

IMBONI GENERATION – FRAMEWORK

Table of Contents

| | |
|---|---|
| 1. Executive Summary..... | 2 |
| 2. Mission and Vision..... | 2 |
| 3. Institutional Governance & Leadership Structure..... | 2 |
| 4. Core Values..... | 3 |
| 5. Strategic Pillars of Impact..... | 4 |
| 6. Program Implementation Model..... | 5 |
| 7. Operational Policies & Compliance Framework..... | 5 |
| 8. Growth & Scaling Vision (2025–2030)..... | 6 |
| 9. Strategic Plan (2025–2030)..... | 6 |
| 10. 2026 Operational Action Plan..... | 7 |
| 11. Organizational working structure..... | 8 |

1. Executive Summary

Imboni Generation is a youth-led foundation dedicated to restoring hope, dignity, and opportunity for vulnerable children and young people in Rwanda. Founded from lived experience of hardship transformed by a single act of kindness, the foundation exists to turn struggle into service and vulnerability into leadership.

Currently operating in Gicumbi District, Imboni Generation delivers integrated interventions in education reintegration, youth protection, health access, and economic empowerment. Within five years, the foundation aims to expand its operations to at least 10 districts across Rwanda, directly impacting thousands of children and young people through structured, measurable, and scalable programs that prepare beneficiaries to become self-reliant and values-driven future leaders.

2. Mission and Vision

Mission: To empower youth and vulnerable children through Advocacy, Mentorship, Entrepreneurial opportunities, Education, health, And Inclusion To Create Positive Changes.

Vision: A developed society where youth are visionary and empowered to create sustainable, positive changes.

3. Institutional Governance & Leadership Structure

Imboni Generation operates under a clear governance and accountability framework that separates oversight from execution, ensuring integrity, compliance, and long-term sustainability.

a) Board of Directors (Governance & Oversight)

The Board of Directors serves as the highest decision-making and fiduciary body. Its responsibilities include:

- Strategic oversight and mission protection
- Approval of organizational strategy, budgets, and annual plans
- Financial and legal compliance
- Recruitment, supervision, and evaluation of the Executive Director

The Board is composed of independent members with expertise in governance, finance, youth development, and community leadership.

b) Executive Management (Operations & Implementation)

The Executive Management team, led by the Executive Director (Founder or appointed professional), is responsible for:

- Implementing the Imboni Generation strategy and programs
- Managing staff, volunteers, and district operations
- Executing approved budgets and work plans
- Reporting programmatic and financial performance to the Board

c) Advisory Council (Technical & Community Guidance)

The Advisory Council consists of subject matter experts, community leaders, and sector professionals who provide:

- Technical guidance on program design
- Contextual insights on district-level needs
- Policy and advocacy support.

The Advisory Council holds no governance authority but strengthens relevance, credibility, and innovation.

4. Core Values

Imboni Generation is guided by the following core values, which shape decision-making, partnerships, and organizational culture:

- **Integrity:** Upholding honesty, transparency, and ethical conduct in all actions and reporting.
- **Compassion:** Serving with empathy, dignity, and respect for every individual.
- **Accountability:** Taking responsibility for results, resources, and commitments.
- **Inclusivity:** Ensuring equitable access to programs regardless of background, gender, or circumstance.
- **Excellence:** Delivering high-quality, impactful, and continuously improving services.
- **Stewardship:** Managing resources responsibly with a long-term and sustainable vision.
- **Selflessness:** Prioritizing community well-being above personal or organizational gain.

5. Strategic Pillars of Impact

To maximize focus, effectiveness, and scalability, Imboni Generation operates through four integrated strategic pillars:

Pillar 1: Education Reintegration & Youth Development

Objective: Ensure vulnerable children and youth have access to, remain in, and succeed within the education system.

Key Interventions:

- Reintegration of out-of-school children
- School retention and dropout prevention initiatives
- Academic support and mentorship
- Career guidance and life-skills development

Pillar 2: Health Protection & Youth Safeguarding

Objective: Protect the physical, mental, and social well-being of children and youth.

Key Interventions:

- Access to health insurance (Mutuelle de Santé)
- Drug and substance abuse prevention
- Gender-Based Violence (GBV) prevention and awareness

- Reproductive health education and teenage pregnancy prevention

Pillar 3: Economic Empowerment & Livelihoods

Objective: Build pathways to financial independence and resilience for youth and young adults.

Key Interventions:

- Entrepreneurship training and mentorship
- Vocational and employability skills development
- Support for youth-led income-generating initiatives
- Financial literacy education

Pillar 4: Leadership, Values & Civic Responsibility

Objective: Develop principled, confident, and purpose-driven leaders capable of transforming their communities.

Key Interventions:

- Values-based leadership training
- Personal development and discipline formation
- Mentorship and role-model engagement
- Community service and civic participation

6. Program Implementation Model

All Imboni Generation programs follow a standardized implementation cycle:

1. Community needs assessment
2. Program design aligned to strategic pillars
3. Budgeting and resource mobilization
4. Program delivery
5. Monitoring and data collection
6. Evaluation and learning
7. Reporting and improvement

This model ensures consistency, accountability, and measurable impact across all districts.

7. Operational Policies & Compliance Framework

To meet national and international standards, Imboni Generation enforces the following core policies:

- **Child Protection & Safeguarding Policy:** Zero tolerance for abuse, exploitation, or neglect of children.
- **Financial Management Policy:** Transparent accounting, procurement controls, and annual independent audits.
- **Human Resource & Volunteer Policy:** Ethical recruitment, performance management, and conduct standards.
- **Monitoring, Evaluation & Learning (MEL) Framework:** Impact measurement, reporting, and continuous improvement.
- **Data Protection & Ethics Policy:** Confidential handling of beneficiary and partner information.
- **Partnership & Collaboration Framework:** Structured engagement with local and international stakeholders.

8. Growth & Scaling Vision (2025–2030)

Imboni Generation will pursue structured expansion through:

- Pilot strengthening in initial districts
- Gradual district-level replication using standardized systems
- Capacity building of local coordinators
- Strategic partnerships with government, NGOs, and donors

By year five, the foundation aims to operate sustainably in at least 10 districts, supported by strong governance, professional systems, and measurable social impact.

9. STRATEGIC PLAN (2025–2030)

IMBONI GENERATION is dedicated to establishing itself as a leading organization in youth empowerment and social reform over the next five years. Our strategic focus is structured around three key pillars:

1. Institutional Excellence:

- Transition into a fully certified legal entity.

- Establish a permanent headquarters in Gicumbi.
- Build a team of 10 full-time paid staff members.
- Maintain operational presence across 10 districts.

2. Social Impact:

- Reintegration of 500 students into the formal education system.
- Target 600 to 1,000 youth annually for:
 1. Drug-prevention programs.
 2. Teenage pregnancy prevention initiatives.
- Anchor initiatives through two flagship events:
 1. **Annual Youth Camp** a platform for education, empowerment, and awareness.
 2. **Youth Leadership Forum**, building leadership skills, promoting social responsibility, and celebrating youth achievements.

3. Strategic Growth:

- Strengthen brand authority through professional media engagement
- Establish at least 5 strategic partnerships for long-term sustainability.
- Ensure credibility and trust with stakeholders.

10. 2026 OPERATIONAL ACTION PLAN

The 2026 Operational Action Plan for IMBONI GENERATION marks a strategic shift from a conceptual vision to a fully operational, professional youth-led entity headquartered in Gicumbi District. The plan emphasizes institutional credibility, consistent engagement, and visible impact.

Operational Work Plan (2026)

| Strategic Area | Key Activities (2026) | Timeline | Responsible | Expected output |
|----------------------------------|--|----------|----------------------------|---|
| Institutional Setup & Compliance | Legal operationalization, corporate bank account activation, office setup in Gicumbi, policy enforcement | Q1–Q2 | Executive Director & Board | Fully compliant, operational foundation |

| | | | | |
|---|--|-------|--------------------------|--|
| | (Safeguarding, Finance, HR, MEL) | | | |
| Governance & Organizational Identity | Board–management functionality, internal structure finalization, staff & volunteer onboarding, branding (T-shirts, identity materials) | Q1–Q2 | Board Chair & Management | Professional structure & strong institutional identity |
| Program Delivery & Engagement | 12 monthly activities across 4 strategic pillars; design & implementation of 2 flagship projects | Q1–Q4 | Program Coordinators | Consistent, measurable community impact in Gicumbi |
| Monitoring, Evaluation & Learning (MEL) | Data collection, monthly reviews, activity reports, and learning sessions | Q1–Q4 | MEL Officer | Evidence-based programming & accountability |
| Digital Visibility & Communication | Website launch, social media activation, impact storytelling & reporting | Q1–Q4 | Communications Lead | Increased visibility & stakeholder trust |

2026 is the consolidation year, strengthening systems, credibility, and impact so that future expansion is ethical, fundable, and sustainable.

11. ORGANIZATIONAL WORKING STRUCTURE

1. Governance Level (Oversight)

Supreme Organ (General Assembly)

The Supreme Organ is the highest decision-making body of Imboni Generation. It approves policies, major strategies, and ensures compliance with legal and regulatory frameworks.

Executive Committee / Board Members:

- **Legal Representative – Hakuzimana Fidele**

Provides overall leadership to the Board, ensures legal compliance, represents the organization officially, chairs Board meetings, and approves policies.

- **Deputy Legal Representative – Mukayitete Annonciatta**

Supports the President, acts in the President's absence, and assists in strategic and legal decisions.

- **Secretary General – Amizero Iris Vanessa.**

Maintains official records, prepares Board meeting agendas and minutes, and communicates Board decisions to management.

- **Treasurer – Kayihura David**

Oversees financial accountability at the Board level, approves budgets, ensures transparency, and proper financial reporting.

- **Auditor – Muhumuza Patrick**

Conducts independent audits, monitors financial compliance, and reports findings to the Board.

- **Legal Advisor – Eric Ukundwaniwabo**

Provides strategic and technical guidance to the Board and advises on policy and operational decisions.

2. Strategic & Operational Leadership Department

The Strategic & Operational Leadership Department reports directly to the Executive Committee.

- **Executive Director (ED) – Hakuzimana Fidele**

Leads the organization's overall management, implements Board decisions, oversees all departments, and represents management externally.

- **Deputy Executive Director (DED) – Kayihura David**

Assists the ED in strategic and operational management, coordinates program and operational activities, acts on behalf of the ED when absent, and supervises department heads.

3. Departmental Structure

A. Programs Department

This department is responsible for designing, implementing, and monitoring programs that serve the organization's beneficiaries effectively.

- **Senior Program Officer – Muhumuza Patrick**

Provides technical leadership to all programs, ensuring program alignment with organizational strategy and monitoring quality and impact.

- **Project Manager – Eric Ukundwaniwabo**

Plans and manages projects, supervises project teams, and ensures projects meet objectives, timelines, and budgets.

- **Project Coordinator – Eric Tuyisenge**

Coordinates field activities, supports project implementation, and collects and reports program data to management.

B. Finance & Administration Department

Responsible for managing the organization's finances and administrative operations to support all departments efficiently.

- **Director of Finance – Byiringiro Placide:**

Oversees financial planning, budgeting, and control, ensures compliance with accounting standards, and reports to management and the Board.

- **Accountant – Hakizimana Didas:**

Maintains accurate financial records, prepares financial reports, manages daily bookkeeping, and monitors expenditures and revenue.

- **Secretary / Administrative Secretary – Amizero Iris Vanessa**

Manages official correspondence, schedules meetings, prepares minutes, maintains administrative records, and supports office operations.

C. Marketing & Communications Department

Focuses on promoting organizational visibility, branding, and communication with stakeholders.

- **Marketing & Communication Officer – Habintwali Benjamin**

Manages public relations, branding, media campaigns, social media, and communication reports to ensure consistent messaging.

D. Social Affairs & Advisory Department

Ensures community engagement, beneficiary welfare, and provides strategic guidance for decision-making.

- **Social Affairs Officer – Sanyu Immaculate**

Oversees community engagement, manages welfare and safeguarding programs, and ensures social support for beneficiaries.

- **General Advisor – Mukayitete Annonciatta**

Provides strategic, technical, and policy guidance to management and the Board, supporting informed decision-making.

Prepared by
IMBONI GENERATION committee