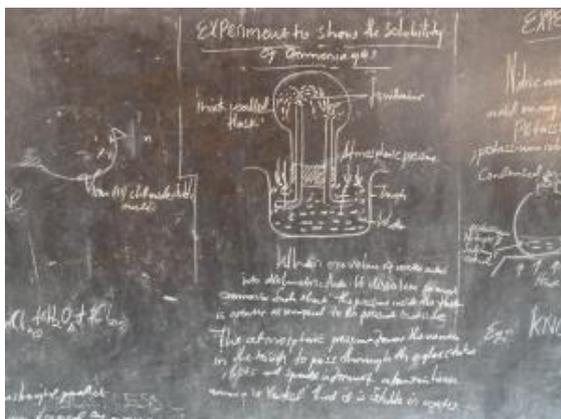
North-East Humanists provided an additional 17 scholarships to students attending the new Isaac Newton High School campus at Mbute Hill.

As in 2013, two scholarships were provided to enable successful students from Kasese Humanist Primary School to transfer to Isaac Newton High School.

As the standard of education and performance of students in national examinations has improved, the schools have grown in popularity and experienced substantial increases in enrolment. In 2014 Mustard Seed School attracted 325 students and Isaac Newton School, Kateera 450. The new boarding hostels have helped to facilitate this growth, by providing a secure and caring environment where students can study and socialise in safety.

Learning Resources

In 2014 UHST allocated a £2,800 to the accounts of the schools in Aristoc Bookshop, Kampala. Kasese Humanist Primary School received £400 to enable it to buy text books. The remainder was divided equally between the accounts of the three secondary schools, with £800 going to each school. The Humanist secondary schools already have much better book stocks than many other secondary schools in Uganda. However, as the Humanist schools aim to foster free-thought, enquiry and independent learning there is a constant need to add to book stocks as the number of students in the schools grows.



Revision work by Isaac Newton students

A further £4,180 was provided for other learning materials and activities, including £1,500 to purchase equipment and chemicals to support practical work in the science subjects.



Geography field trip to Kilembe copper mine

Further sums were spent on maintaining the computer networks, which are an essential resource for subject learning, as well as being needed for teaching Computer Studies within the National Curriculum.



Moses Kamywa checking out Mustard Seed computers before the start of the new term

In 2014 UHST supporters raised over £2,000 to enable Mustard Seed School's girl scouts to represent Uganda at the East African Jamboree near Kamuli, Rwanda. In competitions at the event the Mustard Seed Scouts came second overall. As a result they were chosen to represent Uganda at the World event in Japan in 2016. Unfortunately, we have already indicated that UHST cannot justify funding this, given other more pressing priorities at the Humanist Schools.



Mustard Seed girl scouts at Kigali airport, Rwanda

While not exactly a learning resource we have worked in 2014 with Central London Humanists and a Ugandan/Dutch NGO called Afripads to provide all girls in the three secondary schools with free packs of washable and re-useable sanitary pads. These are already making a huge difference to the girls' comfort when they have their menstrual periods, with a consequent decrease in girls' absence from lessons and from school.



Isaac Newton girls being trained to use Afripads

Infrastructure improvements

During 2014 UHST raised substantial sums for further infrastructure improvements.

Isaac Newton High School, Kateera

Early in the year we provided funds to refurbish the school hall so that it met the standards set down by the Uganda National Examinations Board (UNEB). This involved plastering the walls, re-laying the floor,

installing glazed windows and painting inside and out. The glazed windows are essential to prevent exams from being disrupted by wind and rain during thunderstorms.



Examination Hall at Isaac Newton School

It was also necessary to improve security in the Headteacher's office, so that examination papers could be stored securely. This involved installing a solid ceiling to prevent access through the roof, plastering the walls, re-laying the floor and painting and installing a lockable cupboard where exam papers can be safely stored.

In the second part of the year a successful infrastructure appeal generated funds for the construction of a boys' hostel. The £15,000 we raised would have built a hostel for 50 boys. However, the school reached an agreement with the builders to construct a hostel for 96 boys, with the school paying off the additional costs over three terms on an interest free basis. This is evidence of the improved finances of the school and of their progress towards becoming self-sustaining.



Isaac Newton Boys' Hostel under construction

A grant of £2,180 was awarded to the school to install solar panels, an inverter and battery storage on the new boys' hostel. Peter Kisirinya has negotiated with a German NGO and Masaka Private Schools Consortium to install a large number of panels to provide lighting across the school site. The German NGO will match the funds we have provided for this purpose.

During 2014 we gave £2,000 to enable the school to purchase the tenancy of adjacent land which it will transform, in due course, into a playing field. Under the national sports policy of the Ministry of Education and Sports all secondary schools are required to have their own playing field in an effort to promote the development of excellence in sports.

Mustard Seed School, Busota

The fact that the Mustard Seed School operates on two sites, a few hundred metres apart, necessitates some duplication of facilities. In particular there has been a pressing need to provide a water supply on the new upper school site. A large grant of £11,230 was given to tackle this problem.



New borehole providing fresh water to Mustard Seeds upper school site

A survey for a borehole revealed a problem with the poor quality and depth of water on the upper school site. The water engineers advised Moses Kamyia to site the borehole across the school playing field, close to swamp land. The pump that was installed there now delivers good quality water to the school and the surrounding community. It has enabled the school to offer something tangible to the immediate community.



Hole being dug at Mustard Seed for underground concrete water tank

The new borehole and pump have alleviated but not solved the problem. However the local municipality is building a main pipeline from a reservoir in Kamuli down to a sugar processing plant to the south of the school, and they have agreed to take a spur off to supply mains water to an underground tank at the school. The picture above shows the underground tank under construction. Once operational water will be pumped to an overhead tank

and then gravity fed to pipes around the upper school site.

During 2014 the grass that was sown has gradually covered the playing field, constructed on land that was cleared and levelled in 2013. The field is now ready for use for sporting activities.

As a result of a large single donation to the Mustard Seed School, supplemented by money from our infrastructure appeal, we were also able to fund the construction of a boys' hostel. As at Isaac Newton School, Mustard Seed School succeeded in building a larger hostel than our funds permitted. The school came to an arrangement with the builder to pay the additional cost in instalments from school income. The picture below shows the boys hostel. It houses 96 boys and has been named after one of the royal princes of Busoga. We provided additional funds for the construction of bunk beds and to connect the hostel to mains electricity.



New boys' hostel at Mustard Seed School

Isaac Newton School Mbute Campus

Grants in 2014 from supporters in the North East of England enabled the Mbute School site to be fenced to improve security. A hedge was planted alongside the barbed wire fence and additional trees planted around the site to enable the school site to blend in better with the surrounding forest reserve. Early in the year, the science lab and library, which had

been started using grants through IHEU, were completed. A further £4,300 was provided to reconstruct the access road to the school site. Also from UHST funds we were able to connect the school site to mains electricity.



New secure gated entrance to Mbute Campus



Arrival of mains electricity to Mbute



Electricity supply to main teaching block



Improvement to access road to Mbute site

Problems at Mbute

The Mbute site has had a chequered history. It was set up as a joint venture between IHEU and UHASSO under the leadership of Deo Ssekitooleko. The school was underfunded from the start and it was a struggle to raise it to the minimum standards required by the Uganda Ministry of Education. As the Humanist Academy it failed a crucial inspection and was closed. With the offer of renewed support from IHEU it re-opened as Fair View School, but once again it failed to attract sufficient students and resources and failed another inspection. In 2013, a formal agreement was drawn up between the Fair View Board and Isaac Newton School Board, under the guidance of IHEU. Deo agreed to step down as Director and took up a new position teaching at a college in Rwanda. The legal ownership of the school was transferred to the Isaac Newton School Board, with IHEU's full approval. Fair View School took on a third new identity as the Mbute Campus of Isaac Newton High School.



Legal transfer of Fair View to Isaac Newton School

Peter Kisirinya, as Director of the two Isaac Newton Schools, managed the re-launch. IHEU provided additional resources to refurbish the buildings, construct new toilets and repair the water storage which had been allowed to decay. UHST helped by providing scholarships and money for further infrastructure improvements including a new kitchen, mains electricity and rebuilding the access road. Peter set up a new Parent Teacher Association and organised regular meetings to inform the local community about the progress of the school. Students started to return to the school. By September 2014 there were 110 students in the school, the highest number ever but still too low to make the school viable. The poverty of families in the area meant that fee levels had to be kept at an unsustainably low level and, even with these low fees, the proportion of students falling into arrears with their payments was high.

In order to keep the school open UHST covered the shortfall in income to enable the school to pay staff wages and entry fees for

students coming up to their final national examinations.

We managed to keep the site operating until further things started to go wrong in October 2014. Malicious and unfounded rumours were spread around the District that the school was bewitched and this led to a third of the children being withdrawn. The stories stemmed from the school site having been used in the past for black magic rituals. It seems that rumours were spread by people trying to set up a new evangelical Christian school in the area.

The school failed to reopen in 2015 when it became the subject of a legal dispute between IHEU and the former School Director Deo Ssekitooleko, over the ownership of the school. Deo had lost his job in Rwanda and returned to claim the ownership of the school. He ejected the staff appointed by the Isaac Newton Board and took over control of the school site.

IHEU brought in a lawyer to sort out the dispute. The Ugandan court has affirmed that the school is now rightfully owned by the Isaac Newton Board and an injunction has been issued which requires Deo to hand back the site. It may be sometime before a state of normality is restored.

UHST has agreed with IHEU and the Isaac Newton Board to suspend the transfer of funds to Mbute until the current dispute is settled. We have further agreed to that we will support all scholarship students who wish to transfer to the Kateera site of Isaac Newton School. In the event, a sizeable number of scholarship students coming up to examinations have transferred to the Isaac Newton campus at Kateera to complete their studies. However, other students have either moved to other schools or dropped out of school altogether.

When the legal dispute has been settled the question of the future viability of the Mbute

School Site and the possibility of future UHST support, will need to be revisited.

Staffing

Staffing costs are the main charge on school income. Local school fees remain very low as the communities surrounding the schools have low and uncertain cash income. Pay levels at the schools have increased but they also remain pitifully low and make it difficult to attract and retain well-qualified and experienced teachers. The schools have to rely on employing both newly qualified teachers and, on a part-time basis, undergraduate teachers who are still undergoing their training.

As the quality of staffing is the prime determinant of a good school UHST has continued to underwrite the salary bill. In 2014 we provided a termly honorarium to the school Directors to reward them for the huge commitment they show to developing the schools in these early years when pay levels are inevitably low. We have also continued to pay an end of year bonus to permanent staff to help them through the long holiday period when they receive no pay. Our aim is to encourage teachers to return for the following year. The policy seems to be working. Since the end of year bonus was introduced retention has greatly improved.

Future priorities

We have agreed with the schools to do our best to help them to become self-sustaining by 2016. By self-sustaining we mean able to cover their basic running costs and set aside sums aside for contingencies, repairs, maintenance and modest new developments.

The sustained improvement in academic results and in the quality of the infrastructure and teaching is leading to substantial rises in recruitment. This in turn puts pressure on classroom space and on learning resources of all kinds. However, the current priorities for each school in the next year are set out below.

Isaac Newton School

- Books and learning materials in all subjects. £1,500
- Support for co-curricular activities such as music, dance, drama, sports and scouts. £800
- Construction of drainage channels and improvements to the access road and site paths, £1,500
- Levelling land to create a sports field. £8,000
- Provision of dedicated computers to support the teaching of computer studies. £3,000
- Construction of a library, e-learning resource and study centre. £30,000

Mustard Seed School

- Books and learning materials in all subjects. £1,500
- Support for co-curricular activities such as music, dance, drama, sports and scouts. £800
- Provision of dedicated computers to support the teaching of computer studies. £3,000
- Provision of a two bedroomed staff house. £6,000
- Construction of a library, e-learning resource and study centre. £30,000

Uganda Humanist Schools Trust

People and contacts

The UHST (UK) is a charity which raises funds to support education in Humanist schools in Uganda.

Chairperson: Steve Hurd

Postal address:

Uganda Humanist Schools Trust
31 Greenmeadows Road
Madeley
Crewe, CW3 9EY
United Kingdom

Telephone: +44 (0) 1782 750338

Email: stevehurd@uhst.org

Website: <http://www.ugandahumanistschoolstrust.org>

Board of Trustees in 2014

Steve Hurd B.Sc., M.A.(Econ), PGCE, FRSS (UHST Chairperson – former teacher in UK & Uganda, teacher trainer, curriculum developer & educational researcher Staffordshire University, Open University)

Professor Hilary Hurd B.Sc., Ph.D., FRES, FRSTMH, FSB (UHST Scholarships Manager – former secondary science teacher in Uganda and UK, Emeritus Professor of Parasitology, University of Keele)

Paul Gubbins B.A.(Hons), M.A., M.A.,M.Ed.,Ph.D. (UHST Minutes Secretary and South Cheshire & North Staffordshire Humanists, formerly Lecturer in Modern Languages, Salford University & currently Lecturer in Media Studies, Staffordshire University)

Caspar Melville B.A., M.A., Ph.D. (Lecturer in Music Culture, London University School of Oriental & African Studies; former Chief Executive Rationalist Association and Editor, New Humanist)

Dan Hurd B.Soc.Sci., ACA., MABRP (UHST Financial Adviser; Director Ernst & Young)

Andrew West B.A. (Hons) (UHST Website – ICT, Database & Web Manager, British Humanist Association)

Chris Smith B.Sc., PGCE (Shropshire Humanists: formerly Mathematics teacher; VSO Uganda trainer Bushenyi Primary Teachers College)

Paul Ewans B.A. (Hons) (Cambridge Humanists: formerly Ministry of Defence, Cabinet Office, South Africa responsibilities and currently charity manager and fundraiser)

Stuart Naylor B.Sc., M.A., PGCE, C.Sci Teach (South Cheshire & North Staffordshire Humanists: former science teacher and teacher trainer, trustee Association of Science Education, Director, Millgate House Education, publishing and consultancy)

Uganda Education Adviser: Christopher B Mugimu, PhD, Associate Professor and Head, Department of Foundations and Curriculum Studies, *College of Education and External Studies, Makerere University, Uganda*

Grants awarded by UHST

January to December 2014

Isaac Newton High School, Kateera, Masaka

Textbooks	£800
30 scholarships Term 1	£1,240
Refurbishment of examination hall + exam disks and chairs	£5,000
10 scholarships for new senior 1 students Term 1	£960
42 scholarships term 2	£2,160
Repair of computer server	£200
Purchase of land tenancy to create sports field	£2,000
Science equipment and chemicals	£500
42 scholarships term 3	£2,160
Honorarium payment to Director	£400
Construction of boys' hostel – 1 st instalment	£5,000
Construction of boys' hostel – 2 nd instalment	£5,000
Construction of boys' hostel – 3 rd instalment	£5,000
Solar panel for boys' hostel	£2,180
Annual staff bonus (covering Dec/Jan vacation)	£1,320
Advance of term 1 2015 scholarships (to buy food stocks)	£1,000
Total funds to Isaac Newton High School, Kateera	£34,920

Mbute Campus of Isaac Newton High School, Mpigi

Textbooks	£800
28 scholarships term 1	£1,120
Fence & Hedge around school site + tree planting	£3,200
10 new S1 scholarships term 1	£400
38 scholarships term 2	£1,520
Girls' sanitary pads from Afripads	£220
Science equipment and chemicals	£500
38 scholarships term 3	£1,520
Payment to cover arrears of staff pay	£800
Reconstruction and grading of access road	£4,300
Connection to mains electricity supply	£3,500
Examination fees, pay arrears and Dec/Jan vacation allowance	£2,000
Total funds to Mbute Campus of Isaac Newton	£19,880

Mustard Seed Secondary School, Busota, Kamuli

Textbooks	£800
Balance of 39 scholarships term 1	£535
Bicycle	£80
Pumped water system 1 st instalment	£2,350
Pumped water system 2 nd instalment	£2,350
45 day & 3 boarding scholarships term 2	£2,200
Repair of computer server	£140
Pumped water system 3 rd instalment	£2,350
Science materials and chemicals	£500
55 scholarships term 3	£2,820
Honorarium payment to Director	£200
Boys' hostel 1 st instalment	£5,000
Boys' hostel 2 nd instalment	£5,000
Boys' hostel 3 rd instalment	£6,500
Scout trip to Rwanda jamboree	£2,200
Purchase of bunk beds + staff Dec/Jan vacation payment	£3,000
Advance of 2015 scholarships for purchase of food stocks	£1,000
Repairs to computer and printer	£140
National Social Security Fund payment + Director's honorarium	£1,200
Total funds to Mustard Seed Secondary School	£38,365

Kasese Humanist Primary School

Textbooks	£400
-----------	------

Total grants allocated during 2014 = £93,565



Charity Name UGANDA HUMANIST SCHOOLS TRUST	No (if any) 1128762
------------------------------------------------------	-------------------------------

Receipts and payments accounts

CC16a

For the period from	Period start date 01/01/2014	To	Period end date 31/12/2014
---------------------	---------------------------------	----	-------------------------------

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations - unrestricted	38,354	-	-	38,354	35,648
Donations- restricted	-	24,716	-	24,716	25,445
Donations- scholarships	-	20,554	-	20,554	13,402
Gift aid	10,423	-	-	10,423	9,026
Interest	85	-	-	85	84
Sub total (Gross income for AR)	48,862	45,270	-	94,132	83,605

A2 Asset and investment sales, (see table).						
	-	-	-	-	-	-
	-	-	-	-	-	-
Sub total	-	-	-	-	-	-
Total receipts	48,862	45,270	-	94,132	83,605	
A3 Payments						
Isaac Newton Kateera - unrestricted				27,400		
	27,400	-	-		14,432	
Isaac Newton Kateera - restricted				-		
	-	-	-		2,500	

Isaac Newton Kateera - scholarships	-	7,520	-	7,520	4,800
Isaac Newton Mbuta - unrestricted	7,820	-	-	7,820	7,610
Isaac Newton Mbuta - restricted	-	7,500	-	7,500	10,050
Isaac Newton Mbuta- scholarships	-	4,560	-	4,560	3,505
Mustard Seed School - unrestricted	15,230	-	-	15,230	19,460
Mustard Seed School - restricted	-	16,580	-	16,580	13,750
Mustard Seed School - scholarships	-	6,555	-	6,555	7,040

Kasese Humanist Primary School				400	
	400		-		400
Other including printing costs				-	
	-	-	-		300
Bank charges	791	-	-	791	904
Refund of donation	-	-	-	-	2,000
Sub total	51,641	42,715	-	94,356	86,751

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-

Total payments	51,641	42,715	-	94,356	86,751
-----------------------	---------------	---------------	----------	---------------	---------------

Net of receipts/(payments)	(2,779)	2,555	-	(224)	(3,146)
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	18,985	4,461	-	23,446	26,592
Cash funds this year end	16,206	7,016	-	23,222	23,446

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Donations - unrestricted	16,206	-	-
	Donations - restricted	-	7,016	-
	Total cash funds	16,206	7,016	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
		Stephen John Hurd (Chair of trustees)		

