ISKALAAJI CULTURAL & AWARENESS AGENCY

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ISKALAAJI CULTURAL AND AWARENESS AGENCY [ICAA] PROFILE

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GAROWE - PUNTLAND STATE OF SOMALIA

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ORGANIZATION DETAILS:

NAME OF THE AGENCY	ISKALAJI CULTURAL & AWARENESS AGENCY (ICAA)
DATE ESTABLISHED:	February 2022
HEAD OFFICE:	GAROWE TOWN, PUNTLAND SOMALIA
TYPE OF THE AGENCY:	NON-PROFIT MAKING AGENCY
LEGAL DOCUMENTS:	SOMALIA LETTER OF REGISTRATION

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1.0.   About us

Iskalaji Cultural and Awareness Agency also known as ICAA is non-governmental and non-profit making agency that brings diverse, high quality performing arts and strives to promote art education for all and support the local performing artists. ICAA specializes

in East African art of music, literature, culture folklores and dance. The agency provides and maintains a state-of-the-art facility that is responsive to the needs of our audience and performers, form supportive public and private partnerships, and stand-in economic vitality, tourism, and Somali development.

ICAA aims to promote peace and governance through awareness raising and civic education by performing literature, art of music and entertainment.

Founder's Biography: Abdulaziz Ali Isse, known as Iskalaaji

Iskalaaji is a distinguished Somali public figure, cultural icon, and visionary artist dedicated to preserving and promoting Somali arts, culture, and heritage. Born in Wajid, Bakool region, and raised in Garowe, Puntland, his passion for Somali music, folklore, and literature ignited early. His decades of artistic practice, cultural preservation, and community engagement have solidified his legacy and national influence.

A trailblazer in East African performing arts, Iskalaaji emerged as a leading voice in post-civil war Somalia, using music and literature to bridge community divides. Over a 25-year career, he has composed iconic songs advocating for peace, federalism, democratization, justice, and social transformation. His works, including "Songs of Peace, Democracy, and Social Awareness," have become anthems of reconciliation and nation-building.

Driven by art's transformative power, Iskalaaji founded the Iskalaaji Cultural and Awareness Agency (ICAA) in 2022. His vision: to institutionalize Somali heritage and cultural expression as a tool for addressing national and social challenges, including governance, democratization, and countering extremism. As Chairman, ICAA has launched innovative programs blending traditional arts with civic education, earning recognition from regional governments and international partners.

Iskalaaji's contributions have been widely recognized. In 2021, he received the Puntland Cultural Excellence Award for revitalizing Somali folklore. He is a sought-after speaker at regional forums on art-driven peacebuilding. Beyond ICAA, he mentors young artists and champions gender inclusivity in Somalia's heritage and cultural sectors. His philosophy "Art is the soul of a nation; it heals, educates, and unites"—guides ICAA's mission.

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Iskalaaji leads ICAA's artistic direction, ensuring Somali heritage and culture remain a cornerstone of Somali identity, both at home and in the diaspora. ICAA not only preserves traditional art forms but also fosters contemporary interpretations that resonate with younger generations, honoring the past while building a vibrant cultural future.

ICAA has legally been registered with the relevant Member State authorities and the Federal Government of Somalia and the below illustrates more details on the specific registration licenses each respective authority in Somalia:

#	Authority	License #	Expire Date
1	Puntland State Government of Somalia	# 0000295	February 22nd 2024
2	Jubaland State Government of Somalia	# 01285	May 23rd 2024
3	Galmudug State Government of Somalia	Ongoing	
4	Hirshabele State Government of Somalia	Ongoing	
5	Southwest State Government of Somalia	Ongoing	
6	Federal Government of Somalia	Ongoing	

ICAA has its main office currently based in Garowe with the ongoing efforts to establish sub offices in Mogadishu, Baidao, Kismayo, Dhusamareb and Baladweyne , Somalia with the aim to establish strategic ways of resolving Somalia's key challenges in relations to the Somalia State Building, Security, Peace & Reconciliation, Democratization, Federalization and Social Services through Somali cultural literature awareness and the art of music and songs that is contextually customized solutions to the above challenges. ICAA has highly qualified local artists and other areas of expertise those are assigned to achieve solutions through Art-literature, Songs, Comedies, Drama, Poems, Cartoon Applications, Research, Publications and Capacity Building.

It is legend ICAA's policy to maximize the Somali music and art content and engage local specialists to take principal roles wherever possible. This methodology of Somali

Music Arts enables the center to present a thorough and insightful study and to mature solutions that adapt international experience whilst taking full artistic account of the region surroundings practices and realities.

2.0.   ICAA Reconciliation and Arts

Musical Dialogues Direction to Reconciliation between Somali Post Civil War communities. ICAA has conducted studies to make people understand the role of music in inter-community reconciliation and examined music as a cultural solution area between Somali communities in the abroad.

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The main focus of the study is on musical dialogues towards the reconciliation between Somalis. It touches upon the contributions of music to the reconciliation and how it is being used to create a mutual identity. Therefore, ICAA musical tours to all Somali regions, peaceful gatherings, sense of entertainment, songs as a method of a self-expression have been reviewed in the contribution of music in the reconciliation.

2.1.   ICAA Vision

ICAA is a comprehensive outreach and arts education effort, as well as a variety of function spaces for lectures, cultural events academic literature, and social entertainment. This vision is pursued by faithfully executing the mission, upholding the values and practicing the center's philosophy:

2.2.   ICAA Philosophy

ICAA promotes the philosophy that strives to:

1. Unlock the potential of learners and equip them with music lifelong skills.
2. Foster local innovation and continuous organizational learning.
3. Produce agents of social transformation with a particular interest in outreach towards music and arts society.
4. Transcend all boundaries of race, religion, gender, class, and ethnicity and be consistent with one vision for humanity.
6. Promote dialogue on preventing countering violent extremism through the art and music.
7. Public awareness raising on disseminating messages of citizens' rights and responsibilities.
8. Awareness raising in civic and voter education through performing arts and

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touring throughout Puntland regions.

9. Creating peace building initiatives by community integrating activities, public forums and festivals.
10. Creating accountability forums between the government and its people, to rebuild, a sense of ownership, ethics, coherence, liability and trust in the government.

2.3.   ICAA Mission

Our mission is to be role model of performing highest quality arts & cultural experiences

and opportunities that serve for Somalia, cultural and educational institutions and arts.

2.4.   ICAA Core Values

ICAA is committed to the following values:

    I.   Integrity and transparency;
    II.   Justice and peace;
    III.   Respect and protection of human dignity and sanctity of human life;
    IV.   Respect and promotion of cultural diversity;
    V.   Partnership and collaboration for mutual synergy.
    VI.   Commitment to deliver high quality performance work.
    VII.   Mutual trust and valued relationship

2.5.   ICAA Motto

ICAA is determined to provide "Excellence in cultural awareness through literature and art of music"

2.6.   Program Focus (Approaches and the Methods)

The institutional objectives are achieved through the following main programmatic components: and sub-components shown below. As briefly discussed below, ICAA has five programmatic focus that reflects among key national challenges along 23 sub-component those have direct relevance to the main programmatic focus of ICAA.

2.6.1 State-building & Governance

- Citizen on Constitutional Understanding and Awareness
- Citizen on Federalization Understanding and Awareness
- Anti-Corruption & Good Governance Awareness
- Environmental and Climate Change Awareness
- Citizen & Tax Duty Awareness
- Nationality & Role of the Citizen in State Building

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2.6.2 Rule of Law, Peace & Reconciliation

- Contra-extremism Awareness
- Contra-piracy Awareness
- Contra-human Smuggling and Drugs Awareness
- Disarmament, Reintegration & Rehabilitation Awareness
- Peace & Reconciliation Awareness

2.6.3 Democratization

- Citizen's Education & Awareness Promotion on Democratization
- Voter's right to Register Awareness
- Citizen & Duty to Cast his/her Vote Awareness
- Women political participation awareness

2.6.4 Social Awareness

- Education
  - Access to Formal Education Awareness for al
  - Every Child to School Awareness
  - Reduce illiteracy Awareness
  - Formal Education Virtual Class for Children & Adults

- Health
  - Access to Basic Health Services Awareness for all
  - Mother & Child Health Awareness
  - Reproductive Health

    - ✓ Eradication of FGM Awareness
    - ✓ Anti-gender Based Violent Awareness
    - ✓ Child marriage / Early Marriage Awareness
    - ✓ Child Spacing / Family Planning Awareness
    - ✓ Breast Feeding Awareness
  - Public Health Trends Awareness
  - EPI Vaccination Awareness
  - Mental Health Awareness
  - Disease Outbreak Awareness

- Hygiene & Sanitation
  - Personal Hygiene & Sanitation Awareness
  - Community Hygiene & Sanitation Awareness
  - Public Hygiene & Sanitation Awareness

- Child Protection
  - Anti-gender Based Violent Awareness
  - Anti-domestic Based Violent Awareness

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- Anti-child Abuse, Labor, physical & Mental Harassment

- IDPs & Minority Communities
  - Anti-IDPs & Minority Community violation Awareness
  - Minority Community Stigma Awareness
  - Awareness Voice for the Minority Community
  - Lobby and Advocacy for IDPs and Minority Community   Access to Basic Services

2.6.5 Promotion of Cultural, Somali Art, Literature & Language

- Conduct Musical Events to Promote Culture & Stability
- Conduct Somali Literature & Language Promotion Events
- Establish Main Drama Art Performances Citizen Awareness
- Somali Youth Awareness on Culture & Literature Promotion

3.0   ICAA Official Partners

Sine ICAA is currently active and operational in Puntland, it has been an honor and privileged to close work with our partners in a formal partnership engagement. ICAA considers our partners as strategic and valuable in responding to the national and state challenges through digital and art of literature awareness.

#	Partner Name	Type	Location
1	Ministry of Information & Telecommunication	Authority	Puntland
2	Ministry of Education and Higher Education	Authority	Puntland
3	Ministry of Health	Authority	Puntland
4	Ministry of Interior, Federalization & Democratization	Authority	Puntland
5	Ministry of Justice, Constitution & Religious Affairs	Authority	Puntland
6	Ministry of Women Development and Family Affairs	Authority	Puntland
7	Transitional Puntland Electoral Commission TPEC	Authority	Puntland
8	Puntland Development & Research Center PDRC	NGO	Puntland
9	KAALO	NGO	Puntland
10	InterPeace	MGO	Puntland
11	Horn Vision	NGO	Puntland

4.0   ICAA Structure BoD and Management

ICAA is a limited liability partnership (LLP), and its internal ultimate authority rests with the Board of Directors. The CEO is held exclusively responsible for the daily management. The ICAA's personnel consist of a highly qualified team with local and international expertise.

1. Each hierarchy of the structure has clear job description
2. The structure has a chain of command based on a decentralization system whereby the linkages and hierarchy are clearly defined and accepted.
3. ICAA has both horizontal and vertical management directions and interactions but they all come under the 2-levels of management Board of Directors and Executive Organ
4. The Board of Directors submits the structure to the Executive Structure before its implementation.
5. The structure is reviewed after two years by the BoD
6. The approved structure is disseminated to the Executive branch of ICAA.
7. The Board appoints among the management team a person responsible for administrative affairs and external relations. It also approves and provides an

   annual list of senior job titles and the establishment not mentioned in the organ gram.
8. The institutional culture of ICAA is "support culture, i.e. mutual trust and support as primary basis for operating with cooperation, professionalism, openness and close relationship among members and partners.

ICAA has the below main levels off institutional structure:

➢ Board of Directors (Agency Representatives)

➢ Executive Structure (Implementation Team)

5.0   ICAA Board Members

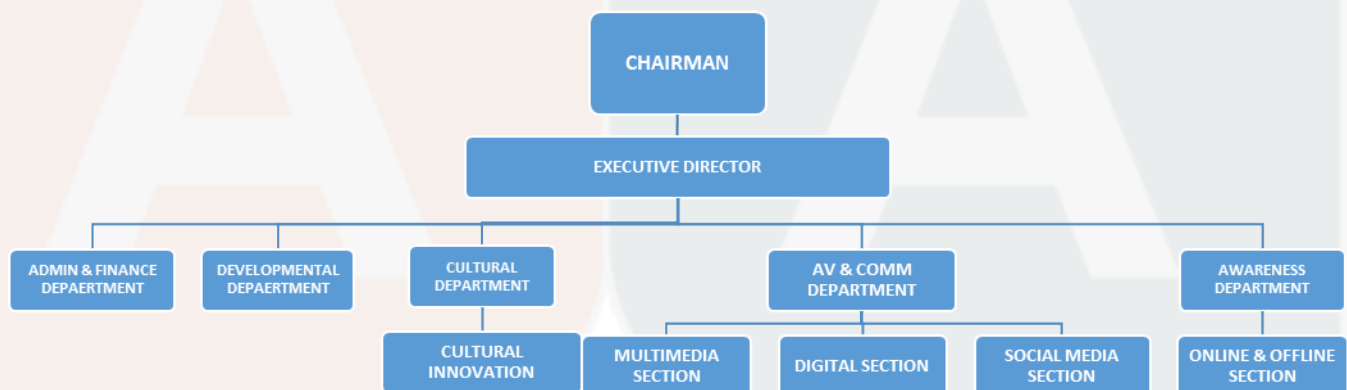ICAA founding members BoDs with their full names and membership details.

S/n	BoD Member Full Names	Title
1	Abdiaziz Ali Isse	Chairman
2	Ahmed Awil Jama	Member – Designated Deputy
3	Asha Gelle Dirie	Member
4	Saida Qacle	Member
5	Abdunnasir Salah Mohamed	Member
6	Yaasir Nuur Geedi	Member
7	Abdirizak Said Abdi	Member

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6.0   ICAA Executive Team Members

ICAA Executive Team Members with their full names and member details.

#	Full names	Department	Title
1	Abdiaziz Ali Isse	Management	Chairman
2	Abdirisak Said Abd	Management	Executive Director
3	Rage Ali Isse	Dept of Admin /& Finance	Dept Director
4	Abdulrehman Hassan Mohamed	Dept of Development	Dept Director
5	Abwaan Mohamed Dhagafe Elmi	Dept of Awareness	Dept Director
6	Jama Cige	Dept of Culture	Dept Director
7	Abdiweli Said Abdi	Dept of AV and Communications	Dept Director
8	Mohamed Said Abdi	Assistant of AV/Comm	Assistant
9	Mohamed Abdi Dirie	Assistant of AV/Comm	Assistant
10	Sacdiya Hassan Hersi	Admin & Finance Assistant	Assistant

7.0   ICAA Organizational Organogram

CHAIRMAN

EXECUTIVE DIRECTOR

ADMIN & FINANCE DEPAERTMENT

DEVELOPMENTAL DEPAERTMENT

CULTURAL DEPARTMENT

AV & COMM DEPARTMENT

AWARENESS DEPARTMENT

CULTURAL INNOVATION

MULTIMEDIA SECTION

DIGITAL SECTION

SOCIAL MEDIA SECTION

ONLINE & OFFLINE SECTION

8.0   ORGANIZATIONAL MEETINGS

8.1 Types of Meeting

The types of organizational meetings are classified into three categories and they are as follows,

- ✓ Operational meeting
- ✓ Special meeting
- ✓ General meeting

8.2 Operational Meeting

The operational meeting (group discussion) is formed in order to achieve a specific

common goal, solving problems, arrival all decisions, or answer a question of interest and can be held on Incasing to the requirements of the on-goings operational

activities. This type of meeting should have four major sub-divisions of group discussions, and they are as follows.

- ✓ Committee discussions
- ✓ Round table discussions
- ✓ Panel discussions
- ✓ Symposium discussions

8.3 Special Meeting

The special meeting is one of the organizational meetings that can be held on any period of time when there are serious extra ordinary conditions (constrains, obstacles, risk and threats) is confronted in the normal operations of the organization and definitely the present leadership couldn't be able to solve them.

The chairperson of the board of directors could be able to notify to the eligible groups to attend in the special meeting session and fix the exact period and the spot of the special meeting the article of associating has the basic principles on the procedure of the social meeting.

8.4 General Meeting

The general meeting is the highest organizational congress held once every one year and is attended by the specially elected representatives from all the individual members of ICAA.

The article on institutional and Meeting By-law should have the basic principles on the procedures of the general meeting.

9.0 Performance Standards And Quality Control

9.1 Monitoring and Evaluation

ICAA has developed and it employs a systematic monitoring (for Organization projects)

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and evaluation (for the completed projects) systems that are relevant and useful with specific proposes and roles that measures the success and failures of its operations.

Monitor/Evaluator can usefully evaluate all new plans, which should seldom be implemented against the M's advice. Analysis problems, evaluate ideas and suggestions so that the team is better placed to take balanced decisions.

9.2 Ensuring regular audit of the organizational development

ICAA shall recruit management audit to ensure that:

- ✓ The strategic planning of ICAA addresses current and future legal requirements and best management practices.
- ✓ To verify that the documented policies translate into the requirements of the market and the objectives of the areas of intervention.

- ✓ To verify that ICAA structure and resources needed to implement policies and achieve the stated objectives effectively and efficiently. (Management by-law).
- ✓ The auditor shall conduct his/her auditing practice within the ICAA's fiscal year.
- ✓ Achieving equality as defined in national, regional or international systems
- ✓ Establish of system to ensure appropriate evolvement of all levels of staff in decision-making.
- ✓ ICAA shall make open forum for its sectoral and frequency meeting should be hold on weekly basis
- ✓ ICAA shall establish compliant and suggested boxes to its all-sectoral parts.
- ✓ ICAA shall make weekly interdepartmental communications and consultations.
- ✓ ICAA shall make monthly cross cutting report lines in its all interrelated departments.