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ITEKA RYA MINISITIRI W'INTEBE
N°38/03 RYO KU WA 11/04/2014 RIGENA
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BY'IKIGO
CY'IGIHUGU GISHINZWE
IRANGAMUNTU (NIDA)

PRIME MINISTER'S ORDER N°38/03 OF
11/04/2014 DETERMINING THE
ORGANISATIONAL STRUCTURE AND
SUMMARY OF JOB POSITIONS OF THE
NATIONAL IDENTIFICATION AGENCY
(NIDA)

ARRETE DU PREMIER MINISTRE N°38/03
DU 11/04/2014 DETERMINANT LA
STRUCTURE ORGANISATIONNELLE ET
LA SYNTHÈSE DES EMPLOIS DE
L'AGENCE NATIONALE
D'IDENTIFICATION (NIDA)

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**ITEKA RYA MINISITIRI W'INTEBE
N°38/03 RYO KUWA 11/04/2014 RIGENA
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BY'IKIGO
CY'IGIHUGU GISHINZWE
IRANGAMUNTU (NIDA)**

**PRIME MINISTER'S ORDER N°38/03 OF
11/04/2014 DETERMINING THE
ORGANISATIONAL STRUCTURE AND
SUMMARY OF JOB POSITIONS OF THE
NATIONAL IDENTIFICATION AGENCY
(NIDA)**

**ARRETE DU PREMIER MINISTRE N°38/03
DU 11/04/2014 DETERMINANT LA
STRUCTURE ORGANISATIONNELLE ET
LA SYNTHESE DES EMPLOIS DE
L'AGENCE NATIONALE
D'IDENTIFICATION (NIDA)**

Minisitiri w'Intebe;

Ashingiye ku Itegeko Nshinga rya Repubulikay'u Rwanda ryo ku wa 04 Kamena 2003 nk'uko ryavugururwe kugeza ubu, cyane cyane mu ngingo zaryo, iya 118, iya 119, iya 120, iya 121 n'iya 201;

Ashingiye ku Itegeko n° 43/2011 ryo ku wa 31/10/2011 rishyiraho Ikigo cy'Igihugu gishinzwe Irangamuntu rikanagena inshingano, imiterere n'imikorere byacyo; cyane cyane mu ngingo zaryo, iya 6 n'iya 12;

Bisabwe na Minisitiri w'Abakozi ba Leta n'Umurimo;

Inama y'Abaminisitiri yateranye ku wa 24/02/2014 imaze kubisuzuma no kubyemeza;

ATEGETSE:

Ingingo ya mbere: Icyo iri teka rigamije

The Prime Minister;

Pursuant to the Constitution of the Republic of Rwanda of 04 June 2003 as amended to date, especially in Articles 118, 119, 120, 121 and 201;

Pursuant to Law n° 43/2011 of 31/10/2011 establishing the National Identification Agency and determining its mission, organization and functioning; especially in Articles 6 and 12;

On proposal by the Minister of Public Service and Labour;

After consideration and approval by the Cabinet, in its session of 24/02/2014;

HEREBY ORDERS:

Article One: Purpose of this Order

This Order determines the organizational structure

Le Premier Ministre ;

Vu la Constitution de la République du Rwanda du 04 juin 2003, telle que révisée à ce jour, spécialement en ses articles 118, 119, 120, 121 and 201;

Vu la Loi n° 43/2011 du 31/10/2011 portant création de l'Agence Nationale d'Identification, et déterminant sa mission, son organisation et son fonctionnement; spécialement en ses articles 6 et 12;

Sur proposition du Ministre de la Fonction Publique et du Travail ;

Après examen et adoption par le Conseil des Ministres en sa séance du 24/02/2014 ;

ARRETE :

Article premier: Objet du présent arrêté

Le présent arrêté détermine la structure

Iri teka rigena imbonerahamwe n'incamake y'imyanya y'imirimu by'ikigo cy'Igihugu gishinzwe Irangamuntu (NIDA).

Ingingo ya 2: Imbonerahamwe n'incamake y'imyanya y'imirimu

Imbonerahamwe n'incamake y'imyanya y'imirimu by'ikigo cy'Igihugu gishinzwe Irangamuntu (NIDA) biri ku mugereka wa I n'uwa II y'iri teka.

Ingingo ya 3: Abashinzwe kubahiriza iri teka

Minisitiri w'Abakozi ba Leta n'Umurimo, Minisitiri w'Ubutegetsi bw'Igihugu na Minisitiri w'Imari n'Igenamigambi basabwe kubahiriza iri teka.

Ingingo ya 4: Ivanwaho ry'ingingo zinyuranyije n'iri teka

Ingingo z'amateka abanziriza iri kandi zinyuranyije na ryo zivanweho.

Ingingo ya 5: Igihe iteka ritangira gukurikizwa

Iri teka ritangira gukurikizwa ku munsu ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda.

Kigali, ku wa 11/4/2014

and the summary of job positions for the National Identification Agency (NIDA).

Article 2: Organizational structure and summary of jobs positions

The organizational structure and the summary of job positions of the National Identification Agency (NIDA) are respectively in annexes I and II of this Order.

Article 3: Authorities responsible for the implementation of this Order

The Minister of Public Service and Labour, the Minister of Local Government and the Minister of Finance and Economic Planning are entrusted with the implementation of this Order.

Article 4: Repealing provision

All prior provisions contrary to this Order are hereby repealed.

Article 5: Commencement

This Order shall come into force on the date of its publication in the Official Gazette of the Republic of Rwanda.

Kigali, on 11/4/2014

organisationnelle et la synthèse des emplois de l'Agence Nationale d'Identification (NIDA).

Article 2 : Structure organisationnelle et synthèse des emplois

La structure organisationnelle et la synthèse des emplois de l'Agence Nationale d'Identification (NIDA) sont respectivement en annexes I et II du présent arrêté.

Article 3 : Autorités chargées de l'exécution du présent arrêté

Le Ministre de la Fonction Publique et du Travail, le Ministre de l'Administration Locale et le Ministre des Finances et de la Planification Economique sont chargés de l'exécution du présent arrêté.

Article 4 : Disposition abrogatoire

Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.

Article 5 : Entrée en vigueur

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda.

Kigali, le 11/4/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Minisitiri w'Intebe

(sé)

Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)

Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)

MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

**Bibonywe kandi bishyizweho Ikirango cya
Repubulika:**

Seen and sealed with the Seal of the Republic:

Vu et scellé du Sceau de la République :

(sé)

BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

(sé)

BUSINGYE Johnston
Minister of Justice/Attorney General

(sé)

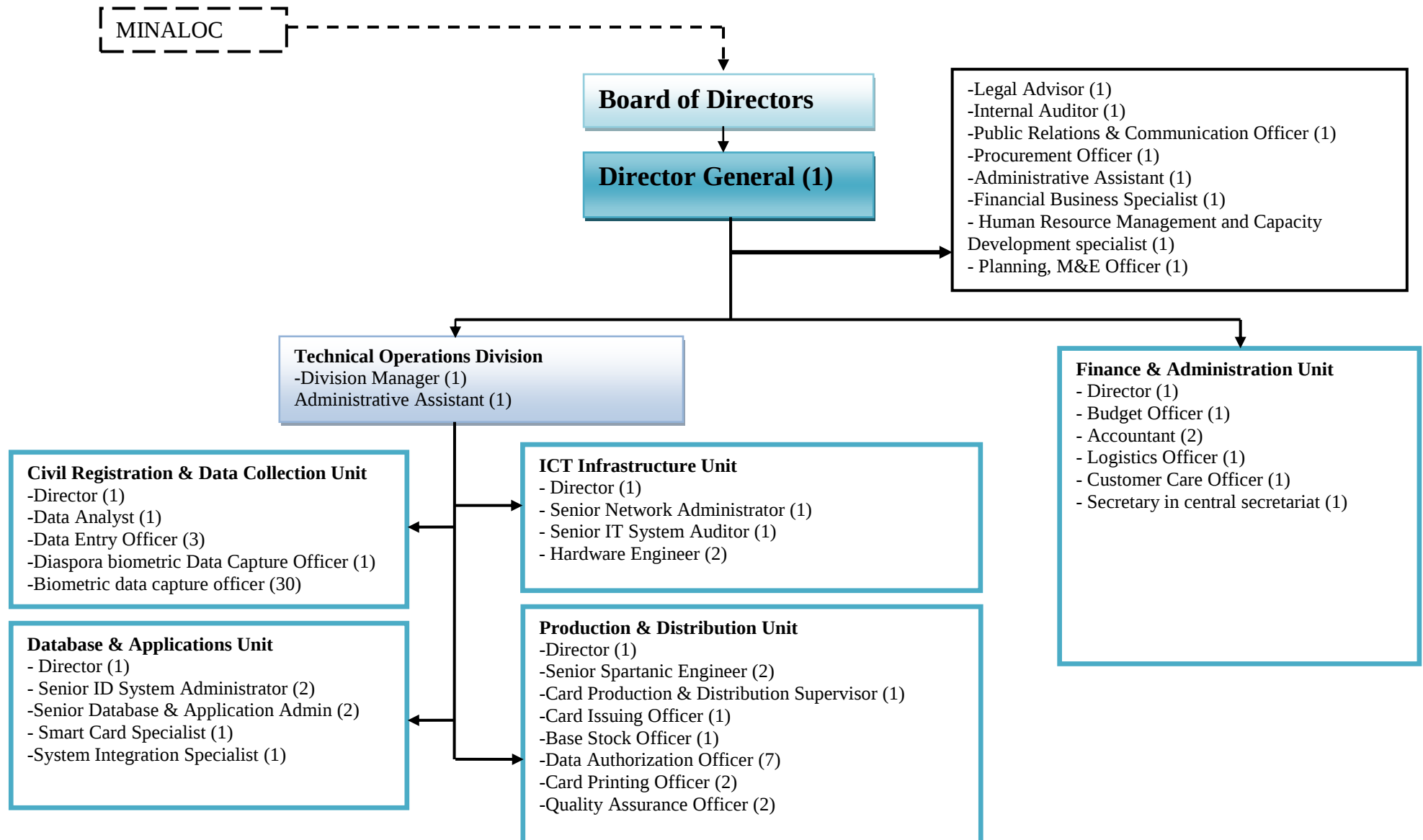
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

UMUGEREKA WA I W'ITEKA RYA
MINISITIRI W'INTEBE N°38/03 RYO KU
WA 11/04/2014 RIGENA
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BY'IKIGO
CY'IGIHUGU GISHINZWE
IRANGAMUNTU (NIDA)

ANNEXE I TO THE PRIME MINISTER'S
ORDER N°38/03 OF 11/04/2014
DETERMINING THE ORGANISATIONAL
STRUCTURE AND SUMMARY OF JOB
POSITIONS OF THE NATIONAL
IDENTIFICATION AGENCY (NIDA)

ANNEXE I DE L'ARRETE DU PREMIER
MINISTRE N°38/03 DU 11/04/2014
DETERMINANT LA STRUCTURE
ORGANISATIONNELLE ET LA SYNTHESE
DES EMPLOIS DE L'AGENCE NATIONALE
D'IDENTIFICATION (NIDA)

NATIONAL IDENTIFICATION AGENCY-ORGANISATIONAL CHART, 2014



Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe n° 38/03 ryo kuwa 11/04/2014 rigena imbonerahamwe n'incamake y'imyanya y'imirimo by'Ikigo cy'Igihugu gishinzwe Irangamuntu (NIDA)

Kigali, ku wa 11/04/2014

(sé)
Dr. HABUMUREMYI Pierre Damien
Minisitiri w'Intebe

(sé)
MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika :

(sé)
BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Seen to be annexed to the Prime Minister's Order n° 38/03 of 11/04/2014 determining the organizational structure and the summary of job positions for the National Identification Agency (NIDA)

Kigali, on 11/04/2014

(sé)
Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)
MUREKEZI Anastase
Minister of Public Service and Labour

Seen and sealed with the Seal of the Republic:

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre n° 38/03 du 11/04/2014 déterminant la structure organisationnelle et la synthèse des emplois de l'Agence Nationale d'Identification (NIDA)

Kigali, le 11/04/2014

(sé)
Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)
MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République :

(sé)
BUSINGYE Johnston
Ministre de la Justice/ Garde des Sceaux

UMUGEREKA WA II W'ITEKA RYA
MINISITIRI W'INTEBE N°38/03 RYO KU
WA 11/04/2014 RIGENA
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BY'IKIGO
CY'IGIHUGU GISHINZWE
IRANGAMUNTU (NIDA)

ANNEXE II TO THE PRIME MINISTER'S
ORDER N°38/03 OF 11/04/2014
DETERMINING THE ORGANISATIONAL
STRUCTURE AND SUMMARY OF JOB
POSITIONS OF THE NATIONAL
IDENTIFICATION AGENCY (NIDA)

ANNEXE II DE L'ARRETE DU PREMIER
MINISTRE N°38/03 DU 11/04/2014
DETERMINANT LA STRUCTURE
ORGANISATIONNELLE ET LA SYNTHESE
DES EMPLOIS DE L'AGENCE NATIONALE
D'IDENTIFICATION (NIDA)

NATIONAL IDENTIFICATION AGENCY - JOB PROFILES - 2014

Administrative unit	Title of Job position	Title of Job position linked to Job	Job Profile (Qualifications, experiences, key technical skills and competencies)	Proposed Jobs
Office of the Director General	Director General	Director General of NIDA	Political Appointee	1
	Administrative Assistant	Administrative Assistant	A1 in Secretariat Studies, Office Management or A0 in Public Administration, Management <u>Key technical skills and knowledge required:</u> - Office management skills - Excellent communication, organisation and interpersonal skills. - Computer knowledge (Word processing, Power Point and Internet) - Time management - Discretion - Analytical and problem solving - Fluent in Kinyarwanda, English and/or French. knowledge of all is an advantage.	1

	Internal Audit	Internal Auditor	A0 in Finance, Accounting or Management specialising in Finance, Accounting or professional qualifications CPA, ACCA. <u>Key technical skills and knowledge required:</u> a) Detailed knowledge of financial and audit standards, HR and Financial regulations, procedures. b) Financial software c) Planning skills d) Excellent communication, organisation and interpersonal skills. e) Computer skills. f) High analytical skills. g) Report writing and presentation skills. h) Time management skills i) Excellent problem solving skills and clear logical sens.	1
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Official Gazette n° 19 of 12/05/2014

Public Relations and Communication	Public Relations and Communication Officer	A0 in Communication, Public Relations, Journalism, Marketing. <u>Key technical skills and knowledge required:</u> a) Excellent communication skills both orally and in writingb) Excellent interpersonal skillsc) Report writing and presentation skillsd) Computer skillse) Creativity and initiativef) Good organisational and time-management skillsg) Teamworking skillsh) Effective public relations and public speaking skillsi) Interviewing skillsj) Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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	Legal advisor	Legal advisor	A0 in Law <u>Key technical skills and knowledge required:</u> a) High analytical and problem solving skills b) Legal research and analysis in complex areas of law c) Knowledge of Substantive Law and Legal Procedures d) Decision making skills e) Experience in contract drafting and negotiation f) Excellent communication skills g) Very effective organization skills h) Computer skills i) Fluent in Kinyarwanda, English and/or French Knowledge of all is an advantage.	1
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Financial Business Specialist	Financial Business Specialist	Master's in Finance, Management, Economics or A0 in Finance, Management, Economics with 3 years of experience in financial analysis. <u>Key technical skills and knowledge required:</u> - Deep knowledge in business financial;- Knowledge of business legal issues;- Knowledge of marketing;- Knowledge of project management methodologies;- Effective negotiation skills; - Planning skills;- Analytical skills to conduct requirement analysis and impact analysis;- Business development skills;- Research developemnt skills.- Communication skills. - Computer skills.	1
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	Procurement officer	Procurement Officer	A0 in Public Procurement, Finance, Management, Business Administration, Economics. <u>Key technical skills and knowledge required:</u> a) High analytical skills b) Knowledge of basic business and purchasing practices c) Knowledge of state contracting law, regulations and procedures d) Knowledge of grade, qualities, suppliers and prices trends of commodities e) Knowledge in contract drafting and negotiation f) Category management skills g) Time management skills h) Decision making skills i) Excellent communication skills. j) Computer skills. k) Fluent in Kinyarwanda, English and/or French, Knowledge of all is an advantage.	1
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	Human Resource Management and capacity Development	Human Resources Management and Capacity Development specialist	Masters's Degree in Human Resource Management and Public administration or A0 In Human Resource Management, Public administration and Management with 3 years of working experience. <u>Key technical skills and knowledge required:</u> a) Deep knowledge of Rwanda Public Service and Labour law b) Knowledge in Confilct Management;c) Organizational Skills;d) Computer skillse) Interview skills; f) Knowledge of regulations applying to payroll procedures;g) Knowledge of Human Resource Concept practices,policies, and procedures;h) Communication skillsi) Analytical skills;j) Judgment and decision making skills; k) Complex Problem Solving; l) Time management skills;m) Team working skillsn) Fluent in Kinyarwanda, English and/ or French;	1
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	Planning and M&E	Planning and M&E officer	A0 in Economics, Management, Project Management, Business Administration. <u>Key technical skills and knowledge required:</u> a) Knowledge of results based management, logical framework approach, strategic planning processes and tools; b) Computer skills; c) Organizational skills; d) Communication skills; e) Knowledge of organizational structure workflow and operating procedures; f) Knowledge in monitoring and evaluation Systems; g) Judgment and decision making skills; h) Complex Problem Solving; i) Time management skills; j) High analytical skills; k) Teamworking skills; l) Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
	Sub-Total		- Undertake work independently using judgement.	9

Technical Operations Division	Division Manager	Division Manager of Technical Operations	Masters' Degree or Bachelors' Degree in Computer Science, Software Engineering, Computer Engineering, Information Communication Technology, Electronics and Telecommunication, Engineer with minimum of 5 years of working experience in ICT environment <u>Key technical skills and knowledge required:</u> a) Leadership and management skills b)Excellent communication, organisation and interpersonal skills.c) Deep understanding of Linux, network services, TCP/IPd) Familiar with big data, and/or SQL database systems Columna databasese) Analytical and problem solving skills.f) Solid Script skillsg) High analytic thinker h) Initiative skillsi) Systems analysis & evaluation skillsj) Computers & electronics (circuits baords, processors, chips, electronic equipments & computer hardware & software)j) Telecommunication (knowlegde of transmission,broadcasting, switching, control & operation of telecommunication systems)k) Engineering & technology (knowledge of the practical application of engineering science & technology) Public safety & security (knowledge of relevant equipment, policies, procedures &strategies to promote effective local or national security operations for the protection of people, data, properties and institutions)	1
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	Administrative Assistant	Administrative Assistant	A1 in Secretariat Studies, Office management or A0 in Public Administration, Management <u>Key technical skills and knowledge required:</u> a) Office management skills b)Excellent communication, organisation and interpersonal skills. c) Computer knowledge (Word processing, Power Point and Internet) d) Time management e) Discretion f) Analytical and problem solving g) Fluent in Kinyarwanda, English and/or French. knowledge of all is an advantage.	1
	S-Total			2
Civil Registration & Data Collection Unit	Director of Unit	Director of Civil registration& Data Collection Unit	A0 in Law, Public Administration or Statistics with 3 years of working experience and technical skills as follows :<u>Key technical skills and knowledge required:</u>a) Knowledge of results based management , logical framework approach, strategic planning processes and toolsb) Knowledge of strategic planninga) Leadership and management skills b)Excellent communication, organisation and interpersonal skills.	1

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Data Analysis	Data analyst Officer	A0 in Statistics, Bsc Mathematics, Economics with 3 years of working experience <u>Key technical skills and knowledge required:</u> a) knowledge of statistics software; b) experience in conducting quantitative analysis of large data sets. c) Communication skills and team work spirit.	1
Data Inserter	Data Entry Officer	A0 in any academic field and A1 with 5 years experience <u>Key technical skills and knowledge required:</u> a) Computer Skills (Data entry, search personal information); b) Communication skills; c) Experienced in the ID production systems. d) Ability to pay attention to details	3
Diaspora biometric Data Capture	Diaspora biometric Data Capture Officer	A0 in any academic field and A1 with 5 years experience and technical skills as follows : <u>Key technical skills and knowledge required:</u> a) Computer Skills (Biometrics data capture, search personal information); b) Communication skills; c) Experienced in the ID production systems.	1

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	Biometric Data Capture	Biometric Data Capture Officer	A0 In Law <u>Key technical skills and knowledge required:</u> - High analytical and problem solving skills - Decision making skills - Excellent communication skills - Very effective organization skills - Computer skills - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	30
		S-Total		36

Database & Applications Unint	Director of Unit	Director of Database & Applications Unit	Master's or Bachelor's Degree in ICT field or equivalent with 3 years of working experience in Data base and Application management <u>Key technical skills and knowledge required:</u> a) Leadership and management skills b) Collaboration skills (Influence, build relationships, manage conflicts, negotiate);c) Excellent communication, organisation and interpersonal skills;d) Computer skills (Word processing, Power Point and Internet).e) Familiar with big data, and/or SQL database systems Columna databasesf) Analytical and problem solving skills.g) Solid Script skillsh) High analytic thinker i) Initiative skillsj) Systems analysis skillsk) Systems evaluation skillsl) Computers & electronics (circuits baords, processors, chips, electronic equipments & computer hardware & software)m) Engineering & technology (knowledge of the practical application of engineering science & technology)	1
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	Senior ID System Administrator	Senior ID System Administrator	Bachelor's Degree in Computer Science or ICT related field with 2 years of working in System Administration. <u>Key technical skills and knowledge required:</u> a) SQL/MySQL Management knowledge b) Microsoft Server management knowledge c) Backup system knowledge d) Systems integration knowledge e) Systems evaluation skills	2
	Senior Database and Applications Administrator	Senior Database and Applications Administrator	Bachelor's Degree in Computer Science or A1 in ICT related field with 2 years of working experience. <u>Key technical skills and knowledge required:</u> a) SQL/MySQL Management knowledge b) Microsoft Server management knowledge c) Backup system knowledge d) Management of identification database knowledge e) Familiar with big data, and/or SQL database systems Columna databases	2
	Smart Card Specialist	Smart Card Specialist	Bachelors' Degree in Computer Science, or A1 in ICT related field with 2 years of working experience. <u>Key technical skills and knowledge required:</u> a) Computer Hardware knowledge;b) Micro processor technology skills;d) Smard Card Technology skills.	1

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	System Integration Specialist	System Integration Specialist	Bachelors' Degree in Computer Science, or A1 in ICT related field with 2 years of working experience. <u>Key technical skills and knowledge required:</u> a) Knowledge on System Integration & Evaluation b) Knowledge on MYSQL Server/Oracle Database; c) Knowledge on Computer network; d) Engineering & technology (knowledge of the practical application of engineering science & technology) skills	1
	S-Total			7
ICT Infrastructure Unit	Director of Unit	Director of ICT Infrastructure	Masters' Degree or Bachelors' Degree in Computer Science, Software Engineering, Computer Engineering, Information Communication Technology, Electronics and Telecommunication, with a minimum of 3 years of working experience in ICT infrastructure management <u>Key technical skills and knowledge required:</u> a) Knowledge on LAN and WAN infrastructure management b) Knowledge on Computer Hardware/ A+ c) Systems analysis & evaluation skills d) Leadership and management skills e) Collaboration skills (Influence, build relationships, manage conflicts, negotiate); f) Excellent communication, organisation and interpersonal skills;. g) Working Knowledge in Project Management; h) Data, power and voice network management skills.	1

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	Senior Network Administrator	Senior Network Administrator	Bachelors' Degree in Computer Science, or A1 in ICT related field with 2 years of working experience. <u>Key technical skills and knowledge required:</u> a) Knowledge on Computer Hardware/ A+ b) Knowledge on Network Administration/ CCNA c) Deep understanding of Linux, network services, TCP/IP d) Knowledge on LAN and WAN infrastructure management) Data, power and voice network management skills	1
	Senior IT System Auditor	Senior IT System Auditor	Bachelors' Degree in Computer Science, or A1 in ICT related field with 2 years of working experience. <u>Key technical skills and knowledge required:</u> a) Knowledge on Computer Hardware/ A+ b) Knowledge on Network Administration/ CCNA c) Linux Administration knowledge d)Information Systems Auditor (CISA). e)Certified Information Systems Security Professional (CISSP) f) Experience with Computer-Assisted Audit Tools, e.g. ACL and MS Project is a plus; g) Systems analysis & evaluation skills	1

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	Hardware Engineer	Hardware Engineer	Bachelors' Degree in Computer Science, Bachelors'Degree in Electrical Engineering or A1 in ICT related field with 2 years of working experience. <u>Key technical skills and knowledge required:</u> a) Knowledge on Generators and UPS administration; b) Knowledge on Electrical Installation; c) Hardware Monitoring tools skills; d) Computers & electronics (electronic equipments & computer hardware & software) skills	2
	S-Total			5
Production & Distribution Unit	Director of Unit	Director of Production & Distribution Unit	Bachelors in IT, Electrical and Electronics Engineering, Telecommunication with 3 years of working experience <u>Key technical skills and knowledge required:a)</u> Leadership and management skills b) Collaboration skills (Influence, build relationships, manage conflicts, negotiate);c) Excellent communication, organisation and interpersonal skills;d) Computer skills (Word processing, Power Point and Internet).	1
	Senior Spartanic Engineer	Senior Spartanics Engineer	A0 in Mechanical Engineering or Electrical and Electronics Engineering with 3 years of working experience with Printing Machinery or A1 in Mechanical Engineering or Electrical and Electronics Engineering with 5 years of working experience with Printing Machinery. <u>Key technical skills and knowledge required:</u> a) Computer hardware; b) Knowledge on Electrical Installation;	2

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Card Production & Distribution	Production & Distribution Supervisor	A0 or A1 in any academic field and must have Computer Skills	1
Card Issuing Officer	Card Issuing Officer	A0 or A1 in any academic field and must have Computer Skills	1
Base Stock	Base Stock Officer	A0 in Business Administration, Management, Accounting , Finance, Economics. <u>Key technical skills and knowledge required:</u> a) Knowledge of management of material resources; b) Knowledge of supply chain management; c) Organizational & Problem solving Skills; d) Computer skills; e) Communication skills; f) Report writing and presentation skills; g) Analytical skills; h) Interpersonal skills; i) Time management skills;	1
Data Authorization	Data Authorization Officer	A0 or A1 in any academic field and must have Computer Skills	7
Card Printing	Card Printing Officer	A1 in Mechanical Engineering, Electrical and Electronics Engineering with 2 years of working experience in printing machinery	2

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	Quality Assurance	Quality Assurance Officer	A0 in any academic field and must have computer skills <u>Key technical skills and knowledge required:</u> a) Report writing and presentation skills;b) Analytical skills;c) Knowledge in monitoring and evaluation Systems;	2
	S-Total			17

Finance & Administration Unit	Director of Unit	Director of Finance & Administration Unit	A0 in Finance, Account, Management specialising in Finance, Accounting with 3 years of working Experience or professional qualifications in CPA, ACCA with 3 years working experience. <u>Key technical skills and knowledge required:</u> a) Leadership and Management skills; b) Planning and Organizational skills; c) Communication skills; d) Strong IT skills, particularly in Financial software (SMART FMIS) e) Knowledge of Human Resource Concept practices, policies, and Procedures; f) Knowledge of organizational structure workflow and operating procedures; g) Knowledge in monitoring and evaluation Systems; h) Judgment and Decision Making skills; i) Complex Problem Solving; j) Time management skills; k) Teamworking skills l) Interviewing skills m) Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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Budget officer	Budget officer	A0 in Finance, Accounting, Management. <u>Key technical skills and knowledge</u> :a) Knowledge of cost analysis technics; b) Planning and Organizational skills; c) Communication skills; d) Strong IT skills, particularly in Financial software (SMART IFMIS) e) Judgment and Decision Making skills;f) Deep understanding of financial accounts ; g) Complex Problem Solving; h)Time management skills; i) Teamworking skills; j) Flexibility skills; k) Interpersonal skills; l) Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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	Accountant	Accountant	A0 in Accounting, Finance, Management specialising in Finance, Accounting or Professional Qualifications CPA, ACCA. <u>Key technical skills and knowledge required:</u> a) Knowledge of cost analysis technics; b) Planning and Organizational skills; c) Communication skills; d) IT skills, particularly in Financial software (SMART IFMIS) e) Judgment and Decision Making skills; f) Knowledge to analyse complex financial information and produce reports; g) Ability to analyze, understand and discuss new program designs h) Deep understanding of financial accounts ; i) Complex Problem Solving; j) Time management skills; k) Teamworking skills; l) Flexibility skills; m) Interpersonal skills; n) Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	2
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	Customer Care	Customer Care Officer	A0 in Communication, Public Relations, International Relations, Marketing. <u>Key technical skills and knowledge required:</u> a) Excellent interpersonal skills; b) Knowledge in Customer care satisfaction;c) Knowledge in Hospitality management;d) Public speaking skills; e) Time management skills; f) Organizational skills; g) Excellent communication skills; h) Computer skills; i) Fluent in Kinyarwanda, English and/or French. knowledge of all is an advantage.	1
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	Logistics	Logistics Officer	A0 in Store Management, Management, Finance, Economics. <u>Key technical skills and knowledge:</u> a) Knowledge of management of material resources; b) Knowledge of supply chain management; c) Organizational Skills; d) Problem solving skills e) Computer skills; f) Communication skills; g) Report writing and presentation skills; h) Analytical skills; i) Interpersonal skills; j) Time management skills; k) Negotiation skills l) Team working skills m) Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Secretary in central secretariat	Secretary in central secretariat	A1 in Secretarial Studies, Office Management or A0 in Public Administration, Management <u>Key technical skills and knowledge required:</u> a) Knowledge of office administration; b) Communication skills; c) Computer skills; d) Interpersonal skills; e) Organization skills;f) Stress management skills; g) Time management skills; h) Bookkeeping skills; i) Analytical and problem solving Skills;j) Decision making skills; k) Fluent in Kinyarwanda, English and/ or French;	1
		S-Total		7
	Grand Total			83

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Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe n°38/03 ryo ku wa 11/04/2014 rigena imbonerahamwe n'incamake y'imyanya y'imirimo by'Ikigo cy'Igihugu gishinzwe Irangamuntu (NIDA)

Seen to be annexed to the Prime Minister's Order n°38/03 of 11/04/2014 determining the organizational structure and the summary of job positions for the National Identification Agency (NIDA)

Vu pour être annexé à l'Arrêté du Premier Ministre n°38/03 du 11/04/2014 déterminant la structure organisationnelle et la synthèse des emplois de l'Agence Nationale d'Identification (NIDA)

Kigali, ku wa 11/04/2014

Kigali, on 11/04/2014

Kigali, le 11/04/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Minisitiri w'Intebe

(sé)

Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)

Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)

MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Bibonywe kandi bishyizweho Ikirango cya Repubulika :

Seen and sealed with the Seal of the Republic:

Vu et scellé du Sceau de la République :

(sé)

BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

(sé)

BUSINGYE Johnston
Minister of Justice/Attorney General

(sé)

BUSINGYE Johnston
Ministre de la Justice/ Garde des Sceaux

ITEKA RYA MINISITIRI W'INTEBE N°39/03
RYO KU WA 11/04/2014 RISHYIRAHU
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BYA KOMISIYO
Y'IGIHUGU Y'ITORERO (NIC)

PRIME MINISTER'S ORDER N°39/03 OF
11/04/2014 DETERMINING THE
ORGANISATIONAL STRUCTURE AND
SUMMARY OF JOB POSITIONS OF THE
NATIONAL ITORERO COMMISSION (NIC)

ARRETE DU PREMIER MINISTRE N°39/03
DU 11/04/2014 DETERMINANT LA
STRUCTURE ORGANISATIONNELLE ET
LA SYNTHESE DES EMPLOIS DE LA
COMMISSION NATIONALE D'ITORERO
(NIC)

ISHAKIRO

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ITEKA RYA MINISITIRI W'INTEBE N°39/03 RYO KU WA 11/04/2014 RISHYIRAHU IMBONERAHAMWE N'INCAMAKE Y'IMYANYA Y'IMIRIMO BYA KOMISIYO Y'IGIHUGU Y'ITORERO (NIC)

Minisitiri w'Intebe;

Ashingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo ku wa 04 Kamena 2003 nk'uko ryavuguruwe kugeza ubu, cyane cyane mu ngingo zaryo, iya 118, iya 119, iya 120, iya 121 n'iya 201;

Ashingiye ku Itegeko n° 41/2013 ryo ku wa 16/06/2013 rishyiraho Komisiyo y'Igihugu y'Itorero rikanagena inshingano, imiterere n'imikorere byayo, cyane cyane mu ngingo yaryo ya 23;

Bisabwe na Minisitiri w'Abakozi ba Leta n'Umurimo;

Inama y'Abaminisitiri yateranye ku wa 24/02/2014 imaze kubisuzuma no kubyemeza.

ATEGETSE:

Ingingo ya mbere: Icyo iri teka rigamije

Iri teka rigena imbonerahamwe n'incamake y'imyanya y'imirimo bya Komisiyo y'Igihugu y'Itorero (NIC).

PRIME MINISTER'S ORDER N°39/03 OF 11/04/2014 DETERMINING THE ORGANISATIONAL STRUCTURE AND SUMMARY OF JOB POSITIONS OF THE NATIONAL ITORERO COMMISSION (NIC)

The Prime Minister;

Pursuant to the Constitution of the Republic of Rwanda of 04 June 2003 as amended to date, especially in Articles 118, 119, 120, 121 and 201;

Pursuant to Law n° 41/2013 of 16/06/2013 establishing the National Itorero Commission and determining its mission, organization and functioning, especially in Article 23;

On proposal by the Minister of Public Service and Labour;

After consideration and approval by the Cabinet, in its session of 24/ 02/2014

HEREBY ORDERS:

Article One: Purpose of this Order

This Order determines the organizational structure and the summary of job positions of the National

ARRETE DU PREMIER MINISTRE N°39/03 DU 11/04/2014 DETERMINANT LA STRUCTURE ORGANISATIONNELLE ET LA SYNTHESE DES EMPLOIS DE LA COMMISSION NATIONALE D'ITORERO (NIC)

Le Premier Ministre ;

Vu la Constitution de la République du Rwanda du 04 juin 2003, telle que révisée à ce jour, spécialement en ses Articles 118, 119, 120, 121 and 201;

Vu la Loi n° 41/2013 du 16/06/2013 portant création de la Commission Nationale d'Itorero et déterminant ses missions, son organisation et son fonctionnement, spécialement en son article 23;

Sur proposition du Ministre de la Fonction Publique et du Travail ;

Après examen et adoption par le Conseil des Ministres en sa séance du 24/02/2014

ARRETE :

Article premier: Objet du présent arrêté

Le présent arrêté détermine la structure organisationnelle et la synthèse des emplois de la

Ingingo ya 2: Imbonerahamwe n'incamake y'imyanya y'imirimu

Imbonerahamwe n'incamake y'imyanya y'imirimu bya Komisiyo y'Igihugu y'Itorero biri ku mugereka wa I n'uwa II y'iri teka.

Ingingo ya 3: Abashinzwe kubahiriza iri teka

Minisitiri w'Abakozi ba Leta n'Umurimo, Minisitiri w'Ubutegetsi bw'Igihugu na Minisitiri w'Imari n'Igenamigambi basabwe kubahiriza iri teka.

Ingingo ya 4: Ivanwaho ry'ingingo zinyuranyije n'iri teka

Ingingo z'amateka abanziriza iri kandi zinyuranyije na ryo zivanweho.

Ingingo ya 5: Igihe iteka ritangira gukurikizwa

Iri teka ritangira gukurikizwa ku munsu ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda.

Kigali, ku wa 11/4/2014

Itorero Commission (NIC).

Article 2: Organizational structure and summary of jobs positions

The organizational structure and the summary of job positions of the National Itorero Commission are respectively in annexes I and II of this Order.

Article 3: Authorities responsible for the implementation of this Order

The Minister of Public Service and Labour, the Minister of Local Government and the Minister of Finance and Economic Planning are entrusted with the implementation of this Order.

Article 4: Repealing provision

All prior provisions contrary to this Order are hereby repealed.

Article 5: Commencement

This Order shall come into force on the date of its publication in the Official Gazette of the Republic of Rwanda.

Kigali, on 11/4/2014

Commission Nationale d'Itorero (NIC).

Article 2: Structure organisationnelle et synthèse des emplois

La structure organisationnelle et la synthèse des emplois de la Commission Nationale d'Itorero sont respectivement en annexes I et II du présent arrêté.

Article 3: Autorités chargées de l'exécution du présent arrêté

Le Ministre de la Fonction Publique et du Travail, le Ministre de l'Administration Locale et le Ministre des Finances et de la Planification Economique sont chargés de l'exécution du présent arrêté.

Article 4 : Disposition abrogatoire

Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.

Article 5 : Entrée en vigueur

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda.

Kigali, le 11/4/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Minisitiri w'Intebe

(sé)

Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)

Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)

MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Bibonywe kandi bishyizweho Ikirango cya Repbulika:

Seen and sealed with the Seal of the Republic:

Vu et scellé du Sceau de la République :

(sé)

BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

(sé)

BUSINGYE Johnston
Minister of Justice/Attorney General

(sé)

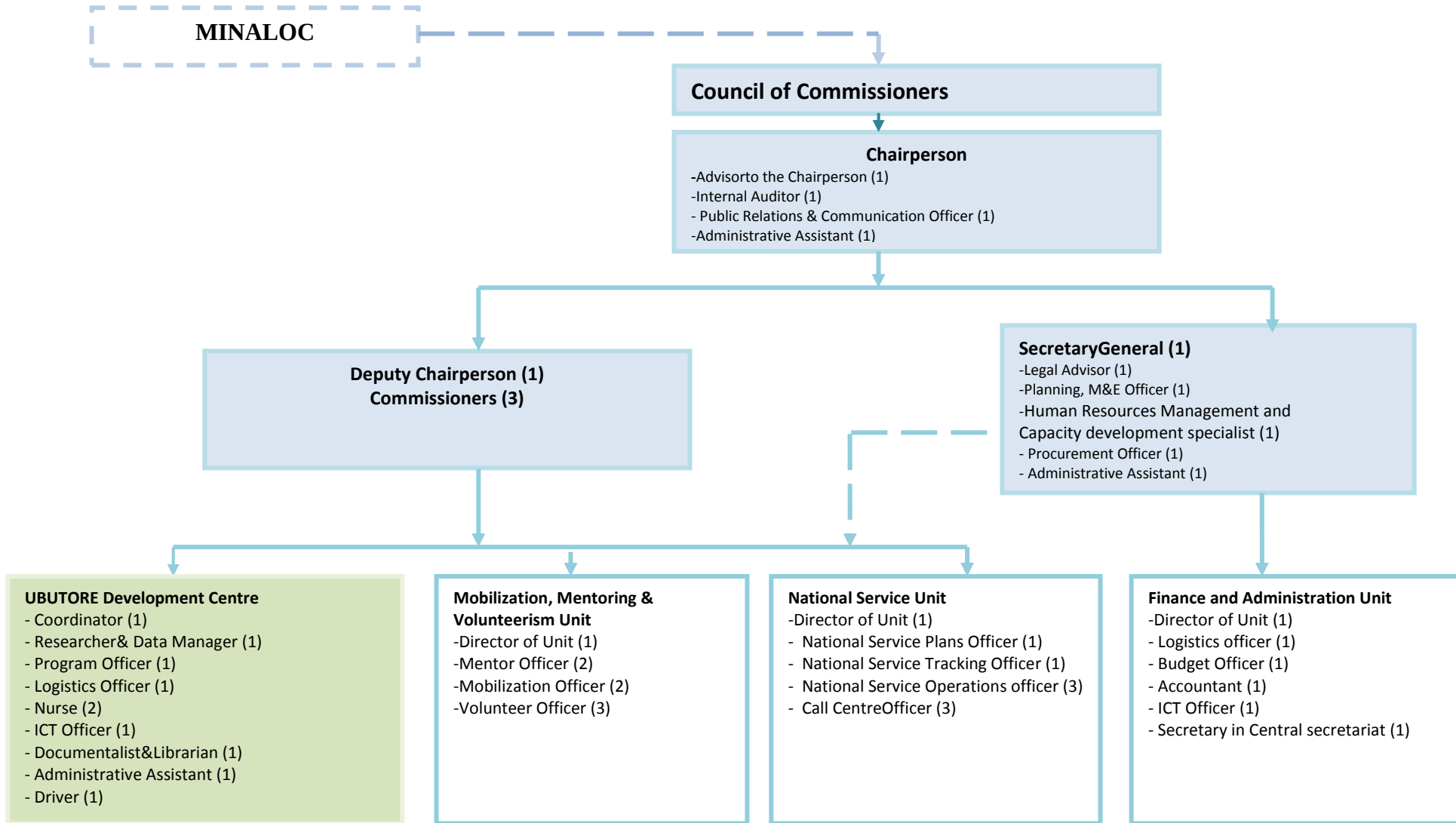
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

**UMUGEREKA WA I W'ITEKA RYA
MINISITIRI W'INTEBE N° 39/03 RYO
KUWA 11/04/2014 RISHYIRAHU
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BYA KOMISIYO
Y'IGIHUGU Y'ITORERO (NIC)**

**ANNEXE I OF THE PRIME MINISTER'S
ORDER N° 39/03 OF 11/04/2014
DETERMINING THE ORGANISATIONAL
STRUCTURE AND SUMMARY OF JOB
POSITIONS OF THE NATIONAL ITORERO
COMMISSION (NIC)**

**ANNEXE I DE L'ARRETE DU PREMIER
MINISTRE N° 39/03 DU 11/04/2014
DETERMINANT LA STRUCTURE
ORGANISATIONNELLE ET LA SYNTHESE
DES EMPLOIS DE LA COMMISSION
NATIONALE D'ITORERO (NIC)**

NATIONAL ITORERO COMMISSION ORGANIZATIONAL CHART 2014



Official Gazette n° 19 of 12/05/2014

Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe n° 39/03 ryo kuwa 11/04/2014 rigena imbonerahamwe n'incamake y'imyanya y'imirimo bya Komisiyo y'Igihugu y'Itorero (NIC)

Kigali, ku wa 11/04/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Minisitiriw'Intebe

(sé)

MUREKEZI Anastase
Minisitiriw'AbakozibaLeta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika :

(sé)

BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Seen to be annexed to the Prime Minister's Order n° 39/03 of 11/04/2014 determining the organizational structure and the summary of job positions for the National Itorero Commission (NIC)

Kigali, on 11/04/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour

Seen and Sealed with the Seal of the Republic:

(sé)

BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre n° 39/03 du 11/04/2014 déterminant la structure organisationnelle et la synthèse des emplois de la Commission Nationale d'Itorero (NIC)

Kigali, le 11/04/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République :

(sé)

BUSINGYE Johnston
Ministre de la Justice/ Garde des Sceaux

**UMUGEREKA WA II W'ITEKA RYA
MINISITIRI W'INTEBE N° 39/03 RYO
KUWA 11/04/2014 RISHYIRAHU
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BYA KOMISIYO
Y'IGIHUGU Y'ITORERO (NIC)**

**ANNEXE II OF THE PRIME
MINISTER'S ORDER N° 39/03 OF
11/04/2014 DETERMINING THE
ORGANISATIONAL STRUCTURE AND
SUMMARY OF JOB POSITIONS OF THE
NATIONAL ITORERO COMMISSION
(NIC)**

**ANNEXE II DE L'ARRETE DU PREMIER
MINISTRE N° 39/03 DU 11/04/2014
DETERMINANT LA STRUCTURE
ORGANISATIONNELLE ET LA
SYNTHESE DES EMPLOIS DE LA
COMMISSION NATIONALE D'ITORERO
(NIC)**

NATIONAL ITORERO COMMISSION - SUMMARY OF JOB PROFILES 2014

Administrative Unit	Job Title	Title of Job positions linked to the Job	Job Profile	Proposed Jobs
Office of the Chairperson	Chairperson	Chairperson of the Commission	Political Appointee	1
	Advisor	Advisor to the Chairperson	<i>Master's Degree in Management, Public Administration, Law, Political Sciences, Psychology, Sociology or A0 in Management, Public Administration, Law, Political Sciences, Psychology, Sociology with 3 years of working experience.</i> <u>Key technical skills and knowledge required:</u> - Deep understanding on Government policies implementation; - High analytical skills; - Coordination, planning and organizational skills - Report writing and presentation skills; - Leadership skills; - Computer Literate; - Interpersonal skills; - Effective communication skills; - Administrative skills; - Time management skills; - Team working skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage.	1

Official Gazette n° 19 of 12/05/2014

	Administrative Assistant	Administrative Assistant	A0 in Secretarial Studies, Office Management or A0 in Public Administration, Management <u>Key technical skills and knowledge required</u> - Knowledge of office administration and bookkeeping procedures; - Excellent communication, organisation and interpersonal skills; - Computer knowledge (Word processing, Power Point and Internet); - Time management; - Analytical and problem solving - Fluent in Kinyarwanda, English and/or French. knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Public Relations & Communication	Public Relations & Communication Officer	A0 in Communication , Public Relations, Journalism; Marketing, Mass Communication, International Relations; <u>Key Technical skills and Knowledge Required</u> -Excellent communication skills both oral and in writing-Excellent interpersonal skills-Computer skills skills-Report writing and Presentation skills-Creativity and initiative-Good organisational and time management skillsTeam working skils-Effective public relatios and public speaking skills-Interviewing skills-Fluent in Kinyarwanda, English and/or French,knowledge of both is an advantage	1
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Official Gazette n° 19 of 12/05/2014

	Internal Audit	Internal Auditor	A0 in Business Administration in Accounting, Finance <u>Key technical skills and knowledge Required</u> - Detailed knowledge of financial and audit standards, HR and Financial regulations, procedures; - Knowledge of Financial software; - Planning skills; - Excellent communication, organisation and interpersonal skills; - Computer skills. - High analytical skills. - Report writing and presentation skills. - Time management skills - Excellent problem solving skills and clear logical sens. - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
S/Total				5
Office of the Deputy Chairperson	Deputy Chairperson	Deputy Chairperson	Political Appointee	1
S/Total				1
Office of the Commissionners	Commissioner	Commissioner	Political Appointee	3
S/Total				3
Office of the Secretary General	Secretary General	Secretary General	Political Appointee	1

Official Gazette n° 19 of 12/05/2014

Administrative Assistant	Administrative Assistant	A1 in Secretarial Studies, Office Management or A0 in Public Administration, Management <u>Key technical skills and knowledge required</u> - Knowledge of office administration and bookkeeping procedures;- Knowledge of council and committee systems;- Ability to maintain a high level of accuracy confidentiality concerning financial and employee files. - Excellent interpersonal skills;- Communication and analytical skills;- Language Proficiency in English, French and Kinyarwanda; - Analytical and problem solving skills; - Attention to detail and high level of accuracy;- Very effective organizational skills;- Stress management skills;- Time management skills. - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Legal Advisor	Legal Advisor	A0 in Law <u>Key technical skills and knowledge required :</u> - Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems; - Judgment and Decision Making skills- Considering the relative costs and benefits of potential actions to choose the most appropriate one; - Negotiation skills; - Analytical and problem solving skills; - Attention to detail and high level of accuracy; - Very effective organizational skills; - Ability to demonstrate confident and offer pragmatic and logical judgment. - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Human Resources Management and Capacity development	Human Resources Management and Capacity development specialist	Master degree in Management, Public Administration, Human Resources Management with 2 years working experience or A0 in the same fields with 4 years of working experience <u>Key Technical Skills & Knowledge required:-</u> Knowledge of human resources concepts, practices, policies, and procedures;- Knowledge of organizational structure, workflow, and operating procedures;- Knowledge in Monitoring & System Evaluation;- Leadership and management skills;- Planning and organisational skills;- High Analytical Skills;- Communication skills;- Time management Skills- Interviewing Skills;- Judgment & Decision making skills;- Complex Problem solving;- fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage	1
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Official Gazette n° 19 of 12/05/2014

	Procurement	Procurement Officer	A0 in Procurement, Economics, Purchase, Accounting, Management, Public Finance <u>Key technical skills and knowledge required :</u> - Knowledge of basic business and purchasing practices; - Negotiation skills; - Communication Skills; - Knowledge of state contracting laws, regulations and procedures; - Knowledge of grades, qualities, supply and price trends of commodities; - Ability to develop specifications to describe the type and characteristics of merchandise which will meet the needs of the Institution. - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Planning, M&E	Planning, M&E Officer	A0 in Planning; Economics, Strategy Development, Development Studies, Management, Project Management, Business Administration, Statistics <u>Key technical skills and knowledge-</u> Knowledge of results based management , logical framework approach, strategic planning processes and tools-Knowledge of strategic planning -organisational skills- Communication skills- Knowledge of organisational structure workflow and operating procedure -knowledge in monitoring and evaluation systems- Computer skills-Time management skills-Team working skills- Judgement and decision making skills-complex problem solving- High analytical skills-Fluent in kinyarwanda, English and / French, knowledge of both is an advantage	1
S/Total				6

Official Gazette n° 19 of 12/05/2014

UBUTORE Development Centre	Coordinator of Centre	Coordinator of UBUTORE Development Centre	Master's Degree in Social Science, Education Sciences, Political Science, Management, Public Administration, Development Studies, Economics , Business Administration, Leadership with 2 years in academic background / Research <u>Key Technical skills and Knowledge Required</u> - Communication skills - presentation skills, - Persuasion skills: capacity to convince, attract and retain attention of the audience - Master in mentoring methodologies - Negotiation skills - Computer skills (Word, Excel, PowerPoint,) - Attentiveness skills - Time management skills - Capacity to handle surprises and emergencies - Motivation skills - Effective Communication skills - Creativity skills - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Research and Data Manager	Research and Data Manager	A0 in Conflict Mnement, Economics, Development Studies, Political Sciences, Conflict Resolutions, Public Administration, Education Sciences, Communication Studies <u>Key Technical skills and Knowledge Required-</u> Knowledge to conduct surveys- Communication skills: comfortable in using various languages- knowledge of data collection & analysis- Computer skills -Organisational skills-Decision making skills- Analytical skills Fluent in kinyarwanda, English and / French, knowledge of both is an advantage	1
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Official Gazette n° 19 of 12/05/2014

	Program	Program Officer	A0 in Education Sciences, Social Sciences, Public Administration, Political Sciences, Sociology, Economics, Project Management <u>Key Technical skills and Knowledge Required</u> - Logical thinking, organizational and problem-solving skills - Communication skills: comfortable in using various languages - presentation and public speaking skills, - Persuasion skills: capacity to convince, attract and retain attention of the audience - IT Skills - Attentiveness skills - Time management skills - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Logistics	Logistics Officer	A0 in Management, Accounting, Finance, Store Management <u>Key Technical skills and Knowledge</u> -Knowledge in management of material resources-Excellent interpersonal skills-computer skills-Negotiation skills -communication skills-Organisational skills-Time management skills-Analytical skills-Team working skills-interpersonal skills-Report writing and presentation skills-knowledge in supply chain management-Fluent in Kinyarwanda, English and/or French, knowledge of both is an advantage	1
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	ICT	ICT Officer	A0 in Computer Science, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering or ICT related field; Or A1 in an ICT related field. Certifications in A+, N+ is required; Certifications in CCNA, MCSE, MCSA, MCTs (NET), LAMP/WAMP Framework or MCITP are an added advantage <u>Key Technical skills and Knowledge Required</u> - Broad understanding of computer systems, computer applications and operating systems; - Broad range of technical computer skills; - Analytical and problem-solving skills; - Wide knowledge of office software applications; - Good presentation and communication skills. - Excellent interpersonal skills; - Fluent in kinyarwanda, English and / French, knowledge of both is an advantage	1
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Official Gazette n° 19 of 12/05/2014

	Documentation & Librarian	Documentalist & Librarian	A0 in Library & Information Science, Documentation Studies or A1 in Library & Information Science, Documentation Studies <u>Key Technical Skills & Knowledge required:</u> -proficiency in information technology;-Computer literacy;- Book keeping Skills;-Knowledge of integrated document management-Knowledge of archive management software-Knowledge of the documentation management system(DMS) would be an advantage.- Organizational Skills;- Interpersonal Skills;- Planning Skills;- Communication Skills;- Report writing & Presentation skills;- fluent in Kinyarwanda, English and/ or French; knowledge of all <i>is an advantage</i>	1
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	Nurse	Nurse	A1 in Nursing <u>Key Technical skills and Knowledge Required</u> - Good communication and observation skills - Commitment skills -Stress management skills -Team working skills -Problem solving skills -Organisational skills -Knowledge in basic nursing - Interpersonal skills -knowledge of pain assessment and management - knowledge of drug interactions, dosage and instructions - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	2
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Official Gazette n° 19 of 12/05/2014

	Administrative Assistant	Administrative Assistant	A1 in Secretarial Studies, Office Management or A0 in Public Administration, Management <u>Key technical skills and knowledge required</u> - Knowledge of office administration and bookkeeping procedures;- Knowledge of council and committee systems;- Ability to maintain a high level of accuracy confidentiality concerning financial and employee files. - Excellent interpersonal skills;- Communication and analytical skills;- Language Proficiency in English, French and Kinyarwanda; - Analytical and problem solving skills; - Attention to detail and high level of accuracy;- Very effective organizational skills;- Stress management skills;- Time management skills.- Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Driver	Driver	Driving Licences B or D categories with 5 years of working experience in driving . <u>Key Technical Skills & Knowledge required:</u> - Strong customer service orientation skills - Team Working and collaborative skills - Diligent attention to safety skills. - Organisational skills - Interpersonal skills - Communicational skills - Good knowledge of routes within main area of operation; - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
S/Total				10

Official Gazette n° 19 of 12/05/2014

Mentoring, Mobilisation & Volunteerism Unit	Director of Unit	Director of Mentoring, Mobilisation, Volunteerism Unit	Master's Degree in Social Work, Education Sciences, Political Science, Management, Development Studies, Economics, Project Management or A0 in Social Work, Education Sciences, Political Science, Management, Development Studies, Economics, Project Management with 3 years of working experience <u>Key Technical Skills & Knowledge required:-</u> Communication and presentation skills, - Persuasion skills: capacity to convince, attract and retain attention of the audience- Master mentoring methodologies skills- IT Skills- Attentiveness- Time management skills- Motivational skills- Capacity to motivate staff- Effectively Communication skills- Creativity skills- Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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Official Gazette n° 19 of 12/05/2014

	Mentor Officer	Mentor Officer	A0 in Social Work, Education Sciences, Political Science, Management, Development Studies, Economics, Project Management <u>Key Technical Skills & Knowledge required:</u> - Communication skills: presentation skills, - Persuasion skills: capacity to convince, attract and retain attention of the audience - Master mentoring methodologies - IT Skills - Able to identify clients need to be mentored - Strong analytical skills - Reporting skills - Human resources management skills - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	2
	Mobilisation Officer	Mobilisation Officer	A0 in Social Work, Education Sciences, Political Science, Management, Development Studies, Economics, Project Management <u>Key Technical Skills & Knowledge required:-</u> Communication and presentation skills, - Persuasion skills: convince, attract and retain attention of the audience- mentoring methodologies skills- IT Skills-situational quick analysis skills- Reporting skills-Human resources management skills- Organisational skills- Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	2

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	Volunteer Officer	Volunteer Officer	A0 in Political Science, Sociology, Public Administration, Education Science, Social Work, Rural Development, Business Administration, Law, History, Business Studies, Community Development, Management, Development Studies, Economics, Project Management <u>Key Technical skills and Knowledge Required</u> - Sound knowledge of results based management and strategic planning processes - knowledge of monitoring and evaluation practice and methods; - Reporting skills - Communications and presentation skills, comfortable in using various languages - Persuasion skills: capacity to convince, attract and retain attention of the audience - Human resources management skills - Strong analytical skills - Negotiation skills - Knowledge of developing memoranda and partnership agreements - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	3
S/Total				8

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National Service Unit	Director of Unit	Director of National Service Unit	Master's Degree in Economics, Project Management, Development Studies, Community Development, Management, Political Science, Public Administration, Business Administration or A0 in related sciences with 3 years of working experience <u>Key Technical Skills & Knowledge required:</u>-Human resources management skills- Communication and presentation skills, - Persuasion skills: capacity to convince, attract and retain attention of the audience- Computer Skills- Creativity skills- Time management skills-Organisational skills- Knowledge of Monitoring and Evaluation- Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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	National Service Plans	National Service Plans Officer	A0 in Planning, Economics, Development Studies, Project Management, Public Administration, Political Science Business Administration, <u>Key Technical Skills & Knowledge required:</u> - Excellent Planning skills - Excellent organizational skills; - knowledge of results based management, - knowledge of monitoring and evaluation practice and methods; - knowledge of programs, methods, processes, tools and techniques used to monitor and evaluate results; - Strong analytical skills - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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	National Service Tracking	National Service Tracking Officer	A0 in Political Science, Sociology, Public Administration, Education Science, Social Work, Rural Development, Business Administration, Law, History, Business Studies, Community Development, Management, Development Studies, Economics, Project Management <u>Key Technical Skills & Knowledge required:-</u> Presentation and public speaking skills, - Strong analytical skills- Effective Communication skills - Reporting skills- Organisational skills- Planning and monitoring skills- Knowledge of databases and management systems- Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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	National Service Operations	National Service Operations Officer	A0 in Political Science, Sociology, Public Administration, Education Science, Social Work, Rural Development, Business Administration, Law, History, Business Studies, Community Development, Management, Development Studies, Economics, Project Management <u>Key Technical Skills & Knowledge required:</u> -Transformational leadership skills -Basic knowledge of databases and management systems - Strong analytical skills - Communication and presentation skills, - Reporting skills - Effective listening and communication skills -Organisational skills -Team working skills - Interpersonal Skills; - Judgement decision making skills; - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	3
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	Call Centre	Call Centre Officer	A0 in Political Science, Sociology, Public Administration, Education Science, Social Work, Rural Development, Business Administration, Law, History <u>Key Technical Skills & Knowledge required:</u> -High analytical thinking; - Excellent organizational skills; - Persuasive presentation skills; - Communication Skills;- Collaboration Skills; - Writing and reporting skills; - Interpersonal Skills; - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	3
S/Total				9

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Finance and Administration	Director	Director of Finance and Administration Unit	Accounting Professional Qualification recognised by IFAC (ACCA, CPA) or A0 Finance, Accounting, Management with specialization in Finance/Accounting with 3 years of working experience <u>Key Technical Skills & Knowledge required:</u> - leadership and management skills - Planning and organisational skills - Communication skills -strong IT skills particularly Financial Software(SMART IFMIS) -knowledge of Organisational structure workflow and operating procedures -Time management skills -Team working skills -Judgement and decision making skills -Interviewing skills -Knowledge in monitoring and evaluation systems Fluent in kinyarwanda, English and / French, knowledge of both is an advantage	1
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	Accounting	Accountant	A0 in Finance, Accounting, Management with specialization in Finance / Accounting Plus Level II Professional Qualification recognised by IFAC (ACCA, CPA etc) <u>Key Technical Skills & Knowledge required:-</u> Knowledge of cost analysis technics- Planning and organisational skills- Communication skills- Strong IT skills -Time management skills-Team working skills- Judgement and decision making skills-interpersonal skills-complex problem solving-Deep understanding of financial accounts-Flexibility skills-Fluent in kinyarwanda, English and / French, knowledge of both is an advantage	1
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	Budget	Budget Officer	A0 in Finance, Accounting, Management; Economics <u>Key Technical Skills & Knowledge required:</u> - Planning and organisational skills - Communication skills - Strong IT skills -Time management skills -Team working skills -Judgement and decision making skills - Interpersonal skills - Complex problem solving - Deep understanding of financial accounts - Flexibility skills - Knowledge of cost analysis technics - Fluent in kinyarwanda, English and / French, knowledge of both is an advantage	1
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	Logistics	Logistics Officer	A0 in Management, Accounting, Finance, Store Management, Business Administration. <u>Key Technical skills and Knowledge required</u> -Knowledge in management of material resources-Excellent interpersonal skills-computer skills-Negotiation skills -communication skills-Organisational skills-Time management skills-Analytical skills-Team working skills-interpersonal skills-Report writing and presentation skills-knowledge in supply chain management-Fluent in Kinyarwanda, English and/or French,knowledge of both is an advantage	1
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	ICT	ICT Officer	A0 in Computer Science, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering or ICT related field; Or A1 in an ICT related field. Certifications in A+, N+ is required; Certifications in CCNA, MCSE, MCSD, MCTs (NET), LAMP/WAMP Framework or MCITP are an added advantage <u>Key technical skills and Knowledge required</u> - Broad understanding of computer systems, computer applications and operating systems; - Broad range of technical computer skills; - Analytical and problem-solving skills; - Wide knowledge of office software applications; - Good presentation and communication skills. - Excellent interpersonal skills; - Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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		Secretary in Central Secretariat	A1 in Secretariat Studies, Office Management or A0 in Public Administration, Management <u>Key technical skills and knowledge required:</u> - Knowledge of office administration; - Communication skills; - Computer skills; - Interpersonal skills;- Excellent organizational and time management skills;- Good interpersonal skills. - Stress management skills; - Bookkeeping skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage.	1
S/Total				6
GRAND TOTAL				48

**Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan
AMATEGEKO SHINGIRO
STATUTS
CONSTITUTION**

ISOBANURAMPAMVU KU IHINDURWA RY'AMATEGEKO SHINGIRO Y'UMURYANGO
RWANDA PURPOSE DRIVEN MINISTRIES / P.E.A.C.E. PLAN.

Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan ni Umuryango Udaharanira Inyungu ushingiyeye ku matorero ya gikristu, washinzwe n'impuzamatorero za gikristu kuva mu mwaka w'2009, hashingiye ku itegeko n° 20/2000 ryo kuwa 26/07/2000 ryerekeye imiryango idaharanira inyungu. Uretse abayobozi b'izo mpuzamatorero ndetse n'abashumba bamwe b'amatorero n'imiryango ya gikristo yo mu Rwanda bagize uruhare runini mu itangizwa ry'uyu muryango, ni ngombwa kwibutsa uruhare runini rwa Pastor Dr. Rick Warren na Saddleback Valley Community Church bagize mu ivuka ry'iyerekwa ryawo n'ubufatanye mu bikorwa bya buri muni by'umuryango.

Nyuma y'imyaka irenga ibiri uyu muryango uvutse, biragaragara ko umaze kugera ku bitari bike, bijyanye n'intego yatumye ushyirwaho. Cyakora, nubwo uyu muryango umaze kugera ku ntambwe itari nto, abawushinze basanze ari ngombwa guhindura zimwe mu ngingo z'amategeko shingiro yawo, hagamijwe kurushaho kunoza imikorere yawo.

Ikindi cyari kigamijwe muri izi mpinduka, ni ukugira ngo amategeko shingiro y'umuryango ahuzwe n'itegeko rishya n° 06/2012 ryo kuwa 17/02/2012, rigena imitunganyirize n'imikorere by'imiryango ishingiyeye ku idini.

Nk'uko bigaragara mu mategeko shingiro ahinduwe, hahindutse ingingo zimwe na zimwe, izindi ziruzuzwa. Mu ngingo zahinduwe, harimo izerekeranye n'ibi bikurikira:

- ***Gusobanura neza abanyamuryango abo aribo, ku nzego zitandukanye;***
- ***Kuvugurura Inzego z'umuryango;***
- ***Gushyiramo Urwego n'Uburyo byo gukemura amakimbirane nk'uko bisabwa n'itego rishya ryavuzwe;***
- ***Kurushaho gutunganya imikorere n'imikoranire y'Inzego z'Umuryango;***
- ***Gusobanura bihagije ikibazo kijyanye na manda z'abayobozi b'Umuryango;***
- ***N'ibindi.***

Nyuma yo kungurana ibitekerezo mu buryo buhagije, abagize Umuryango bemeje impinduka nk'uko zigaragarira mu ngingo zitandukanye z'aya mategeko shingiro ndetse no mu mategeko ngengamikorere yawo.

**JUSTIFICATION DE L'AMANDEMENT DES STATUTS DE
RWANDA PURPOSE DRIVEN MINISTRIES / P.E.A.C.E. PLAN**

Rwanda Purpose Driven Ministries/P.E.A.C.E.Plan est une organisation sans but lucratif de nature ecclésiastique. Elle a été fondée par les Forums des Églises Chrétiennes en 2009 conformément à la Loi n° 20/2000 du 26 Juillet 2000 relative aux Associations sans but lucratif. A part les Représentants de ces forums des Eglises, quelques Pasteurs des Eglises, et les dirigeants des Associations Chrétiennes au Rwanda qui ont considérablement participé à la fondation de cette organisation, c'est très nécessaire de rappeler la contribution du Dr. Rick Warren et de Saddleback Valley Community Church pour la naissance de la vision de cette organisation et leur participation dans les activités quotidiennes de cette organisation..

Après plus de deux ans d'existence, l'organisation compte de nombreuses réalisations évidentes liées à ses objectifs initiaux.

Bien que l'organisation a fait de grands progrès, ses fondateurs ont jugé nécessaire de modifier certains articles des statuts pour améliorer la qualité de son fonctionnement.

L'amendement vise également à harmoniser les statuts avec la nouvelle loi n ° 06/2012 du 17 Février 2012 déterminant l'organisation et le fonctionnement des organisations fondées sur la religion.

Dans les statuts amendés, certains articles ont été modifiés tandis que d'autres ont été complétés. Les articles modifiés sont ceux qui sont liés aux points suivants:

- Spécification de la qualité de membre et des différents types des membres;
- Restructuration des organes de l'organisation;
- Inclure dans les statuts l'organe et les mécanismes de résolution des conflits comme l'exige la nouvelle loi précitée;
- Clarification du fonctionnement et de la collaboration des organes de l'organisation;
- Clarification du mandat des dirigeants de l'organisation;
- Etc...

Après une longue discussion, les membres de l'organisation se sont convenus d'apporter des modifications telle qu'elles apparaissent dans différents articles des présents statuts ainsi que dans ses règlements d'ordre intérieur.

**JUSTIFICATION FOR THE AMANDMENT OF THE CONSTITUTION OF
RWANDA PURPOSE DRIVEN MINISTRIES / P.E.A.C.E. PLAN.**

Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan is a non-profit making organization of ecclesiastic nature. It was founded by the Christian Churches Councils in 2009 in accordance with Law **n° 20/2000 of 26 July 2000** on non-profit organizations. Apart from council leaders, church pastors, and Christian organization leaders in Rwanda who played a great role in the foundation of this organization, it is worth reminding the great role that Dr. Pastor Rick Warren and Saddleback Valley Community Church played for the birth of the vision of the organization as well as their cooperation for the accomplishment of the organization's day-to-day activities.

After more than two years of existence, the organization counts many evident achievements related to its initial objectives. Though the organization has made great progress, its founders have found it necessary to amend some of the articles of its constitution for improving its functioning.

The amendment also aims to harmonize the Constitution with the new Law **n° 06/2012 of 17 February 2012** determining organization and functioning of religious – based organizations.

In the amended constitution, some articles were changed while others were complemented. The changed articles include those related to the following points:

- *Specification of membership status and different kinds of members;*
- *Restructuring the organization organs;*
- *Including in the Constitution an organ and mechanisms of conflict resolution as required by the aforementioned new Law;*
- *Clarification of the functioning and collaboration of the organization organs;*
- *Clarification of the mandate of the organization's leaders;*
- *Etc.*

After extensive discussion, the organization members agreed to make modifications as they appear in different articles of this Constitution as well as in the internal regulations of the organization.

RWANDA PURPOSE DRIVEN MINISTRIES / P.E.A.C.E. PLAN, UMURYANGO USHINGIYE KU IDINI

AMATEGEKO SHINGIRO

UMUTWE WA MBERE:

IHINDUKA RY'AMATEGEKO-SHINGIRO Y'UMURYANGO, ICYICARO, IFASI UMURYANGO UKORERAMO, INTEGO, IKIGAMIJWE, IGIHE

Ingingo ya 1: Ihinduka ry'amategeko-shingiro y'Umuryango

Hakurikijwe Itegeko n° 06/2012 ryo kuwa 17/02/2012 rigena imitunganyirize n'imikorere by'imiryango ishingiyeye ku idini, abashyize umukono kuri aya mategeko shingiro bahinduye amategeko shingiro y'umuryango witwa Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan washyizweho hakurikijwe itegeko n° 20/2000 ryo kuwa 26/07/2000 ryerekeye imiryango idaharanira inyungu.

Ingingo ya 2: Icyicaro

Icyicaro cy'umuryango gishyizwe ku Kacyiru, Akarere ka Gasabo, umujyi wa Kigali.

Icyicaro gishobora ariko kwimurirwa aho ariho hose mu Rwanda byemejwe n'Inteko Rusange.

RWANDA PURPOSE DRIVEN MINISTRIES / P.E.A.C.E. PLAN, ORGANISATION FONDÉE SUR LA RELIGION

STATUTS

CHAPITRE PREMIER :

MODIFICATION DES STATUTS DE L'ORGANISATION, SIEGE, REGION D'ACTIVITE, MISSION, OBJET, DUREE

Article 1: De la modification des statuts de l'Organisation

Conformément à la Loi n° 06/2012 du 17/02/2012 portant organisation et fonctionnement des organisations fondées sur la religion, les soussignés s'accordent d'opérer une modification des statuts de l'Organisation dénommée "Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan créée conformément à la loi n° 20/2000 du 26/7/2000, relative aux Associations Sans But Lucratif.

Article 2 : Du siège

Le siège social de l'Organisation est établi à Kacyiru, District de Gasabo, Mairie de la Ville de Kigali.

Le siège peut être transféré en toute autre localité du Rwanda, par décision de l'Assemblée Générale.

RWANDA PURPOSE DRIVEN MINISTRIES / P.E.A.C.E. PLAN, RELIGION-BASED ORGANISATION

CONSTITUTION

CHAPTER ONE:

AMENDMENT OF THE CONSTITUTION OF THE ORGANIZATION, HEAD OFFICE, SCOPE OF ACTIVITIES, MISSION, PURPOSE, DURATION

Article 1: Amendment of the Constitution of the Organization

In accordance with the Law n° 06/2012 of 17/02/2012 determining organization and functioning of religion-based organizations , the undersigned have agreed to modify the constitution of the Organization called Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan created in accordance with law N° 20/2000 of 26th July 2000 relating to non-profit making organizations.

Article 2 : On Head Office

The Organization's head office is located in Kacyiru, Gasabo District, Kigali City.

The headquarters may be transferred to any other place on the Rwandan territory upon decision by the General Assembly.

Ingingo ya 3: Ifasi Umuryango ukoreramo

Umuryango ukorera imirimo yawo mu Rwanda hose.

Ingingo ya 4: Intego n'Abagenerwabikorwa b'Umuryango

Umuryango ufite intego yo gusohozza Inshingano Isumba Izindi twasigiwe na Yesu Kristo guteza imbere ubutabera, ukuri, ubwiyunge n'imibereho myiza y'abantu; kurengera no kwita ku bidukikije no gufasha abariho n'abazavuka gukorera mu ntego z'Imana mu gihe cyabo.

Umuryango wita ku bantu bose ariko by'umwihariko ufitiye umumaro abanyamuryango bawo.

Ingingo ya 5: Ikigamijwe

Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan igamije kugira uruhare mu Kubaka Igihugu Kigendera ku Ntego harimo:

- Gukomeza ubumwe bw'Itorero ry'u Rwanda no gufasha gukemura amakimbirane, ashobora kuba mu banyamuryango bayo, igihe bisabwe;
- Kwongerera Itorero ry'u Rwanda ubushobozi bwo gusohozza inshingano

Article 3: Du champ d'application de l'Organisation

L'Organisation exerce ses activités sur toute l'étendue de la République du Rwanda.

Article 4: Mission et bénéficiaires de l'Organisation

La mission de l'Organisation consiste à réaliser l'Ordre Suprême que Jésus Christ nous a laissé, à promouvoir la justice, la vérité, la réconciliation et le bien-être des peuples; à protéger et entretenir l'environnement et à permettre aux générations présentes et futures de suivre la voie de Dieu dans leur génération.

L'Organisation bénéficie à tous mais de manière particulière, à ses membres.

Article 5: De L'objet

Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan a pour objet de contribuer à la Construction d'une Nation Motivée par l'Essentiel, notamment par :

- La consolidation de l'unité au sein de l'Eglise du Rwanda et aider à résoudre les conflits potentiels entre ses membres, sur demande;
- Le renforcement de la capacité de l'Eglise pour qu'elle accomplisse ses objectifs,

Article 3: On Scope of activities

The organization carries out its activities on the entire territory of the Republic of Rwanda.

Article 4: On Mission statement and beneficiaries of the Organization

The mission of the Organization is to carry out the Great Commission that Jesus Christ gave us, to promote justice, truth, reconciliation and the well-being of the people; to protect and care for the environment and enable present and future generations to serve God's purposes in their generation.

The Organization will benefit to all but especially to its members.

Article 5: On Purpose

The purpose of Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan shall be to contribute to Building a Purpose-Driven Nation, including:

- Consolidation of the unity of the Church of Rwanda and help resolve potential conflicts between its members upon request;
- Building the capacity of the Church for accomplishing its goals, including:

zaryo, murizo hari:

- Kwimakaza ivugabutumwa; Kwimakaza ubumwe n' ubwiyunge no kubaka amahoro mu banyarwanda;
- Gushishikariza abantu ubuyobozi bwitangira abandi;
- Kwita ku bakene;
- Kwita ku barwayi;
- Kwita ku burezi bw'aba none n'abejo hazaza, hagamijwe kugeza abanyarwanda ku iterambere ryuzuye .
- Gushimangira ubufatanye n'inzego za Leta ndetse n'abikorera ku giti cyabo.

Ingingo ya 6: Igihe

Igihe Umuryango uzamara ntikigenwe.

UMUTWE WA KABIRI :

ABANYAMURYANGO

Ingingo ya 7: Abanyamuryango

Umuryango ugizwe n'abanyamuryango bawushinze, abawinjiramo n'ab'icyubahiro.

Abanyamuryango bawushinze n'abawinjiramo nibo banyamuryango nyakuri.

notamment:

- Promouvoir l'évangélisation ;
- Promouvoir l'unité et la réconciliation et consolidation de la paix entre les Rwandais ;
- Encourager l'esprit de service chez les dirigeants;
- Aider les pauvres ;
- Prendre soin des malades ;
- Eduquer la génération présente et future en vue d'assurer le développement intégral du peuple Rwandais.
- Renforcer le partenariat avec le secteur Public et le secteur Privé.

Article 6 : De la durée

Organisation est créée pour une durée indéterminée.

CHAPITRE DEUX :

DES MEMBRES DE L'ORGANISATION.

Article 7: Des membres

L'Organisation se compose des membres fondateurs, des membres adhérents et des membres d'honneur.

Les membres fondateurs et les membres adhérents sont membres effectifs.

- Promoting evangelism ;
- Promoting unity and reconciliation and peace building among Rwandese ;
- Encouraging servant leadership ;
- Assisting the poor ;
- Taking care of the sick;
- Educating today's and future generation to ensure the integral development of the Rwandan people.
- Enhancing partnership with both public and private sectors.

Article 6: On Duration

The Organization is hereby established for unspecified period.

CHAPTER TWO:

MEMBERSHIP OF ORGANISATION.

Article 7 : On Members

The Organization is composed of founder members, adherent members and honorary members.

Founder members and adherent members are ordinary members.

Ingingo ya 8: Abanyamuryango bawushinze

Abanyamuryango bawushinze ni impuzamatorero za gikristu zifite ubuzimagatozi zashyize umukono ku mategeko shingiro y'Umuryango Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan kuwa 8/10/2009.

Ingingo ya 9: Abanyamuryango bawinjiramo

Abanyamuryango bawinjiramo ni impuzamatorero za gikristu, zibaho ku buryo bwemewe n'amategeko y'igihugu, ziyemeza kugira uruhare mu bikorwa byose by'umuryango no kubahiriza amategeko shingiro yashyizweho n'Inteko Rusange.

Ingingo ya 10: Abanyamuryango b'icyubahiro

Umuryamuryango w'icyubahiro ni umuntu ku giti cye, cyangwa umuryango wa gikristu, wita ku muryango agashyigikira ibikorwa byawo.

Abanyamuryango b'icyubahiro bashobora kuba mu nama z'umuryango bakagishwa inama ariko ntibatora mu nama z'umuryango.

Haseguriwe ibivugwa mu gika kibanziriza iki, Pastor Dr. Rick Warren na Saddleback Valley Community Church nk'abagize uruhare rukomeye mu ivuka ry'iyerekwa ry'uyu muryango, mu mikorere yawo no mu bikorwa bitandukanye biwushyigikira, bafatwa nk'abanyamuryango

Article 8 : Des membres fondateurs

Sont membres fondateurs, les Forums des Eglises Chrétiennes possédant une personnalité juridique (les personnes morales) signataires des statuts de Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan en date du 8/10/2009.

Article 9 : Des membres adhérents

Est membre adhérent, tout Forum des Eglises Chrétiennes jouissant d'une personnalité juridique, qui souscrit à participer aux activités de l'Organisation, et à respecter les statuts agréés par l'Assemblée Générale.

Article 10: Des membres d'honneur

Un membre d'honneur est toute personne physique ou Organisation Chrétienne qui s'intéresse à l'Organisation et soutient ses activités.

Les membres d'honneur peuvent assister aux réunions de l'Organisation et être consultés mais ils n'ont aucun droit à la voix délibérative aux réunions de l'Organisation.

Référence faite à l'alinéa précédent, Pasteur Dr Rick Warren et Saddleback Valley Community Church qui ont joué un rôle important dans la naissance de la vision de cette organisation, dans son fonctionnement et dans ses différentes activités, sont considérés comme membres d'honneur de l'Organisation

Article 8 : On Founder members

Founder members are legal Councils of Christian Churches signing the constitution of Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan on 8/10/2009.

Article 9 : On Adherent members

Adherent member is, any Forum of Christian Churches enjoying legal personality, which subscribes to participate in the activities of the Organization, to respect the statutes approved by the General Assembly.

Article 10 : On Honorary members

An honorary member shall be any person or Christian organization that is interested in the Organization and supports its activities.

Honorary members may attend meetings of the Organization and to be consulted, but they have no right to vote, in meetings of the Organization.

Referring to the preceding paragraph, Pastor Dr Rick Warren and Saddleback Valley Community Church, who played an important role in the creation of the vision of the Organisation, in its functioning and in its different activities, are considered as honorary members of the Organisation and have special rights and

b'icyubahiro ariko bagahabwa uburenganzira n'inshingano byihariye biteganywa mu mategeko ngengamikorere y'uyu muryango.

mais joussent des droits et responsabilités particuliers prévus par le règlement d'ordre interieur de cette organisation.

responsibilities provided by the Internal Rules and Regulations of the Organisation.

Ingingo ya 11: Kwinjizwa mu muryango

Ushaka kwinjira mu muryango yandika abisaba. Urwandiko rusaba kwinjira mu muryango rwohererezwa Umuvugizi w'Umuryango.

Kwemererwa kuba umunyamuryango wa Rwanda Purpose Driven Ministries/ P.E.A.C.E. Plan byemerwa n'Inteko Rusange.

Article 11 : De l'admission

Les demandes d'admission en qualité de membre sont adressées par écrit au Représentant Légal de l'Organisation.

L'acceptation en tant que membre de Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan est faite par l'Assemblée générale.

Article 11 : On Membership acquisition

Applications for admission as a member shall be addressed in writing to the Legal Representative of the Organization.

Acceptance as a member of Purpose Driven Ministries Rwanda / P.E.A.C.E. Plan is made by the General Assembly.

Ingingo ya 12 : Gutakaza ubunyamuryango

Gutakaza ubunyamuryango biterwa no guseswa k'umuryango, guseswa k'umunyamuryango, gusezera k'ubushake no kwirukanwa byemejwe n'Inteko rusange nyuma yo kumva abo bireba.

Umunyamuryango wirukanwe ashobora gutakambira Urwego rukemura amakimbirane igihe abona ko arengana.

Article 12 : De la perte de la qualité de membre

La qualité de membre se perd par la dissolution de l'Organisation, la dissolution du membre, le retrait volontaire du membre et par son exclusion motivée prononcée par l'Assemblée Générale après audition de tous les intéressés.

Un membre exclu qui juge son exclusion injuste peut introduire un recours auprès de l'Organe de Résolution des Conflits.

Article 12 : On Membership withdrawal

Membership shall cease to be valid by the dissolution of the organization, the dissolution of the member, the member's voluntary withdrawal and by a motivated exclusion pronounced by the General Assembly after hearing all concerned.

A member expelled who judges unfair his expulsion may appeal against the decision to the Conflict Resolution Organ.

Ingingo ya 13: Uburenganzira bw'abanyamuryango

Buri munyamuryango nyakuri afite uburenganzira bwo kugira uruhare mu bikorwa by'umuryango.

Uburenganzira bw'abanyamuryango b'icyubahiro

Article 13 : Des Droits des membres

Tout membre effectif a le droit de participer aux activités de l'Organisation.

Les droits des membres d'honneur sont

Article 13 : On Members' rights

Any ordinary member shall have the right to participate in the activities of the Organization.

The Honorary members' rights are determined by

bugenwa n'Inteko rusange.

Ingingo ya 14: Inshingano z'umunyamuryango

Umunyamuryango, afite inshingano zikurikira:

- Kubahiriza amategeko shingiro n'amabwiriza ngengamikorere y'umuryango;
- Gutangira imisanzu ku gihe;
- Kujya mu nama z'umuryango;
- Kwirinda buri kintu cyose cyabangamira inyungu z'umuryango.

UMUTWE WA GATATU:

INZEGO Z'UMURYANGO

Ingingo ya 15: Inzego n'abayobozi

Inzego z'Umuryango n'izi zikurikira:

- Inteko Rusange;
- Inama y'Ubutegetsi;
- Ubugenzuzi bw'Imari;
- Urwego Rukemura Amakimbirane.

Abayobozi b'Umuryango bateganywa muri aya

déterminés par l'Assemblée Générale.

Article 14 : Des obligations des membres

Tout membre de l'Organisation est astreint aux devoirs suivants :

Respecter les statuts et le règlement d'ordre intérieur de l'Organisation ;

S'acquitter à temps de ses cotisations ;

Participer aux réunions de l'Organisation ;

S'abstenir de toute action ou omission susceptible de nuire aux intérêts de l'Organisation.

CHAPITRE TROIS :

DES ORGANES DE L'ORGANISATION

Article 15 : Des Organes et des dirigeants

Les organes de l'Organisation sont :

L'Assemblée Générale ;
Conseil d'Administration ;
Le Commissariat aux comptes ;
L'Organe de Résolution des Conflits.

Les dirigeants de l'Organisation sont déterminés dans les présents Statuts et dans le

the General Assembly.

Article 14 : On Members' obligations

Every member shall have the following obligations :

- To abide by the Organization's constitution and Internal rules and regulations;
- To provide membership contributions on time;
- To participate in the meetings of the Organization;
- To refrain from any action or omission that may jeopardize the interest of the Organization.

CHAPTER THREE :

ORGANS OF THE ORGANISATION

Article 15: On Organs and Leaders

The Organization shall have the following organs:

- The General Assembly ;
- Board of Directors ;
- The Auditorship ;
- The Conflict Resolution Organ.

Organization leaders are determined in this Constitution and the Internal Rules and

Mategeko Shingiro no mu Mategeko ngengamikorere.

Ingingo ya 16 : Inteko Rusange

Inteko Rusange nirwo rwego rw'ikirenga rw'Umuryango.

Igizwe n'abantu bakurikira:

- Abagize Inama y'Ubutegetsi;
- Abagize Urwego rushinzwe gukemura amakimbirane;
- Intumwa eshanu zihagararira buri munyamuryango nyakuri zishyirwaho n'Inteko Rusange yawo zirimo nibura abalayiki babiri.

Ingingo ya 17 : Inshingano z' Inteko Rusange

Inteko Rusange ifite inshingano zikurikira:

- Kugena ibikorwa by'Umuryango;
- Gushyiraho no guhindura amategeko shingiro n'amabwiriza ngengamikorere;
- Gutora no gukuraho Umuvugizi n'Umuvugizi usimbura b'Umuryango;

Règlement d'Ordre Intérieur.

Article 16 : L'Assemblée Générale

L'Assemblée Générale est l'organe suprême de l'Organisation.

Elle est composée de :

Des membres du Conseil d'Administration

Des membres de l'Organe de règlement des différends ;

De cinq délégués de chaque membre effectif désignés par son Assemblée générale dont au moins deux sont des laïcs.

Article 17 : Des attributions de L'Assemblée Générale

L'Assemblée générale exerce les attributions suivantes:

- Déterminer les activités de l'Organisation ;
- Adopter et modifier les Statuts et le Règlement d'ordre intérieur ;
- Elire et révoquer le Représentant légal et le représentant légal suppléant de l'Organisation ;

Regulations.

Article 16 : On General Assembly

The General Assembly is the Organization's supreme organ.

It is comprised of:

- Board members;
- Conflict resolution organ members;
- Five delegates representing each ordinary member designated by its General Assembly among them two are lay.

Article 17 : On Responsibilities of the General Assembly

The General Assembly has the following responsibilities:

- To determine the activities of the Organization;
- To approve and amend the constitution and the Internal Rules and Regulations;
- To elect and remove the Legal Representative and the Deputy Legal Representative of the Organization;

- Gutora no gusezerera abagize Inama y'Ubutegetsi y'umuryango;
- Kwemera, guhagarika by'agateganyo no gusezerera abanyamuryango;
- Kwemeza ingengo y'imari y'umwaka;
- Kwemeza imicungire y'umutungo w'umuryango ya buri mwaka;
- Guhindura icyicaro cy'Umuryango;
- Gusesa Umuryango.

Ingingo ya 18: Guhamagaza Inteko Rusange

Inteko Rusange ihamagazwa kandi ikayoborwa n'Umuwugizi w'Umuryango, yaba adahari, inteko igahamagazwa n'Umuwugizi Usimbura. Igihe bombi badahari, Inteko Rusange ihamagazwa mu nyandiko isinyweho na bibiri bya gatatu by'abagize Inteko.

Icyo gihe Inteko Rusange yitoramo Umuyobozi w'inama.

Ingingo ya 19: Inteko Rusange Isanzwe

Inteko Rusange iterana rimwe mu mwaka mu

- Elire et révoquer les membres du Conseil d'Administration;
- Agréer, suspendre ou exclure les membres de l'Organisation ;
- Adopter le Budget Annuel ;
- Approuver les comptes annuels de l'Organisation ;
- Changer le siège de l'Organisation
- Dissoudre l'Organisation.

Article 18 : De la convocation de L'Assemblée Générale

L'Assemblée Générale est convoquée et dirigée par le Représentant Légal de l'Organisation ou en cas d'empêchement par le Représentant Légal Suppléant. En cas d'absence simultanée du Représentant Légal et de son adjoint, elle est convoquée par écrit par les deux tiers des membres de l'Assemblée Générale.

Dans ce cas, l'Assemblée Générale élit en son sein un président de la réunion.

Article 19 : L'Assemblée Générale Ordinaire

L'Assemblée Générale se réunit une fois par

- To elect and remove members of the Board of Directors;
- To approve, suspend or expel members from the Organization
- To approve the annual budget;
- To approve the Organization's annual accounts;
- To change the head office of the Organization;
- To dissolve the Organization.

Article 18 : On Convening Meetings of the General Assembly

The General Assembly is convened and presided over by the Legal Representative or in his or her absence, by the Deputy Legal Representative of the Organization. In case of simultaneous absence of the Legal Representative and his Deputy, the General Assembly is convened in writing by two-thirds of the members of the General Assembly.

In that case, the General Assembly elects from among itself the chairperson of the meeting.

Article 19: On Ordinary session of the General Assembly

The General Assembly shall meet in an ordinary

nama isanzwe.

Inzandiko z'ubutumire zikubiyemo ibiri ku murongo w'ibygwa, umunsi, ahantu n'isaha zishyikirizwa abayigize mu minsi mirongo itatu mbere yuko inama iterana.

Ingingo ya 20: Ibyemezo by'Inteko Rusange

Inteko Rusange iterana kandi igafata ibyemezo iyo nibura bibiri bya gatatu by'abayigize bahari. Iyo uwo mubare utuzuye, indi nama itumizwa mu minsi cumi n'itanu. Icyo gihe, Inteko Rusange iraterana kandi igafata ibyemezo bifite agaciro ititaye ku mubare w'abaje.

Ingingo ya 21: Inteko Rusange idasanze

Inteko Rusange Idasanze iterana buri gihe bibaye ngombwa. Uburyo bw'ihamagarwa n'ubwo imiyoborere ni bumwe n'ubw'Inteko Rusange Isanzwe. Igihe cyo kuyitumiza ni iminsi irindwi. Icyo gihe gishobora kugabanywa bibaye ngombwa. Icyo gihe impaka zigibwa gusa ku kibazo cyateganyijwe mu butumire bw'uwo munsi.

an en session ordinaire.

Les invitations contenant l'ordre du jour, le lieu, la date et l'heure sont envoyées aux membres trente jours avant la date de la réunion.

Articles 20: Des décisions de L'assemblée Générale

L'Assemblée Générale siège et délibère lorsqu'au moins les deux tiers de ses membres sont présents. Si ce quorum n'est pas atteint, une nouvelle convocation est lancée dans un délai de quinze jours. A cette occasion, l'Assemblée Générale siège et délibère valablement quel que soit le nombre des participants.

Article 21 : L'assemblée Générale Extraordinaire

L'Assemblée Générale Extraordinaire se tient autant des fois que de besoin. Les modalités de sa convocation et de sa présidence sont les mêmes que celles de la l'Assemblée Générale Ordinaire. Le délai de sa convocation est fixé à sept jours mais peut être réduit en cas de nécessité. Les débats ne portent que sur la question à l'Ordre du jour.

session once a year.

Invitations with items on the agenda, venue date, and hour of the meeting shall be sent to the members 30 days before the date of the meeting.

Articles 20: On Deliberations of the General Assembly

The General Assembly shall sit and deliberate if at least two thirds of its members are present. In case of failure to reach this quorum, the meeting shall be reconvened in fifteen days. For this time, the meeting shall lawfully be held and make deliberations irrespective of the number of those who are present.

Article 21 : On Extraordinary Session of the General Assembly

The General Assembly shall hold extraordinary session whenever necessary. Modalities for convening an extraordinary session of the General Assembly shall be like those for an ordinary session of the General Assembly. The time limit for convening it shall be seven days which may, however, be reduced when necessary. Discussions relate only to the issue on the agenda.

Ingingo ya 22: Ibyemezo by'Inteko

Uretse ibiteganywa ukundi n'Itegeko ryerekeye imiryango ishingiyeye ku idini hamwe n'aya mategeko shingiro, ibyemezo by'Inteko rusange bifatwa hakurikijwe ubwiganze busesuye bw'amajwi. Iyo amajwi angana, irya Perezida ribarwa kabiri.

Ingingo ya 23: Inama y'Ubutegetsi

Inama y'Ubutegetsi igizwe na:

- Perezida akaba n'Umuvugizi;
- Visi-perezida akaba n'Umuvugizi usimbura ;
- Umubitsi;
- Umuyobozi Nshingwabikorwa akaba n'Umwanditsi w'inama udatorwa kandi ntatore;
- Abajyanama batandatu

Mu rwego rwo kwirinda ubwiganze bw'Itorero rimwe mu buyobozi bw'uyu muriyango, Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan nk'umuryango ugizwe n'imiryango mpuzamatorero, ntubuza ko Itorero rimwe rishobora kuba umunyamuryango wa

Article 22 : Des décisions de L'assemblée générale

Sauf pour les cas expressément prévus par la loi relative aux Organisations fondées sur la religion et par les présents statuts, les décisions de l'Assemblée Générale sont prises à la majorité absolue des voix . En cas d'égalité des voix, celle du Président compte double.

Article 23 : Du Conseil d'Administration

Le Conseil d'Administration est composé :

- du Président, Représentant Légal de l'Organisation ;
- du Vice-président et Représentant Légal Suppléant de l'Organisation;
- Du Trésorier ;
- Du Directeur Exécutif qui est en même temps Secrétaire. Il n'est pas élu et ne peut pas voter ;
- De six Conseillers.

Pour éviter la domination d'une seule église dans le leadership de cette Organisation, Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan en tant que Organisation formée par les forums des Eglises Chrétiennes, n'interdit pas une Eglise d'être membre de

Article 22 : On Decisions of the General assembly

Unless where explicitly mentioned in the law governing the Religion-based organizations and in this constitution, the decisions in the General Assembly shall be taken by the absolute majority of votes. In case of a tie of votes, the President's vote counts double.

Article 23: On Board of Directors

The Board of Directors shall be comprised of the following:

- The president, Legal Representative of the Organization;
- The Vice-president and Deputy Legal Representative of the Organization;
- Treasurer ;
- Executive Director who is at the same time Secretary who is not elected and can't elect;
- Six Advisors.

To avoid the domination of one Church in the leadership of the Organization, Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan, as an umbrella of councils of Christian Churches, doesn't forbid a Church to be member of many Councils of Christian Churches. However when a

mpuzamatorero nyinshi. Cyakora, mu gihe bigaragaye ko Itorero rimwe riri muri mpuzamatorero nyinshi zigize uyu muriyango, iryo torero ntirihagararirwa n'abantu barenze umwe mu nama y'ubutegetsi y'uyu muriyango. Nanone kandi Perezida, Visi Perezida n'Umubitsi ntibagomba kuva mu muriyango umwe

Ingingo ya 24: Itorwa ry'abagize Inama y'Ubutegetsi

Uretse Umuyobozi Nshingwabikorwa, abagize Inama y'Ubutegetsi batorwa n'Inteko Rusange mu ntumwa zahagarariye abanyamuryango mu Nteko Rusange ku bwiganze busesuye bw'amajwi bagahabwa igihe cy'imyaka itatu ishobora kongerwa inshuro imwe gusa.

Amatora akorwa mu buryo bw'ubwumvikane, bitakunda, hagakurikizwa amatora mu buryo bw'ubwiganze busesuye bw'amajwi.

Uretse Umuyobozi Nshingwabikorwa ugengwa n'amategeko agenga umulimo mu Rwanda, abagize inama y'Ubutegetsi bavanwaho n'imwe mu mpamvu zikurikira:

- Gusezera k'ubushake;
- Guhamwa n'icyaha gisebya Umuryango;

plusieurs forums des Eglises Chrétiennes. Mais lorsqu'une Eglise est membre de plusieurs forums membres de cette organisation, elle ne peut pas être représentée par plus d'une personne dans le conseil d'administration de cette organisation. En outre, le Président, le Vice-président et le Trésorier ne peuvent pas émaner d'un même forum de Eglises.

Article 24 : De l'Election des membres du Conseil d'Administration

Sauf le Directeur Exécutif, les membres du Conseil d'Administration sont élus parmi les membres de l'Assemblée Générale par l'Assemblée Générale à la majorité absolue pour un mandat de trois ans renouvelable une seule fois.

Le vote se fait par consensus, sinon le vote se fait par la majorité absolue des voix

Sauf pour le cas du Directeur Exécutif régi par la législation du travail au Rwanda, les autres membres du Conseil d'Administration cessent leurs fonctions par une des raisons suivantes:

- Démission volontaire ;
- Condamnation pour une infraction entachant la réputation de l'organisation ;

church is a member of many councils which are members of the Organisation, it can't be represented by more than one person in the Board of Directors. Besides, the President, the Vice president and the treasurer can't come from the same Church Council.

Article 24 : On Election of Members of the Board of Directors

Except the Executive Director, members of the Board of Directors is elected from among the members of the General Assembly by the absolute majority for a three-year mandate of office renewable only once.

Voting shall be by consensus; if not, the vote is done by absolute majority of votes.

Except the Executive Director who is governed by the Labor legislation in Rwanda, all other Board members end their duties for one of these reasons:

- Voluntary resignation;
- Condemnation to any offence against the good image of the Organization;

- Gusezera mu muryango wamwohereje kuwuhagararira mu Nteko Rusange;
- Guseswa k'umuryango wamwohereje;
- Urupfu.

Ingingo ya 25: Iterana ry'Inama y'Ubutegetsi

Inama y'Ubutegetsi iterana ni bura rimwe mu gihembwe, ihamagawe na Perezida wayo, yaba afite impamvu ituma ataboneka, igahamagarwa na Visi- Perezida.

Inama y'Ubutegetsi iterana muburyo bwemewe iyo hari 2/3 by'abayigize.

Ibyemezo byayo bifatwa hakurikijwe ubwiganze bw'amajwi iyo hatabayeho ubwumvikane. Iyo amajwi angana, irya Perezida ribarwa kabiri.

Ingingo ya 26: Inshingano z'Inama y'Ubutegetsi

Inama y'Ubutegetsi ishinze:

- Gukurikirana ishyirwa mu bikorwa ry'ibyemezo n'ibyifuzo by'Inteko Rusange;
- Kwita ku micungire myiza y'Umuryango;

- Retrait dans l'Organisation dont il est le délégué.
- Dissolution de l'organisation qu'il représente
- Décès.

Article 25: Des Réunions du Conseil d'Administration

Le Conseil d'Administration se réunit au moins une fois par trimestre sur convocation de son Président ou à défaut par le Vice – Président en cas d'empêchement du premier.

Le Conseil d'Administration siège valablement à la majorité de deux tiers de ses membres.

Ses décisions sont prises à la majorité simple des voix, seulement lorsqu'il n'y a pas eu consensus. En cas d'égalité de voix celle du Président compte double.

Article 26 : Des Attributions du Conseil d'Administration

Le Conseil d'Administration est chargé de :

- Veiller à l'application et à l'exécution des décisions et résolutions de l'Assemblée Générale ;
- S'assurer de la bonne gestion de l'Organisation ;

- Withdrawal from the organization that he/she represents;
- Dissolution of the organization that he/she represents;
- Death.

Article 25: On Meetings of the Board of Directors

The Board of Directors shall meet at least once a term upon the invitation by its president or, in case of his/her unavailability, by the Vice-president.

The Board of Directors shall lawfully meet when two thirds of its members are present.

Its decisions shall be taken by the simple majority of votes only after failure to reach consensus. In case of a tie of votes, the President's vote counts double.

Article 26: On Responsibilities of the Board of Directors

The Board of Directors shall have the following responsibilities :

- To ensure the implementation of decisions and resolutions made by the General Assembly;
- To ensure the proper management of the Organization;

- Gukora raporo y'ibyakozwe mu mwaka urangiye;
- Gutegura ingengo y'imari igomba gushyikirizwa Inteko Rusange;
- Gushyikiriza Inteko Rusange ingingo z'amategako m'amabwiriza ngenga mikorere zigomba guhindurwa;
- Gushyiraho Umuyobozi Nshingwabikorwa.

Ingingo ya 27: Perezida w'Umuryango n'Umusimbura we

Umuvugizi n'Umuvugizi usimbura batorwa kubwumvikane mu bayobozi ba za mpuzamatorero. Igihe batorerwa kingana n'imyaka 3 ishobora kongerwa inshuro 1 gusa. Nta basimbura mu buyobozi bw'umuryango bava mu Itorero rimwe.

Umuvugizi cyangwa Umuvugizi usimbura bavanwaho n'imwe mu mpamvu zikurikira:

- Gusezera k'ubushake;
- Guhamwa n'icyaha gisebya Umuryango;
- Mu gihe atagihagarariye umuryango wamwohereje kuwuhagararira mu Nteko Rusange;
- Urupfu.

Iyo Umuvugizi cyangwa Umuvugizi Usimbura ashoje manda ye muri mpuzamatorero yamwohereje kuyihagararira mu Nzego za Rwanda Purpose Driven Ministries / P.E.A.C.E.

- Rédiger le rapport annuel d'activités de l'exercice écoulé ;
- Elaborer les prévisions budgétaires à soumettre à l'Assemblée Générale ;
- Proposer à l'Assemblée Générale les modifications possibles aux statuts et au Règlement d'Ordre Intérieur ;
- Nommer le Directeur Exécutif.

Article 27: Du Président de l'Organisation et de son suppléant

Le Représentant légal et le Vice- Représentant légal sont élus par consensus parmi les Représentants des Forums des Eglises membres de l'Organisation. Ils ont un mandat de 3 ans renouvelables une fois seulement. Les membres d'une même Eglise ne peuvent pas se succéder dans le leadership de l'Organisation. Le Représentant légal ou le Vice- Représentant légal cesse d'exercer leurs fonctions en cas d'une des raisons suivantes:

- Démission volontaire ;
- Commission d'une infraction grave qui déshonore l'Organisation,;
- Cessation de représenter l'Organisation dont il est le délégué ;
- Décès.

Lorsque le Représentant légal ou le Vice- Représentant légal termine son mandat dans le Forum dont il représente au sein de Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan, il

- To prepare the annual activity report for the previous year;
- To prepare the budget proposal to be submitted to the General Assembly;
- To submit to the General Assembly amendment proposals to constitution and internal rules and regulations;
- To appoint the Executive Director

Article 27 : On President of the Organization and his/her Deputy

The Legal Representative and Deputy Legal Representative shall be elected by consensus among representatives of Councils of Churches members of the Organization. They have a 3-year mandate, renewable only once.

Members of the same Church can't succeed to each other for the leadership of the Organization. They cease to hold office for one of these reasons:

- Voluntary resignation;
- Commission of a serious infraction that dishonors the Organization;
- Termination of the mandate to represent the organization that he/she represents;
- Death.

When the legal representative or Deputy Legal Representative completes his/her term in the organization which he represents in Rwanda Purpose Driven Ministries /P.E.A.C.E.

Plan, agumaho akarangiza manda ye keretse mpuzamatorero aturukamo igize impamvu ifatika yamubuza gukomeza kuyobora ikayimenyesha Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan mu buryo bwanditse.

Ingingo ya 28: Ibishingirwaho kugira ngo umuntu abe umuyobozi n'uko abitakaza

Umuyobozi wese wo mu nzego z'Umuryango agomba kuba:

1. Ari inyangamugayo;
2. Afite imyaka y'ubukure;
3. Kuba atarahamwe n'icyaha cya jenocide, icy'ingengabitekerezo ya jenocide, icy'ivangura n'icyo gukurura amacakubiri;
4. Atarakatiwe ku buryo budasubirwaho igihano cy'iremezo cy'igifungo kingana cyangwa kirenze amezi atandatu kitarahanagurwa n'imbabazi z'itegeko cyangwa ihanagurabusembwa.

Uburyo umuntu atakaza ubuyobozi ni ubu bukurikira:

1. Kutaba inyangamugayo;
2. Iyo yahamwe n'icyaha cya jenocide, icy'ingengabitekerezo ya jenocide, icy'ivangura n'icyo gukurura amacakubiri;
3. Iyo yakatiwe ku buryo budasubirwaho igihano cy'iremezo cy'igifungo kingana

continue son mandat au sein de cette dernière à moins que son organisation d'origine communique par écrit la raison valable de terminer sa représentation.

Article 28: Les modalités d'obtention et de perte du statut de dirigeant

Pour être dirigeant dans un quelconque poste de l'Organisation, il faut remplir les conditions suivantes:

1. Etre une personne intègre ;
2. Avoir atteint l'âge de la majorité ;
3. N'avoir pas été condamné pour crime de génocide, d'idéologie du génocide, de discrimination et de divisionnisme;
4. N'avoir pas été définitivement condamné à une peine principale d'emprisonnement supérieure ou égale à six (6) mois qui n'a pas été annulée par l'amnistie ou la réhabilitation.

Les conditions de perte du statut de dirigeant sont les suivantes :

1. Absence d'intégrité ;
2. Quand il/elle a été condamné pour crime de génocide, d'idéologie du génocide, de discrimination et de divisionnisme ;
3. Quand il/elle a été définitivement condamné à une peine principale

Plan, he/she shall continue his tenure with the latter unless his original organization communicates in writing the valid reason for terminating her/his representation.

Article 28: On Criteria considered for being a leader or loss of leadership

Any leader for any position of the organization shall be required to fulfil the following requirements:

1. Be a person of integrity;
2. Be of a majority age;
3. Have not been sentenced for the crime of genocide, genocide ideology, discrimination and sectarianism;
4. Have not been definitively sentenced to a main penalty of imprisonment of not less than six (6) months which is not canceled by amnesty or rehabilitation.

Conditions leading to loss of the leadership are the following:

1. Lack of integrity;
2. When he/she has been sentenced for the crime of genocide, genocide ideology, discrimination and sectarianism ;
3. When he/she has been definitively sentenced to a main penalty of

cyangwa kirenze amezi atandatu
kitarahanagurwa n'imbabazi z'itegeko
cyangwa ihanagurabusembwa.

d'emprisonnement supérieure ou égale
à six (6) mois qui n'a pas été annulée
par l'amnistie ou la réhabilitation.

imprisonment of not less than six (6)
months which is not canceled by amnesty
or rehabilitation.

Ingingo ya 29: Ibiro Bihoraho

Kugira ngo umuryango ugende neza, Inama y'Ubutegetsi ishobora guha Ibiro Bihoraho ububasha bwayo bwo gucunga buri muni ibikorwa by'Umuryango. Uru rwego ruyoborwa na Diregiteri Ushinzwe ibikorwa, uyu agashyirwaho hakurikijwe uburyo busanzwe bwo gushyiraho abakozi b'Umuryango.

Ariko mu gihe Umuryango ugiterwa inkunga na Pastor Dr. Rick Warren na Saddleback Valley Community Church, ni ngombwa ko bagishwa inama mbere y'uko Inama y'Ubutegetsi ifata icyemezo gikuraho cyangwa gishyiraho Umuyobozi Nshingwabikorwa.

Ingingo ya 30: Ibyerekeye Ubugenzuzi bw'Imari

Inteko Rusange itora buri mwaka abagenzuzi b'imari babiri bafite inshingano yo kugenzura buri gihe imicungire y'imari n'indi mitungo by'umuryango no kubikorera raporo. Bafite uburenganzira bwo kureba mu bitabo n'inyandiko by'ibaturamari by'Umuryango ariko batabijyanye hanze y'ububiko.

Inteko Rusange ishobora guhagarika umugenzuzi

Article 29: Du Bureau Exécutif

Pour la bonne marche de l'Organisation le Conseil d'Administration peut déléguer ses pouvoirs de gestion courante à un Bureau Exécutif, dirigé par un Directeur Exécutif, recruté suivant les modalités normales de recrutement des employés de l'Organisation.

Cependant, aussi longtemps que l'Organisation est soutenue par Pasteur Dr. Rick Warren et Saddleback Valley Community Church, ces derniers doivent être consultés avant que le Conseil d'Administration ne prenne une décision de révoquer ou de nommer le Directeur Exécutif.

Article 30 : Du Commissariat aux comptes

L'Assemblée Générale nomme annuellement deux commissaires aux comptes ayant pour mission de contrôler en tout temps la gestion des finances et autres éléments du patrimoine de l'Organisation et d'en faire un rapport. Ils ont accès aux livres et aux documents comptables de l'Organisation sans les déplacer.

L'Assemblée Générale peut mettre fin au

Article 29 : On Permanent Bureau

In order to ensure the smooth running of the Organization, the Board of Directors may delegate its managing responsibilities to the Executive Bureau headed by an Executive Director who is recruited according to the usual standards of recruitment of the staff of the Organization.

However, as long as the Organisation is supported by Pastor Dr. Rick Warren and Saddleback Valley Community Church, they should be consulted before the Board of Directors makes any decision of revoking or appointing the Executive Director.

Article 30 : On Auditorship

The General Assembly shall appoint, on an annual basis, two financial auditors whose duty shall be to always check the financial management and other property of the Organization and prepare a report thereof. They shall have access to the Organization's books of accounts and accounting documents but without removing them from the place they are kept in.

w'imari udakora umurimo we neza maze igashyiraho umusimbura mugihe gisigaye ngo manda irangire.

Ingingo ya 31: Urwego rushinzwe gukemura amakimbirane n'abarugize

Hashyizweho urwego rushinzwe gukemura amakimbirane avutse hagati y'abanyamuryango. Rugizwe n'abantu batanu batorwa n'Inteko rusange y'Umuryango ku rutonde rw'abakandida batatu batangwa na buri munyamuryango.

Abagize urwego rushinzwe gukemura amakimbirane batorerwa igihe kingana n'imyaka itatu ishobora kongerwa inshuro imwe gusa.

Bitoramo Perezida, Visi Perezida n'umwanditsi warwo.

Ingingo ya 32: Amahame agenderwaho mu gukemura amakimbirane

Ubwumvikane buke, ibibazo cyangwa amakimbirane hagati y'abanyamuryango kandi bikeneye gukiranurwa, bikemurwa hakurikijwe amahame ashingiye kuri Bibiliya no ku buryo buteganywa mu mategeko shingiro n'amategeko ngenga mikorere y'umuryango.

Iyo urwo rwego runaniwe gukemura

mandat d'un Commissaire aux Comptes qui ne remplit pas convenablement sa mission et pourvoir à son remplacement pour la durée du mandat restante.

Article 31: L'organe de résolution des conflits et sa composition

Il est créé l'Organe de résolution des conflits composé de cinq personnes (5) élues par l'Assemblée Générale sur la liste de 3 candidats proposés par chaque organisation membre.

Les membres de cet organe sont élus pour un mandat de trois ans renouvelable une seule fois.

Ils élisent parmi eux un Président, Vice Président et le Secrétaire de cet organe.

Article 32 : Principes applicables en matière de règlement des conflits

Tout malentendu, contentieux ou conflit interpersonnels nécessitant une médiation par une autre partie seront traités suivant les principes décrits dans la Bible et ceux prévus dans les statuts et le Règlement d'Ordre Intérieur de l'Organisation.

A défaut du règlement amiable par cet organe,

The General Assembly may decide to terminate the term of office for a financial auditor who does not properly perform his or her duties and proceed with his or her replacement for the remaining part of the mandate of office.

Article 31: On Conflict Resolution Organ and its composition

The Organ of Conflict Resolution is created and composed of five people (5) elected by the General Assembly from the list of three candidates suggested by each member organization.

The members of this Organ are elected for a mandate of three years renewable only once.

They shall elect from among themselves a Chairperson, Vice Chairperson and the Organ's Secretary.

Article 32: On Guiding principles for conflict resolution

Any interpersonal misunderstanding, dispute or conflict requiring third party mediation shall be dealt with according to principles described in the Bible and to the Organization's Constitution and Internal Regulations.

In case that organ fails to resolve the conflict

amakimbirane mu bwumvikane, abafitanye ikibazo bashobora kuregera urukiko rubifitiye ububasha.

UMUTWE WA KANE:

UMUTUNGO W'UMURYANGO

Ingingo ya 33: Umutungo wimukanwa n'utimukanwa

Umuryango wemerewe kugira umutungo wimukanwa n'utimukanwa ukenewe kugira ngo ugere ku ntego zawo.

Ingingo ya 34: Umutungo w'Umuryango

Umutungo w'Umuryango ukomoka ku misanzu y'abanyamuryango, impano, imirage, imfashanyo zinyuranye n'umusaruro ukomoka ku bikorwa byawo.

Ingingo ya 35: Imikoreshereze y'umutungo

Umuryango ugenera umutungo wawo ibikorwa byose byatuma ugera ku ntego zawo ku buryo buziguye cyangwa butaziguye.

Nta munyamuryango ushobora kuwiyitirira cyangwa ngo agire icyo asaba igihe asezeye ku bushake, iyo yirukanywe cyangwa iyo

les parties peuvent porter le litige devant une juridiction compétente.

CHAPITRE QUATRE :

DU PATRIMOINE DE L'ORGANISATION

Article 33: Des Biens meubles et immeubles

L'Organisation peut posséder tous biens meubles et immeubles nécessaires à la réalisation de ses objectifs.

Article 34 : Des Ressources de l'Organisation

Les ressources de l'Organisation proviennent des contributions des membres, des dons, des legs, des subventions et autres divers revenus pouvant être générés par les activités de l'Organisation.

Article 35: De l'Affectation des Ressources

L'Organisation affecte ses ressources à tout ce qui concourt directement ou indirectement à la réalisation de ses objectifs.

Aucun membre ne peut s'arroger le droit de possession de l'Organisation ni en exiger une part quelconque en cas de retrait volontaire,

amicably, the concerned party may file a case in a competent court.

CHAPTER FOUR :

PROPERTY OF THE ORGANIZATION

Article 33 : On Movable and Immovable assets

The Organization may own all movable and immovable assets that shall be necessary for the achievement of its goals.

Article 34: On the Resources of the Organization

Resources of the organization shall come from membership fees, donations, bequeaths, various types of grants and other kinds of incomes generated by services and activities of the organization.

Article 35 : On Resources Allocation

The Organization's resources shall be allocated to any activity that may directly or indirectly contribute to the achievement of its goals.

No member shall claim the ownership of the Organization or the right to any share from the Organization's resources in the event of expulsion,

Umuryango usheshwe.

UMUTWE WA GATANU:

IHINDURWA RY'AMATEGEKO SHINGIRO

Ingingo ya 36: Ihindurwa ry'amategekoshingiro

Aya mategeko ashobora gusubirwamo, kuzuzwa cyangwa guhindurwa n'Inteko Rusange ku bwiganze burunduye bw'amajwi bisabwe n'Inama y'Ubutegetsi cyangwa na ½ cy'abagize Inteko Rusange.

UMUTWE WA GATANDATU:

ISESWA RY'UMURYANGO

Ingingo ya 37: Iseswa ry'Umuryango

Byemejwe ku bwiganze bwa 2/3 by'amajwi y'abayigize, Inteko Rusange ishobora gusesa Umuryango, nk'igihe umuryango utagishobora kuzuza inshingano zawo.

Muri icyo gihe, ishyiraho umuntu umwe cyangwa benshi, iyo bamaze kwishyura imyenda no kwishyura ibitari ibyawo, baha umutungo usigaye

d'exclusion ou de dissolution de l'Organisation.

CHAPITRE CINQ :

MODIFICATION DES STATUTS

Article 36: Des Modifications Statutaires

Les présents statuts peuvent être revus, complétés ou modifiés par l'Assemblée Générale sur décision prise à la majorité absolue des voix soit sur proposition du Conseil d'Administration soit à la demande de la moitié des membres de la l'Assemblée Générale.

CHAPITRE SIX :

DE LA DISSOLUTION DE L'ORGANISATION

Article 37 : De la Dissolution

L'Assemblée Générale sur décision des deux tiers des voix de ses membres peut prononcer la dissolution de l'Organisation, notamment lorsque celle-ci n'est plus en mesure de remplir sa mission.

Dans ce cas, elle désigne un ou plusieurs liquidateur(s) qui, après apurement du passif, affecteront le patrimoine restant à une organisation poursuivant les mêmes objectifs.

resignation, or of the dissolution of the Organization.

CHAPTER FIVE:

AMENDMENT OF THIS CONSTITUTION

Article 36: On Amendment of this Constitution

This constitution may be reviewed, complemented or amended by the General Assembly upon the decision by an absolute majority of votes after the proposal by either the Board of Directors or one half of the General Assembly.

CHAPTER SIX:

DISSOLUTION OF THE ORGANISATION

Article 37 : On Dissolution

The General Assembly may, upon a two-third majority of votes of its members, decide to dissolve the Organization, especially when the Organization is no longer able to achieve its mission.

In that case, the General Assembly shall appoint one or several trustees to ensure payment of liabilities and allocate the remaining assets to an

undi muryango ukora nk'uwabo.

UMUTWE WA KARINDWI :

IBYEREKEYE INGINGO Z'INZIBACYUHO N'IZISOZA

Ingingo ya 38: Ingingo z'Inzibacyuho

Amategeko Shingiro n' Inzego by'Umuryango udaharanira inyungu witwa “Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan nk'uko byashyizweho muri 2009 bisimbujwe ibiteganywa n'aya Mategeko Shingiro.

Ingingo ya 39: Uburyo amategeko shingiro azubahirizwa

Uburyo aya mategeko shingiro azubahirizwa kimwe n'ibindi bidateganyijwe nayo bizasobanurwa ku buryo burambuye mu mategeko ngenga mikorere y'Umuryango azemezwa n'Inteko Rusange.

Ingingo ya 40: Itegurwa, isuzumwa n'itorwa ry'aya mategeko shingiro

Aya mategeko shingiro yateguwe, asuzumwa kandi atorwa mu rurimi rw'Ikinyarwanda mbere y'uko ahindurwa mu rurimi rw'Icyongereza n'Igifaransa.

CHAPITRE SEPT:

DES DISPOSITIONS TRANSITOIRES ET FINALES

Article 38 : Dispositions transitoires

Les statuts de l'Association Sans But Lucratif dénommée « Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan » tels que adoptés en 2009 sont remplacés par les présents statuts.

Article 39 : Modalité d'exécution des présents statuts

Les modalités d'exécution des présents statuts et tout ce qui n'y est pas prévu seront déterminés dans un règlement d'ordre intérieur de l'Organisation qui sera adopté par l'Assemblée Générale.

Article 40 : De l'élaboration, vérification et vote des présents statuts

Les présents statuts ont été élaborés, vérifiés et votés en langue Kinyarwanda avant d'être traduits en Anglais et en Français.

organization with similar objectives.

CHAPTER SEVEN:

TRANSITIONAL AND FINAL PROVISIONS

Article 38 : On Transitional provisions

The constitution of the Non-Profit making Association called “Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan” as adopted in 2009 is hereby replaced by this Constitution.

Article 39: On Modalities for the implementation of this Constitution

For modalities to implement this constitution and any other matter not contained therein, reference shall be made to internal rules and regulations of the Organization that will be approved by the General Assembly.

Article 40: On Drafting, reviewing and voting of this Constitution

This Constitution was drafted, reviewed and voted in Kinyarwanda language before being translated into English and French.

Ingingo ya 41: Kwemeza Amategeko shingiro

Aya amategeko yemejwe kandi ashyizweho umukono n'abagize Inteko Rusange bari ku mugereka wayo.

Bikorewe i Kigali, kuwa 20/11/2012

(sé)
Apostle Paul GITWAZA

Perezida n'Umuwugizi w'Umuryango

(sé)
Rev. MUGISHA Charles BUREGEYA

Visi Perezida n'Umuwugizi Usimbura
w'Umuryango :

Article 41 : De l'adoption des Statuts

Les présents statuts sont approuvés et adoptés par les membres de l'Assemblée Générale de l'Organisation dont la liste est en annexe.

Fait à Kigali, le 20/11/2012

(sé)
Apostle Paul GITWAZA

Président et Représentant Légal

(sé)
Rev. MUGISHA Charles BUREGEYA

Vice Président et Vice Représentant Légal :

Article 41: On adoption of this constitution

The present constitution is approved and adopted by the General Assembly of the Organization whose list is attached herewith.

Done at Kigali 20/11/2012

(sé)
Apostle Paul GITWAZA

The Legal Representative and Deputy Legal
Representative

(sé)
Rev. MUGISHA Charles BUREGEYA

The Vice Legal Representative and Deputy Legal
Representative :

RWANDA PURPOSE DRIVEN MINISTRIES / P.E.A.C.E. PLAN, Umuryango Ushingiye ku Idini

INYANDIKO-MVUGO Y'INAMA RUSANGE Y'IHINDURWA RY'AMATEGEKOSHINGIRO

Umunsi wa makumyabiri, ukwezi kw'Ugushyingo, umwaka w' ibihumbi bibiri na cumi na kabiri, Inteko Rusange Isanzwe y' Umuryango Ushingiye ku Idini “ **Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan, “PDM/P.E.A.C.E Plan”**, mu magambo ahinnye, yateraniye i Kigali, ku cyicaro cy' Umuryango, iyobowe na Archbishop (rtd) Emmanuel M. KOLINI, Perezida w' Umuryango.

Abaje mu nama:

S/N	UMURYANGO	AMAZINA	UMUKONO
1	STEERING COMMITTEE	- Arch. (rtd) Emmanuel M. KOLINI - Rev. Eustache KARANGWA - Pastor GATAHA Straton - Mr. Eric MUNYEMANA	(sé) (sé) (sé) (sé)
1	PEAR	- Archbishop RWAJE Onesphore - Bishop MUVUNYI Louis - Rev. MASHYAKA Anastase	(sé) (sé) (sé)
2	AER	- Bishop Enoch FUSINGIZIMANA - Rev. GAHUNGU BUNINI - Rev. Eson MANIRAGABA - Pastor MUKANSANGA Stephanie - Rev. MANIRIHO Vincent	(sé) (sé) (sé) (sé) (sé)
3	CPR	- Dr GATWA Tharcisse - Rev. MFITUMUKIZA André - Rev. Theophile RUGUBIRA - Rev. Denys RUTAYIGIRWA - Pastor MUKAMBUGUJE Esther	(sé) (sé) (sé) (sé) (sé)

Ku murongo w'ibygwa hari ingingo zikurikira:

Inama yasuzumye gahunda yateganijwe yemeza ko ingingo zikurikira arizo zigwaho:

1. Gusuzuma ubugororangingo bwabwawe mu nama yo kuwa 13 /11/2012 ku mushinga uhindura amategekoshingiro y'umuryango;
2. Kwemeza ihindurwa ry'amategekoshingiro y'Umuryango;
3. Gushyira umukono kuri "Proces verbal" no kumategekoshingiro y'umuryango avuguruye;

Uko inama yagenze n'imyanzuro yafashwe:

Nyuma yo gusoma Umushinga w'Amategekoshingiro y'Umuryango ushingiyeye ku idini, Rwanda Purpose Driven Ministries /P.E.A.C.E. Plan, nk'uko wasuzumwe bwa mbere kuwa 13/11/2012 no kuyakorera ubugororangingo abagize Inteko Rusange, bemeje kandi bashyize umukono ku Mategeko ahindura Umuryango.

Inama yemeje ko Umunyamuryango FOBACOR watangiranye n'uyu muryango ariko akaba atarabona ubuzimagatozi azinjira muri uyu muryango atagombye kubanza kubisaba mu gihe azaba amaze kubona ubuzimagatozi. Yashishikarijwe gushaka ubuzimagatozi bitarenze ukwezi k'Ukuboza 2012 kugira ngo Inteko Rusange Idasanzwe izatora inzego z'uyu muryango izatumizwa muri Mutarama 2013 izaterane FOBACOR nayo ishobora kuba yahagararirwa.

Izo ngingo zirangiye, inama yashoje imirimo yayo.

Bikorewe i Kigali, kuwa 20/11/2012.

Umuvobozi w'Inama:

Archbishop (rtd) Emmanuel M. KOLINI, (sé)

Perezida akaba n'Umuvugizi w'Umuryango

RWANDA PURPOSE DRIVEN MINISTRIES / P.E.A.C.E. PLAN

ILISITI Y'ABANYAMURYANGO

1. ALLIANCE EVANGELIQUE AU RWANDA (**AER**)
2. PROVINCE OF ANGLICAN CHURCH OF RWANDA (**PEAR**)
3. CONSEIL PROTESTANT DU RWANDA (**CPR**)
4. FORUM OF BORN AGAIN CHURCHES AND CHRISTIAN ORGANIZATIONS (**FOBACOR**)

(sé)

Apostle GITWAZA
Rwanda Purpose Driven Ministries / P.E.A.C.E. Plan
Perezida n'Umuwugizi

DECLARATION YA PEREZIDA NA VISI PEREZIDA BEMERA
GUHAGARARIRA UMURYANGO Rwanda Purpose Driven
Ministries/P.E.A.C.E Plan

Kigali, kuwa 2/4/2013

Jyewe, **Apostle Paul GITWAZA**, nyuma y'amatora abereye mu Nteko Rusange Idasanzwe y'Umuryango Rwanda Purpose Driven Ministries/P.E.A.C.E Plan kuwa 02/04/2013, nemeye guhagararira umuryango nka Perezida n'Umuwugizi wawo.

(sé)

.....

Jyewe, **Rev. MUGISHA Charles BUREGEYA**, nyuma y'amatora abereye mu Nteko Rusange Idasanzwe y'Umuryango Rwanda Purpose Driven Ministries/P.E.A.C.E Plan kuwa 02/04/2013, nemeye guhagararira umuryango nka Visi Perezida n'Umuwugizi usimbura wawo.

(sé)

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