



NASHERY'S GLOBAL INITIATIVE (NGI)



VOLUNTEER HANDBOOK & ORIENTATION GUIDE



NGI

TRANSFORMING LIVES THROUGH COMPASSION, FAITH AND PURPOSE



Nashery's Global Initiative (NGI) is a nonprofit organization committed to transforming lives through compassion, faith, and purpose. We are dedicated to restoring dignity, empowering communities, and creating lasting impact in the lives of orphans, the less privileged, vulnerable individuals and everyone who need us most.

Through our various arms; including outreach to orphanage and welfare home, educational and vocational academy, youth conferences, free medical services, food support initiatives, and investment empowerment programs. we operate as one unified body with a single vision: to glorify God by serving humanity. Every meal shared, every child educated, every life healed, and every dream empowered is a testimony of hope, purpose, and grace. Whether you're reaching out for support, partnership, or to volunteer, you are welcome to be part of this vision that is changing lives across communities.

Together, we are transforming lives through compassion, faith and purpose.

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1. INTRODUCTION TO NGI

Nashery's Global Initiative (NGI) is a non-governmental, non-political, and interfaith humanitarian movement committed to transforming lives across communities in Africa and beyond. We are passionate about social change, community development, and youth empowerment. NGI is driven by compassion, integrity, and the commitment to bring meaningful change through people-focused initiatives.

2. VISION, MISSION, AND CORE VALUES

Vision: To build a global network of volunteers who transform lives and communities through compassion, knowledge, and service.

Mission: To empower individuals and communities by creating sustainable development programs, nurturing talents, and promoting values that enhance human dignity and societal progress.

Core Values:

Compassion: We care for people genuinely and act to meet their needs.

Integrity: We maintain honesty, transparency, and accountability.

Excellence: We strive for high standards in all our engagements.

Unity in Diversity: We welcome people from all religions, tribes, and backgrounds.

Service: We are committed to selfless service and sacrificial leadership.

3. ORGANIZATIONAL STRUCTURE

NGI operates through a multi-tiered leadership structure to ensure effective coordination, implementation, and communication:

Board of Trustees (BOT): Provides strategic direction and oversees compliance and ethics.

President: Represents NGI globally and chairs the Board of Trustees.

Chief Executive Officer (CEO): Leads the entire organization and approves all final programs and strategies.

Deputy CEO (Operational Manager): Oversees the day-to-day operation of all departments.

National Executive Council: Implements strategies, coordinates programs, and monitors state and zonal activities.

Regional Zonal Chairmen: Supervise state coordinators and ensure inter-state alignment.

State Coordinators and Executives: Manage NGI operations in each state.

LEADERSHIP EXIT & HANDOVER POLICY

At NGI, we recognize that leadership roles are a

commitment of time, passion, and responsibility. However, if for any reason a leader (State Coordinator, Executive Member, or Volunteer Leader) finds themselves unable to continue in their role due to relocation, increased responsibilities, or personal constraints, they are expected to follow due process for a smooth and responsible transition.

Guidelines:

1. Formal Notification:

The leader must submit a formal letter of resignation addressed to the Board of Directors through the National Executive Council, stating the reason for stepping down and the proposed date of exit.

2. Handover Preparation:

Before the exit is approved, the outgoing leader is expected to:

Identify and recruit a capable and committed individual from the volunteer base or team.

Provide basic training or orientation to the proposed successor.

Compile and submit all relevant documents, contacts, plans, and reports to both the new appointee and the national leadership.

3. Approval Process:

The proposed successor will be reviewed and approved by the National Executive Council in collaboration with the Zonal Chairman and the Board of Directors.

4. Final Release:

Only after fulfilling these conditions will the outgoing leader be officially released from their duties.

Note:

We are one family at NGI, and leadership is about service, not possession. Leaders are encouraged to transition gracefully, maintaining the spirit of unity, integrity, and continuity.

4. KEY DEPARTMENTS AND LEADERSHIP ROLES

General Secretary: Documentation, correspondence, and meeting records.

Financial & Fundraising Director: Manages all monetary resources and fundraising drives.

Program & Events Manager: Designs and coordinates state and national programs.

Volunteer Coordinators (1 & 2): Ensure volunteer recruitment, training, and engagement.

Public Relations Officer (P.R.O): Manages public perception and media relations.

Information and Communication Officer: Handles internal communication and updates.

Web and Graphics Designer: Designs materials, flyers, banners, and visual content.

Social Media Manager: Manages NGI's online platforms and outreach.

5. ADVISORY BOARD OF TRUSTEES

The Advisory Board consists of experienced individuals from diverse sectors who provide mentorship, strategic guidance, and high-level oversight. Their decisions help shape NGI's long-term impact.

6. STATE AND ZONAL COORDINATION

Each of Nigeria's six geopolitical zones is managed by a Zonal Chairman. These chairmen oversee several state coordinators who are responsible for forming their state executive councils, leading local outreaches, and mobilizing volunteers. Zonal Chairmen report to the National Executive Council.

Each state coordinator is expected to:

Appoint a state executive team.

Create a State WhatsApp chapter group.

Mobilize volunteers and initiate local outreach programs.

Submit monthly reports.

7. VOLUNTEER EXPECTATIONS AND RESPONSIBILITIES

Actively participate in outreach programs.

Recruit and mentor other volunteers.

Submit reports through your state executives.

Maintain discipline, humility, and integrity.

Promote NGI in your local community.

Respect all faiths and ideologies.

Be responsive and active in your chapter's WhatsApp group.

CONFLICT RESOLUTION POLICY

At NGI, we are one family. Disagreements may arise, but

we believe in addressing them with maturity, humility, and love. Here's our process for handling conflicts:

- 1. Private Dialogue:** First, speak privately with the person involved. Sometimes, a sincere conversation can resolve issues.
- 2. Report to Immediate Leader:** If unresolved, report to your State Coordinator or Executive member in charge.
- 3. Escalate to National Council:** If the matter is still unresolved, it should be documented and forwarded to the National Executive Council.
- 4. Final Arbitration:** In severe cases, the Board of Trustees may step in for impartial resolution.

No gossip, public outbursts, or insults are permitted. Respect and confidentiality are to be maintained at all times.

DRESS CODE & EVENT CONDUCT

All volunteers are expected to maintain modest, neat, and appropriate appearances during NGI programs, especially in faith-based or interfaith environments.

Dress Code Guidelines:

Avoid revealing or offensive clothing.

Wear NGI-branded attire when available.

Dress according to the sensitivity of the program (e.g., modest for religious visits, clean and tidy for medical outreaches).

Conduct Guidelines:

Be punctual, respectful, and professional.

Avoid arguments, disrespectful language, or cliques.

Represent NGI values in speech and actions.

PARTNERSHIP & COLLABORATION GUIDELINES

If an individual, group, NGO, government body, or religious institution wants to collaborate with NGI, the following steps should be followed:

1. Politely receive their interest and thank them.
2. Collect their contact information and a brief about the proposal.
3. Refer them to the National Executive Council via your State Coordinator.
4. Do not commit NGI to any partnership without official clearance.

All partnerships must be documented and approved at

the national level to preserve the organization's credibility and values.

DATA PROTECTION AND PRIVACY

NGI respects the privacy of all volunteers. Names, phone numbers, and other personal data are collected strictly for internal coordination and planning purposes.

Data is not shared with third parties.

All records are used solely for NGI-related communication and administration.

Volunteers can request edits or removal of their information from databases at any time.

EMERGENCY PROTOCOLS

In case of emergencies during NGI events (e.g., medical, security, or weather-related), volunteers must:

1. Stay calm and protect lives first.
2. Inform the closest team leader or State Executive immediately.
3. Seek help from local emergency services if necessary.
4. Document the incident and report it to the National

Executive Council within 24 hours.

5. Do not share photos or stories publicly until authorized.

Safety is our top priority.

MEDIA & PUBLICITY CONSENT

Photos and videos are often taken during NGI events to promote our work and celebrate impact. By participating in NGI activities, volunteers agree to allow the use of such media for publicity purposes unless they formally opt out by notifying their State Coordinator in writing.

ANNUAL NGI DAY / NGI VOLUNTEER WEEK

To promote unity and impact, NGI will introduce an Annual NGI Day / NGI Volunteer Week where all states will carry out synchronized activities nationwide, whereby there will be activities throughout the week in each state.

This week will include:

Community outreaches.

Celebrations and awards.

NGI history and training sessions.

Volunteer appreciation and engagement.

Competition.

Seminar.

Giveaway.

Etc.

The date and theme will be announced each year by the National Executive Council.

NGI PLEDGE / VOLUNTEER OATH

This declaration be recited by all new volunteers as a sign of commitment to NGI's mission and values:

"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"

INTERNSHIP AND CAREER DEVELOPMENT OPPORTUNITIES

At NGI, we believe in building lives from within and beyond the field of outreach. Volunteers are not only agents of impact but also beneficiaries of growth, mentorship, and leadership exposure. NGI provides structured opportunities that support career advancement and personal development.

Through your service as a volunteer, you may become eligible for:

Internship Placements or Official Endorsement Letters: NGI may assist committed volunteers by providing letters confirming their service, which can be used for internship placements, NYSC postings, or academic requirements (subject to availability and performance).

Leadership Experience & Project Management Exposure: Volunteers often take the lead in planning and executing outreaches and projects. This experience builds soft skills such as communication, teamwork, public speaking, and leadership.

Professional Recommendations: NGI issues referral letters for dedicated volunteers applying for scholarships, jobs, or further studies, particularly those who have consistently demonstrated discipline, impact, and initiative.

Mentorship & Career Networking: Volunteers may be linked to mentors, professionals, or networks in their areas of interest through zonal or national platforms.

This makes NGI a great space for students, job seekers, and young professionals who desire to grow while serving humanity.

NATIONAL OR CONTINENTAL NGI VOLUNTEER SUMMIT / RETREAT

NGI is committed to building a vibrant community of change-makers. One of our flagship events under consideration is the Annual NGI Volunteer Summit or Retreat, which may be held at a national or continental level.

Goals of the Summit include:

Bringing together NGI volunteers and leaders from across states or countries.

Hosting training workshops, leadership seminars, breakout sessions, and interfaith dialogue.

Sharing impact stories, evaluating progress, and launching new national campaigns.

Presenting awards and recognition to deserving volunteers, states, or zones.

Strengthening unity, identity, and shared vision.

This event may be held physically or virtually, and it will rotate yearly across the six geopolitical zones (or countries, when applicable), giving every region an opportunity to host and showcase their achievements.

This initiative deepens ownership, encourages healthy competition, and helps volunteers feel part of a larger purpose-driven family.

NGI ALUMNI NETWORK

NGI believes that once a volunteer, always a part of the family. Even after active service, former volunteers and leaders remain vital to our mission.

The NGI Alumni Network is an initiative designed to keep past volunteers connected, recognized, and engaged.

Who qualifies as an alumni?

Former state/zonal/national leaders who stepped down or relocated (after serving for at least a year).

Active volunteers who transitioned due to school, work, or personal reasons (after serving for at least a year).

Past contributors who served faithfully for a minimum duration.

Benefits of the NGI Alumni Network:

Opportunity to mentor new volunteers or lead advisory sessions.

Participation in national projects or strategy teams (even from afar).

Ability to sponsor or support programs financially, virtually, or technically.

Recognition and celebration during national summits or anniversary events.

The Alumni Network promotes continuity, legacy, and sustainable impact within and beyond Nigeria.

NGI PARTNERSHIP & SPONSORSHIP POLICY

NGI welcomes collaboration with individuals, organizations, and institutions who share our passion for compassion, transformation, and community healing.

We are open to partnership with:

Non-governmental organizations (NGOs).

Churches, mosques, and faith-based bodies.

Schools, tertiary institutions, and student fellowships.

Local, state, or national government agencies.

Private individuals or businesses willing to support our mission.

However, all partnerships must:

Align with NGI's values of service, integrity, compassion, and excellence.

Avoid affiliations with politically motivated, exploitative, or discriminatory agendas.

Respect the religious, cultural, and social diversity of our volunteer base.

All partnership or sponsorship requests should be formally addressed to The Director of Strategy, Partnerships & Development, via the NGI National Executive Council.

A Memorandum of Understanding (MoU) may be signed

to define roles, expectations, and duration of the partnership.

Clear guidelines ensure that NGI maintains its integrity, builds meaningful relationships, and expands without compromising its vision.

8. NGI PROGRAMS AND OUTREACH ACTIVITIES

Community Outreach: Awareness and educational campaigns on public health, hygiene, drug abuse, etc.

Religious Centers Visit: Sharing NGI's mission in churches and mosques.

Volunteer Mobilization: Hosting forums and events to engage new members.

School Outreach: Guiding students on career, leadership, and values.

Medical Outreach: Free health checks, education, and awareness (when applicable).

Skill Empowerment Workshops: Sessions on entrepreneurship, digital skills, etc.

Community Needs Assessment: Identifying issues in local communities.

Each state can choose their preferred outreach based on

local needs and should have a unique banner to promote NGI.

NGI FUNDING STRATEGY

At Nashery's Global Initiative (NGI), we believe that true transformation does not begin with consumption, but with conviction, compassion, and contribution. As such, our first phase of outreach activities is intentionally designed to be non-financially demanding, leveraging the wealth of skills, time, and passion already available within our volunteer base.

NGI is committed to transforming lives through knowledge, faith, mentorship, and purposeful engagement, rather than immediate material distribution. Our volunteers are not just participants, they are nation builders who offer their talents to teach, counsel, guide, and uplift communities through personal impact.

Yet, as we anticipate organizational growth and broader programmatic impact, a sustainable and ethical funding framework has been mapped out. Below is our NGI

Strategic Funding Roadmap, a forward-looking guide to ensure financial stability without compromising our vision or values.

NGI STRATEGIC FUNDING ROADMAP

- 1. Volunteer-Led Service (Initial Phase):** In the foundational stage, NGI thrives on the commitment of volunteers whose passion fuels our programs. Most early initiatives such as school mentorship, youth development forums, community awareness drives, and leadership training, require dedication more than financial resources.
- 2. Grants and Institutional Funding:** NGI will proactively seek local and international grants that align with our mission focusing on education, humanitarian service, interfaith collaboration, healthcare, and youth empowerment. This effort will be led by the Director of Grants and Contracts, with collaborative input from the National Executive Council.
- 3. Strategic Partnerships and Donations:** We will build strong alliances with churches, mosques, NGOs, corporate organizations, and philanthropic individuals who align with our values. These partnerships will support the execution of larger projects while

upholding our integrity and mission.

4. Digital Fundraising Campaigns: At an appropriate stage, NGI will launch transparent and well-coordinated fundraising campaigns via digital platforms. These will be coordinated by the Fundraising & Financial Officer, following internal guidelines and ensuring accountability to stakeholders and donors.

5. Branded Products and Social Enterprise (Mid-to-Long -Term Phase): In the future, NGI plans to establish income-generating ventures such as the sale of branded items; T-shirts, notebooks, empowerment kits, and more. These will serve dual purposes: promoting NGI's identity and providing sustainable income to support selected outreach projects.

6. Subsidiary Funding Streams (Future Sustainability Plan): As part of our long-term vision, NGI will also draw funding from affiliated institutions and social ventures under the Nashery Global Conglomerate, including but not limited to:

Nashery Medical Center.

Nashery Investment Company.

Nashery Nation Academy.

Mimi-Nash Food Store.

NGI Orphanage and Welfare Home.

These subsidiaries will be strategically positioned to allocate a portion of their proceeds toward the operations and impact programs of NGI.

COLLECTIVE RESPONSIBILITY

While we have structured pathways for growth, everyone in NGI plays a role in funding sustainability. We encourage the Board of Trustees, National Executives, Zonal Chairmen, and State Coordinators to initiate creative, ethical, and value-aligned funding ideas that reflect NGI's heart for purpose-driven service.

Let it be known: we are not waiting for money to start transforming lives. We are starting now with what we have, where we are, and with whom God has sent. Together, we will grow into a model of financial responsibility and divine impact.

9. COMMUNICATION POLICY

Only State Coordinators, National Executives, and Directors are allowed to post in national groups.

All general updates should be passed to state WhatsApp groups.

Volunteers can share contributions via the State Coordinator or the National Social Media Manager.

If a member wants to share a message to the national group, they must first get approval.

10. REPORTING AND DOCUMENTATION

All state coordinators must:

Submit a monthly activity report using NGI's standard format.

Keep records of volunteer data, outreach photos, and event summaries.

Share reports with assigned Executive Council members.

Compile contact information of all state executives and submit to the national.

11. CODE OF CONDUCT AND ETHICS

Respect all members regardless of religion or ethnicity.

No form of harassment or discrimination is tolerated.

Misuse of NGI platforms for personal gain is prohibited.

Uphold confidentiality and respect organizational decisions.

Maintain moral integrity and lead by example.

12. DISCIPLINARY PROCESS

Offenses include:

Absenteeism without valid reasons.

Unauthorized financial activities.

Disrespect toward leadership.

Spreading false information.

Sanctions:

Written warning.

Suspension.

Removal from NGI (subject to review).

13. RECOGNITION AND OPPORTUNITIES

Annual Awards for Outstanding Volunteers.

Leadership training opportunities.

Networking with professionals and partner NGOs.

National recognition and certificates.

Featured interviews on NGI platforms.

UNITY ACROSS STATES & VOLUNTEER SUPPORT CULTURE

At Nashery's Global Initiative (NGI), we are one big family, united by purpose, love, and service. Whether you are a leader, a volunteer, or a partner, once you are part of NGI, you belong to a national family that looks out for one another across all states.

If you were part of NGI in one state and have now relocated or traveled to another part of Nigeria, it is your responsibility to reach out to the State Coordinator of your new location. This ensures that you are added to the state chapter WhatsApp group and continue participating in local activities.

Likewise, whenever a volunteer or leader from another state visits your state, please welcome them warmly, assist them in settling in (where applicable), and help them feel the NGI love. We expect all volunteers and coordinators to treat fellow members with hospitality and mutual respect, regardless of their background or location.

NGI is built on a culture of unity, openness, and inclusion, and as we grow, our ability to support each other from state to state is part of what makes our

movement unique and impactful.

Let's remember: we are not just an organization, we are a family.

NGI VOLUNTEER TITLES & RECOGNITION SYSTEM

As part of our commitment to excellence, professionalism, and career development, Nashery's Global Initiative (NGI) has introduced an official title recognition system for all volunteers. This not only boosts your identity as an NGI member but also gives you an edge in leadership, employment, partnerships, and global impact.

These titles are designed to reflect your level of commitment, training, service, and leadership within the organization.

WHAT ARE NGI VOLUNTEER TITLES?

Just like "Dr." for doctors or "Esq." for lawyers, NGI has designed special abbreviations that volunteers can add after their names to reflect their roles and achievements within the organization.

For example:

Esther Olukoju, CNGIV

(Certified Nashery Global Initiative Volunteer)

These titles:

Boost your professional credibility.

Identify you as part of NGI's global volunteer network.

Show that you've been trained and are trusted for leadership and humanitarian work.

Can be used on CVs, LinkedIn, business cards, and official documents.

RANKS & MEANINGS

Rank, Title's Abbreviation & Who Qualifies:

- 1. Nashery's Global Initiative Volunteer (NGIV): For All registered volunteers**
- 2. Certified NGI Volunteer (CNGIV): For Volunteers who completed NGI Orientation/Handbook Training**
- 3. NGI Leader (NGIL): For State/team executives actively leading in outreach and management**
- 4. NGI Ambassador (NGIA): For highly active**

volunteers who represent NGI across states or media

5. NGI Fellow (NGIF): For senior contributors, advisors, professionals who mentor or lead national initiatives

HOW TO GROW THROUGH THE RANKS

Each rank must be earned by your service, dedication, and growth within NGI:

1. NGIV to CNGIV

Complete NGI Orientation Guidebook.

Be added to the State Chapter group.

Actively participate in one outreach or event.

2. CNGIV to NGIL

Take a leadership role in your team or state.

Lead or coordinate an outreach or volunteer initiative.

Submit monthly reports or lead planning meetings / be part of an outreach committee.

3. NGIL to NGIA

Represent NGI in inter-state or national events.

Show excellence in discipline, humility, and results.

Be nominated by State or Zonal Executive.

4. NGIA to NGIF

Contribute intellectually or professionally to NGI's national development.

Be a board mentor, trainer, or serve on national taskforces.

Be recommended by the National Executive Council.

BENEFITS OF HOLDING A TITLE

Career growth: Add to your resume or professional profile

Recognition: National awards and media acknowledgment

Priority selection: For NGI leadership, scholarships, and partnerships

Belonging: You become part of a network of changemakers across the world

Sample Badge Titles:

Oluwatobi Adebayo, NGIV

Joy Uduak, CNGIV

Samuel Ibrahim, NGIA

Dr. Teme-ebi Iseoluwa Nashery, NGIF

NOTE: These titles are official and respected. Misuse or claiming a title without qualification may lead to disciplinary actions.

14. HOW TO GET INVOLVED

Register via official NGI link/form.

Join your State Chapter WhatsApp Group.

Attend meetings, outreaches, and planning sessions.

Volunteer actively and represent NGI with excellence.

Invite others to register and volunteer.

15. FREQUENTLY ASKED QUESTIONS (FAQs)

Q: What is NGI?

A: NGI stands for Nashery's Global Initiative — a non-governmental, non-political, and interfaith

humanitarian movement focused on transforming lives through compassion, knowledge, and service. It was founded to promote youth empowerment, community development, and social impact across Nigeria and beyond. NGI works through volunteers who are passionate about making a difference in areas such as education, health, leadership, peacebuilding, and social reform.

Q: When was NGI founded, who is the founder, and why was it established?

A: Nashery's Global Initiative (NGI) was officially founded on February 13th, 2024 by Dr. Teme-ebi Iseoluwa Nashery. It was born out of a deep passion to see young people rise into purpose-driven leadership, impact their communities positively, and live for something greater than themselves.

The founder, after years of mentoring youths and observing the increasing social, moral, and leadership decline in many communities, felt a divine burden to establish a movement that will:

Unite passionate changemakers across faiths and regions,

Promote compassion, service, and social transformation, and

Empower volunteers to take bold steps toward healing and rebuilding society.

NGI started with a small team and has now grown into a national movement driven by selfless leaders and volunteers across Nigeria.

Q: Is NGI a religious organization?

A: No. NGI is interfaith and non-political. We welcome both Muslims and Christians and emphasize peace, love, and service.

Q: Do I need to pay money to volunteer?

A: No. Volunteering is free, but you may support with your time, skills, and resources.

Q: Can I suggest programs for my state?

A: Yes. State Coordinators and their teams can create programs tailored to their communities.

Q: Can a volunteer rise to leadership?

A: Yes. NGI promotes from within based on commitment, character, and results.

Q: Will I get a certificate?

A: Active volunteers may receive certificates of participation or recognition.

Q: What should I do if I move to another state?

A: Simply contact the NGI State Coordinator of your new location and request to be added to the state's WhatsApp group. This will help you stay informed and actively involved in outreach and planning activities.

Q: I'm visiting another state temporarily, can I attend NGI activities there?

A: Yes! You are encouraged to connect with the State Coordinator of that location. NGI members are always welcome to join activities in any state during travel or relocation.

Q: Am I allowed to join more than one state group?

A: You should primarily belong to the state where you reside. However, if you're frequently in another state due to travel, you may stay in touch with both groups as long as you're actively participating and adding value.

Q: How should I treat NGI volunteers visiting from other states?

A: With love, respect, and hospitality. NGI promotes a culture of unity, always be ready to receive fellow volunteers, help them settle in, and make them feel part of the local team.

16. CONTACT INFORMATION

For inquiries:

National Admin Line: +2349035046262

Email: nasherysglobalinitiative@gmail.com

Website: <https://ngi-weld.vercel.app/>

Official social media handles (Facebook, Instagram, Twitter): @nasherysglobalinitiative

THANK YOU FOR JOINING THE MOVEMENT TO TRANSFORM LIVES!

Together, we will make history and positively impact lives across the globe.