



ORGANISATIONAL PROFILE

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Brief description of the organization

Name of Organization

The full name / registered name of organization is “HOPE IWACU INITIATIVE”
The abbreviation is “HIWACU”.

The People

Hope Iwacu Initiative was established by a group of young and energetic people who were highly motivated and committed for contributing their time, skills and energies for the development and empowerment of socially disadvantaged and vulnerable communities in Rwanda and addressing gender based discriminations and other violations.

Type & Nature of Organization

Hope Iwacu Initiative is a development organization. It’s a non-government organization working for social development of vulnerable and less developed people. It’s a human-centered NGO. HIWACU could also be labeled as an implementing organization which designs and implements various developmental projects with the financial and technical support of international donor agencies and the government. The organization developed a MoU with Rwanda National police for a period of 2 years (renewable) from the year 2018-2020 and 2 years memorandum of understanding with Nea Armonia, an Italian based organization.



Year of Establishment

Hope Iwacu Initiative was established in year 2016 but got the governmental official acceptance in the year 2017.

Vision

Sharing information and skills and empower the youth and women in restoring human dignity aimed at improving their social and economic development and sustainable life.

Mission

Hope Iwacu Initiative’s mission is to “work for the development & empowerment of socio-economically disadvantaged & vulnerable people in Rwanda and assist them in crime prevention especially the modern slavery and gender related issues”

Broad Objectives

The Broad objective of such an initiative, is to ensure that the quality of life is improved. There are numerous models that are applied to achieve the set goals. **Hope Iwacu Initiative** has developed various themes or key areas of concentration to ensure that the set empowerment goals are achieved. Among them includes; Human trafficking and its effects, Entrepreneurship and skills development in the local communities and other cross

cutting issues that are linked to gender and empowerment, technology, environment and climate change, Inclusive education for youth living with disability.

The organization is in a form of a diverse group composed of both staff and volunteers with different backgrounds and cultures, on a common mission to bring restoration to the most vulnerable youth and women.

Hope Iwacu Initiative is a safe home that brings out holistic restoration to women and youth coming out of various exploitations by providing them with physical, psychological, emotional, and spiritual care and more importantly sharing the dangers or effects to the communities.

The brief broad objectives of HIWACU:

1. Plays strong role in Public Awareness, Prevention and Restoration among the victims of human trafficking in Rwanda.
2. Promotion of Gender Equality & Women Empowerment, and Address Gender Based Violence
3. Promotion of Child Protection, Rights of Children & Youth Development and address the issues related to abuse and marginalization of children, adolescents and youth disaster risk reduction, Provide timely relief assistance to disaster affected communities and assist them for their timely rehabilitation and early recovery
4. Promotion of livelihoods and explore sustainable & disaster resilient livelihood options
5. Advocating for basic health facilities and addressing HIV & AIDS among youth members

Core Programs /Thematic Focus

Hope Iwacu Initiative has the following core programs or thematic focus which helps the organization in strategically achieving its mission.

1. Human rights sub sector working group
2. Girls education sub sector working group
3. Community involvement sub sector working group
4. Gender Equality sub sector working group
5. Disaster Risk Reduction & Climate Change
6. Children & Youth
7. Health and HIV & AIDS

Focus Groups

Hope Iwacu initiative's focus is on the socio-economically disadvantaged groups of women, youth and children. Keeping in view the overall socio-cultural fabric of the society and the overall power imbalances and discriminations that exist at all levels; the focus, amongst these groups, is again on most vulnerable and the marginalized ones. HIWACU most importantly works with the grassroots to creating awareness, identify and assist victims in and out of schools.

Geographical Focus

The organization's overall geographic focus is country wide, However much emphasis is drawn on Gasabo and Nyamasheke district.

Legal Status

Hope Iwacu initiative is a registered body. The organization is officially registered under "Rwanda Governance Board #362/RGB/NGO/OC/12/2017

Governance

Hope Iwacu is governed by its Executive Board (EC). The Board is the key policy making and governance body of the organization and works independently. It formulates and approves policies and organizational systems and evaluates the overall performance of HIWACU periodically. The EC consists of eight members (both male and female) and is headed by its Chairperson. The organization's EC members consists of development professionals, intellectuals, academicians, activists and public relations type of people. The Secretariat Coordinator of the organization serves the board as the secretary and ex-officio member.



Management

Hope Iwacu Initiative is led by its Secretariat Coordinator who is the formal head of the organization. The Secretariat Coordinator reports to the Chairperson of the Executive Committee (EC) and is responsible for the overall management of the organization. The Secretariat Coordinator is supported by the officers of different sections / programs of the organization and they jointly form a Management structure for the organization.

Partners & Partnerships

Partnerships are the heart-line of **Hope Iwacu Initiative**. The organization refers as “PARTNERS” to all those Individuals, Communities, and Organizations and Departments which join hands for extending program interventions. Community recipients, the line departments, national and international donors, the decentralized government, and other key stake holders from civil society are the best examples of **Hope Iwacu Initiative’s** Partners.

These partnerships help organization (financially and technically) to achieve its mission. Though the organization got its official registration in the year 2017, it has remained privileged in getting the opportunity to work with some like-minded partners in Rwanda. These organizations have assisted the organization in providing technical skills and advocacy in the process of empowering rural Rwandan Communities. **Hope Iwacu Initiative** greatly values and acknowledges the support of its partners who provided their great support to hope Iwacu Initiative. These include:

- Rwanda National Police (RNP),
- Rwanda Investigation Bureau (RIB)
- Rwanda National Child Commission (NCC)
- Gasabo District office/JADF,
- Nyamasheke district/JADF
- Strive Foundation Rwanda,
- Serena Hotels
- Nea Armonia (Italy)
- Reclaim Life (Mexico)

Memberships & Affiliations

Hope Iwacu Initiative believes that networking, collective efforts, sharing of knowledge, resources and information is a key to the success as for addressing the global developmental issues and challenges are concerned. Keeping this critical fact in mind; the organization always tries to join all such forums and networks which directly link to its mission and objectives. In this regard; the organization has joined key networks operating at local and international levels.

#	Name of the body	Status of the membership
01	East African civil society platform	Registration is done waiting for the General Assembly to approve
02	Rwanda Education NGO coordination platform (RENCP)	Already registered www.rencp.org
04	Community of Practice for Girls (CoP4G)	Already registered www.cop4g.org
05	Nea Armonia	Already highlighted areas of collaboration through a signed MoU Check www.hiwacu.org/partners
06	Rwanda National Police	Already signed an MoU www.hiwacu.org/partners

Above is the table that indicates the status

Experience portfolio

Experience in Education Sector...

Hope Iwacu Initiative (HIWACU) individual staff members have been engaged in education sector since the year 2003. Among the few individuals includes; Kabera Telesphore who has been engaged in establishing school clubs and other school related pedagogical skills that are more gender responsive. He coordinated the above mentioned assignments in Rwanda and other countries like Ethiopia and South Sudan (Juba). He has adapted the working experience especially in establishing school clubs that helps the organization to discuss the issues of modern slavery and other emerging crimes that affects their socio and academic advancements. For the sustainability and its effective operation in schools; Hope Iwacu Initiative uses clubs through theatrical performances as a strategy to track full participation of learners in identifying the gaps and also being part or the center for solutions.

Experience in Gender & Women Empowerment issues...

HIWACU is engaged in promoting gender equality and addressing women Empowerment issues since its inception in year 2016. Having gathered individuals who have worked over 14 years on women issues; the Organization has well increased its conceptual understanding and knowledge of the issues of marginalized women and children vulnerable to all kinds of violence's in Rwandan communities.

The organization is working closely with Rwanda National Police and Rwanda Investigation Bureau in the areas of collaborations that have been defined by both parties in the process of eradicating violence especially related to human trafficking.

Departments

HIWACU has already established its various departments which helps the organization in smooth and systematic implementation of interventions: These include:

- i. Programs department
- ii. HR Department
- iii. Monitoring Evaluation, Research & Documentation Department
- iv. Admin & Logistics Department
- v. Finance Department
- vi. Complaint Response Unit

Financial Portfolio

Hope Iwacu Initiative implements its projects with the financial support from board members. Other partners are still providing technical support services. However national and international donors including bilateral/multi-lateral agencies are being consulted to contribute their financial commitments in order to achieve the above highlighted program.

Approach & Strategies

The organization strongly believes in the true and active participation of all key stakeholders – particularly the local communities or program beneficiaries. Fair efforts are taken to ensure that stakeholders participate and contribute at all the stages of the interventions.

As its strategy, **Hope Iwacu Initiative** particularly focuses to ensure the maximum participation of women, children and youth wherever required and particularly if the program has any direct or indirect impacts on their lives. The overall approach of work also identifies the gender sensitivities related to the program and strategically addresses the same.

Hope Iwacu Initiative, as its overall implementation approach, takes carefully into Account the local culture and traditions and fully respects the same.



*Following are the key elements of **Hope Iwacu Initiative** Program Strategies & Work Approach*

- i. Thematic Partnerships
- ii. Social Mobilization /Community Participation
- iii. Awareness Raising & Sensitization
- iv. Capacity Building
- v. Dialogues & Engagements
- vi. Research & Publications
- vii. Networking & Coalition Building
- viii. Advocacy & Lobbying
- ix. Review & Reflection

Values & Guiding Principles

In order to achieve its mission and to make its programs even more human-centered; **Hope iwacu Initiative** follows certain values and guiding principles in all its interventions and dealings. These include the following:

- i. Peace & Tolerance
- ii. Participation & Inclusion
- iii. Transparency & Accountability
- iv. Non-Discrimination
- v. Non-Violence
- vi. Equity & Fairness
- vii. Sharing & Openness

Policies & Systems

HIWACU follows its specific set of policies and Standard Operating Procedures (SOPs) which has been revised and updated a number of times up till now in order to make them more staff friendly and organization-centered. **Hope Iwacu Initiative** is guided by the following manuals of policies:

- Manual of Human Resources and Administrative Policies
- Manual of Financial Policies

These manuals contain a number of basic organizational policies and procedures which help in the creation and maintenance of a transparent, accountable and fair working environment in the office and ensure the effective achievement of overall objectives of the organization.

Human Resources

Hope iwacu Initiative has a core team with various professional backgrounds such as Project management, Human right, Gender and Development, Finances and HR etc. In addition the HIWACU hires the project staff as and when required. The organization also engages volunteers and interns on need basis.

Review & Monitoring

Monitoring of interventions at **Hope Iwacu Initiative** is always the important and priority matter. There is always a built in mechanism of review and monitoring for all the tasks/projects that HIWACU implements. The processes of review and monitoring helps in achieving the project objectives in smooth and timely manner. As the key mechanism of monitoring; the projects are monitored by the implementation teams; the coordinators/managers of the program and the management of HIWACU.

Accounts & Audits

Hope Iwacu Initiative maintains its all accounts on double entry system. The organization has developed various financial policies, systems and formats etc. which help it in effective management of all its funds and maintaining a complete transparency in receipts and payments at all levels.

The Website

Hope Iwacu Initiative's website is one of the best websites that portray key information that one would want to read.

Efforts have been made to ensure that website contains all the relevant information of the organization and the same is easily accessible to the visitor. The website improvement and updating is continuous process and organization will be uploading data of the most impressive style. Its www.hiwacu.org with some staff members having email accounts on it. info@hiwacu.org is the most reliable email in case of quick feedback.

ANNEXES



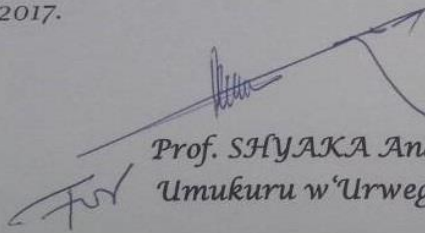
ICYEMEZO CY'ITYANDIKWA RY'UMURYANGO
NYARWANDA UTARI UWA LETA
N° 362 /RGB/NGO/OC/12/2017



Hashingiwe ku biteganywa mu ngingo ya 16 y'itegeko N°04/2012 ryo kuwa 17/02/2012 rigena imitunganyirize n'imikorere by'imiryango nyarwanda itari iya Leta, HOPE IWACU INITIATIVE. yemerewe gukorera mu Rwanda nk'umuryango nyarwanda utari uwa Leta.

Iki cyemezo gifite agaciro kugeza ku itariki ya 28/12/2018.

Kigali, 29/12/2017.


Prof. SHYAKA Anastase
Umukuru w'Urwego



RGB initial registration certificate (temporary)

REPUBLIC OF RWANDA



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RECOMMENDATION LETTER N°743/2017

I, **RWAMULANGWA Stephen**, Mayor of Gasabo District, hereby recognize collaborating with "HOPE IWACU INITIATIVE" as a Local Non-Governmental Organization working in the following domain:

- 1) Health
- 2) Social Protection

The headquarters of this Local NGO are located in Bibare Cell, Kimironko Sector,

I also acknowledge that their contribution will be of great importance to achieve the national strategies for the socio-economic development of our country.

Done at Gasabo on 03/05/2017

Prepared by


MUTSINDASHYAKA André
JADF Chairperson




RWAMULANGWA Stephen
Mayor, Gasabo District





Repubulika y'u Rwanda
Umujyi wa Kigali
Akarere ka Gasabo
Umurenge wa Rusororo
Akagari ka Kabuga II



ICYEMEZO CY'ISHIMWE

Ubuyobozi bw'Akagari ka Kabuga II, buncejeje no gushimira **UMURYANGO**
HOPE IWACU INITIATIVE uruhare mwigize mu bukungurambaga mu kurwanya
icuruzwa ry'abantu (**HUMAN TRAFFICKING**)

Tubashimiye Ubwitange, Umuhate n'ubutwari mwaragaraje muri icyo gikorwa

Murakoze

Bikorewe I Kabuga II... / 19 / ... 09 / ... 2017

HITAYEZU Emmanuel
Umunyamabanga Nshingwabikorwa w'Akagari ka Kabuga II





SERENA HOTELS

SERENA HOTELS KIGALI

CERTIFICATE OF APPRECIATION

This certificate is proudly presented to

Hope Iwacu Initiative

For the valuable assistance in sensitizing hotel attendants on counter Human Trafficking Initiatives as of 17th May 2018 at Serena Hotel, Kigali

Given this day of 22nd October, 2018 at Serena conference hall.


.....
General Manager, Serena Hotel Kigali

CONTACTS

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