



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

1.0. About us

Iskalaaji 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 an ultramodern 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 appeared 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.

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 the Federal Government of Somalia and has the following legal registration status.

Registration and Legal Status

#	Authority	License #	Expire Date
1	Federal Republic of Somalia	MoIFAR/NGOD/0233	09/112026

2.0. ICAA Reconciliation and Arts

Iskalaaji Cultural and Awareness Agency (ICAA) maintains its **main headquarters in Mogadishu**, with legally registered sub-offices in Garowe (Puntland), Southwest State, and Jubaland. The organization is also actively expanding its operational footprint, with ongoing efforts to set up other sub-offices in Hirshabelle and Galmudug. This strategic nationwide presence enables ICAA to work effectively across Federal Member States and contribute meaningfully to Somalia's peacebuilding and state-building agenda.

ICAA's mission is to support Somalia's progress in state-building, security stabilization, peace and reconciliation, democratization, federalization, and the strengthening of social services through culturally grounded, context-specific approaches. By using Somali cultural heritage, literature, and the transformative power of music and creative arts, ICAA develops locally driven solutions that promote social cohesion, civic awareness, and institutional trust.

The agency brings together highly qualified local artists, cultural practitioners, researchers, and technical experts who collaboratively design and implement innovative interventions through art, literature, music, drama, comedy, poetry, digital cartoon applications, research, publications, and capacity-building programs. Through these multidisciplinary tools, ICAA fosters constructive dialogue, strengthens community resilience, and advances sustainable peace across Somalia.

2.1. ICAA Vision

ICAA serves as a comprehensive platform for community outreach, arts education, cultural dialogue, and civic engagement. It functions as a dynamic space for lectures, cultural events, academic discourse, literary exchange, and socially responsible entertainment that promotes awareness, inclusion, and national cohesion.

This vision is realized through the consistent implementation of ICAA's mission, the steadfast adherence to its core values, and the practical application of its guiding philosophy, using culture, literature, and creative arts as transformative tools to advance peacebuilding, state-building, and sustainable development in Somalia.

2.2. ICAA's Guiding Philosophy

ICAA advances a transformative philosophy that looks to:

1. Unlock human potential by equipping learners and emerging artists with lifelong musical, creative, and leadership skills.
2. Foster local innovation and continuous learning, strengthening both individual capacity and organizational excellence.
3. Cultivate agents of social transformation, empowering artists and youth to become ambassadors of positive change within their communities.
4. Promote unity beyond divisions, transcending barriers of race, religion, gender, class, and ethnicity under a shared vision of humanity and national cohesion.
5. Prevent violent extremism through creative expression, using art and music as powerful tools for dialogue, resilience, and social awareness.
6. Advance civic awareness, disseminating clear messages on citizens' rights, responsibilities, and active participation in public life.
7. Strengthening civic and voter education, using performing arts and cultural tours across regions to deepen democratic engagement.
8. Lead community-centered peacebuilding initiatives, including public forums, cultural festivals, and integrated social dialogue platforms.
9. Promote accountable governance, improving constructive dialogue between citizens and government institutions to rebuild trust, ownership, ethical leadership, and institutional coherence.

2.3. ICAA Mission

Is to serve as a leading national platform for delivering high-quality arts and cultural experiences that enrich Somalia's social, cultural, and educational landscape.

We are committed to strengthening cultural and educational institutions, expanding access to creative opportunities, and using the transformative power of arts to promote civic awareness, social cohesion, and sustainable development.

2.4. ICAA Core Values

ICAA is guided by the following core values, which shape its institutional culture, programming, partnerships, and public engagement:

1. Integrity and Transparency

We uphold the highest standards of ethical conduct, honesty, and openness in all our operations. We are committed to accountable leadership, responsible stewardship of resources, and transparent decision-making processes.

2. Justice and Peace

We promote fairness, inclusion, non-violence, and peaceful coexistence as essential foundations for sustainable development, democratic governance, and national cohesion.

3. Human Dignity and Humanity

We respect and protect the sanctity of human life and uphold the inherent dignity of every individual, treating all people with compassion, respect, and equality.

4. Cultural Diversity and Inclusion

We celebrate Somalia's rich cultural heritage and diversity, fostering unity while honoring differences across communities, regions, genders, and generations.

5. Partnership and Collaborative Synergy

We believe in strategic partnerships built on mutual respect and shared purpose. Through collaboration with government institutions, civil society, communities, and international partners, we amplify impact and collective results.

6. Excellence and Quality Performance

We are committed to delivering high-quality, innovative, and impactful programs. Professionalism, creativity, and continuous improvement guide our work.

7. Mutual Trust and Valued Relationships

We cultivate relationships grounded in trust, accountability, and shared responsibility — recognizing that sustainable change is built on strong, respectful, and long-term partnerships.

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 aims are achieved through the following main programmatic components: and sub-components shown below. As briefly discussed below, ICAA has five programmatic focuses that reflect among key national challenges along 23 sub- components that 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

2.6.2 Rule of Law, Peace & Reconciliation

- Counter violent extremism Awareness.
- Counter-piracy Awareness.
- Counter 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 all
 - 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
 - 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

#	Partner Name	Type	Location
1	Ministry of Planning, Investment and Economic Development	Ministry	Somalia
2	National Identification and Registration Authority	Authority	Somalia
3	Independent National Electoral Commission	Authority	Somalia
1	Ministry of Information & Telecommunication	Ministry	Puntland
2	Ministry of Education and Higher Education	Ministry	Puntland
3	Ministry of Health	Ministry	Puntland
4	Ministry of Interior, Federalization & Democratization	Ministry	Puntland
5	Ministry of Justice, Constitution & Religious Affairs	Ministry	Puntland
6	Ministry of Women Development and Family Affairs	Ministry	Puntland
7	Puntland Electoral Commission TPEC	Authority	Puntland
8	Puntland Development & Research Center (PDRC)	NGO	Puntland
9	Kaalo	NGO	Puntland
10	Interpeace	NGO	Puntland
11	Horn Vision	NGO	Puntland

Institutional Partnerships and Governance Structure

As an active and operational institution in Puntland and across Somalia, ICAA values the honor and privilege of working in formal partnership with government entities, civil society, and international stakeholders. We regard our partners as strategic allies in addressing national and state-level challenges through innovative digital engagement, literary arts, and culturally grounded awareness initiatives. Collaboration, mutual respect, and shared impact remain central to our approach.

ICAA is established as a **Limited Liability Partnership (LLP)**, governed by a strong institutional framework that ensures accountability, transparency, and professional management. The ultimate authority of the organization rests with the **Board of Directors**, while the **Chief Executive Officer (CEO)** is fully responsible for day-to-day management and operational leadership.

ICAA's personnel make up a highly qualified team of professionals with both local expertise and international experience, enabling the organization to deliver high-quality, context-responsive programming.

Governance and Management Framework

- The organizational structure is clearly defined, with detailed job descriptions for each position to ensure clarity of roles and responsibilities.
- A structured chain of command runs under a decentralized management system, with well-defined linkages and accountability mechanisms.
- Management works through both horizontal and vertical coordination, structured under two principal governance levels: the **Board of Directors** and the **Executive Organ**.
- The Board of Directors approves the institutional structure prior to implementation and conducts a formal review every two years to ensure relevance and effectiveness.
- Once approved, the structure is formally given to the executive branch for operationalization.
- The Board appoints senior leadership positions, including the official responsible for administrative affairs and external relations, and annually approves senior job titles and institutional establishments beyond the organogram.

Institutional Culture

ICAA operates under a strong “**support culture**” a values-driven environment grounded in mutual trust, cooperation, professionalism, transparency, and collaborative engagement. This culture fosters close working relationships among staff, leadership, and partners, strengthening institutional cohesion and sustainable impact.

4.0 ICAA Structure BoD and Management

ICAA has the below main levels of institutional structure:

- ❖ Board of Directors (Agency Representatives)
- ❖ Executive Structure (Implementation Team)

5.0 ICAA Board Members

ICAA has founding members of the Board of Directors (BoD), with their full names and membership details properly documented.

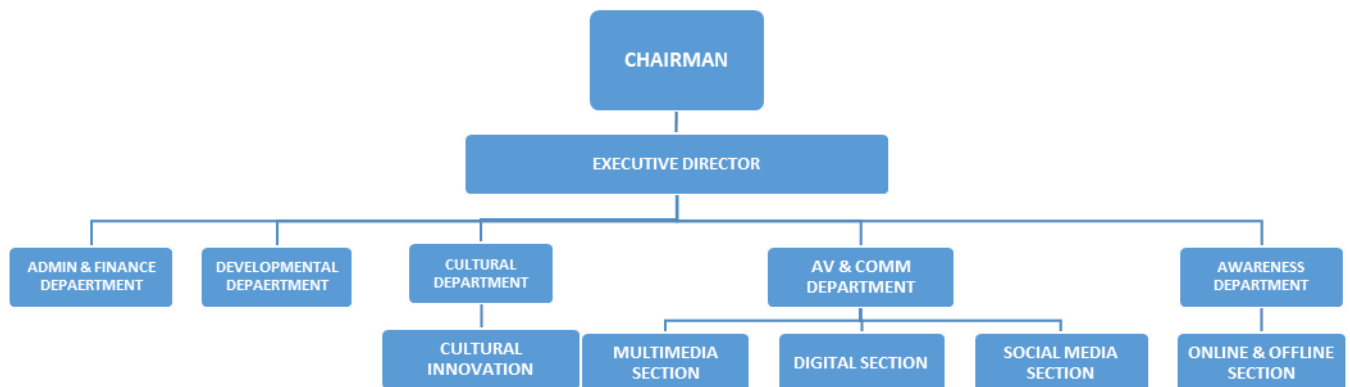
S/n	BoD Member Full Names	Title
1	Abdiaziz Ali Isse	Chairman
2	Abdirahman Hassan Mohamed	Executive Director
3	Ahmed Awil Jama	Member – Designated Deputy
4	Asha Gelle Dirie	Member
5	Saida Qacle	Member
5	Abdinasir Salah Mohamed	Member
6	Yaasir Nuur Geedi	Member

6.0 ICAA Executive Team Members

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

#	Full names	Department	Title
1	Abdiaziz Ali Isse	Management & Leadership	Chairman
2	Abdirahman Hassan Mohamed	Management & Leadership	Executive Director
3	Rage Ali Isse	Dept of Admin /& Finance	Dept Director
4	Ahmed Awil Jama	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 Abdi Said	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



8.0 ORGANIZATIONAL MEETINGS

1.1 Types of Meeting

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

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

1.2 Operational Meeting

The operational meeting (group discussion) is formed to achieve a specific common goal, solving problems, arrival all decisions, or answering questions of interest and can be held on Incasing to the requirements of the on-going operational activities. This type of meeting should have four major sub-divisions for group discussions, and they are as follows.

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

1.3 Special Meeting

The special meeting is one of the organizational meetings that can be held at any period when there are serious extraordinary conditions (constraints, obstacles, risk and threats) is confronted with the normal operations of the organization and the present leadership couldn't be able to solve them.

The chairperson of the board of directors could be able to notify the eligible groups to attend 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.

1.4 General Meeting

The general meeting is the highest organizational congress held once every one year and is attended by the specially elected representatives of all the individual members of ICAA. The article on institutional and Meeting By-law should have 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) 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 goals 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 a system to ensure the proper evolution of all levels of staff in decision-making.
- ✓ ICAA shall make an open forum for its sectoral and frequency meetings should be held on weekly basis.
- ✓ ICAA shall establish complaints and suggested boxes to all sectoral parties.
- ✓ ICAA shall make weekly interdepartmental.
- ✓ Communications and consultations.
- ✓ ICAA shall make monthly cross-cutting report lines in its all- interrelated departments.