



# NASHERY'S GLOBAL INITIATIVE (NGI)



## VOLUNTEER HANDBOOK & ORIENTATION GUIDE / TRAINING MANUAL



NASHERY INITIATIVE FOR DEVELOPMENT (NID)

**NASHERY INITIATIVE FOR  
DEVELOPMENT (NID);  
PORPULARLY KNOWN AS THE  
NASHERY'S GLOBAL INITIATIVE  
(NGI)**

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**VOLUNTEER HANDBOOK &  
ORIENTATION GUIDE/TRAINING  
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## **INTRODUCTION TO NGI**

**Nashery's Global Initiative (NGI), officially registered as Nashery Initiative for Development (NID), is a non-governmental, non-political, and interfaith humanitarian organization committed to transforming lives and communities across Africa and beyond.**

**Nashery's Global Initiative (NGI) serves as our brand and operational name, while Nashery Initiative for Development (NID) remains the officially registered name used for legal and administrative purposes.**

**We are passionate about social impact, community development, and youth empowerment. NGI operates on the pillars of compassion, love, integrity, and purposeful leadership, driving meaningful change through people-centered initiatives and sustainable development programs.**

## **VISION, MISSION, AND CORE VALUES**

### **OUR VALUES:**

**We believe that everyone; regardless of tribe, religion, or background, has something powerful to contribute to the healing and progress of our world. NGI unites passionate volunteers from diverse walks of life to serve humanity through outreach, education, health campaigns, skills empowerment, youth leadership, community development, and more.**

### **OUR MISSION:**

**To empower individuals and communities by nurturing values, building human capacity, and mobilizing resources that promote dignity, peace, and sustainable impact. We operate through well-structured State, Province, LGA, Campus, Regional, and Zonal Chapters across countries, with active youth-led volunteerism at our core.**

### **OUR VISION:**

**Through love, service, and unity, we are building a global movement where no one is too small to make a**

**difference, and no community is too forgotten to be transformed.**

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## **THE NGI DEFINITION OF A VOLUNTEER**

**At Nashery's Global Initiative (NGI), a volunteer is not just a person who offers free service; a volunteer is a vision bearer, a nation builder, and a change ambassador committed to transforming lives through love, compassion, and purposeful action.**

**To volunteer is to make yourself available for impact. It means choosing to serve humanity not for reward, but for responsibility; not for fame, but for faithfulness; not for gain, but for growth. NGI volunteers are the heartbeat of our movement; they are men and women who give their time, skills, ideas, and energy to make communities better and to leave people better than they met them.**

### **WHAT IT MEANS TO BE AN NGI VOLUNTEER**

**To be an NGI volunteer is to:**

- 1. Serve with Purpose: You are part of a global movement that believes in creating change from the inside out.**
- 2. Lead with Compassion: You become a voice of hope, a light in dark places, and a bridge between faiths, tribes,**

and communities.

**3. Grow through Service:** Every outreach, every campaign, every act of kindness shapes you into a more disciplined, visionary, and impactful leader.

**4. Represent Integrity:** NGI volunteers are ambassadors of excellence and humility wherever they go.

## **THE NGI VOLUNTEER PHILOSOPHY**

We believe that volunteering is not free work; it is seed work. It is an investment of time, passion, and skill toward the transformation of lives and the advancement of the Kingdom of God through humanitarian service. Every volunteer is a stakeholder in destiny, planting seeds of impact that will yield a harvest of blessings, opportunities, and legacy.

At NGI, volunteering is not a task; it's a calling.

## **BENEFITS OF BEING AN NGI VOLUNTEER**

Being part of NGI gives you access to:

**1. Personal Growth:** Build leadership, communication, teamwork, and management skills.

**2. Professional Development:** Gain experience useful for

**your career, entrepreneurship, or academics.**

**3. Networking Opportunities: Connect with leaders, mentors, and like-minded changemakers across nations.**

**4. Recognition & Recommendation: Earn certificates, awards, and letters of recommendation for your commitment and impact.**

**5. Spiritual & Emotional Fulfillment: Find purpose, joy, and divine satisfaction in serving others selflessly.**

**6. Global Visibility: Represent NGI in events, conferences, and interfaith platforms worldwide.**

## **OUR STANDARD FOR SERVICE**

**Every NGI volunteer is expected to:**

- 1. Serve with sincerity and accountability.**
- 2. Respect organizational structure and leadership hierarchy.**
- 3. Contribute actively, creatively, and consistently.**
- 4. Promote unity, love, and peace within and beyond NGI.**

**At NGI, we believe the true reward for service is transformation of lives, of communities, and of the**

**volunteer themselves.**

## **NGI'S OFFICIAL DEFINITION**

**"A Volunteer (according to Nashery's Global Initiative)**

**is a compassionate and committed individual who intentionally offers their time, skill, resources, and passion to serve humanity, empower communities, and promote positive change without seeking financial reward, but with the goal of fulfilling purpose and advancing global transformation and growing at the same time. At NGI, a volunteer is not paid; not because they are worthless, but because they are priceless (their value is beyond price)."**

## **HISTORY AND BACKGROUND OF NGI**

**Nashery's Global Initiative (NGI), officially registered as Nashery Initiative for Development (NID), was founded on February 13th, 2024, by Dr. Teme-ebi Iseoluwa Nashery, MBBS; a visionary leader, mentor, author, philanthropist, and passionate lover of God.**

**Dr. Nashery began his journey at the Writing Skills Development Institute, where he honed his talent for communication and became an accomplished author of several impactful books covering diverse areas of life, leadership, purpose, impactful stories and human development. Driven by a desire to combine knowledge with service, he furthered his education in Medicine and Surgery (MBBS) at Gregory University, Uturu, Abia State, Nigeria; a step that strengthened his compassion for humanity and deepened his commitment to healing lives both physically and spiritually.**

**Over the years, Dr. Nashery has served in various leadership capacities and earned numerous**

**awards & certificates recognizing his dedication, excellence, and humanitarian service. Yet, beyond positions or recognition, he lives by a personal conviction:**

**“We brought nothing into this world, and we will take nothing out of it. The true essence of life is impact.”**

**Guided by this philosophy, he has devoted his life to serving humanity, using every available platform to transform lives, fulfill divine purpose, and inspire others toward meaningful living.**

**The vision of NGI was birthed in his heart through divine inspiration; a call to raise a new generation of compassionate, purpose-driven changemakers who would serve beyond boundaries of tribe, race, or religion. When he first shared this vision, many doubted its possibility, believing that financial resources were the only measure of success. At the time, he had little material support, but he possessed something greater; faith, conviction, and purpose.**

**With the encouragement of a few who believed in the vision and shared his passion, Dr. Nashery pressed on, trusting God every step of the way. What began as a small initiative of hope, love, and service has today grown into a global humanitarian movement touching lives across nations.**

**NGI now operates through structured zonal, state, and international chapters, empowering youth, supporting orphans and vulnerable children, organizing humanitarian outreaches, and creating opportunities for leadership and capacity development.**

**Today, NGI stands as a beacon of transformation; a living testimony that greatness is not born from wealth, but from purpose and persistence. It reminds every volunteer and partner that no dream is too small when driven by a heart of service and the hand of God.**

**NGI continues to embody Dr. Nashery's guiding**

**belief:**

**“The day you stop making impact is the day you have died, even if you are still living.”**

**Through this conviction, Nashery’s Global Initiative remains steadfast in its mission: to serve humanity, transform lives, and make global impact; one act of compassion at a time.**

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## **NGI LEADERSHIP ORGANIZATIONAL STRUCTURE**

**Nashery's Global Initiative (NGI) operates under a unified leadership framework that ensures integrity, strategic direction, operational excellence, and sustainable impact. This structure enables NGI to fulfill its mandate of transforming lives, empowering communities, and glorifying God through effective service delivery across all nations where it operates.**

**NGI's leadership structure comprises:**

- 1. Board of Trustees (BOT): Custodians of NGI's vision, mission, and assets worldwide.**
- 2. Board of Directors: Responsible for approving strategic decisions and overseeing overall operations.**
- 3. International Executive Council (IEC): Manages and supervises daily operations across all countries and regions.**
- 4. Regional, Country, Zonal, LGA, Campus, and State/Province Executives: Each territory is led by a designated executive under IEC supervision.**
- 5. Departments & Units: Established as required to**

**ensure efficient and effective global operations.**

## **SECTION 1: ADVISORY BOARD OF TRUSTEES (BOT)**

**Role:** The BOT is the highest governing authority of NGI, safeguarding its mission, vision, and values. It provides spiritual and strategic oversight, ensures legal, financial, and ethical compliance, and guides policy development, long-term planning, and organizational sustainability.

**Composition:**

**Chairman**

**Trustee(s)**

**Legal Advisor**

**Treasurer / Financial Advisor**

**Secretary**

**Responsibilities:**

- 1. Uphold NGI's mission, vision, and core values.**
- 2. Provide strategic oversight for all programs and initiatives.**
- 3. Ensure compliance with legal, financial, and ethical standards.**
- 4. Safeguard NGI's assets and resources.**

**5. Guide long-term organizational planning and sustainability.**

**6. Serve as advisors and mentors to the Board of Directors and IEC.**

## **SECTION 2: BOARD OF DIRECTORS**

**Role:** The Board of Directors operates under BOT guidance, translating NGI's mission into actionable global programs. It ensures organizational alignment, policy oversight, and operational performance.

**Composition:**

**Global President**

**Vice President / Director of Operations**

**Secretary General**

**Treasurer / Director of Finance & Fundraising**

**Director of Strategy, Partnerships & Development**

**Director of Programs, Research & Evaluation**

**Director of Grants & Contracts**

**Director of Projects, Monitoring & Evaluation**

**Director of Training and Capacity Development**

## **General Directors (as needed)**

**Regional Chairpersons (representing NGI's global regions)**

### **Responsibilities:**

- 1. Approve and oversee strategic plans and global policies.**
- 2. Ensure alignment of all departments with NGI's mission and goals.**
- 3. Monitor organizational performance and program impact.**
- 4. Approve budgets, fundraising strategies, and resource allocations.**
- 5. Foster partnerships with local, national, and international stakeholders.**
- 6. Support IEC and regional leadership in operational execution.**

## **SECTION 3: INTERNATIONAL EXECUTIVE COUNCIL (IEC)**

**Role:** The IEC manages daily operations, implements strategic plans, and reports to the Board of Directors. Members exemplify integrity, professionalism, and

**servant leadership.**

**Composition:**

**Chief Executive Officer (CEO)**

**Deputy CEO / Operations Manager**

**Secretary General**

**Fundraising & Financial Manager (s)**

**Program & Event Manager (s)**

**Projects, Monitoring & Evaluation Manager (s)**

**Information & Communication Manager (s)**

**Global Outreach Coordinator (s)**

**Global Volunteer Coordinator (s)**

**Training and Capacity Building Manager (s)**

**Social Media Manager (s)**

**Web & Graphics Design Manager (s)**

**Public Relations Officer (s)**

**Research and Strategy Manager (s)**

**Grants and Partnership Manager (s)**

**Data Analyst Manager (s)**

**State, Regional, Province, LGA, Campus, or Country**

## **Coordinators**

### **Responsibilities:**

- 1. Execute strategic plans and policies approved by the Board of Directors.**
- 2. Supervise global operations and monitor program implementation.**
- 3. Coordinate cross-departmental initiatives and communication.**
- 4. Mobilize volunteers, partners, and resources for projects.**
- 5. Report operational performance and challenges to the Board of Directors.**
- 6. Ensure compliance with organizational standards and NGI's core values.**

## **SECTION 4: NATIONAL / STATE / PROVINCE / LGA / CAMPUS / REGIONAL EXECUTIVE TEAMS**

**Role:** These teams adapt NGI's global structure to local governance, managing daily operations, programs, and volunteer mobilization within their territories.

### **Composition:**

**State/Province/LGA/Campus/Regional Coordinator**

**General Secretary**

**Fundraising & Financial Officer**

**Program & Event Officer**

**Projects, Monitoring & Evaluation Officer**

**Information & Communication Officer**

**Outreach Coordinator**

**Volunteer Coordinator (s)**

**Training and Capacity Building Officer (s)**

**Social Media Manager (s)**

**Web & Graphics Design Manager (s)**

**Public Relations Officer (s)**

**Research and Strategy Officer**

**Grants and Partnership Officer**

**Data Analyst Officer**

**Others as required**

**Responsibilities:**

**1. Implement NGI programs at the local level in alignment with global strategies.**

- 2. Mobilize volunteers, resources, and community partnerships.**
- 3. Lead local outreach, education, and development initiatives.**
- 4. Manage and report team activities to the IEC or Regional Chairperson.**
- 5. Ensure adherence to NGI's values, policies, and operational standards.**
- 6. Build capacity and mentor future local leaders.**

## **SECTION 5: REGIONAL AND COUNTRY LEADERSHIP**

### **A. Regional Chairpersons:**

**Represent NGI's global regions (Africa, Asia-Pacific, Europe, North America, South America, Middle East).**

**Appointed by the BOT and approved by the President and Board of Directors.**

### **Responsibilities:**

- 1. Represent their region on the Board of Directors.**
- 2.                   Oversee                   and                   support country/state/province/regional coordinators.**

- 3. Mobilize resources and coordinate regional activities.**
- 4. Ensure alignment with NGI's mission and global programs.**
- 5. Recommend and appoint new coordinators (subject to ratification).**
- 6. Report periodically to the Board of Directors.**

**B. State/Province/Country Coordinators:**

**Appointed by their Regional Chairperson.**

**Responsibilities:**

- 1. Represent their jurisdiction in NGI forums and meetings.**
- 2. Lead local operations, outreach, and programs.**
- 3. Mobilize volunteers, partners, and resources.**
- 4. Supervise local executive teams and ensure effective implementation of NGI initiatives.**
- 5. Submit regular reports to the Regional Chairperson.**
- 6. Promote NGI's values and maintain accountability at all levels.**

**Conclusion:**

**This global leadership system ensures unified, accountable, and regionally responsive governance, enabling NGI to achieve worldwide impact through local empowerment, while fulfilling its mission: Transforming Lives Through Compassion, Love, and Purpose.**

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## **ROLES / RESPONSIBILITIES OF NGI LEADERSHIP POSITIONS AND NGI OFFICE STRUCTURE**

### **ADVISORY BOARD OF TRUSTEES (BOT)**

#### **Chairman:**

- 1. Lead the Board of Trustees and preside over meetings.**
- 2. Ensure the Board fulfills its governance and oversight duties.**
- 3. Safeguard NGI's mission, vision, and core values.**
- 4. Approve long-term strategic plans and policies.**
- 5. Act as a primary liaison between the BOT and Board of Directors.**

#### **Trustee(s):**

- 1. Support the Chairman in governance and oversight.**
- 2. Provide advice and guidance on strategic decisions.**
- 3. Ensure compliance with legal and ethical standards.**
- 4. Review and approve annual reports and financial statements.**

## **5. Mentor and support senior NGI leadership.**

### **Legal Advisor:**

- 1. Provide legal guidance on contracts, agreements, and policies.**
- 2. Ensure compliance with local, national, and international laws.**
- 3. Review organizational documents and proposals.**
- 4. Advise on risk management and dispute resolution.**
- 5. Represent NGI in legal matters when necessary.**

### **Treasurer / Financial Advisor:**

- 1. Monitor NGI's financial health and sustainability.**
- 2. Provide guidance on budgeting and financial planning.**
- 3. Review annual audits and financial reports.**
- 4. Ensure compliance with financial regulations.**
- 5. Advise BOT and Board of Directors on fundraising strategies.**

### **Secretary:**

- 1. Record and maintain BOT meeting minutes.**
- 2. Prepare and circulate agendas and reports.**
- 3. Ensure proper documentation of all Board decisions.**
- 4. Maintain correspondence between BOT and NGI leadership.**
- 5. Safeguard official organizational records.**

## **BOARD OF DIRECTORS (BOD)**

### **Global President:**

- 1. Provide overall leadership and strategic direction for NGI.**
- 2. Ensure alignment of programs with NGI's mission and vision.**
- 3. Represent NGI at national and international events.**
- 4. Approve budgets and resource allocation.**
- 5. Supervise and support all departments and global initiatives.**

### **Vice President / Director of Operations:**

- 1. Oversee daily operations of NGI worldwide.**

- 2. Ensure effective implementation of policies and programs.**
- 3. Coordinate activities between IEC and BOD.**
- 4. Monitor operational performance and efficiency.**
- 5. Support the President in strategic planning and decision-making.**

**Secretary General:**

- 1. Maintain official records of the Board of Directors.**
- 2. Prepare and circulate meeting agendas and minutes.**
- 3. Facilitate communication between BOD, IEC, and chapters.**
- 4. Coordinate documentation of policies, resolutions, and reports.**
- 5. Ensure compliance with statutory and organizational requirements.**

**Treasurer / Director of Finance & Fundraising:**

- 1. Manage global finances and budgeting.**
- 2. Supervise fundraising and donor engagement activities.**

- 3. Ensure accurate financial reporting and audits.**
- 4. Advise BOD on financial sustainability and investments.**
- 5. Approve financial procedures in line with NGI policies.**

**Director of Strategy, Partnerships & Development:**

- 1. Identify strategic partnerships locally and internationally.**
- 2. Develop and implement long-term growth strategies.**
- 3. Lead initiatives to expand NGI's reach and impact.**
- 4. Advise BOD on policy and organizational development.**
- 5. Monitor and evaluate partnership effectiveness.**

**Director of Programs, Research & Evaluation:**

- 1. Plan and oversee NGI programs globally.**
- 2. Conduct research and assessments to guide projects.**
- 3. Monitor and evaluate program impact.**
- 4. Ensure programs align with NGI's mission and goals.**
- 5. Prepare reports on program outcomes for BOD**

review.

**Director of Grants & Contracts:**

- 1. Identify funding opportunities and draft proposals.**
- 2. Manage grant applications, agreements, and compliance.**
- 3. Monitor utilization of grants and contracts.**
- 4. Ensure donor reporting requirements are met.**
- 5. Advise BOD on funding strategy and sustainability.**

**Director of Projects, Monitoring & Evaluation (M&E):**

- 1. Provide leadership and direction in planning, implementing, and managing all NGI projects across various regions, ensuring alignment with the organization's mission, vision, and strategic goals.**
- 2. Coordinate the design, budgeting, execution, and timely delivery of approved projects, ensuring effective use of resources and adherence to organizational standards.**
- 3. Develop and maintain M&E systems, tools, and indicators to assess project performance, impact, and**

**sustainability; ensuring data-driven decision-making and accountability.**

**4. Supervise the preparation of detailed progress reports, impact assessments, and evaluation summaries for presentation to the International Executive Council (IEC) and Board of Directors (BOD).**

**5. Mentor and support Project Managers, Officers, and Chapter Executives in project planning, implementation, monitoring, and evaluation processes.**

**6. Collaborate with other directors, external partners, and funding agencies to develop innovative project ideas, secure resources, and expand NGI's impact across communities and nations.**

**Director of Training and Capacity Development:**

**1. Provide strategic leadership in planning, designing, and overseeing all NGI training and capacity development programs globally.**

**2. Develop and implement the NGI Capacity Development Framework, ensuring that all volunteers, leaders, and chapters receive continuous personal and professional growth opportunities.**

**3. Collaborate with other Directors, IEC members, and**

**external experts to identify training needs and align them with NGI's goals and values.**

**4. Supervise the development of learning materials, workshops, manuals, and certification programs for leadership, project management, and volunteer development.**

**5. Evaluate the impact of training initiatives through assessments and reports, ensuring measurable outcomes and continuous improvement.**

**6. Represent NGI at conferences, seminars, and inter-organizational training networks to strengthen NGI's global learning partnerships.**

**General Directors (as needed):**

**1. Oversee specific departments or initiatives as assigned.**

**2. Ensure alignment of department goals with NGI's objectives.**

**3. Monitor performance and provide leadership guidance.**

**4. Report progress to BOD and President.**

**5. Support cross-department collaboration and resource**

**mobilization.**

**Regional Chairpersons (representing NGI's global regions):**

- 1. Represent their region at the Board of Directors.**
- 2. Oversee operations and programs in all countries/states within the region.**
- 3. Mobilize volunteers, resources, and local partnerships.**
- 4. Ensure adherence to NGI policies and standards.**
- 5. Report regional activities and outcomes to the BOD.**

**INTERNATIONAL EXECUTIVE COUNCIL (IEC)**

**Chief Executive Officer (CEO):**

- 1. Lead the IEC and manage NGI's global operations.**
- 2. Implement strategic plans approved by BOD.**
- 3. Coordinate international programs and initiatives.**
- 4. Ensure accountability and compliance across all regions.**
- 5. Report operational performance to BOD.**

**Deputy CEO / Operations Manager:**

- 1. Support CEO in operational management.**
- 2. Supervise IEC members and departmental teams.**
- 3. Monitor efficiency and effectiveness of programs.**
- 4. Ensure timely execution of projects.**
- 5. Prepare operational reports for the CEO.**
- 6. Report to the Vice president/Director of operations**

**Secretary General (IEC):**

- 1. Maintain official records of IEC proceedings.**
- 2. Coordinate communications within IEC and with BOD.**
- 3. Draft reports, agendas, and documentation for operations.**
- 4. Ensure compliance with policies and governance procedures.**
- 5. Support IEC in organizational coordination.**

**Report to the Secretary General (BOD)**

### **Fundraising & Financial Manager (s):**

- 1. Manage fundraising strategies and donor relations.**
- 2. Oversee budgeting and financial planning for IEC.**
- 3. Ensure transparent accounting and reporting.**
- 4. Monitor financial compliance across all projects.**
- 5. Advise IEC on funding and sustainability measures.**
- 6. Report to the Director of Finance & Fundraising**

### **Program & Event Manager (s):**

- 1. Plan and implement NGI programs and events.**
- 2. Coordinate volunteers and departmental teams.**
- 3. Monitor program quality and impact.**
- 4. Ensure alignment with strategic goals.**
- 5. Report program outcomes to IEC and Director of Program.**

### **Project, Monitoring & Evaluation Manager (s):**

- 1. Lead the planning, coordination, and execution of NGI -approved projects, ensuring they are delivered on time, within scope, and in line with organizational goals and**

**standards.**

**2. Support the Director of Projects, Monitoring & Evaluation in developing project proposals, budgets, timelines, and impact frameworks for local and international interventions. Report to the Director of Projects, Monitoring & Evaluation.**

**3. Supervise and guide Chapter Project Officers, ensuring effective implementation, documentation, and compliance with NGI's project management and reporting procedures.**

**4. Prepare and submit periodic progress and financial reports to the International Executive Council (IEC) and contribute to impact assessment reviews.**

**5. Identify potential partners, donors, and collaborators for project funding and sustainability, maintaining transparent communication and accountability at all levels.**

**6. Foster innovation, teamwork, and continuous improvement in project delivery through mentorship, performance monitoring, and feedback systems.**

**Information & Communication Manager:**

**1. Manage internal and external communications.**

- 2. Ensure dissemination of organizational updates.**
- 3. Maintain NGI databases and contact networks.**
- 4. Monitor media presence and communication channels.**
- 5. Support IEC with reports and communication materials.**

**Global Outreach Coordinator (s):**

- 1. Identify communities and stakeholders for outreach.**
- 2. Plan and execute international outreach programs.**
- 3. Mobilize volunteers and partners for campaigns.**
- 4. Evaluate outreach impact and outcomes.**
- 5. Report activities to IEC leadership.**

**Global Volunteer Coordinator (s):**

- 1. Recruit, train, and manage volunteers globally.**
- 2. Develop volunteer engagement programs.**
- 3. Track volunteer participation and performance.**
- 4. Ensure volunteers understand NGI values and policies.**

## **5. Report volunteer activities to IEC.**

### **Training & Capacity Building Manager:**

- 1. Coordinate all NGI training programs, workshops, and orientation sessions across national and continental levels.**
- 2. Work closely with Chapter Training Officers to identify skill gaps and training needs among volunteers and leaders.**
- 3. Design and implement practical capacity-building initiatives focused on leadership, project execution, communication, and team development.**
- 4. Ensure proper documentation, attendance tracking, and feedback collection for all training programs.**
- 5. Report quarterly to the Director of Training and Capacity Development on training outcomes, challenges, and recommendations.**
- 6. Collaborate with other IEC managers to integrate training goals into organizational planning, outreach, and performance improvement strategies.**

### **Social Media Manager (s):**

- 1. Manage NGI's social media presence worldwide.**
- 2. Develop content aligned with NGI programs and values.**
- 3. Engage with followers and partners online.**
- 4. Monitor analytics and report engagement metrics.**
- 5. Support campaigns and awareness initiatives.**

#### **Web & Graphics Design Manager (s):**

- 1. Design and maintain NGI's official website.**
- 2. Create graphics for campaigns and programs.**
- 3. Ensure branding consistency across platforms.**
- 4. Collaborate with IEC and departments on visual materials.**
- 5. Support digital outreach strategies.**

#### **Public Relations Officer (s):**

- 1. Manage media relations and press releases.**
- 2. Promote NGI initiatives to the public.**
- 3. Coordinate public events and representation.**

**4. Monitor organizational image and reputation.**

**5. Advise IEC on public engagement strategies.**

**Research and Strategy Manager (s):**

**1. Conduct research to inform organizational decisions.**

**2. Analyze trends and provide strategic recommendations.**

**3. Evaluate program impact and outcomes.**

**4. Support IEC with policy and strategy development.**

**5. Prepare reports and briefings for leadership.**

**6. Report to the Director of program & research and Director of Strategy & Partnership.**

**Grants and Partnership Manager (s):**

**1. Identify funding opportunities and strategic partners.**

**2. Manage grant applications and partnership agreements.**

**3. Monitor compliance and reporting requirements.**

**4. Support IEC in resource mobilization.**

**5. Report partnership outcomes and recommendations**

**to the Director of Strategy & partnership and Director of Grants & Contract.**

**Data Analyst Manager (s):**

- 1. Collect, process, and analyze organizational data.**
- 2. Produce reports to guide program and operational decisions.**
- 3. Monitor key performance indicators.**
- 4. Ensure data accuracy and integrity.**
- 5. Advise IEC on insights and strategic planning.**

**State, Regional, Province, LGA, Campus, or Country Coordinators:**

- 1. Lead NGI operations at the local level.**
- 2. Mobilize volunteers and resources for projects.**
- 3. Implement programs in line with NGI mission.**
- 4. Report local activities to IEC or your Regional Chairpersons.**
- 5. Ensure compliance with NGI policies and standards.**

## **NATIONAL / STATE / PROVINCE / LGA / CAMPUS / REGIONAL EXECUTIVE TEAMS**

### **State/Province/LGA/Campus/Regional Coordinator:**

- 1. Lead executive team in their jurisdiction.**
- 2. Supervise program and project implementation.**
- 3. Mobilize local volunteers and resources.**
- 4. Ensure compliance with NGI policies and values.**
- 5. Report regularly to your chapter Regional Chairperson or IEC.**

### **General Secretary:**

- 1. Maintain records of meetings and activities.**
- 2. Prepare reports and agendas for executive meetings.**
- 3. Facilitate communication among team members.**
- 4. Support administrative operations locally.**
- 5. Ensure documentation compliance.**
- 6. Report to your team and the Secretary general (IEC)**

### **Fundraising & Financial Officer:**

- 1. Manage local funds and budgets.**
- 2. Oversee fundraising initiatives.**
- 3. Maintain accurate financial records.**
- 4. Ensure compliance with NGI financial policies.**
- 5. Report financial status to Coordinator and the financial & fundraising manager (IEC).**

**Program & Event Officer:**

- 1. Plan and execute local programs and events.**
- 2. Coordinate team members and volunteers.**
- 3. Monitor program effectiveness.**
- 4. Ensure alignment with NGI mission.**
- 5. Prepare program reports for IEC and the program manager (IEC).**

**Project, Monitoring & Evaluation Officer:**

- 1. Coordinate and implement NGI projects and programs within the chapter or local area, ensuring alignment with national and international project goals.**
- 2. Work closely with the Chapter Coordinator and**

**Project Manager to plan, execute, monitor, and report all project activities at the grassroots level to the Project, Monitoring & Evaluation Manager.**

**3. Collect and maintain accurate data, feedback, and documentation on project outcomes, beneficiaries, and community impact for submission to higher authorities.**

**4. Support volunteer mobilization, community engagement, and partnerships that enhance project visibility and sustainability.**

**5. Ensure prudent use of project resources, transparency, and compliance with NGI's financial and ethical standards.**

**6. Provide timely updates, reports, and recommendations to improve project effectiveness and inform future interventions.**

**Information & Communication Officer:**

**1. Manage local communication channels.**

**2. Disseminate updates and announcements.**

**3. Maintain contact with local stakeholders.**

**4. Support reporting and documentation.**

**5. Assist with campaigns and outreach.**

**6. Report to your team and the Information & communication manager (IEC)**

**Outreach Coordinator:**

- 1. Plan and execute community engagement initiatives.**
- 2. Mobilize volunteers for outreach activities.**
- 3. Build partnerships with local organizations.**
- 4. Monitor outreach impact.**
- 5. Report results to executive team and the Global Outreach Coordinator (IEC).**

**Volunteer Coordinator(s):**

- 1. Recruit, train, and manage local volunteers.**
- 2. Assign tasks and monitor volunteer performance.**
- 3. Maintain volunteer records.**
- 4. Promote volunteer engagement and retention.**
- 5. Support outreach and program execution.**
- 6. Report to executive team and the Global Volunteer Coordinator (IEC).**

## **Training & Capacity Building Officer:**

- 1. Organize chapter-level workshops, orientations, and leadership development programs for volunteers and new members.**
- 2. Identify local training needs and propose relevant topics to the IEC Training Manager for inclusion in the national training calendar.**
- 3. Support onboarding of new volunteers by introducing them to NGI's vision, mission, ethics, and operational guidelines.**
- 4. Document and report all training sessions, including attendance, outcomes, and feedback, to the Chapter Coordinator and IEC Training Manager.**
- 5. Promote a culture of learning, teamwork, and excellence among volunteers at the chapter level.**
- 6. Partner with community organizations, institutions, and professionals to facilitate skill-building sessions that benefit NGI members.**

## **Social Media Manager (s):**

- 1. Manage local social media accounts.**
- 2. Create content to promote NGI initiatives.**

- 3. Engage with local communities online.**
- 4. Monitor metrics and report impact.**
- 5. Support awareness campaigns.**
- 6. Report to executive team and the Social Media Manager (IEC).**

**Web & Graphics Design Manager (s):**

- 1. Design visuals for local programs and campaigns.**
- 2. Maintain local websites if applicable.**
- 3. Ensure branding consistency.**
- 4. Collaborate with IEC and other teams.**
- 5. Support digital outreach and reporting.**
- 6. Report to executive team and the web & graphic design manager (IEC).**

**Public Relations Officer (P.R.O):**

- 1. Handle media and public relations locally.**
- 2. Promote NGI initiatives in the community.**
- 3. Represent NGI at local events.**

- 4. Monitor organizational image and reputation.**
- 5. Support communication strategies.**
- 6. Report to executive team and the P.R.O. (IEC).**

**Research and Strategy Officer:**

- 1. Collect and analyze local program data.**
- 2. Support planning and decision-making.**
- 3. Evaluate program effectiveness.**
- 4. Prepare reports for Coordinator.**
- 5. Recommend improvements to strategies.**
- 6. Report to executive team and the Research and strategy manager (IEC).**

**Grants and Partnership Officer:**

- 1. Identify local funding opportunities.**
- 2. Maintain partnership agreements.**
- 3. Ensure compliance with grant conditions.**
- 4. Report on partnership and funding activities to executive team and Grants and partnership Manager (IEC)**

## **5. Support fundraising initiatives.**

### **Data Analyst Officer:**

- 1. Collect and manage local data.**
- 2. Produce reports to guide operations.**
- 3. Monitor performance indicators.**
- 4. Ensure data accuracy.**
- 5. Provide analysis to support local strategies.**
- 6. Report to executive team and the Data Analyst Manager (IEC)**

### **Others as required:**

**To be assigned based on local needs and programs.**

### **GLOBAL ADMIN:**

**Role: Manages NGI's official communication lines and oversees access to all leadership structures, members, and volunteers worldwide.**

### **Responsibilities:**

- 1. Maintain and manage the NGI official communication platforms.**
- 2. Ensure accurate and secure access to NGI leadership and member databases.**
- 3. Monitor all official NGI accounts for consistency and compliance.**
- 4. Facilitate global announcements and organizational updates.**
- 5. Coordinate communication between NGI leadership levels.**
- 6. Support IEC and BOD with information and documentation access.**
- 7. Ensure security and confidentiality of all NGI data.**
- 8. Track member registrations, verifications, and updates.**
- 9. Provide technical and administrative support for digital systems.**
- 10. Report operational issues or breaches to IEC and BOD for resolution.**
- 11. Train local chapters administrators.**
- 12. Reach out and Support the global President with urgent matters.**

## **NGI OFFICE STRUCTURE**

To ensure effective governance, operational efficiency, and coordinated impact across all spheres of engagement, Nashery's Global Initiative (NGI) shall operate through a structured system of administrative offices. These offices shall provide leadership, oversight, and support for all NGI programs and chapters around the world. The office structure shall consist of three tiers: the Global Headquarters, Regional/State Offices, and Local Chapter Offices.

### **A. GLOBAL HEADQUARTERS (INTERNATIONAL GLOBAL HEADQUARTERS)**

The apex administrative and decision-making authority of NGI shall be the Global Headquarters, which shall also serve as the International Global Headquarters for all countries where NGI operates. The Global Headquarters shall be situated in Akure, Ondo State, Nigeria, West Africa, and shall function as the central governing office of the organization.

The Global Headquarters shall:

- 1. Provide global leadership, strategic direction, and**

**organizational governance.**

**2. Formulate, approve, and interpret all policies, standards, and institutional guidelines.**

**3. Coordinate the activities of all Regional/State Offices under its global mandate.**

**4. Facilitate international partnerships, collaborations, and high-level engagements.**

**5. Oversee compliance monitoring, global documentation, and reporting frameworks.**

**6. Maintain NGI's global identity, institutional values, and organizational integrity.**

**7. Serve as the official representation of NGI at national and international levels.**

**The Global Headquarters shall remain the administrative heart of NGI and the centre for global coordination, strategic planning, and institutional development.**

## **B. REGIONAL/STATE OFFICES**

**NGI shall establish Regional or State Offices in each country of operation, depending on the administrative structure of the nation. These offices shall operate**

under the direct supervision of the Global Headquarters and shall serve as intermediate administrative bodies between the Global level and Local Chapters.

**Regional/State Offices shall:**

- 1. Coordinate NGI programs, projects, and initiatives across their designated regions or states.**
- 2. Provide administrative support, guidance, and supervision to Local Chapter Offices.**
- 3. Strengthen communication flow and ensure compliance with NGI's operational standards.**
- 4. Organize capacity-building activities and leadership development programs within their jurisdiction.**
- 5. Facilitate partnerships, community engagements, and government relations at the regional/state level.**
- 6. Monitor and evaluate chapter performance and provide regular reports to the Global Headquarters.**

These offices shall enhance NGI's operational efficiency by ensuring that chapters receive the support, supervision, and leadership needed to function effectively.

## **C. LOCAL CHAPTER OFFICES**

**Local Chapter Offices shall serve as the grassroots administrative centres of NGI and shall operate within communities, institutions, districts, or local government areas. These offices shall be the closest to the beneficiaries and shall drive NGI's direct impact on the ground.**

**Local Chapter Offices shall:**

- 1. Implement NGI programs, humanitarian activities, and community development initiatives at the grassroots level.**
- 2. Mobilize volunteers, engage beneficiaries, and maintain community relationships.**
- 3. Ensure accurate documentation, record-keeping, and submission of activity reports.**
- 4. Collaborate with local authorities, institutions, and community stakeholders as required.**
- 5. Maintain regular communication with their supervising Regional/State Office.**
- 6. Serve as the primary representation of NGI within their immediate locality.**

**Local Chapter Offices shall ensure that NGI remains community-focused, volunteer-driven, and people-centred in its approach.**

**This office structure provides NGI with a clear and functional system that promotes accountability, leadership, and effective service delivery. Through the coordinated efforts of the Global Headquarters, Regional/State Offices, and Local Chapter Offices, NGI shall maintain coherence, strengthen its presence, and expand its humanitarian impact across nations.**

NGI/NIID

## **PROCEDURE FOR CREATING A NEW NGI BRANCH/CHAPTER**

**As part of our mission to expand impact and reach more communities globally, Nashery's Global Initiative (NGI) welcomes the creation of new chapters in areas where one does not yet exist. This process ensures proper structure, accountability, and continuity across all NGI operations worldwide.**

### **WHO CAN REQUEST A NEW CHAPTER?**

**Any dedicated NGI volunteer or team of volunteers can formally request to establish a new branch or chapter in their:**

- 1. Local Government Area (LGA)**
- 2. Campus or community**
- 3. Region or State**
- 4. Country (for international expansion)**

**This provision is meant to address challenges such as distance, logistics, or limited representation in certain areas, while also empowering passionate volunteers to extend NGI's mission to new territories.**

## **APPLICATION PROCEDURE:**

### **1. FORMAL REQUEST:**

The interested volunteer(s) must submit an official letter of intent addressed to the International Executive Council (IEC) through their current State Coordinator or Regional Executive Officer.

The Letter Should Clearly State:

- 1. The name and location of the proposed NGI chapter.**
- 2. The reason for requesting the new chapter (e.g., long-distance barriers, outreach potential, volunteer mobilization, etc.).**
- 3. The number of volunteers currently available or committed to join the new chapter.**
- 4. A brief overview of their plans for volunteer recruitment and local engagement.**

### **2. PRE-APPROVAL EVALUATION:**

The IEC will review the application and may contact the

**applicant for further clarification.**

**Before granting approval, the IEC must ensure that:**

- 1. The applicant demonstrates strong leadership qualities, commitment, and understanding of NGI values.**
- 2. There is an established core team ready to occupy key positions (e.g., Coordinator, Secretary, Treasurer, etc.).**
- 3. The proposed area has reasonable outreach potential and sustainability prospects.**

### **3. PROVISIONAL APPROVAL & SUPERVISION:**

**Once approved, the new chapter will operate under provisional status for the first three (3) months. During this period, the team must:**

- 1. Conduct at least one outreach or volunteer activity.**
- 2. Recruit and document new volunteers properly.**
- 3. Maintain communication and submit reports to the supervising State or National Coordinator.**

### **4. FULL RECOGNITION:**

**After successful evaluation of performance and**

compliance, the IEC will issue an official recognition letter and chapter code to the newly formed NGI chapter, granting it full operational rights.

## **HIERARCHICAL RELATIONSHIP**

Each new chapter remains under the oversight of the appropriate administrative level:

- 1. Campus / Community Chapter Reports to its Local Government Chapter**
- 2. LGA Chapter Reports to its State Chapter**
- 3. State Chapter Reports to the their regional chairman.**
- 4. Country or Regional Chapter Reports to the International Executive Council (IEC)**

This structure ensures unity, alignment, and accountability across all levels of NGI.

## **RESPONSIBILITIES OF NEW CHAPTERS**

Every newly established chapter must:

- 1. Abide by the NGI Constitution, Policies, and Code of Conduct.**
- 2. Use official NGI identity materials (logo, templates,**

forms, etc.) as approved by the IEC.

**3. Submit periodic reports, photos, and updates on activities.**

**4. Recruit, train, and manage volunteers in accordance with NGI's mission and standards.**

Every NGI Country Chapter is expected to establish active branches in all states, provinces, or regions within their nation. Likewise, each State Chapter shall ensure the creation of functional Local Government Area (LGA) Chapters, and every LGA Chapter is to oversee the establishment of Campus or Community Chapters within its jurisdiction.

This structure promotes efficiency, inclusiveness, and grassroots impact, ensuring that NGI's mission of transforming lives and communities reaches every corner of society.

The creation of new NGI chapters is not merely an expansion; it is an opportunity to multiply impact. Every approved chapter becomes a new beacon of light, spreading the message of love, service, and transformation to its local community and beyond.

## **LEADERSHIP EXIT & HANDOVER POLICY**

At Nashery's Global Initiative (NGI), we recognize that leadership roles demand time, dedication, and a commitment to service. However, circumstances such as relocation, increased responsibilities, or personal constraints may necessitate a leader's transition from their role. In such cases, NGI expects all leaders; whether State Coordinators, Executive Members, or Volunteer Leaders to follow a structured and responsible handover process to ensure continuity and organizational stability.

### **Guidelines:**

#### **1. Formal Notification:**

(I). The outgoing leader must submit a formal letter of resignation addressed to the Board of Directors through the International Executive Council (IEC).

(II). The letter should clearly state the reason for stepping down and the proposed date of exit.

#### **2. Handover Preparation:**

**Before approval of the exit, the outgoing leader is required to:**

**(I). Identify and recommend a capable and committed successor from the volunteer base or team.**

**(II). Provide basic training or orientation to the proposed successor to ensure a smooth transition.**

**(III). Compile and submit all relevant documents, contacts, plans, and reports to both the successor and the International leadership.**

### **3. Approval Process:**

**The proposed successor will be reviewed and approved by the International Executive Council, in collaboration with the Regional Chairman and the Board of Directors.**

### **4. Final Release:**

**The outgoing leader will only be officially released from their duties after fulfilling all handover requirements and receiving formal acknowledgment from the IEC and BOD.**

**Note:**

**Leadership at NGI is about service, not possession. We are one family, and leaders are encouraged to transition with grace, upholding the values of unity, integrity, and continuity, ensuring that the spirit and mission of NGI are preserved for the good of all communities we serve.**

NGI/NIID

## **VOLUNTEER EXPECTATIONS AND RESPONSIBILITIES**

**At Nashery's Global Initiative (NGI), volunteers are the heartbeat of our mission. As a volunteer, you are expected to uphold the highest standards of service, integrity, and commitment, ensuring that NGI's programs and values are represented positively in every community.**

**Volunteers are expected to:**

### **1. Actively Participate in Programs:**

**Engage fully in all NGI outreach initiatives, community development projects, educational campaigns, and events.**

**Contribute ideas, effort, and time to ensure the success of each program.**

### **2. Recruit and Mentor Fellow Volunteers:**

**Identify, motivate, and onboard new volunteers to strengthen NGI's network.**

**Provide guidance, support, and mentorship to junior volunteers to build a strong, capable team.**

### **3. Report and Communicate Effectively:**

**Submit timely and accurate reports of activities and progress through your State or Chapter Executives.**

**Maintain clear communication with leaders regarding challenges, successes, and resource needs.**

**Bring different positive ideas to grow NGI.**

### **4. Exemplify Discipline, Humility, and Integrity:**

**Conduct yourself professionally at all times, respecting NGI policies and procedures.**

**Demonstrate humility in service and integrity in all interactions with team members and the communities served.**

### **5. Promote NGI's Mission and Values:**

**Represent NGI positively in your local community, fostering awareness of our programs and initiatives.**

**Serve as an ambassador of NGI, inspiring others through words, actions, and example.**

## **6. Respect Diversity:**

**Honor and respect all religions, cultures, and ideologies.**

**Foster an inclusive environment where everyone feels valued and welcomed.**

## **7. Engage in Digital and Local Communication Platforms:**

**Be responsive and active in your chapter's WhatsApp group or other communication channels.**

**Participate in virtual meetings, discussions, and trainings as required.**

## **8. Commit to Continuous Learning:**

**Attend training sessions, workshops, and orientations provided by NGI.**

**Stay informed about organizational updates, policies, and best practices.**

## **9. Demonstrate Initiative and Responsibility:**

**Take ownership of assigned tasks and projects.**

**Proactively seek solutions to challenges and contribute to the improvement of programs.**

**10. Uphold NGI's Ethical Standards:**

**Protect the reputation and integrity of NGI at all times.**

**Ensure confidentiality, honesty, and accountability in all volunteer activities.**

NGI/NID

## **VOLUNTEER TRAINING AND CAPACITY DEVELOPMENT**

**At Nashery's Global Initiative (NGI), we believe that every volunteer represents the heartbeat of our mission. The success and sustainability of NGI's vision depend not only on the passion of its volunteers but also on their continuous learning, professional development, and personal growth.**

**Our volunteer training and capacity development programs are designed to equip, empower, and enhance the competence of every NGI member, ensuring that each volunteer serves with excellence, discipline, and purpose.**

### **1. Purpose of the Training:**

**The NGI Volunteer Training and Orientation Program aims to:**

- 1. Provide every new and existing volunteer with a clear understanding of NGI's vision, mission, and values.**
- 2. Equip volunteers with practical skills and leadership**

capacity required to deliver effective humanitarian service.

3. Promote professionalism, teamwork, and accountability in all NGI operations.

4. Build a community of purpose-driven individuals who understand the ethics of service and the importance of impact-driven leadership.

## 2. Training Phases:

The NGI volunteer training process is structured into three progressive phases, ensuring holistic development and preparedness for service:

### 1. Orientation Phase:

This is the foundational stage for all new volunteers. It includes an introduction to NGI's history, structure, policies, ethics, and programs. Volunteers also learn about their rights, responsibilities, and expectations within the organization.

### 2. Development Phase:

Here, volunteers participate in targeted capacity-building workshops and mentorship sessions designed

to improve their leadership, communication, organizational, and project management skills. NGI organizes these sessions periodically through physical or virtual platforms, facilitated by experienced leaders and professionals across sectors.

### **3. Professional Integration Phase:**

This stage focuses on connecting volunteers with career development opportunities, internships, and leadership roles within and beyond NGI. Volunteers who demonstrate exceptional commitment and performance may also be recommended for external programs, conferences, and international partnerships.

### **3. Core Training Modules:**

NGI training covers, but is not limited to, the following modules:

- 1. Leadership and Teamwork**
- 2. Emotional Intelligence and Interpersonal Skills**
- 3. Humanitarian Principles and Volunteer Ethics**
- 4. Event Coordination and Community Outreach Management**

**5. Effective Communication and Public Speaking**

**6. Conflict Resolution and Peacebuilding**

**7. Fundraising, Proposal Writing, and Financial Stewardship**

**8. Data Protection, Documentation, and Reporting**

**9. Mental Health and Self-care for Volunteers**

**10. Media and Public Engagement**

**4. Continuous Learning and Mentorship:**

At NGI, training does not end after orientation. We operate a Continuous Learning and Mentorship Framework, which connects younger volunteers with seasoned leaders and professionals for guidance, mentorship, and support. This system ensures that volunteers are not only growing within NGI but are also developing skills and experiences valuable in their personal and professional lives.

**5. Certification and Recognition:**

Upon successful completion of specific training phases or leadership programs, volunteers receive Certificates of Participation or Excellence, endorsed by NGI's

**International Headquarters. These certificates serve as credible recognition of each volunteer's service, leadership, and contribution to global development.**

## **6. Our Commitment:**

**NGI remains committed to investing in the development of her volunteers; because we believe that trained volunteers transform communities. Every NGI training initiative is an investment in the human spirit, producing selfless leaders, innovative thinkers, and compassionate changemakers ready to make the world a better place.**

**“Empower a volunteer, and you empower a generation.”**

## **CONFLICT RESOLUTION POLICY**

**At Nashery's Global Initiative (NGI), we are one family. While disagreements may occasionally arise, we are committed to addressing conflicts with maturity, humility, and love, ensuring that the integrity and unity of our organization are preserved.**

### **Conflict Resolution Process:**

#### **1. Private Dialogue:**

**Address the issue directly and respectfully with the person involved.**

**Engage in open, honest, and constructive conversation to seek mutual understanding and resolution.**

#### **2. Report to Immediate Leader:**

**If the conflict remains unresolved, escalate the matter to your State Coordinator or the relevant Executive Member.**

**Provide a clear and factual account of the situation, including key details and efforts already made to**

**resolve it.**

### **3. Escalation to International Executive Council (IEC):**

**Should the issue remain unresolved, the matter must be documented and formally forwarded to the International Executive Council (IEC) for further review.**

**IEC will assess the situation, mediate discussions, and propose appropriate solutions.**

### **4. Final Arbitration:**

**In severe or persistent cases, the Board of Directors (BOD) may intervene to provide impartial arbitration and final resolution.**

**The decision of the BOD shall be binding and implemented in the spirit of fairness and organizational unity.**

### **Guiding Principles:**

**No gossip, public outbursts, or insults are permitted under any circumstances.**

**All parties must maintain respect, discretion, and**

**confidentiality throughout the resolution process.**

**Focus should always be on reconciliation, learning, and strengthening relationships within the NGI community.**

NGI/NID

## **DRESS CODE & EVENT CONDUCT**

**At Nashery's Global Initiative (NGI), volunteers are ambassadors of our mission, vision, and values. Maintaining a professional appearance, respectful conduct, and ethical behavior is essential in every engagement, whether in the community, at events, or online. This ensures that NGI is represented positively and consistently across all programs and locations.**

### **1. Dress Code Guidelines:**

**1. Wear modest, clean, and appropriate attire suitable for the nature of the program.**

**2. Avoid clothing that is revealing, offensive, or inappropriate for public, community, or interfaith settings.**

**3. Wear NGI-branded apparel whenever available to promote unity and organizational identity.**

**4. Dress according to the sensitivity of the program:**

**i. Religious or interfaith visits: modest, respectful, and culturally sensitive clothing.**

**ii. Medical outreaches or fieldwork: clean, practical, and**

tidy attire.

iii. Formal programs, conferences, or presentations: professional attire that reflects NGI standards.

5. Maintain personal hygiene and grooming as a reflection of professionalism and respect for others.

## 2. Event Conduct Guidelines:

1. Punctuality: Arrive on time and be prepared for all activities.

2. Respect: Interact courteously with beneficiaries, team members, community leaders, and partners.

3. Professionalism: Avoid arguments, gossip, disrespectful language, or forming exclusive cliques.

4. Representation: Ensure that words, actions, and behavior reflect NGI values at all times.

5. Accountability: Take responsibility for assigned duties and follow guidance from program leads and supervisors.

6. Teamwork: Support fellow volunteers and leaders, fostering collaboration and unity.

### **3. Volunteer Etiquette:**

- 1. Be approachable, friendly, and empathetic to community members and fellow volunteers.**
- 2. Listen actively and communicate effectively, ensuring understanding and respect.**
- 3. Maintain confidentiality where required, especially regarding sensitive community information or organizational matters.**
- 4. Refrain from using organizational events for personal promotion or gain.**

### **4. Online & Digital Conduct:**

- 1. Represent NGI positively on all social media and digital platforms.**
- 2. Avoid posting content that may harm NGI's reputation or contradict its values.**
- 3. Respond professionally to messages in official NGI groups, emails, or communication channels.**
- 4. Maintain confidentiality of internal communications and sensitive information.**

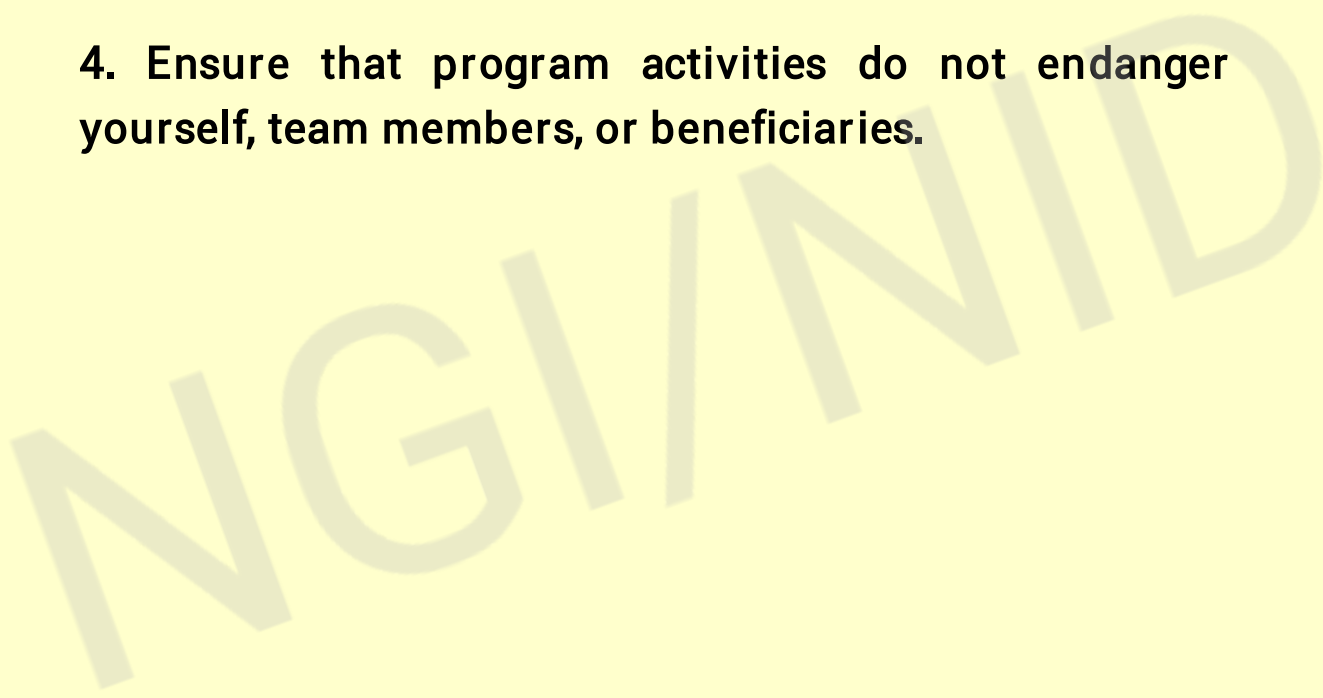
**5. Safety & Professional 1. Responsibility:**

**Follow safety protocols during field activities, outreaches, and events.**

**2. Report unsafe conditions, misconduct, or emergencies to your immediate leadership promptly.**

**3. Respect cultural norms, laws, and organizational policies in all community interactions.**

**4. Ensure that program activities do not endanger yourself, team members, or beneficiaries.**



## **PARTNERSHIP & COLLABORATION GUIDELINES**

**At Nashery’s Global Initiative (NGI), we value strategic partnerships and collaborations that align with our mission, vision, and core values. To maintain the organization’s integrity and credibility, all partnership inquiries must follow a structured process before any commitment is made.**

### **Guidelines for Handling Partnership Requests:**

#### **1. Acknowledge the Inquiry:**

**Politely receive expressions of interest from individuals, groups, NGOs, government bodies, or religious institutions.**

**Thank them for considering collaboration with NGI.**

#### **2. Collect Relevant Information:**

**Obtain complete contact details of the inquirer.**

**Request a brief proposal or description of the intended collaboration.**

#### **3. Referral to Leadership:**

**Forward the information and proposal to the**

**International Executive Council (IEC) via your State Coordinator or designated leadership channel.**

**Ensure that all communications are professional and documented.**

#### **4. No Unauthorized Commitments:**

**Do not make any commitments, agreements, or promises on behalf of NGI without official clearance from the IEC.**

#### **5. Approval & Documentation:**

**All partnerships must be formally reviewed, approved, and documented at the international and the Directors level.**

**Proper documentation ensures alignment with NGI's mission, values, and standards and safeguards organizational credibility.**

#### **Principles:**

**1. NGI only engages in collaborations that promote its mission and enhance its impact to the society.**

**2. Transparency, accountability, and mutual respect must guide all partnership discussions and agreements.**

**3. Volunteers and staff must maintain professionalism and confidentiality throughout the process.**

## **DATA PROTECTION AND PRIVACY**

**At Nashery’s Global Initiative (NGI), we are committed to protecting the privacy and personal information of all volunteers, members, and partners. All data collected is handled with the highest standards of confidentiality, security, and integrity.**

### **Key Principles:**

#### **1. Purpose of Data Collection:**

**Personal information such as names, phone numbers, email addresses, and other relevant details are collected solely for internal coordination, communication, and program planning.**

#### **2. Confidentiality:**

**Volunteer and member data is strictly confidential and will not be shared with third parties without explicit consent.**

#### **3. Data Usage:**

All records are used exclusively for NGI-related activities, including volunteer coordination, event notifications, reporting, and organizational administration.

#### **4. Rights of Volunteers:**

Volunteers have the right to request edits, updates, or removal of their personal information from NGI's databases at any time.

Requests should be submitted in writing to the International Executive Council (IEC) or the designated data management officer.

#### **5. Security Measures:**

NGI ensures that all digital and physical records are secured against unauthorized access, loss, or misuse.

Access to sensitive data is restricted to authorized personnel only.

#### **Commitment:**

By adhering to this policy, NGI ensures that the privacy and trust of its volunteers and members are respected

**and protected, supporting a safe and responsible organizational environment.**

NGI/NID

## **EMERGENCY PROTOCOLS**

**At Nashery's Global Initiative (NGI), the safety and well-being of volunteers, beneficiaries, and staff are our top priority. In the event of emergencies during NGI programs or activities; such as medical incidents, security threats, or severe weather conditions, volunteers are expected to follow these protocols:**

### **Emergency Response Guidelines:**

#### **1. Remain Calm and Prioritize Safety:**

**Ensure the immediate safety of all participants and yourself.**

**Assess the situation carefully before taking any action.**

#### **2. Inform Leadership Immediately:**

**Notify the nearest team leader, State Coordinator, or Executive Member without delay.**

**Provide clear and concise information about the nature and severity of the emergency.**

### **3. Engage Local Emergency Services:**

**Contact local medical, security, or emergency services as necessary.**

**Follow their guidance while maintaining volunteer and participant safety.**

### **4. Document and Report:**

**Record all relevant details about the incident, including time, location, and actions taken.**

**Submit a written report to the International Executive Council (IEC) within 24 hours of the occurrence.**

### **5. Maintain Confidentiality:**

**Do not share photos, videos, or stories of the incident publicly or on social media without official authorization.**

### **Principle:**

**Volunteers must always act responsibly, remain composed, and follow the chain of command during emergencies. Proper adherence to these protocols**

**ensures the safety, accountability, and integrity of all NGI operations.**

NGI/NID

## **MEDIA & PUBLICITY CONSENT**

**At Nashery's Global Initiative (NGI), photographs, videos, and other media are often captured during events and activities to highlight our programs, showcase volunteer contributions, and promote organizational impact.**

### **Consent Guidelines:**

#### **1. Volunteer Participation:**

**By participating in NGI activities, volunteers grant NGI permission to use their images, videos, or recordings for official publicity, marketing, and awareness purposes, including social media, newsletters, and reports.**

#### **2. Opt-Out Provision:**

**Volunteers who do not wish their media to be used may formally opt out by submitting a written request to their State Coordinator prior to the event.**

**NGI will make reasonable efforts to respect and honor all opt-out requests.**

### **3. Use of Media:**

**All media will be used responsibly and respectfully, in alignment with NGI's values and mission.**

**Media will not be shared with third parties for commercial purposes without explicit consent.**

#### **Principle:**

**This policy ensures that NGI can celebrate its volunteers and programs responsibly, while respecting the privacy and preferences of all participants.**

## **ANNUAL NGI DAY / NGI VOLUNTEER WEEK**

To foster unity, engagement, and organizational impact, Nashery's Global Initiative (NGI) will observe an Annual NGI Day / NGI Volunteer Week. During this designated period, all states, chapters, and regions will carry out synchronized activities nationwide, ensuring a coordinated celebration of NGI's mission, values, and volunteers' contributions.

### **ACTIVITIES DURING NGI VOLUNTEER WEEK**

The week may include, but is not limited to:

- 1. Community Outreaches:** Engage with local communities through health, education, and social development initiatives.
- 2. Celebrations and Awards:** Recognize outstanding volunteers, leaders, and partners for their exceptional contributions.
- 3. NGI History and Training Sessions:** Share organizational milestones, achievements, and provide skill-building workshops for volunteers.
- 4. Volunteer Appreciation and Engagement:** Highlight

and celebrate the efforts of volunteers across all chapters.

**5. Competitions:** Organize friendly contests to encourage learning, teamwork, and creativity.

**6. Seminars and Workshops:** Offer educational and leadership development sessions for volunteers and community members.

**7. Giveaways and Community Support Programs:** Distribute resources and support to beneficiaries as part of outreach activities.

**Date and Theme:**

**1.** The date and annual theme of NGI Day / NGI Volunteer Week will be officially announced each year by the Board of Director (BOD) via the International Executive Council (IEC).

**2.** All chapters are encouraged to align their local programs with the national theme and objectives for the week.

**Principle:**

**NGI Volunteer Week serves as a platform to unite**

**volunteers, celebrate achievements, and amplify NGI's mission, ensuring that every participant feels valued and empowered to make a meaningful difference.**

NGI/NID

## **INTERNSHIP AND CAREER DEVELOPMENT OPPORTUNITIES**

At Nashery's Global Initiative (NGI), we believe in developing lives from within and beyond the field of outreach. Volunteers are not only agents of positive impact but also beneficiaries of growth, mentorship, and leadership exposure. NGI provides structured opportunities to support career advancement, skill development, and personal growth.

**Opportunities for Volunteers:**

### **1. Internship Placements & Official Endorsement Letters:**

NGI may provide letters confirming volunteer service, which can be used for internship applications, NYSC postings, or academic requirements.

Eligibility is based on commitment, performance, and availability of opportunities.

### **2. Leadership Experience & Project Management Exposure:**

Volunteers may lead the planning and execution of

community outreaches, events, and projects, gaining hands-on experience in project management, teamwork, communication, and public speaking.

These experiences cultivate practical leadership and organizational skills applicable in professional and academic settings.

### **3. Professional Recommendations:**

Dedicated volunteers who consistently demonstrate discipline, impact, and initiative may receive referral or recommendation letters for scholarships, employment, or further studies.

### **4. Mentorship & Career Networking:**

Volunteers may be linked with mentors, professionals, and networks in their areas of interest through zonal or national platforms, providing guidance and exposure to career pathways.

### **Benefits:**

1. NGI offers a unique environment where students, job seekers, and young professionals can grow personally

**and professionally while making a meaningful impact.**

**2. Volunteers develop transferable skills, leadership qualities, and professional credibility that enhance career prospects and lifelong learning.**

NGI/NID

## **INTERNATIONAL / CONTINENTAL NGI VOLUNTEER SUMMIT & RETREAT**

At Nashery's Global Initiative (NGI), we are committed to cultivating a vibrant community of change-makers. A key flagship initiative under consideration is the Annual NGI Volunteer Summit or Retreat, which may be organized at a national, continental, or international level.

### **Goals of the Summit / Retreat:**

#### **1. Unity and Networking:**

Bring together NGI volunteers and leaders from across states, regions, or countries to foster collaboration, networking, and a sense of shared purpose.

#### **2. Training and Capacity Building:**

Host leadership seminars, skills workshops, breakout sessions, and interfaith dialogues aimed at enhancing volunteer competencies, strategic thinking, and personal development.

### **3. Sharing Impact and Evaluating Progress:**

**Provide a platform for volunteers and leaders to share success stories, evaluate ongoing programs, and launch new campaigns at the national or continental level.**

### **4. Recognition and Awards:**

**Celebrate outstanding contributions by presenting awards and recognition to deserving volunteers, chapters, states, dignitaries , partners, specific leaders, regions, countries, etc.**

### **5. Strengthening Identity and Vision:**

**Reinforce unity, organizational identity, and a shared vision, deepening volunteers' sense of belonging and commitment to NGI's mission.**

### **Event Structure and Rotation:**

**1. The Summit or Retreat may be held physically, virtually, or in a hybrid format, depending on logistics and participation for that particular year.**

**2. The event will rotate yearly or every two years across the six geopolitical zones or participating countries, giving each region an opportunity to host and showcase its achievements.**

**3. This rotational approach encourages ownership, healthy competition, and collaborative innovation, helping volunteers connect to a larger purpose-driven family.**

## **NGI ALUMNI NETWORK**

At Nashery's Global Initiative (NGI), we believe that once a volunteer, always a member of the family. Even after active service, former volunteers and leaders remain an integral part of our mission, contributing their experience, wisdom, and influence.

The NGI Alumni Network is designed to keep past volunteers connected, recognized, and engaged, ensuring continuity, legacy, and sustainable impact across communities.

### **Eligibility for Alumni Membership:**

- 1. Former State, Zonal, or National Leaders who have stepped down or relocated, having served for a minimum of one year.**
- 2. Active Volunteers who transitioned due to school, work, or personal reasons, having served faithfully for at least one year.**
- 3. Past Contributors who consistently supported NGI's programs and initiatives for a minimum period of**

**service, demonstrating commitment and impact.**

## **Benefits of the NGI Alumni Network:**

### **1. Mentorship Opportunities:**

**Alumni may mentor new volunteers or lead advisory sessions, sharing expertise and guidance to strengthen leadership and program delivery.**

### **2. Participation in National Initiatives:**

**Alumni can contribute to national projects, strategy teams, or planning committees, even remotely, ensuring continued involvement in organizational growth.**

### **3. Support and Sponsorship:**

**Alumni may support NGI programs through financial contributions, technical assistance, or virtual engagement, enhancing program reach and sustainability.**

### **4. Recognition and Celebration:**

**Alumni achievements and contributions are honored**

during national summits, anniversary events, and award ceremonies, reinforcing their lasting impact.

## **5. Network and Legacy Building:**

The Alumni Network fosters connections among past volunteers, creating a platform for collaboration, knowledge sharing, and legacy-driven initiatives.

The NGI Alumni Network ensures that experience and expertise are retained, providing continuity and reinforcing NGI's vision of transforming lives through service, mentorship, and leadership.

## **NGI PROGRAMS AND OUTREACH ACTIVITIES**

**At Nashery's Global Initiative (NGI), our outreach programs are designed to transform communities, empower individuals, and raise awareness on key social, educational, and health issues. NGI chapters and branches actively implement programs that address the unique needs of their communities, while aligning with the organization's mission and values.**

### **Core Outreach Areas:**

#### **1. Community Outreach:**

**Conduct awareness and educational campaigns on topics such as public health, hygiene, drug abuse, environmental sustainability, and other relevant community issues.**

#### **2. Religious Center Visits:**

**Share NGI's mission, values, and initiatives in churches, mosques, and other faith-based institutions, fostering interfaith engagement and community collaboration.**

### **3. Volunteer Mobilization:**

**Host forums, events, and campaigns to recruit, engage, and retain new volunteers.**

### **4. School Outreach:**

**Guide students on career development, leadership, life skills, and moral values, inspiring the next generation of change-makers.**

### **5. Medical Outreach:**

**Organize free health checks, educational sessions, and awareness campaigns to promote wellness and preventive healthcare, where applicable.**

### **6. Skill Empowerment Workshops:**

**Facilitate sessions on entrepreneurship, digital literacy, financial literacy, and vocational skills, enhancing participants' capacity for self-reliance and growth.**

### **7. Community Needs Assessment and Street outreach:**

**Identify critical issues, challenges, and gaps within local communities to design impactful and sustainable interventions.**

## **OUTREACH PLANNING AND IMPLEMENTATION GUIDELINES**

### **1. Quarterly Outreach Requirement:**

**Each branch and chapter is expected to carry out at least four different outreach activities every year, with one outreach planned and executed every three months.**

### **2. Planning & Approval:**

**All outreach activities must be planned at least one month in advance.**

**Proposed outreach plans must be submitted to the International Executive Council (IEC) for review and approval.**

### **3. Documentation & Reporting:**

**Executives are required to post the videos and pictures**

of the outreach in their chapter official page and also submit detailed outreach reports, including images, videos, and summary of impact, to the IEC, Global Admin and relevant leadership channels after each activity.

#### **4. Customization & Branding:**

States and chapters may adapt outreach programs based on local community needs.

Each outreach should feature a unique banner or branding that promotes NGI's identity and mission.

NGI's outreach programs are a core avenue for service, engagement, and community transformation. By maintaining a structured, consistent, and well-documented approach, volunteers ensure maximum impact, visibility, and alignment with the organization's mission.

## **COMMUNITY NEEDS ASSESSMENT & IMPACT EVALUATION**

**At Nashery's Global Initiative (NGI), we believe that true impact begins with understanding; understanding the people we serve, their environment, their challenges, and their unique strengths. Every outreach, project, or program under NGI must therefore begin with an informed Community Needs Assessment and end with a deliberate Impact Evaluation.**

**These two pillars ensure that NGI's efforts are evidence-based, people-centered, and sustainable, aligning with our mission to transform lives and communities across nations.**

### **A. COMMUNITY NEEDS ASSESSMENT:**

**A Community Needs Assessment (CNA) is the process through which NGI identifies, studies, and understands the most pressing needs within a target community before implementing any intervention. It allows our teams to design initiatives that respond directly to real issues rather than assumptions.**

## **OBJECTIVES OF THE ASSESSMENT:**

- 1. To identify the most urgent and recurring social, economic, educational, medical, or welfare needs in a community.**
- 2. To recognize existing resources, strengths, and opportunities within the community that can be leveraged.**
- 3. To foster collaboration by engaging local leaders, youth, religious institutions, and government bodies.**
- 4. To ensure that NGI's interventions align with our core values of compassion, integrity, and inclusivity.**

## **ASSESSMENT METHODS:**

**NGI adopts a combination of qualitative and quantitative approaches, depending on the project type and location:**

- 1. Community Surveys and Questionnaires; gathering opinions, demographics, and priority needs.**
- 2. Focus Group Discussions (FGDs); engaging different community segments (women, youths, elders, etc.).**
- 3. Key Informant Interviews (KIIs); consulting with local authorities, religious leaders, and health or**

education officials.

4. **Field Observation and Data Collection;** through trained NGI volunteers during community visits.

5. **Partnership Reports;** reviewing information from partner NGOs, schools, hospitals, or development agencies.

#### **EXPECTED OUTCOMES:**

1. **A clear understanding of community challenges and potential solutions.**

2. **Prioritization of projects based on urgency, impact, and available resources.**

3. **Enhanced collaboration between NGI chapters and community stakeholders.**

#### **B. IMPACT EVALUATION**

**Impact Evaluation is the systematic process of measuring how NGI's activities and interventions have improved lives, transformed communities, or inspired behavioral and social change.**

**NGI values accountability and transparency, and every outreach, training, or humanitarian project must be**

**followed by a detailed evaluation to ensure our work remains effective and relevant.**

### **OBJECTIVES OF IMPACT EVALUATION:**

- 1. To determine whether NGI's activities achieved the desired goals and objectives.**
- 2. To identify the short-term and long-term benefits of our programs.**
- 3. To provide accurate data for organizational learning, reporting, and decision-making.**
- 4. To highlight success stories, lessons learned, and areas for improvement.**

### **EVALUATION TOOLS:**

- 1. Before-and-After Surveys; measuring change between the start and end of a program.**
- 2. Beneficiary Feedback Forms; capturing the voices and experiences of those impacted.**
- 3. Case Studies & Success Stories; documenting remarkable individual or community transformations.**
- 4. Data Analysis Reports; prepared by chapter**

documentation teams and submitted to the international office.

5. Follow-up Visits; ensuring sustainability and continued support after initial interventions.

### **C. IMPLEMENTATION AND REPORTING STRUCTURE**

Each NGI chapter is responsible for conducting needs assessments and impact evaluations within their operational areas under the supervision of the Documentation, Research, and Planning Department.

#### **THE PROCESS INVOLVES:**

- 1. Planning; identifying target communities and designing assessment tools.**
- 2. Execution; gathering data and carrying out project implementation.**
- 3. Analysis; interpreting findings and drawing meaningful insights.**
- 4. Reporting; submitting monthly or quarterly reports to the International Documentation & Research Office using the NGI standardized reporting format.**

**All findings are compiled at the International Headquarters, where they are used to:**

- 1. Guide strategic decisions and funding priorities.**
- 2. Communicate NGI's progress to donors, partners, and the public.**
- 3. Celebrate success stories that reflect NGI's mission of transforming lives.**

#### **D. SUSTAINABILITY AND ACCOUNTABILITY**

**NGI is committed to ensuring that every intervention leads to lasting change. By combining data-driven planning with compassion-driven execution, we make sure our resources produce maximum value for the communities we serve.**

**All assessment and evaluation reports are archived and periodically reviewed to maintain transparency and accountability. Chapters are encouraged to innovate, learn, and evolve through feedback and collaboration.**

**“We don't act before we understand; we understand so that our actions can truly transform.”**

## **NGI FUNDING STRATEGY**

**At Nashery's Global Initiative (NGI), we believe that true transformation begins with commitment, compassion, and contribution; not just financial resources. While we are growing rapidly and expanding our programs, NGI's early-phase outreach activities are intentionally designed to leverage the skills, time, and dedication of our volunteers rather than relying on external funding.**

**Our volunteers are not merely participants; they are agents of change, community builders, and ambassadors of hope, using their talents, knowledge, and passion to transform lives.**

**As NGI grows, a sustainable and ethical funding framework has been established to ensure our mission continues without compromising our values.**

### **NGI STRATEGIC FUNDING ROADMAP**

## **1. Volunteer-Led Service (Foundational Phase):**

**1. Most initial initiatives; such as school mentorship, youth leadership forums, community awareness campaigns, medical and skill empowerment outreaches; require commitment, not money.**

**2. Volunteers and chapter executives are encouraged to contribute small, collective amounts toward outreach. For example:**

**If a chapter has 50 volunteers contributing 1,000 NGN or 1 USD each, it can go a long way in covering outreach materials, logistics, and promotional items.**

**3. Volunteers should also recommend NGI to potential donors who can support community programs.**

## **2. Grants and Institutional Funding:**

**NGI will pursue local and international grants aligned with our mission in education, youth empowerment, health, humanitarian service, and interfaith collaboration.**

**These efforts will be coordinated by the Director of Grants and Contracts with his/her team together with the International Executive Council (IEC).**

### **3. Strategic Partnerships and Donations:**

**NGI will seek ethical partnerships with churches, mosques, NGOs, corporate organizations, and philanthropic individuals who share our values.**

**All partnerships and donations will be used to support outreach projects and larger initiatives, while preserving transparency and integrity.**

### **4. Digital Fundraising Campaigns:**

**As NGI grows, we will implement transparent and well-coordinated digital campaigns to raise funds for outreach programs and operational needs.**

**Campaigns will be overseen by the Fundraising & Financial Officer, ensuring accountability to volunteers, partners, and stakeholders.**

### **5. Branded Products & Social Enterprise (Mid-to-Long-Term):**

**NGI plans to create branded merchandise and social enterprise initiatives, such as T-shirts, notebooks, empowerment kits, and other items.**

**These initiatives will generate income to fund outreach programs and simultaneously promote NGI's identity.**

**6. Subsidiary Funding Streams (Long-Term Sustainability Plan):**

**NGI will also draw support from affiliated institutions under the Nashery Global Conglomerate, including:**

**Nashery Medical Center**

**Nashery Investment Company**

**Nashery Nation Academy**

**Mimi-Nash Food Store**

**NGI Orphanage and Welfare Home**

**A portion of their proceeds will be strategically allocated to support NGI programs and impact initiatives.**

**KEY PRINCIPLES FOR CHAPTER OUTREACH FUNDING**

**1. No Central Funds for Chapters (Current Phase):**

**NGI is not sending money to individual chapters for outreach at this stage, as we are expanding and managing many chapters.**

**Chapters are encouraged to plan and fund their activities locally, using volunteer contributions, community support, or sponsorships.**

## **2. Volunteer and Executive Contributions:**

**Every chapter executive and volunteer can make a small contribution to support local programs. Even modest amounts, when pooled, can cover outreach materials, refreshments, and transportation.**

## **3. Community & Donor Engagement:**

**Volunteers should actively recommend NGI to potential donors or sponsors who can support outreach programs.**

**If you know individuals, businesses, or organizations willing to sponsor an outreach, reach out and help us grow.**

## **4. Creative Strategies Welcome:**

**NGI encourages all leaders and volunteers to propose innovative, ethical, and practical strategies for raising funds and mobilizing resources in their chapters.**

**Your ideas and connections are valuable contributions to the sustainability and expansion of NGI's mission.**

## **COLLECTIVE RESPONSIBILITY**

**1. Financial sustainability and community impact are a shared responsibility. Every NGI member, from the Board of Trustees and IEC to Zonal Chairmen, State Coordinators, and volunteers plays a role in ensuring outreach programs succeed.**

**2. We emphasize: we are not waiting for money to start transforming lives. We start now, with what we have, where we are, and with whom God has sent. Through commitment, creativity, and collaboration, NGI will grow into a model of ethical financial management, impactful outreach, and lasting transformation.**

## **VOLUNTEER & CHAPTER FUNDING GUIDE:**

**Practical Steps for Supporting NGI Outreach Activities;**

At Nashery's Global Initiative (NGI), we believe that every outreach, no matter how small; can create lasting impact when carried out with love, strategy, and teamwork. While NGI is growing steadily, each chapter is encouraged to take ownership of its local outreach funding using the following simple and practical approaches.

### **1. Chapter-Based Contributions:**

Each chapter is encouraged to adopt a collective contribution system to fund their activities. Small efforts from many people can achieve big results.

**Example:**

If 50 volunteers contribute ₦1,000 each (or \$1 each), the chapter can raise ₦50,000 (\$50); enough to organize a meaningful outreach such as:

- 1. A school or community awareness campaign**
- 2. A youth empowerment or leadership seminar**
- 3. A religious center or medical outreach**
- 4. Printing flyers, banners, and educational materials.**

**Remember: the goal is teamwork. NGI is built on unity**

**and shared commitment, not financial pressure.**

## **2. Sponsorship & Partnership Support:**

**Volunteers and leaders are encouraged to introduce NGI to potential sponsors or supporters, such as:**

- 1. Churches, mosques, and religious organizations**
- 2. Local business owners or professionals**
- 3. NGOs and government agencies**
- 4. Philanthropists and well-meaning individuals.**

## **WHEN APPROACHING POTENTIAL PARTNERS:**

- 1. Be polite, clear, and professional.**
- 2. Explain NGI's vision, past activities, and impact.**
- 3. Always refer sponsorship discussions to your State Coordinator or Zonal Chairman or IEC for guidance and approval before final commitments.**

**Every connection matters, your introduction may lead to a partnership that transforms thousands of lives.**

## **3. In-Kind Donations & Resource Mobilization:**

**Not all support comes in cash. Many outreach needs can be met through in-kind donations, such as:**

- 1. Free venue spaces for events**
- 2. Printing or media support**
- 3. Medical supplies, books, or stationery**
- 4. Refreshments, transport, or sound systems.**

**Chapters should learn to mobilize what's available locally. NGI values creativity, collaboration, and resourcefulness above all.**

#### **4. Outreach Planning and Approval:**

**Each chapter is expected to carry out at least four (4) different outreaches per year; one every three months.**

**Before any outreach:**

- 1. Submit a detailed outreach plan to your International Executive Council (IEC) representative through your chapter Coordinator.**
- 2. Plan your program at least one month in advance.**
- 3. Indicate your proposed date, location, budget, and objectives.**

## **AFTER EACH OUTREACH:**

**Submit a comprehensive report including pictures, short videos, and testimonies.**

**This helps NGI maintain accountability and celebrate your impact nationally.**

## **5. Transparency and Accountability**

**Chapters must ensure:**

- 1. All financial contributions are documented clearly (amounts, contributors, and usage).**
- 2. Reports are submitted to the State Financial Officer or Chapter Secretary after every event.**
- 3. No volunteer or leader should use NGI's name for personal fundraising without approval.**

**Transparency builds trust and trust sustains our mission.**

## **6. NGI Will Not Fund Chapters (For Now):**

**NGI currently operates with many chapters nationwide and internationally. To ensure fairness and growth:**

**1. No direct financial disbursement will be made to state or chapter outreaches at this stage.**

**2. Every chapter must be self-sustaining, guided by the NGI principles of creativity, collaboration, and integrity.**

**This phase helps us build strong, independent teams ready for long-term sustainability.**

### **7. Submit Fundraising Ideas:**

**1. If you have creative ideas or know individuals or organizations that can sponsor NGI activities, please share them with your State Coordinator or directly contact the International Executive Council.**

**2. Your ideas could help NGI reach more lives, establish new programs, and expand across nations.**

**Together, we rise; not by waiting for resources, but by creating opportunities to serve humanity with what we have.**

**Our success depends on collective effort.**

**Every coin, every call, every idea counts. NGI is not just an organization; it is a movement of compassionate changemakers committed to transforming lives through**

**service, integrity, and love.**

**And we will build this vision together.**

NGI/NID

## COMMUNICATION POLICY

At Nashery's Global Initiative (NGI), effective communication is essential for maintaining order, respect, and unity across all chapters and leadership levels. To ensure smooth coordination and accountability, all members are expected to adhere to the following communication guidelines.

### 1. Communication Hierarchy:

NGI operates through a well-structured leadership hierarchy designed to maintain order and efficiency.

When addressing concerns, inquiries, or sharing information, members should follow the appropriate communication chain:

Volunteer to Local Chapter Executive to State Coordinator to National Executive to International Executive Council (IEC) to Board of Directors (BOD) to Board of Trustees (BOT).

Always follow the proper hierarchy. Only move to the next level if your immediate superior does not respond

**within a reasonable time frame.**

## **2. Posting and Information Sharing:**

**1. Only State Coordinators, National Executives, IEC Members, and Directors are authorized to post official updates or announcements in general international volunteer groups.**

**2. All general updates and information should first be shared in the chapter or state WhatsApp groups, before any wider dissemination.**

**3. Volunteers are encouraged to share their ideas, testimonies, and outreach reports through their chapter executives, who will forward them to the appropriate national or international office when necessary.**

## **3. Message Approval and Public Communication:**

**If any volunteer wishes to share a message, announcement, or initiative in a general volunteer or public NGI group, they must first obtain approval from:**

**Their State Coordinator or The International Social Media Manager, depending on the type of message.**

**This ensures that all communication remains consistent**

**with NGI's values, tone, and objectives.**

#### **4. Professional Conduct in Communication:**

**All NGI members and volunteers must:**

- 1. Communicate respectfully and professionally at all times.**
- 2. Avoid arguments, gossip, or unverified information on official platforms.**
- 3. Use NGI communication channels strictly for organizational purposes.**
- 4. Uphold confidentiality, unity, and discipline in both private and public communications.**

**Our words represent our organization. Speak with love, wisdom, and integrity at all times.**

#### **5. Social Media Engagement:**

- 1. Volunteers may share NGI events, photos, and impact stories on their personal social media accounts, tagging NGI's official handles where applicable.**
- 2. Sensitive or internal information should never be posted publicly without official clearance.**

**3. The Global Admin and the International Social Media Manager oversees all official NGI digital platforms to ensure accuracy, decorum, and alignment with our brand identity.**

**Communication at NGI flows through order, respect, and responsibility.**

**Every voice matters, but every message must pass through the right channel. Together, let's maintain a culture of clarity, unity, and professionalism as we represent NGI across nations.**

**"Right message, right channel, right spirit; that's the NGI way."**

## **REPORTING AND DOCUMENTATION**

**To ensure transparency, accountability, and effective coordination across all levels of Nashery's Global Initiative (NGI), proper reporting and documentation are mandatory for every chapter and leadership team.**

### **REPORTING GUIDELINES**

**All Regional, State, Province, LGA, and Campus Coordinators are required to:**

#### **1. Submit Monthly Reports:**

**Provide a comprehensive monthly activity report using the official NGI reporting template, detailing all programs, meetings, and outreach activities in your region/ chapter.**

#### **2. Maintain Accurate Records:**

**Keep organized records of volunteer data, attendance lists, outreach photos, financial summaries, and event evaluations.**

### **3. Ensure Timely Submission:**

**Send all reports to the assigned International Executive Council (IEC) member or designated supervisor on or before the last day of each month.**

### **4. Share Executive Contact Details:**

**Compile and submit the contact information of all State or Chapter Executive Members to the International Executive Council for database updates.**

### **5. Archive for Reference:**

**Each State or Chapter should maintain both soft and hard copies of reports and records for at least 12 months for future reference and verification.**

**Accurate reporting reflects responsible leadership and strengthens NGI's credibility as a transparent, accountable, and globally trusted organization.**

## **CODE OF CONDUCT / ETHICS AND DISCIPLINARY MEASURES**

At Nashery's Global Initiative (NGI), every member and volunteer is expected to embody the highest standards of integrity, discipline, and respect. Our collective behavior defines the image of NGI and influences the impact we make in our communities.

### **Guiding Principles:**

#### **1. Respect and Equality**

Treat all members with dignity and respect, regardless of religion, tribe, gender, nationality, or background. NGI stands for unity in diversity.

#### **2. Zero Tolerance for Misconduct**

Any form of harassment, discrimination, bullying, or abuse; verbal, physical, or digital, is strictly prohibited and will attract disciplinary action.

#### **3. Integrity and Accountability**

NGI platforms, privileges, and resources must never be used for personal, political, or financial gain. Every action should reflect honesty, transparency, and

**responsibility.**

#### **4. Confidentiality and Loyalty**

**Members must protect sensitive organizational information and respect decisions made by the leadership. Internal matters must not be discussed or shared publicly without authorization.**

#### **5. Moral Discipline and Example**

**All volunteers and leaders are ambassadors of NGI's vision. They must maintain moral integrity, uphold professionalism, and lead by example in both private and public life.**

**Our character is our greatest testimony. Let every NGI member shine as a model of love, discipline, and responsibility.**

#### **DISCIPLINARY MEASURES:**

**To preserve the integrity and order of NGI, members who violate this Code of Conduct are subject to disciplinary action as determined by the appropriate authority. Actions may include:**

- 1. Verbal or Written Warning:** for minor offenses or first-time misconduct.
- 2. Suspension:** temporary withdrawal from duties or privileges pending review.
- 3. Dismissal or Expulsion:** permanent removal from NGI following severe or repeated violations.
- 4. Referral to Authorities:** in cases involving criminal, legal, or reputational offenses.

All disciplinary actions shall be handled with fairness, confidentiality, and due process in accordance with NGI's internal regulations and leadership discretion.

## **UNITY ACROSS CHAPTERS / VOLUNTEER SUPPORT CULTURE AND VOLUNTEER RELOCATION / INTEGRATION PROCEDURE**

**At Nashery's Global Initiative (NGI), we are one family; bound by love, purpose, and a shared commitment to transform lives and communities. Whether you belong to a local chapter, state team, national body, or international branch, you are part of a single global family united under one vision.**

**If you relocate or travel to another region, state, or country, it is your responsibility to contact the Coordinator or Executive Officer of the NGI Chapter in that new location. This ensures that you are properly integrated into local activities, added to the appropriate communication platforms, and continue your service without interruption.**

**In the same spirit, when an NGI volunteer, leader, or partner from another chapter visits or relocates to your area, please extend the hand of love and hospitality. Offer guidance, connect them with local initiatives, and**

**make them feel at home within the NGI family.**

**At NGI, unity, respect, and mutual support are not optional; they are the heartbeat of our movement. We embrace everyone, regardless of nationality, ethnicity, or religion, and believe that our diversity is what makes our service impactful and our mission unstoppable.**

**Remember: NGI is not just an organization; it is a global family of compassionate changemakers committed to love, service, and purpose.**

## **VOLUNTEER RELOCATION & INTEGRATION PROCEDURE:**

**To maintain smooth transitions and active engagement, all NGI volunteers and leaders are expected to follow this simple procedure when relocating or traveling:**

### **1. Notify Your Current Chapter:**

**Inform your local or state coordinator of your relocation or travel plans in advance (where possible).**

### **2. Contact the New Chapter:**

**Upon arrival in your new location (state, region, or country), reach out to the Coordinator or Executive of that chapter for official recognition and integration.**

### **3. Join Local Platforms:**

**Request to be added to the new chapter's WhatsApp or communication group to stay updated on meetings, programs, and activities.**

### **4. Update the Secretariat (Optional but Recommended):**

**You may also notify the International Executive Council (IEC) through the International Secretary or your zonal representative for centralized documentation.**

### **5. Participate Actively:**

**Continue volunteering, mentoring, and contributing to outreach efforts in your new location; your impact is needed everywhere.**

### **6. Maintain Unity:**

**Be a bridge of love between your former and new chapter. Always promote collaboration, not competition, across NGI communities.**

## **NGI MEMBERSHIP COMMITMENT CONTRIBUTION POLICY**

At Nashery's Global Initiative (NGI), our mission to transform lives and communities across the globe thrives through the dedication, compassion, and collective responsibility of our members. True commitment is not measured by words alone, but by the willingness to contribute; time, skills, ideas, and resources toward a shared vision.

To ensure sustainability and promote shared ownership, NGI introduces the Membership Commitment Contribution System; a structured way for volunteers and leaders to support the organization's mission financially, no matter how little.

This system is designed not as a burden, but as an opportunity for every NGI member to take part in building a globally impactful humanitarian movement and become a shareholder in our global impact story.

### **PURPOSE OF THE CONTRIBUTION**

The purpose of this initiative is to:

- 1. Strengthen NGI's financial sustainability and independence.**
- 2. Support local chapter outreaches, welfare programs, and operational logistics.**
- 3. Encourage a culture of responsibility, unity, and shared contribution.**
- 4. Empower chapters to carry out meaningful activities without always waiting for central funding.**
- 5. Promote transparency, accountability, and consistency in financial management.**

In essence, this contribution reflects our collective ownership of NGI's vision; ensuring that together, we keep the light of service burning across nations.

#### **WHO SHOULD CONTRIBUTE:**

- 1. All NGI Leaders; including Chapter Executives, Coordinators, National Officers, Members of the International Executive Council, Members of the Board of Directors, and Members of the Board of Trustee are required to participate in the monthly commitment. Leadership at NGI is not about position, but about sacrifice and example.**

**2. Volunteers are strongly encouraged (though not mandated but very important) to join in this effort as a show of solidarity, unity, and belief in the cause.**

**No one is forced to give; we give because we care, because we believe in what NGI stands for, and because we know that small contributions from many can make a great difference.**

#### **AMOUNT AND FREQUENCY:**

**1. Each chapter may collectively agree on a convenient monthly contribution amount depending on their local realities and capacity.**

**Recommended benchmarks include: ₦500 / \$0.5, ₦1,000 / \$1, or any higher amount as freely decided by the chapter members.**

**2. Contributions are made monthly through your Chapter Treasurer or Financial & Fundraising Officer, or deposited directly into the official NGI Chapter Bank Account in your chapter.**

#### **REPORTING & FINANCIAL FLOW:**

**To maintain order and accountability, NGI has a defined reporting hierarchy for all financial activities:**

**1. Volunteers and Leaders make monthly contributions to their Chapter Treasurer or Financial & Fundraising Officer. While the IEC, BOD and the BOT Members make their payments into the International NGI official Bank account.**

**2. The Chapter Treasurer compiles all financial records and sends a monthly summary to the International Treasurer / Financial & Fundraising Manager.**

**3. The International Treasurer / Financial & Fundraising Manager reviews all reports and submits a consolidated monthly statement to the Treasurer / Director of Finance & Fundraising at NGI Headquarters.**

**4. The International Finance Office ensures all reports are securely documented, audited, and stored for transparency and future reference.**

**DISTRIBUTION OF FUNDS:**

To ensure balanced use of funds for both local and global impact, the following structure applies to all monthly chapter collections:

1. 10% will be remitted to the NGI International Headquarters Official Bank Account for international coordination, development, and administrative expenses.

2. 50% will be Retained by the chapter for Outreach Projects and Community Development Initiatives, that will be conducted every three months.

3. 40% will be Dedicated to Membership Welfare and Support Programs, including training, capacity building, emergency aid, and volunteer development.

This model guarantees that most of the funds remain within the chapters for direct local impact, while a small percentage supports central coordination and expansion.

#### **RECORD-KEEPING & ACCOUNTABILITY:**

NGI prioritizes transparency and integrity in all financial dealings. Therefore:

**1. Every Chapter Treasurer/financial officer must keep an accurate and up-to-date record of all member contributions.**

**2. A Monthly Financial Report must be prepared and sent to the International Finance Department on or before the last day of every month.**

**3. All financial records are to be digitally archived by the International Finance Office for tracking, auditing, and accountability.**

**4. Chapters with consistent reporting and financial discipline will receive special recognition, and may be eligible for additional support or partnerships.**

**5. The International Directorate of Finance & Fundraising may also conduct random reviews or audits to ensure compliance and transparency at all levels.**

## **BENEFITS OF THE CONTRIBUTION SYSTEM:**

**Participating in the NGI Membership Commitment**

**Contribution comes with tangible and intangible benefits, including:**

**1. Empowerment of Your Chapter: Ensures that local outreach projects and events have consistent funding.**

**2. Collective Ownership: Creates a sense of belonging; knowing you are not just a volunteer, but a builder of a global vision. And you will become a shareholder in our global impact story.**

**3. Capacity Growth: Enables the organization to provide leadership and humanitarian training programs.**

**4. Volunteer Welfare: Supports members in need through chapter and international welfare interventions.**

**5. Transparency & Recognition: Your contribution is recorded, acknowledged, and reflected in chapter reports; building your volunteer credibility and leadership profile.**

**6. Sustainability: Strengthens NGI's ability to remain independent, transparent, and visionary without over-reliance on external donors.**

**ACCOUNTABILITY AND ETHICAL USE:**

**1. All funds collected must be used strictly for NGI-related programs, outreach activities, and welfare purposes.**

**2. Mismanagement, diversion, or misuse of chapter funds is strictly prohibited and may attract disciplinary actions.**

**3. Chapters are to ensure dual accountability; the Treasurer manages funds, and the Chapter Coordinator provides oversight.**

**4. All the names of member who contributed should be listed in the chapters platform for transparency and Every transaction should be recorded with receipts, vouchers, and evidence of use.**

## **ENCOURAGEMENT TO MEMBERS:**

**1. Every contribution; no matter how small, is a seed sown into lives and communities. When 50 volunteers in a chapter contribute ₦1,000 (\$1) each, that becomes ₦50,000 (\$50); enough to touch dozens of lives through medical outreaches, educational campaigns, or empowerment programs.**

**2. At NGI, we don't wait for help to come; we become the help that our world needs. Together, through small consistent acts of giving, we will sustain this movement of love, service, and transformation.**

**At NGI "We don't give because we have much; we give because we care. And when we give together, we grow together."**

## **NGI VOLUNTEER TITLES/RANK & RECOGNITION SYSTEM/ NGI MEMBERSHIP ID CARD**

**At Nashery's Global Initiative (NGI), we believe that service deserves recognition. To encourage professionalism, leadership growth, and career advancement among our members, NGI has introduced an official Volunteer Titles and Recognition System.**

**This system identifies and celebrates the contributions of our volunteers at various stages of their NGI journey; from active community service to leadership, mentorship, and national representation.**

**These titles enhance your professional identity, affirm your impact, and strengthen your global recognition as a changemaker within the NGI network.**

### **WHAT ARE NGI VOLUNTEER TITLES?**

**Just as professionals in other fields use designations such as Dr., Engr., or Esq., NGI volunteers may also use official abbreviations that signify their verified**

membership, leadership, and service status within the organization.

**Example:**

**"Esther Olukoju, CNGIV**

**(Certified Nashery Global Initiative Volunteer)"**

**These titles:**

- 1. Boost your professional credibility and identity.**
- 2. Showcase your training, service, and impact within NGI.**
- 3. Confirm that you have been tested, trusted, and certified for humanitarian and leadership work.**
- 4. Can be added to your CV, LinkedIn profile, business cards, or official documents.**

## **NGI RANKS & QUALIFICATIONS**

**Rank Title Abbreviation Who Qualifies:**

- 1. Nashery's Global Initiative Volunteer (NGIV): For**

**All registered and active volunteers.**

**2. Certified NGI Volunteer (CNGIV): For Volunteers who have completed the NGI Orientation or Handbook Training.**

**3. NGI Leader (NGIL): for all chapter executives actively involved in outreach coordination and volunteer management.**

**4. NGI Ambassador (NGIA): For Highly active volunteers representing NGI across states, nations, or media platforms and who has started paying his/her monthly contributions in their chapter.**

**5. Senior NGI Fellow (SNGIF): For Senior contributors, professionals, or advisors who mentor or lead national or international initiatives.**

**6. NGI Associate Member (NGIAM): For Partners or professionals who support NGI programs, training, or funding without active volunteer service.**

## **GROWTH PATHWAY THROUGH THE RANKS:**

### **1. NGIV to CNGIV:**

- 1. Complete the NGI Orientation/Handbook Training.**
- 2. Join official State or Chapter WhatsApp group.**
- 3. Participate in at least one outreach, project, or training program.**

### **2. CNGIV to NGIL:**

- 1. Take an active leadership role in your state or chapter.**
- 2. Lead or coordinate at least one outreach or community project.**
- 3. Submit monthly activity reports or serve on a planning committee.**

### **3. NGIL to NGIA:**

- 1. Represent NGI at inter-state, national, or international events.**

- 2. Demonstrate excellence in discipline, teamwork, and service.**
- 3. Receive a nomination from your State/country Coordinator or Zonal Executive.**
- 4. Started monthly contributions in their chapter.**

#### **4. NGIA to SNGIF:**

- 1. Contribute strategically to NGI's national or global development.**
- 2. Serve as a trainer, mentor, or advisor to younger volunteers.**
- 3. Be officially recommended by the Board of Directors.**

#### **BENEFITS OF HOLDING AN NGI TITLE**

- 1. Professional Growth: Recognized certification to enhance your resume or global portfolio.**
- 2. Recognition & Awards: Eligible for NGI national honors, certificates, and media acknowledgment.**
- 3. Leadership Priority: Preference for NGI leadership roles, scholarships, and external partnerships.**
- 4. Network Advantage: Connection to a global**

**community of vision-driven changemakers and professionals.**

**SAMPLE TITLE BADGES:**

**"Oluwatobi Adebayo, NGIV" ,**

**"Joy Uduak, CNGIV",**

**" Samuel Ibrahim, NGIA",**

**" Dr. Teme-ebi Iseoluwa Nashery, SNGIF"**

**NOTE ON ETHICS & INTEGRITY:**

**These titles are official, recognized, and respected across all NGI chapters.**

**Falsification, premature usage, or misrepresentation of NGI titles without proper qualification will attract disciplinary actions as outlined in the NGI Code of Conduct.**

**NGI MEMBERSHIP ID CARD**

**Every registered volunteer of Nashery's Global Initiative (NGI) is entitled to an official NGI Membership ID Card;**

**a symbol of identity, belonging, and credibility within our global family of changemakers.**

**The NGI ID Card serves as:**

- 1. Official proof of membership for all recognized volunteers.**
- 2. A tool for verification during outreaches, events, and collaborations.**
- 3. A mark of professionalism and unity across all chapters and countries.**

**To apply for your NGI ID Card, kindly contact your Chapter Web & Graphic Design Officer or the International Web & Graphic Design Manager and submit the following details:**

- 1. A clear and beautiful passport photo (professional or smart casual).**
- 2. Full Name**
- 3. Country**
- 4. Phone Number**
- 5. Email Address**

**6. Position or “Volunteer” (as applicable)**

**7. Year you joined NGI**

**Your NGI ID Card connects you to a larger purpose; a movement of volunteers transforming lives, building communities, and representing NGI with excellence wherever they go.**

NGI/NID

## **MEMBERSHIP BENEFITS, AWARDS, AND INCENTIVES**

**At Nashery's Global Initiative (NGI), membership is more than just affiliation; it is an opportunity to be part of a global family of changemakers, united by compassion, excellence, and purpose. NGI recognizes that volunteers are the lifeblood of the organization, and every member deserves to be appreciated, supported, and empowered.**

**Our membership benefits, awards, and incentive systems are designed to motivate commitment, reward excellence, and enhance personal and professional growth.**

## **A. MEMBERSHIP BENEFITS**

**1. Global Identity And Belonging:**  
Becoming a registered NGI volunteer automatically connects you to a global community of humanitarian leaders, mentors, and partners working across different nations. You carry not just a title, but a legacy of impact, compassion, and purpose.

**2. NGI Membership ID Card:** Every active volunteer is entitled to an official NGI Membership ID Card.

**This card:**

- a. Confirms your verified membership status.**
- b. Grants access to NGI events, training, and opportunities.**

**c. Serves as a recognized symbol of your humanitarian identity.**

**To obtain your ID card, volunteers are required to contact their Chapter Web & Graphic Design Officer or the International Web & Graphic Design Manager with the following details:**

- **A clear professional picture**
- **Full name**
- **Country of residence**
- **Contact number and email**
- **Position/volunteer role**
- **Year of joining NGI**

**3. Career Development And Internship Opportunities: NGI provides members with access to professional mentorship,**

**internship placements, and leadership training. These programs prepare volunteers for opportunities in public service, healthcare, education, media, business, and other sectors.**

**4. Certification And Training: Volunteers who complete the NGI Orientation and Training Program receive an official Certificate of Participation, which enhances their professional profiles, resumes, and LinkedIn credentials.**

**5. Networking And Exposure: Members gain access to national and international conferences, webinars, and seminars hosted by NGI and partner organizations. This exposure helps build valuable**

**networks across nations and sectors.**

**6. Leadership Opportunities: Dedicated volunteers have the opportunity to rise through NGI's leadership ranks; from Volunteer to Leader, Ambassador, Fellow, or Advisor and serve at local, national, and global levels.**

**7. Personal Growth And Fulfillment: Beyond recognition and career advancement, NGI membership offers a sense of purpose. Members experience the joy of transforming lives, developing new skills, and discovering the strength of teamwork, compassion, and resilience.**

## **B. AWARDS AND RECOGNITION**

**NGI values excellence, sacrifice, and impact. To celebrate these, the organization holds periodic award ceremonies at local, national, and international levels.**

### **AWARD CATEGORIES:**

- 1. Volunteer of the Month/Year Award; For outstanding performance and commitment.**
- 2. Leadership Excellence Award; For exceptional state or team leaders.**
- 3. Humanitarian Service Award; For volunteers who have demonstrated remarkable compassion in service.**
- 4. Innovation and Creativity Award; For individuals or teams who introduce unique and impactful ideas.**

**5. Long-Service Recognition Award; For members who have served faithfully for a minimum of three years.**

**6. Chapter of the Year Award; For state or country chapters demonstrating excellence in organization, outreach, and reporting.**

## **C. INCENTIVES AND SUPPORT PROGRAMS**

**To sustain motivation and encourage continuous growth, NGI provides the following incentives and support systems:**

### **1. Scholarship Recommendations and Educational Support:**

**Outstanding volunteers may be nominated for scholarship opportunities or skill-development programs offered by**

**partner institutions.**

## **2. Financial Support and Welfare**

### **Assistance:**

**Through the Membership Support Fund, NGI assists active members facing verified personal challenges or emergencies.**

## **3. Leadership Retreats and Capacity Building:**

**Selected volunteers are invited to attend the NGI International Leadership Retreat, a special event focused on vision development, networking, and spiritual empowerment.**

## **4. Certificate of Excellence and Letters of Recommendation:**

**Active members and leaders can request official recommendation letters to support applications for scholarships,**

**jobs, or international programs.**

**5. And more awards and certificates as recommended by the International Executive Council (IEC)**

#### **D. COMMITMENT TO FAIR RECOGNITION**

**All awards and incentives are based on merit, consistency, and integrity. NGI maintains a transparent evaluation system through reports, recommendations, and verified activities.**

**Volunteers are encouraged to serve wholeheartedly, not for recognition alone, but with the understanding that every act of service leaves a lasting legacy.**

**“At NGI, we don’t reward popularity; we**

**reward purpose, sacrifice, and the passion to transform lives.”**

NGI/NID

## HOW TO GET INVOLVED

Joining Nashery's Global Initiative (NGI) is more than signing up; it's stepping into a family of passionate changemakers committed to transforming lives and communities. Every volunteer has the opportunity to learn, lead, serve, and make a tangible difference.

### Steps to Get Started:

- 1. Register Officially:** Begin your journey by completing the official NGI membership form. This ensures you are recognized as a full member and can access all resources, programs, and opportunities.
- 2. Connect with Your Chapter:** Join your State, Country, or Local Chapter communication group to receive updates, share ideas, and participate in activities.
- 3. Engage Actively:** Attend meetings, outreach programs, workshops, and planning sessions. Your skills, time, and energy are the building blocks of community transformation.
- 4. Serve with Integrity:** Represent NGI with compassion, humility, and professionalism. Every action reflects the

**values and mission of our organization.**

**5. Expand the Movement: Invite friends, colleagues, and community members to register and volunteer, helping NGI grow into a stronger, more impactful global network.**

**Your participation matters. By volunteering with NGI, you become part of a movement that empowers communities, nurtures talent, and builds a legacy of love, service, and purpose; locally and globally.**

## **NGI PLEDGE / VOLUNTEER OATH**

**All new volunteers are encouraged to recite this pledge as a commitment to the mission, vision, and values of Nashery's Global Initiative (NGI):**

**"I pledge to serve with compassion, humility, and integrity. I will uphold the vision and values of Nashery's Global Initiative, promote unity among all, and use my gifts and talents to positively transform lives and communities. I am a proud NGI volunteer, committed to love, service, and purpose. Through my actions, God shall be glorified."**

**The pledge signifies a volunteer's dedication, accountability, and alignment with NGI's mission.**

**Recitation fosters a sense of belonging, responsibility, and shared commitment among all volunteers.**

**It serves as a reminder that volunteerism at NGI is both a privilege and a calling to service.**

## CONTACT INFORMATION

For all inquiries, support, or collaboration opportunities, please reach out through the following channels:

Global Admin Whatsapp Line: [+234 903 504 6262](tel:+2349035046262)

Email: [nasherysglobalinitiative@gmail.com](mailto:nasherysglobalinitiative@gmail.com)

Website: <https://ngi-weld.vercel.app/>

Official Social Media Handles: @ Nashery's Global Initiative (NGI) (Facebook, Instagram, Twitter, LinkedIn, YouTube, Telegram, Threads, Whatsapp channel, etc.)

**THANK YOU FOR JOINING THE MOVEMENT!**

Your commitment is helping us transform lives, empower communities, and build a global network of changemakers. Together, we will make history and leave a lasting impact across the world.

## **ACKNOWLEDGMENT OF UNDERSTANDING AND COMMITMENT**

I, \_\_\_\_\_, hereby acknowledge that I have carefully read, understood, and accepted the content of the Nashery's Global Initiative (NGI) Volunteer Handbook & Orientation Manual.

I understand that:

1. NGI is a humanitarian and interfaith organization committed to transforming lives and communities through love, service, and purpose.
2. As a volunteer, I represent NGI in conduct, speech, and service, and I am expected to uphold the organization's vision, mission, and values at all times.
3. Volunteering with NGI is a privilege and a responsibility; not a paid employment and it demands selflessness, discipline, and integrity.
4. My actions, both online and offline, should reflect excellence, respect, and unity across all NGI chapters and platforms.
5. I am encouraged to contribute my time, skills, ideas,

and resources to support the sustainability of NGI's programs and outreach activities.

6. I will maintain confidentiality regarding NGI information, respect leadership hierarchy, and abide by all organizational policies and codes of conduct.

7. I understand that violations of these standards may lead to disciplinary action or withdrawal of my volunteer privileges.

By signing below, I make a personal and professional commitment to serve faithfully as a volunteer of Nashery's Global Initiative (NGI).

I agree to be a vessel of positive change, promoting love, purpose, and transformation wherever I go.

### **VOLUNTEER INFORMATION**

**Full Name:** \_\_\_\_\_

**Chapter/State/Country:**

\_\_\_\_\_

**Position/Role:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

Email Address: \_\_\_\_\_

Date Joined NGI: \_\_\_\_\_

**DECLARATION:**

**“I pledge to serve with compassion, humility, and integrity.**

**I will uphold the vision of Nashery’s Global Initiative, promote unity,**

**and use my gifts to transform lives and communities.**

**I am a proud NGI volunteer, committed to love, service, and purpose.**

**Through me, God shall be glorified.”**

**Volunteer’s-Signature:**

\_\_\_\_\_ **Date:** \_\_\_\_\_

**State-Coordinator’s-Signature:**

\_\_\_\_\_ **Date:** \_\_\_\_\_

**National Admin/International Secretary’s Signature:**

\_\_\_\_\_ **Date:** \_\_\_\_\_

# NGI/NID

## TRANSFORMING LIVES THROUGH COMPASSION, LOVE AND PURPOSE



**NASHERY'S GLOBAL INITIATIVE**

**TRANSFORMING LIVES  
THROUGH COMPASSION  
LOVE & PURPOSE**

**JOIN US. VOLUNTEER TODAY.**

<https://ngi-weld.vercel.app/> [nasherysglobalinitiative@gmail.com](mailto:nasherysglobalinitiative@gmail.com) /+2349035046262/

**NASHERY'S GLOBAL INITIATIVE - IMPACTING NATIONALS RAISING**

**OUR VALUES:**  
We believe that everyone; regardless of tribe, religion, or background, has something powerful to contribute to the healing and progress of our world. NGI unites passionate volunteers from diverse walks of life to serve humanity through outreach, education, health campaigns, skills empowerment, youth leadership, community development, and more.

**OUR MISSION:**  
To empower individuals and communities by nurturing values, building human capacity, and mobilizing resources that promote dignity, peace, and sustainable impact. We operate through well-structured State, Province, LGA, Campus, Regional, and Zonal Chapters across countries, with active youth-led volunteerism at our core.

**OUR VISION:**  
Through love, service, and unity, we are building a global movement where no one is too small to make a difference, and no community is too forgotten to be transformed.