

BRIEF PROFILE OF NEW EMPOWERMENT INITIATIVE-SL



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BRIEF HISTORY OF NEW EMPOWERMENT INITIATIVE-SL

0.1. Cause of the idea

Sierra Leone is a republican state located along the west coast of Africa, and it has over 6 million inhabitants. Unfortunately, only 43.21% of this population is literate; 10% out of the 43.21% represents the foreign nationals. Sierra Leone became an independent state on the 27th day of April 1961.

Today, when you travel to the countryside of Sierra Leone, where you can reach big towns and villages located at reasonable distances on the forest floor, you will doubtlessly find hundreds and hundreds of school-age-children there who are not going to school. Indeed, out of every 500 school-age children you meet there, only 2% attend schools, the rest are kept at home by their respective rural poor parents for house chores and village communal labours. Besides, the problems of high level of illiteracy, you will further discover that the locals there, class dismissed, do suffer seriously from abject poverty, acute food shortage, poor infrastructure, poor health and unfortunate housing conditions, lack of clean water and sanitation system. Indeed there are lots of dilapidated dwellings possibly erected far back the dawn of civilization, and these structures now appear like falling objects that may collapse at any time during the night and kill dozens of dwellers, including children, nursing mothers, pregnant women and housebound poor.

It is against this background, five (5) young concerned indigenes led by Mr. Ibrahim Mohamed Boima thought about forming a rural community development non-profit organization to address the problems by the implementations of projects and programs that would improve the social and economic conditions of these needy communities and improve quality of the life of the majority. They agreed to form a youth-led structure change non-profit that would involve those who are directly affected by the problems to solve. So, In 2022, he (Mr. Ibrahim Mohamed Boima) led this group of young and energetic people who were highly motivated and committed to contributing their times, skills and energies in order to develop and empower the socially deprived and vulnerable rural communities in Sierra Leone, where the locals suffer lack of adequate food, clean water and latrine, and high population of school-age-children who are just kept at home for house chores, and gender-based discriminations among others.

0.2. The People

NEI-SL was Founded by five (5) young and energetic indigenes who were highly motivated and committed for contributing their time, skills and energies for the development and empowerment of the socially advantaged and vulnerable rural communities in Sierra Leone; and addressing the problems of the high population of school-age-children and gender-based discriminations among others

0.3. Name of Organization

The full registered name of the organization is New Empowerment Initiative-SL. The abbreviation or acronym of the name is NEI-SL.

0.4. Type and Nature of Organization

The organization is a developmental organization in every sense of the word. It is a youth-led non-governmental, not-for-profit and non-sectarian, non-partisan organization working for educational and agricultural developments, sustainable poverty alleviation, safe drinking water and sanitation, social and

economic development of the vulnerable and the rural poor. It is a humane-centred NGO. NEI-SL could also be labelled as an implementing organization which designs and implements various rural development projects with the financial and technical supports from local, international donor and the government of Sierra Leone.

0.5. Year of Establishment

NEI-SL was established in the year 2022. It started operating in order to gain, as it has now gained national recognition, from the very moment it was established.

The effort was a test-case to know whether NEI-SL will succeed in solving the problems affecting its clientele communities; it has now proven beyond all reasonable doubts that it was not established for fun.

Today the nation says that NEI-SL's interventions to comprehensively address the aforementioned problems are plausible for the Government of Sierra Leone and the International donor agencies to not only recognize, but complement the efforts of NEI-SL, and further fully consider NEI-SL as yet the only humane service organization which solely works to redeem the nation from her global village status.

0.6. Vision

Our vision is to create an equitable world where every individual has access to basic human rights and opportunities needed for personal and communal growth.

0.7. Mission

Our mission is to empower underprivileged communities by providing education, clean water sanitation facilities, sustainable agriculture, women and youths empowerment and resources that foster a sustainable livelihood.

0.8. Values and Guiding Principles

In order to achieve its mission and to make its programs even more human-centred, NEI-SL follows certain values and guiding principles in all its interventions and dealings. These include the following:

- Peace and Tolerance
- Participation and Inclusion
- Transparency and Accountability
- Non-violence and Non-Selective Justice
- Equity and Fairness
- Sharing and Openness
- Diversity and Non-Xenophobic Resource Management System

0.9. Broad Objectives

The following are the broad objectives of NEI-SL:

- Promotion of education with special focus on girl child education
- Agricultural development and sustainable food security
- Empowerment of youth and marginalized women
- Promotion of gender equality

- Provision of accessible and safe drinking water and reliable sanitation
- Facilities and improvement of rural community
- Promote basic health facilities
- Support civil society and institutional development
- Achieve gender equity and empower the marginalized women and girls
- Promote peaceful and inclusive societies for sustainable developments and provide access to social justice for all

0.10. Thematic Focus

NEI-SL has the following core programmes or thematic focuses which help in strategically achieving its mission:

- Livelihood and food security
- Education
- Children, youth and marginalized women
- Health and Sanitation for the rural poor

0.11. Focus Group

NEI-SL focus is on the socio-economically disadvantaged groups of farmers, marginalized women, groups of youth and children, keeping in view the overall socio-cultural fabric of the society and overall power imbalances and administrations that exist at all levels. The focus among these groups is again on most vulnerable and marginalized ones. NEI-SL also focuses on the inclusion of minorities and special groups such as widows, singled parents, disaster affected people and physically impaired persons and the ageing poor in general.

0.12. Geographical Focus

NEI-SL overall geographical focus is the rural communities of Sierra Leone.

0.13. Legal Status

New Empowerment Initiative-SL is a rural community development organization. NEI-SL is registered under the Office of the Administrator and Registrar General, Corporate Affairs Commission, Sierra Leone Association of Non-governmental Organization (SLANGO) and the Ministry of Planning and Economic Developments coordinating unit of NGOs Corporation Act of 1960 and subsequent New Laws of 2009 enacted for the legal and smooth establishment of an Organization like NEI-SL. The number given for the said registration is: **REG.NO:NNGO/1037/ 2022-2023** to our certificate of registration from the Ministry of Planning and Economic Developments.

0.14. Governance

NEI-SL is founded to be governed by its Board of Trustees (BoT). The board is the key policy making and governance body of the organization and works strictly on the directives of NEI-SL's Foundation Executive Body members which consists of five (5) founding members. The Board of Trustees formulates and approves policies and organizational system, and further evaluates the overall performances of NEI-SL on period.

The Board of Trustees consists of eleven (11) members (both male and female) headed by its chairperson. Both the Foundation Executive Body and the Board of Trustees may comprise of development

professionals, intellectuals, social engineers, academicians, and development-activists, legal, and media persons. Any member of the NEI-SL's Foundation Executive Body can be appointed to act as an ex-officio member and take office, where the substantive holder is absent for any reasons. The Board of Trustees works in the guidelines of NEI-SL policies manual.

0.15. Management

The entire NEI-SL management is directed by the Five-man committee of NEI-SL's Foundation Executive Body headed by the Director. All reports relating the total operation or workings of NEI-SL are directed to its Foundation Executive Body for such body's review, suggestions and recommendations, then directives to the chairperson of the Board of Trustees for the overall management of the organization. NEI-SL is managed so to secure its viability and unlimited continuity that will in turn bring sustainable and reliable success.

0.16. Partners and Partnership

Partners are the heart-line of NEI-SL. Those who NEI-SL refers to as partners are the individual's in the rural communities in which it has its rural development projects on going implementation or replication; then organizations and departments which join hands with; or enter into long term partnership agreement for supporting program implementations and extending program interventions. The beneficiaries, clientele communities, line Ministries, national and international donors, the provincial or municipal government plus key stakeholders. NEI-SL believes that these partnerships help financially and technically to succeed its mission.

Since NEI-SL was founded in the year 2022, it has remained privileged in getting the opportunity to work with diverse community participation committees which have not only made local contributions, but have always provided supply of labour and local materials. NEI-SL greatly values and acknowledges the supports of partner(s) including programs to be implemented in the specific name of addressing the problems which these rural communities face.

0.17. Members & affiliation

NEI-SL believes that networking, concerted efforts, sharing knowledge, resource and information are all a key to the success, as far as addressing rural community development issues and challenges are concerned. Keeping this inscrutable and critical fact in mind; the organization always open to join all such forums and networks which directly link to its mission and objectives the Organization is therefore, designed to seek long term partnership with reliable local and international donors that will help to redeem the developmentally starved rural communities of Sierra Leone.

0.18. Experience Portfolio

a). Experience in Educational Development

NEI-SL has remained engaged in educational development activities among others since it was founded for the purpose of rural community developments in 2022; and has succeeded in getting six rural communities to have primary schools and secondary schools where the high population of the school-age children of the rural poor parents will attend; and have formed Community Participation Committees which primary concern is to oversee and ensure basic education development in their respective rural communities.

These schools have catered the basic education needs of nearly 3500 school-age-children as clearly explained in this breakdown:

- (2024) Ansarul Islamic Primary School located in the Kondiama Community has 800 pupils;
- (ii) Al-Qudus Islamic Primary School located in Kpawama Bagbo Community has 300 pupils;
- (iii) Ansarul Islamic Primary School located in the Buma-Samie community has 500 pupils;
- (iv) Ahmadiyya Muslim Primary School located in the Levuma Bagbo Community has 472 pupils;
- (v) Sierra Leone Muslim Brotherhood Primary School located in the Mondorkor Bagbo community has 250 pupils and;
- (vi) Bo District Council Primary School located in the Limba Bagbo Community has 271 pupils respectively. We are now in the Jimmi Bagbo Community

Since NEI-SL and the Community Participation Committees have just limited income to pay the teachers, only 15 qualified teachers are being engaged respectively to help with the teaching of these children in the above mentioned schools. 60% of these pupils represent the total of girls. They were just kept at home by their respective rural poor parents for house chores and village communal labours; but with the interventions of NEI-SL, they are now school going children.

b). Experience in Empowerment

Since its inception in year 2021; NEI-SL is engaged in helping to improve the economic and social conditions of women and youth who face daily struggles without any reliable source of hand-outs to get their basic human needs. NEI-SL provides microcredit facilities that enable them to engage in petty-trading that will in turn bring them profit for sustainable livelihood. Over the years, NEI-SL has well increased in conceptual understanding and knowledge relating empowering chiefly the rural poor women and youth. To succeed these activities, the organization explores the various Community Participation Committees which it has formed, critical stakeholders that it will get reliable supports from to augment its income/resources while addressing the issues of poverty alleviation and related problems.

c). Experience in Agricultural Development

NEI-SL is making a remarkable difference in agricultural development activity. The Organization started working to improve agriculture so that the rural poor farmers including men and women who are engaged in primitive agriculture but yet represent 85% of the rural poor to realize reliable food security and sustainable incomes. NEI-SL has succeeded in identifying the felt-needs of some rural poor farmers, composed them into groups of 100-farmers each, and engaged in self-help diversified food production and commercial agriculture.

The organization has further trained farmer heads respectively on how to use most modern farming tools, machines and the required applications of agro-chemicals and use of mechanized farming equipment, so that when the chance to introduces mechanized farming comes, the average farmer clientele will not find difficulties in doing his/her farming work effectively well.

d). Experience in Capacity Building

NEI-SL involves in capacity building activities since 2022. It has conducted as it is still preparing to continually conduct training workshops for needs assessment surveyors, community participation committee, farmers, field officers, psycho-social counsellors, and health visitors etcetera. The Organization designs and conducts training which caters the capacity building needs of its different clientele and community participation committees. The following is the time line or schedule showing

some of the recent programme designed implementations/conduct of capacity building and developments by NEI-SL during different periods for different groups of the organization's registered and composed clientele:

Particulars/Description of activity	Trainees	Number of Events	Group	Partners	Year
Basic agro-technician training of trainers	120	03	06	NEI-SL & CPC	2023 & 2024
Integrated self-help diversified food production workshop for farmer-heads	800	02	06	NEI-SL & CPC	2024-2025
School feeding programme	1,520	01	06	NEI-SL	2023
Micro-financing registered and composed groups of clientele	60	01	06	NEI-SL	2023 & 2024
Supply of scholastic materials to schools of students	285	02	02	NEI-SL	2024 & 2025
Distribution of Uniform to youths at Craftshare to acquire technical and vocational skills	13	01	02	NEI-SL & Craftshare	2025
Supported Groups of community youth farmers to cultivate IVS Rice	500	02	10	NEI-SL & CPC	2004
Supported groups community youths and stakeholders to dig water-well for safe drinking	1,500	01	03	NEI-SL & CPC	2025

0.19. Department

NEI-SL has established its various departments of development adepts who at this initial stage of the organization render voluntary service to ensure the success of NEI-SL. These include:

- Human Resource Department
- Monitoring, Research and Documentation Department
- Administration and Logistics Department
- Finance Department
- Complain Response Unit

0.20. Financial Portfolio

NEI-SL is designed to implement all its projects with grants from international donor organizations and charity, plus the local contributions by the various rural community participation committees in the respective rural communities in which it works. At the moment when NEI-SL has not gotten any donor or partner, it depends on what itself provides, plus the local contributions in implementing its programmes and project designed to address the problems which its clientele communities face. To be able to successfully implement its programmes and projects designed smoothly without delay, NEI-SL needs hand-outs from donors and long term partnership agreement with a credible human-centred organization, or charity and financiers, etcetera.

0.21. Approach & Strategies

NEI-SL strongly believes in the true and active participation of all key stakeholders particularly the local communities or program direct beneficiaries. Fair efforts are taken to ensure that the various stakeholders participate and contribute at all the stages of the interventions.

NEI-SL particularly focuses to ensure the maximum participation of all registered and composed clientele wherever required and relevant; particularly if the program has any direct impact on their lives. The overall approach of work also intensifies the gender sensitivities if any related to the program and strategically addresses the same. The following are the key elements of NEI-SL's strategies and work approach:

(a) Foundations

- We will continue to address the problems facing our clientele communities so that we can make our society a better place to live.
- We will compose and animate a community development synergy that will meaningfully complement our efforts to improve the social and economic conditions of the rural poor our clientele. Our development workings must be underpinned by a deep understanding of the fundamentals.
- We will continue to believe in diversity and have no phobia about people coming from any part of the world to stay with us in good faith and help develop our communities. Only by bringing expertise with different disciplines can we successfully succeed our realistic.
- We will remain open to sign long term partnership agreement with developmentally oriented Organizations who are experts in their fields so that we can gain wealth of knowledge in development workings for a durable success at the advantage of our clientele communities.

(b) People

- i. We will build and maintain a trained group of staff of diverse backgrounds that will be highly motivated to always maintain our organization's focus and human-centred services to make our clientele self-sufficient and self-reliant in developed communities.
- ii. We will maintain strong relationship with our partners for lifelong exchanges of ideas that will benefit all of us and enable us succeed our strategic-fit.

(c) Partners

- i. We will strengthen collaboration with both local and international donor organizations who strategic-fit is either similar or the same as ours. No non-profit organization like ours can achieve excellence, or realize the full benefit of its work all by itself.
- ii. We will cause decision makers to influence policy, share the concerns of our clientele and turn their priorities into policies and actions.
- iii. We will share the wonders and importance of what we do. Collaboration with the government, the public and the locals fosters a share passion for an understanding of our work to develop the nation.

(d) Enabler

- i. We will strengthen and diversify our incomes. Delivering of mission requires investment in our staff, partners, clientele and subjectivity.
- ii. We will provide support to help build the capacity of our partners by compromising any popular subjectivity plan which any may suggest to implement in our country that will improve our partnership income capacity to achieve our goal.

iii. We will act courageously and innovatively when pursuing new opportunities. We need to take financial risks; implement strategic subjectivity in order to sustain excellence and reliable success in our human-centred services.

0.22. Policies and Systems

The organization follows its specific set of policies and Standard Operating Procedures (SOP) which has been revised and takes updated a number of times onto now, in order to make them more staff friendly and organization-centred. NEI-SL is designed to use the following manuals of policies:

- Manual of Administrative Policies (Code of Conduct)
- Manual of Financial Policies

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

0.23. Human Resource

NEI-SL has core team with various professional backgrounds, such as management, financial and human resource etcetera. In addition, NEI-SL hires the project staff as when required. NEI-SL also engages volunteers and interns of diverse discipline and backgrounds on need basis.

0.24. Review and Monitoring

Monitoring of projects in NEI-SL is always the important and priority matter. There is always a built in mechanism of review and monitoring for all the projects NEI-SL implements. The process of review and monitoring help NEI-SL in achieving the project objectives in smooth and timely manner.

NEI-SL projects are monitored by implementation team; the project coordinator/managers of the program and the management of NEI-SL, and representatives of the funding donor (if so required).

0.25. Accounts and Audits

NEI-SL is designed to maintain it overall accounts on double entry system. NEI-SL has developed various financial policies, systems and formats etai, which help it ineffective management of all its funds and maintaining a complete transparency in receipts and payments at all levels.

NEI-SL is designed to get its accounts (receipts and payments) audited by the recognized chartered accountants' firms on the completion of projects, and by the end of each NEI-SL fiscal year.

0.26. Website

NEI-SL has completed building her official informative website and is among the best websites of NGOs working in Sierra Leone. Efforts has been made to ensure that the website contains all the relevant information of the organization, and the same is easily accessible to the visitor. NEI-SL website improvement and updating will be a continuous process, and the organization has tried to upload in the cyber space the maximum information possible. You can observe our official website at:

<https://www.newempowermentinitiative-sl.org>