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EDITION

MEMBERSHIP HANDBOOK

ONEAFRICANCHILD FOUNDATION



FOUNDER'S MESSAGE

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Have you ever felt like the world could be so much better if people just cared a little more? That's exactly where we come in. At OneAfricanChild (OAC), we believe that change starts with people like us; those who notice the gaps, feel the weight of the challenges, and choose to act. OAC was established because we saw the same gaps you see: children without opportunities, young people being overlooked, and communities waiting for change. And here's the exciting part—you're now part of a group determined to do something about it.

At OAC, we see every member as a changemaker, including you. Your ideas, your energy, and your passion matter here. Whether you're helping a child discover their potential, breaking down stereotypes, or creating solutions to big challenges, you're shaping a better future. This journey is about what we can do together, but more importantly, it's about what you bring to the table. We're here to walk with you, support you, and cheer you on. Welcome to a space where your voice counts, and your actions create lasting change.

Through the years, our success has been shaped by the passion, creativity, and contributions of young like you. Every milestone we've reached has been because of people who weren't afraid to ask questions, challenge the way things are done, and bring fresh ideas to the table. As you begin your journey with us, we encourage you to do the same. Don't hesitate to speak up, share your perspective, and take the lead in shaping the future of education with us. We're excited to see the impact you'll make. Welcome to the team!

Victoria Ibiwoye
Founder

INTRODUCTION

TO ONEAFRICANCHILD

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OneAfricanChild was inspired by the desire to help young people in Nigeria gain the skills they need to succeed in life and work, while also becoming responsible and active members of their communities. Many young people in Nigeria and across Africa face challenges because our education systems do not fully prepare us for real-world opportunities. We wanted to bridge that gap by providing access to learning that goes beyond the classroom. This was how OAC was established in 2013 and officially registered in 2015.

Over the years, we've organized a wide range of workshops focusing on human rights education, advocacy, civic engagement, digital literacy and lots more for children aged 5-18. These workshops provide them with the tools they need to advocate for themselves and others, become changemakers, and contribute to their communities in meaningful ways. One of our most impactful programs in 2024 took place at a Juvenile Correctional Centre in Lagos. We worked with young people who have faced significant challenges in their lives, offering them mentorship, guidance, and access to learning opportunities. It was powerful to see how education and mentorship can make a difference in helping young people reach their full potential.

Our impact goes beyond the communities we serve. Our volunteers and team members are an essential part of everything we do. Many of them have grown alongside the organization, learning new skills and finding fulfillment in being part of something bigger than themselves. Their dedication has helped us to reach more people and expand our programs in ways we couldn't have imagined when we started. At OneAfricanChild, we believe that every child deserves the chance to succeed, no matter their background or circumstances. Our work is about creating opportunities and building resilience. As we reflect on the year so far, we are proud of the small but meaningful steps we've taken to make a difference in the lives of children, youth, and their communities.



MISSION STATEMENT

Giving children the wings to fly through experiential learning programs centered on global citizenship education.

CORE VALUES

At OneAfricanChild, our core values are the foundation of everything we do. These values guide our actions, decisions, and interactions with each other, our communities, and the world. As a member, we ask you to embrace these values in everything you do, whether you're working on a project, collaborating with others, or representing the organization in the community.

- **Innovation:** We encourage fresh thinking and problem-solving to create solutions that drive real change.
- **Inclusion:** We believe that everyone has a unique voice and that true progress is made when all voices are heard and valued.
- **Empowerment:** We are committed to unlocking the potential in every young person and equipping them with the tools they need to make a difference.
- **Collaboration:** We believe that lasting change happens when people work together to build solutions that are sustainable, inclusive, and impactful.
- **Integrity:** We believe in doing what is right, even when no one is watching. We hold ourselves accountable and stay true to our values, always striving to do what is right.
- **Resilience:** We support young people in developing the strength to overcome challenges and thrive in uncertain times.

MEMBERSHIP

BENEFITS

PROFESSIONAL NETWORK

As a member of OAC, you gain access to a vibrant network of passionate individuals, including mentors, community leaders, and like-minded peers. This network helps you build relationships that can challenge and support you as you grow both personally and professionally. Whether you're looking for advice, collaboration opportunities, or career connections, OAC connects you with people who share your drive for making a difference.

CAREER DEVELOPMENT

OAC provides valuable training and hands-on experience that prepares you for real-world challenges. Through our leadership roles, project management opportunities, and team collaborations, you'll develop critical skills that are highly sought after by employers. Many of our members have gone on to excel in various sectors, thanks to the leadership training and career resources provided by OAC.

GLOBAL EXPOSURE

Membership with OAC gives you the opportunity to represent the organization at global conferences, workshops, and consultative meetings. This exposure allows you to connect with an international audience, broadening your perspectives and contributing to global conversations on education, youth development, and social impact. It's a chance to build your global presence while contributing to a meaningful cause.

RECOMMENDATION SUPPORT

OAC offers recommendation support, for members who volunteer for at least **nine months** and demonstrate exceptional leadership. This includes strong references, testimonials, and membership certificates that can enhance your resume and serve as a powerful endorsement of your commitment to education and community development.

MENTORSHIP OPPORTUNITIES

OAC fosters a culture of mentorship, where you can both receive and offer guidance. As a member, you'll have access to mentors who can help you navigate your career and personal growth. Additionally, you'll have the chance to mentor others, sharpening your leadership abilities and building meaningful relationships within the community.

ADVOCACY INFLUENCE

OAC members are empowered to become advocates for education, human rights, and social justice. Through training and hands-on involvement, you'll develop advocacy skills that will allow you to effectively influence change in your community and beyond. By sharing your knowledge, you help shape the future of education and contribute to creating a more inclusive society.

ACCESS TO RESOURCES

OAC provides a collaborative space where members can continuously learn and grow. Through workshops, training sessions, and peer learning, you'll gain new skills and deepen your understanding of key areas like leadership, education, and community development. Whether you're a student or a young professional, OAC ensures you have the tools, resources, and mentorship to succeed. This nurturing environment helps you build the confidence and expertise needed to excel in both your personal and professional life.

PERSONAL FULFILMENT

One of the most rewarding aspects of being an OAC member is the personal fulfillment that comes from making a lasting difference in the lives of children, youth, and communities. Whether you're working directly with young people or contributing behind the scenes, you'll experience the joy of creating meaningful change.

MEMBERSHIP FEE

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As part of our commitment to sustainability and excellence, OneAfricanChild Foundation has introduced a Membership Fee plan. This fee supports our mission to create meaningful impact for children and educators across Africa. Over the past decade, we have transformed lives and communities, and your contribution helps ensure the financial sustainability needed to continue this vital work.

Annual Membership Fees

- Students: ₦5,000
- Graduates and Professionals: ₦10,000

This is a one-time annual payment, renewable each year.

Payment Options

- **Naira Account:**

Guaranty Trust Bank PLC

Account Name: OneAfricanChild Foundation

Account Number: 0451136465

- **USD Account:**

Guaranty Trust Bank PLC

Account Name: OneAfricanChild Foundation

Account Number: 0451136472

- **PayPal:**

Account Name: OneAfricanChild Foundation

Email: 1africanchild@gmail.com

Application Process

1. Submit your payment receipt via email to info@oneafricanchild.org and oneafricanchildcareers@gmail.com.
2. Include a 100-word statement of intent explaining why you want to join OneAfricanChild.

You will receive a response within three business days of your submission. Thank you for choosing to support our mission!

CODE OF CONDUCT

BEHAVIOURS AND ETHICS

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1. General Responsibility of a Volunteer

A volunteer shall:

- Accept assignments with an open mind and willingness to learn;
- Inform their team leader within a reasonable time if they will not be able to carry out such assignment.

2. Relation with Other Volunteers

A volunteer shall:

- Treat others with utmost respect, dignity and fairness, and shall not allow any ill-feeling or personal reservations affect their commitment/responsibilities to OAC;
- Be non-judgmental and shall avoid making inflammatory remarks about cultural, religious or sexual differences, family background, living conditions and the life-style of their fellow volunteers;
- Avoid the use of profane and abusive language in their communication with other volunteers;
- Not preach to anyone or pressure anyone to accept their political, cultural, or religious beliefs.

3. Confidentiality Policy

A volunteer shall:

- Protect important information about the organization and fellow members. What is shared in confidence must remain confidential;
- Respect the privacy of beneficiaries and ensure that their personal information is not disclosed without permission;
- Avoid using confidential information in any way that could harm the organization or its mission;
- Avoid sharing organizational resources or intellectual properties for personal benefit or gain;
- Always act responsibly to safeguard the trust and integrity of OneAfricanChild.

4. Sexual Harassment

- Volunteers must refrain from engaging in any form of sexual harassment, including unwelcome sexual advances, requests for sexual favors, or inappropriate verbal or physical conduct of a sexual nature.
- Sexual harassment also includes stalking, offensive comments about a person's sex, or behavior that creates an intimidating or uncomfortable environment.
- Volunteers are required to **report any incidents of sexual harassment** involving fellow volunteers, partners, or beneficiaries to the appropriate organizational authorities.
- All reports of sexual harassment will be taken seriously and handled by our Legal Team, ensuring a thorough and fair investigation.

5. Gift and Remuneration

- Volunteers must not demand or accept personal gifts, benefits, or remuneration while performing duties on behalf of the organization.
- Any gift or donation received by a volunteer or group of volunteers during outreach or organizational events shall be considered a gift to the organization and not for personal use.
- Volunteers who receive gifts, money, or donations on behalf of the organization are required to promptly report and account for them, ensuring proper transparency and record-keeping.
- Under no circumstances should money, gifts, or donations intended for the organization be treated as personal property or used for personal purposes.

6. Conflict of Interest

- Volunteers must avoid any situation where their personal interests conflict with their responsibilities and duties to OAC;
- This includes joining or starting an organization whose goals, objectives, or interests conflict with OAC's mission.
- Membership in any other organization or group must not interfere with a volunteer's commitment or duties to OAC.
- Volunteers are expected to act in the best interest of OAC at all times, ensuring their actions and decisions prioritize the organization's mission and values.

7. Conduct During Meetings and Events

- Volunteers must adhere to the OAC dress code during meetings or functions. If the official T-shirt is unavailable, volunteers must ensure their attire is neat, modest, and appropriate.
- Volunteers are expected to conduct themselves with respect, professionalism, and decorum, representing OAC in the best possible light.
- All opinions, observations, and arguments should be communicated respectfully and constructively, avoiding personal disputes, unnecessary banter, or public controversy.

8. Grievances and Dispute Resolution

- Any concerns or allegations regarding a volunteer's breach of the provisions in this Handbook should be formally reported to the Advisory Board for review and appropriate action.
- Volunteers with a grievance or valid complaint against another volunteer are encouraged to report the matter promptly to the Program Manager or any member of the staff team for resolution.
- All grievances will be addressed professionally, ensuring fairness, confidentiality, and adherence to OAC's commitment to creating a supportive and respectful environment.
- In cases of unresolved disputes, the matter may be escalated to the Legal Team or Disciplinary Committee for further investigation and resolution.

9. Failure to Adhere to the Code of Conduct

- Abiding by the Code of Conduct is essential for maintaining a respectful, collaborative, and professional environment at OAC.
- Any violation of the rules in this Code of Conduct will be considered misconduct or misbehavior, and may result in disciplinary action.
- Possible consequences for breaching the Code of Conduct include a formal warning, depending on the severity of the violation.
- In more serious cases, a volunteer may face suspension from participation in meetings or events for a specified period.
- The organization reserves the right to withdraw membership or require the refund of money or gifts collected, if applicable.

REPRESENTATION AGREEMENT

OneAfricanChild Foundation offers its members the opportunity to engage in global events and conferences, acting as ambassadors for the organization. Representing OAC at such events is a privilege and responsibility that directly impacts the success and growth of our organization. It is important to follow these guidelines to ensure consistency in messaging and to maintain the trust and credibility of OAC in all its engagements.

By adhering to these standards, members contribute to the strength of our community, ensuring that our values, mission, and goals are communicated clearly and effectively. This collective effort not only enhances OAC's reputation but also empowers the work we do on the ground, creating lasting change in the communities we serve.

When selected to represent OAC, members are expected to demonstrate their commitment to responsible representation by following these guidelines:

- **Disclosure and Communication:**

I will inform OAC promptly about my participation in any event, providing all relevant details for proper coordination and planning.

- **Comprehensive Reporting:**

I will submit detailed reports on my activities, engagements, and contributions during the event, ensuring that OAC is aware of the impact of my representation.

- **Media Materials:**

I will provide media materials such as photos, videos, and written content from the event to support OAC's impact assessment and for potential promotional use.

By signing this agreement (included in the Membership Form), I affirm my commitment to represent OAC with integrity and professionalism. My compliance with these guidelines is crucial to maintaining my membership, and failure to adhere to these standards may result in termination of my membership.

MEDIA RELEASE

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FOR USE OF PHOTOS

I understand that OneAfricanChild Foundation (OAC) may take photographs, video, audiotape and other image and sound-based media of its members. OAC may wish to use such images, as well as use statements made by such individuals, for non-profit and philanthropic purposes, including, but not limited to educational materials, community outreach, fundraising efforts, and website content.

OAC is committed to using media materials obtained from our volunteers for organizational purposes only. We will not use these materials for personal gain or for any illegal activities. We value the trust our volunteers place in us and we will use their media materials with the utmost care and respect.

Therefore, I hereby freely and voluntarily consent to the use and publication of my name, participation, picture, likeness, and/or statements by OAC for any and all non-profit purposes, through any medium or format as technology may now or in the future allow, including, but not limited to, videotape, audiotape, webcasting, podcasting, film, photograph, television, radio, digital, internet, theater, or exhibition, at any time from this date forward. I further waive any claims against OAC based upon or related to its use or publication of my likeness, voice, participation, picture, and/or statements.

By signing this contract (included in the membership form), I affirm that I have read, understood, and agree to the terms and conditions outlined herein. I understand that my compliance with these provisions is a requirement for maintaining my membership in OneAfricanChild Foundation.

If you have concerns about the use of your media, please contact us at info@oneafricanchild.org.

CONTACT INFORMATION

At OneAfricanChild, we value open communication and are always here to support you. Below is a comprehensive guide on how you can reach us through various platforms.

Official Website

Stay updated on our programs, events, and resources by visiting our website:

 www.oneafricanchild.org

Email Address

For general inquiries, feedback, or support, please reach out to us via email:

 info@oneafricanchild.org

Social Media

Connect with us and stay inspired by our activities and updates:

- Instagram: [@OneAfricanChild](https://www.instagram.com/OneAfricanChild)
- Facebook: [OneAfricanChild](https://www.facebook.com/OneAfricanChild)
- LinkedIn: [OneAfricanChild Foundation](https://www.linkedin.com/company/OneAfricanChild)
- Twitter: [@1African_Child](https://twitter.com/1African_Child)

Urgent Matters

For urgent matters, please contact us directly via phone:

 +234 816 591 9232

We encourage you to follow us on social media to stay updated and engaged with our community.

OUR TEAM

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VICTORIA IBIWOYE

Founder
and CEO



OLUMUYIWA KOTILA

Executive
Director, Nigeria



ADEDOYIN LEBIMOYO

Project Manager



PASCAL EKEH

Legal Representative



IYUNOLUWA ADEMOLA

Diaspora Network
Representative



DAMILARE ADENOLA

Finance Director