



Building Local Resilience



Profile

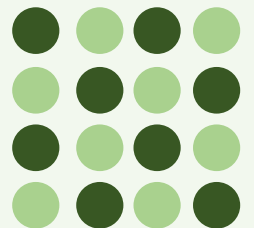


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Organizational Overview

Our History

Fadah Charity Initiatives (FCI) was founded in 2024 and is officially registered with the Corporate Affairs Commission (CAC) of Nigeria under registration number 7639255. The organization was established by a group of over 30 experienced aid workers who had served in senior and field-level positions with both national and international humanitarian agencies. Driven by a shared vision to create a more locally led and accountable response to humanitarian needs, they launched FCI to provide timely, practical, and community-driven support to vulnerable populations. The organization began its work in Dikwa Local Government Area, delivering interventions across key sectors including health, nutrition, water, sanitation and hygiene (WASH), protection, education, and food security and livelihoods. From inception, FCI has prioritized transparency, community ownership, and program quality. The use of local volunteers and field-based teams has helped strengthen trust and improve access in underserved areas. With growing interest from partners and donors, FCI aims to expand its presence to additional LGAs across Borno State and beyond.

Core Values

Fadah Charity Initiatives is anchored on five core values that define how we work, serve, and engage with communities and partners:

- Accountability
- Community Ownership
- Inclusiveness
- Transparency
- Professionalism



Vision Statement

Fadah Charity Initiatives envisions a resilient and inclusive community where vulnerable individuals and communities—especially those affected by conflict, poverty, and displacement—live in dignity, have equal access to essential services, and are empowered to shape their own futures. We aim to contribute to a Nigeria where local communities lead the development and humanitarian response process through active participation, accountability, and sustainable solutions. FCI believes in a future where grassroots structures are strengthened, locally driven interventions are prioritized, and aid empowers rather than replaces. Our vision is rooted in community ownership, transparency, and long-term impact across every area we serve.

Mission Statement

Fadah Charity Initiatives exists to provide inclusive, timely, and community-driven humanitarian and development services that improve lives and restore dignity. We work to strengthen resilience among internally displaced persons, returnees, and host communities through practical interventions in health, nutrition, WASH, protection, livelihoods, and education. Our mission prioritizes accountability, local ownership, and transparency at all levels of implementation. Through engaging local actors and structures, FCI ensures that services are relevant, culturally appropriate, and sustainable. Starting in Borno State, we are committed to expanding our impact across other vulnerable communities in Nigeria as resources and partnerships grow.

Strategic Focus

FCI focuses on delivering timely, community-led humanitarian and development support. We prioritize local ownership, accountability, and low-cost, high-impact interventions across sectors such as health, WASH, protection, livelihoods, and education. Our strategy emphasizes sustainability, localization, and building resilience in conflict-affected and underserved communities, starting from Dikwa, Borno State.

Programmatic Focus

Thematic Areas

Fadah Charity Initiatives (FCI) delivers multi-sectoral humanitarian and development assistance across five core thematic areas, with a strong focus on community needs, inclusion, and sustainability. All interventions are grounded in local realities and implemented with the involvement of community structures and trained volunteers. In the Health and Nutrition sector, FCI supports awareness campaigns on disease prevention, maternal and child health, and malnutrition screening. Target groups include pregnant and lactating women, children under five, and individuals facing limited access to essential health services. FCI works with health volunteers and local facilities to improve health-seeking behavior and referral systems.

Through Water, Sanitation, and Hygiene (WASH), FCI promotes hygiene best practices such as handwashing, safe water handling, and menstrual hygiene. The organization also distributes hygiene kits and rehabilitates water points, especially in crowded camp settings, while training volunteers to lead hygiene promotion. Under Food Security and Livelihoods, FCI supports vulnerable households with food items, small-scale agricultural inputs, and basic vocational skills. These interventions aim to reduce dependence on aid and support early recovery through sustainable income generation.

In the Protection sector, FCI raises awareness on child protection, gender-based violence (GBV), and community safety. It strengthens local referral systems, conducts psychosocial support sessions, and promotes inclusion of women and vulnerable individuals in decision-making processes. FCI's Education interventions support access to learning for displaced and out-of-school children. This includes the distribution of learning kits, community-based teaching sessions, and engaging parents and local facilitators to sustain learning in displacement settings. All thematic areas are guided by community feedback, field assessments, and coordination with government and humanitarian actors to ensure relevant, inclusive, and impactful service delivery.

Target Groups

Fadah Charity Initiatives (FCI) delivers humanitarian and development support to populations most affected by conflict, displacement, and chronic vulnerability in North-East Nigeria. The organization uses a community-based, inclusive, and needs-driven approach to define and reach its target groups. FCI prioritizes those with the greatest needs and the least access to essential services, particularly in underserved and hard-to-reach communities. Internally Displaced Persons (IDPs) make up the majority of the people FCI serves. These are individuals and families who fled their homes due to violence or insecurity and now live in displacement camps, host communities, or temporary shelters. FCI provides support in areas such as health, WASH, nutrition, education, and protection to help restore dignity and reduce suffering among IDPs.

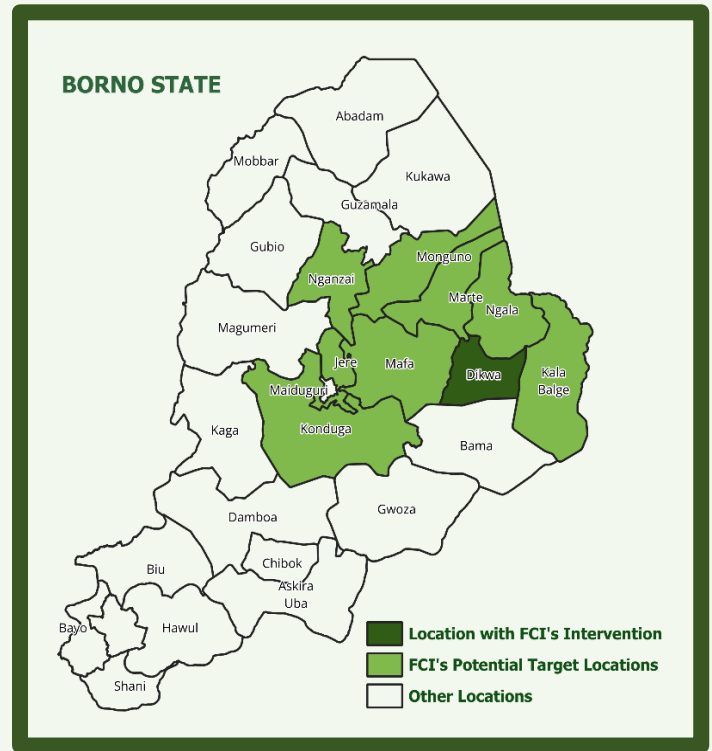
Returnees are also a major focus. These individuals often return to communities where infrastructure and services are limited or nonexistent. FCI supports them with reintegration assistance such as education kits, hygiene items, food support, and referrals for protection or health services. The goal is to support a safe, dignified, and sustainable return process. Host Communities are part of all FCI interventions. These communities, already struggling with poverty or limited services, face additional strain from the presence of displaced populations. Including host populations in assistance prevents tension and promotes cohesion between groups.

Women and children, especially pregnant and lactating women, adolescent girls, and children under five, are prioritized due to their increased risks in humanitarian settings. FCI tailors programs to meet their specific protection, health, and education needs. Persons with Disabilities (PWDs) are intentionally included in planning and activities. FCI ensures accessibility, adapted communication, and active participation of PWDs across all sectors. Targeting decisions are guided by field assessments, community input, and coordination with local authorities and humanitarian partners to ensure relevance, fairness, and impact.

Operational Footprint

Fadah Charity Initiatives (FCI) currently operates in Dikwa Local Government Area of Borno State, North-East Nigeria. Dikwa remains one of the most impacted LGAs in the state due to years of armed conflict, displacement, and overstretched services. It hosts thousands of internally displaced persons (IDPs), returnees, and vulnerable host community members, many of whom reside in formal and informal camps. FCI maintains a field office in Dikwa Town, which serves as the coordination hub for all field operations. The organization delivers services across multiple communities and camps including Masarmari, Agric Camp, Shuwari, Mudu Kaza, Sangaya, and Motorpark. FCI's presence in Dikwa allows for timely response, community engagement, and continuous monitoring.

While Dikwa is the current operational base, FCI has identified additional Local Government Areas for potential expansion. These include Mafa, Ngala, Marte, Kala/Balge, Monguno, Jere, Nganzai, and Konduga. Selection of these LGAs is based on assessed humanitarian needs, displacement trends, access feasibility, and alignment with government and coordination structures. FCI is actively working to build its internal capacity, strengthen its volunteer base, and mobilize resources to scale up into these areas as funding and access permit. Expansion will follow a phased approach, guided by community consultations, risk analysis, and collaboration with key stakeholders. The organization is also participating in local coordination platforms and planning meetings to ensure its activities complement the broader humanitarian response strategy in Borno State.



Approach to Implementation

Fadah Charity Initiatives (FCI) adopts a practical, community-based approach to implementation, focusing on low-cost, high-impact solutions in hard-to-reach areas. All interventions are designed with active community involvement from the planning stage to delivery and monitoring. FCI works through a network of trained community volunteers, who are supervised by Program Officers to carry out field activities such as hygiene promotion, distribution of learning kits, awareness campaigns, and data collection. This structure promotes local ownership, improves access, and reduces operational costs. The organization collaborates closely with traditional leaders, women's groups, youth representatives, and local committees to ensure that services are culturally appropriate and inclusive. FCI also integrates community feedback into ongoing activities to strengthen accountability and quality. Implementation is coordinated from its field office in Dikwa, with regular monitoring visits, weekly team meetings, and monthly reviews to track progress and adjust as needed. This flexible, locally led approach helps FCI remain responsive and rooted in community priorities.



Operational Impact

Community Engagement

Fadah Charity Initiatives (FCI) places community engagement at the center of its programming. In Dikwa, the organization actively involves local leaders, women's groups, youth representatives, and persons with disabilities in identifying needs, planning activities, and monitoring progress. This inclusive approach ensures services are relevant, accepted, and rooted in local realities. Between January and May 2025, FCI engaged over 1,500 community members across six key locations through 20 dialogue sessions and 10 community planning meetings. These forums provided space for community voices to shape intervention priorities and promote transparency. FCI also trained over 50 community volunteers who now support mobilization, hygiene promotion, distribution of learning kits, and awareness activities. Volunteers serve as a bridge between the organization and the people, increasing trust and improving access.

Volunteer Mobilization

Fadah Charity Initiatives (FCI) relies on trained community volunteers as a core part of its implementation strategy. These volunteers are drawn from target communities and play an essential role in ensuring timely and culturally appropriate service delivery. As of May 2025, FCI has trained and mobilized over 50 community volunteers across six locations in Dikwa, including Masarmari, Agric Camp, Shuwari, Mudu Kaza, Sangaya, and Motorpark. Volunteers support daily field activities such as hygiene promotion, community sensitization, learning kit distribution, and assisting in awareness sessions on health and protection topics. Volunteers work under the close supervision of Program Officers, who provide weekly schedules, guidance, and on-the-job coaching to ensure quality and consistency. This model allows FCI to maintain strong community acceptance, reduce operational costs, and respond quickly to emerging needs.

FCI is known for quality service delivery, accountability, and operational transparency.

Community Feedback

FCI has established clear and accessible feedback mechanisms to ensure its programs remain accountable and responsive to the communities it serves. In Dikwa, feedback is gathered through help desks, suggestion boxes, and structured community feedback sessions conducted during and after activities. These mechanisms are functional across intervention locations such as Masarmari, Agric Camp, Shuwari, Mudu Kaza, Sangaya, and Motorpark. Community members use them to share concerns, ask questions, or provide suggestions about the services they receive. All feedback is recorded, categorized, and reviewed weekly by program teams. Urgent issues are addressed immediately, while general suggestions inform project planning, adaptation, and reporting. FCI also provides feedback to communities during dialogue forums, ensuring transparency and closing the feedback loop. This helps build trust, improve service quality, and strengthen relationships between FCI and community members. The system ensures that voices from all groups—including women, youth, and persons with disabilities—are heard and considered in decision-making processes.

Sustainability Efforts

Fadah Charity Initiatives (FCI) prioritizes sustainability by promoting community ownership, building local capacity, and reducing long-term dependency on external aid. All interventions are designed with a focus on continuity, relevance, and integration into existing community structures. FCI works closely with local leaders, women's groups, youth associations, and service providers to ensure that activities align with local priorities and can be maintained beyond the project period. Volunteers from target communities are trained to continue delivering key services such as hygiene promotion, awareness campaigns, and informal education support. The organization also strengthens local referral pathways, links communities with existing government services, and encourages shared responsibility in maintaining facilities and practices introduced through its programs.

Management Structure

Board of Directors

The Board of Directors of Fadah Charity Initiatives (FCI) is composed of three core management members: the Chief Executive Officer (CEO), the Program Director, and the Support Director. Together, they provide strategic leadership, approve key decisions, and ensure the organization operates within its mission and values. The Board meets weekly to review operations, monthly to evaluate program and financial performance, and quarterly to assess strategic direction and organizational growth. Each member contributes specific expertise: the CEO leads overall vision and coordination, the Program Director oversees sectoral activities, and the Support Director ensures resources and systems are in place. This internal governance model allows FCI to remain agile, aligned, and accountable. It ensures that strategic decisions are informed by direct field realities and operational data. The Board also provides oversight on compliance, donor reporting, risk management, and partnership development, ensuring transparency and sound leadership across all levels of the organization.

Program Director

The Program Director oversees the planning, coordination, and execution of all programmatic activities at Fadah Charity Initiatives (FCI). This includes managing interventions across the organization's five core thematic areas: Health and Nutrition, WASH, Protection, Livelihoods, and Education. The Program Director ensures that all projects are designed based on identified community needs and implemented in line with humanitarian standards, donor requirements, and internal policies. The Program Director supervises Program Officers, leads weekly planning sessions, monitors field implementation, and reviews activity reports to ensure quality and accountability. The role also involves supporting proposal development, coordinating assessments, and ensuring timely reporting of project outcomes. As a member of the Board of Directors, the Program Director contributes to high-level decision-making and strategic direction. The position also ensures that internal controls, documentation, and reporting are maintained to a high standard.

Chief Executive Officer

The Chief Executive Officer (CEO) provides overall leadership, coordination, and strategic oversight for Fadah Charity Initiatives (FCI). As head of the organization and Secretary to the Board of Directors, the CEO is responsible for guiding the vision, mission, and direction of all operations. The role includes supervising both programmatic and support functions, ensuring smooth coordination between departments, and making final decisions on resource allocation, planning, and compliance. The CEO represents FCI in high-level engagements with donors, government agencies, UN partners, and other NGOs. The position also ensures participation in coordination platforms and sector meetings to align FCI's interventions with wider humanitarian goals. The CEO leads weekly operational meetings, monthly performance reviews, and quarterly strategic planning sessions with the Board. This role is central to maintaining organizational accountability, transparency, and timely decision-making. The CEO also supports proposal development, partnership building, and long-term sustainability planning across all areas of work.

Support Director

The Support Director is responsible for managing all non-programmatic operations at Fadah Charity Initiatives (FCI), including finance, logistics, procurement, administration, and human resources. This role ensures that the systems and structures necessary for effective program delivery are in place, functional, and aligned with both organizational policies and donor requirements. The Support Director oversees budgeting, expenditure tracking, recruitment, asset management, and procurement processes, ensuring transparency, accountability, and compliance. The role works closely with the Program Director and CEO to coordinate field support, reduce operational delays, and strengthen risk management systems. Weekly operations meetings are led by the Support Director to resolve administrative, financial, or logistical challenges and to support timely field implementation. The position also ensures that internal controls, documentation, and reporting are maintained to a high standard.

Program Department

The Program Department at Fadah Charity Initiatives (FCI) is responsible for the planning, implementation, monitoring, and reporting of all sectoral activities. It oversees the five thematic areas: Health and Nutrition, WASH, Protection, Food Security and Livelihoods, and Education. The department is led by the Program Director and supported by Program Officers and field teams, including trained community volunteers. The department conducts regular field assessments, community consultations, and planning sessions to ensure all interventions are responsive, inclusive, and based on actual needs. It also ensures alignment with donor requirements and national humanitarian coordination frameworks. Program Officers are assigned to specific sectors or locations and are responsible for supervising daily activities, collecting field data, and ensuring quality service delivery. Weekly meetings are held to review progress, resolve challenges, and adjust plans as needed. The department works closely with the MEAL Officer to track performance, collect feedback, and improve program quality. Coordination with the Support Department ensures that logistics, staffing, and supplies are in place for timely implementation. Through community participation and structured supervision, the Program Department ensures that FCI delivers accountable, relevant, and effective services to affected populations, starting in Dikwa and expanding as operational capacity grows.

Field Implementation Teams

FCI's field implementation teams are made up of trained community volunteers supervised by Program Officers. These teams carry out daily field activities including hygiene promotion, learning kit distribution, sensitization sessions, and beneficiary engagement across target locations. Volunteers are selected from within the communities to ensure acceptance, cultural relevance, and effective communication. Program Officers provide weekly guidance, monitor progress, and submit activity reports. This structure allows FCI to operate efficiently, maintain strong community trust, and deliver timely services in hard-to-reach areas like Dikwa. It also promotes local ownership and builds long-term community capacity.

Support Department

The Support Department at Fadah Charity Initiatives (FCI) provides essential operational services that enable smooth and efficient program implementation. It is responsible for managing finance, human resources, logistics, procurement, administration, and compliance functions. The department is headed by the Support Director and supported by officers and assistants in each functional area. The department ensures that budgets are monitored, expenditures are tracked, and financial reports are prepared in line with internal and donor requirements. It also oversees the procurement of goods and services, ensuring transparency, value for money, and timely delivery. Human resource functions include staff recruitment, orientation, contracts, and performance management. Logistics responsibilities include vehicle management, asset tracking, and warehouse coordination. The administrative unit manages records, facility maintenance, and internal communications. The Support Department holds weekly operations meetings to identify and resolve issues that may affect field delivery. It also works closely with the Program Department to align support functions with activity timelines and field needs. All support systems are designed to meet accountability standards, reduce operational risk, and ensure efficient use of resources. The department plays a critical role in maintaining FCI's integrity, efficiency, and compliance as the organization scales its operations across Borno State.



Organizational Structure



Fadah Charity Initiatives (FCI) operates with a streamlined and functional structure designed for effective coordination and service delivery. The organization is governed by a three-member Board of Directors comprising the CEO, Program Director, and Support Director. The CEO provides overall leadership and oversees both the Program and Support Departments. The Program Department manages all thematic interventions through Program Officers, MEAL staff, and community volunteers. The Support Department ensures logistics, finance, HR, and procurement needs are met. Field activities are implemented by trained volunteers under close supervision, promoting accountability, flexibility, and strong community engagement at every level.

Strategic Partnerships

Government Collaboration

Fadah Charity Initiatives (FCI) maintains strong collaboration with government authorities at both local and state levels to align its interventions with public priorities and ensure regulatory compliance. In Dikwa, FCI engages regularly with the Local Government Council, traditional leaders, and relevant departments such as health, education, and social services. The organization also coordinates with the Borno State Emergency Management Agency (SEMA) to support planning, referrals, and joint assessments. FCI participates in local coordination meetings and contributes to sector response efforts where applicable. To maintain transparency, FCI shares non-sensitive data, activity summaries, and progress updates with relevant authorities. This approach protects beneficiary privacy while promoting collaboration and trust. Government collaboration has helped FCI strengthen community acceptance, ensure access to intervention sites, and align with state-level recovery and development goals, contributing to a more coordinated and sustainable response.

Local Partners

Fadah Charity Initiatives (FCI) works closely with community-based structures and local partners to strengthen ownership, relevance, and sustainability of its interventions. In Dikwa, FCI actively engages with women's groups, youth associations, traditional leaders, religious leaders, and camp-based committees to co-design, implement, and monitor activities. These local actors play a central role in mobilization, need identification, referral support, and feedback collection. FCI also partners with local service providers and informal networks to enhance access and promote continuity of services. By working through trusted community structures, FCI ensures its interventions are culturally appropriate, accepted, and responsive. This collaboration not only enhances service quality and accountability but also helps build local capacity. FCI is committed to strengthening these partnerships as it expands to other LGAs, with the aim of promoting locally led solutions and reducing long-term dependency on external aid.

UN Agencies and INGOs

Fadah Charity Initiatives (FCI) is actively engaging UN agencies and international NGOs (INGOs) at the field level in Dikwa. While formal partnerships are yet to be established, FCI participates in coordination meetings, joint assessments, and sector-led technical discussions where possible. The organization remains open to collaboration with UN bodies and INGOs to expand coverage, improve technical quality, and access additional resources. FCI is currently being considered for inclusion in the AAP/CEAL Working Group coordinated by UNOCHA in Borno State. As the organization grows and secures more funding, it aims to formalize strategic partnerships to co-implement projects, share learning, and strengthen sector-wide coordination. FCI offers strong local presence, community access, and experience in implementing low-cost, high-impact activities—making it a valuable partner for international actors seeking to localize delivery and improve outcomes. The organization welcomes collaboration to deliver accountable, community-led humanitarian assistance.

NGO Networks and Coordination

Fadah Charity Initiatives (FCI) actively participates in local and sectoral coordination platforms to align its interventions with broader humanitarian efforts and avoid duplication. In Dikwa, FCI engages in field-level coordination meetings with other NGOs and humanitarian actors to share updates, identify gaps, and strengthen referrals. The organization also attends sector-specific working groups—such as WASH, Protection, and Education—where it contributes field insights and aligns its activities with technical standards. FCI collaborates informally with both national and international NGOs operating in similar locations and is open to joint implementation opportunities where values and goals align. These platforms improve information flow, ensure accountability to the response system, and promote learning and resource sharing. As FCI expands into other LGAs, it remains committed to active coordination as a core principle for effective and collective impact.

Quality Assurance

Monitoring, Evaluation, Accountability, and Learning

Fadah Charity Initiatives (FCI) integrates MEAL into all programs to ensure relevance, effectiveness, and accountability. A designated MEAL Officer oversees the development of activity tracking tools, monitors field progress, and compiles data for reporting and decision-making. Community feedback mechanisms—such as help desks, suggestion boxes, and focus group discussions—are used to gather regular input from beneficiaries across all locations, including camps like Masarmari, Shuwari, and Motorpark. FCI conducts routine field visits, activity spot-checks, and review meetings to assess implementation quality and make timely adjustments. Lessons learned are documented and shared with program teams to strengthen future interventions. MEAL findings also inform proposal development, sector coordination meetings, and internal planning. The MEAL approach ensures transparency, promotes community participation, and supports continuous improvement across all sectors.

Donor Compliance and Reporting

FCI is fully committed to meeting all donor compliance requirements and reporting standards. The organization ensures that every project is implemented in line with approved budgets, timelines, and contractual obligations. Program and support teams work together to generate timely and accurate narrative and financial reports. Reports are shared as scheduled and include activity updates, challenges, and lessons learned. FCI maintains proper documentation and audit-ready records to promote transparency and accountability. Internal reviews are conducted to verify spending, track output delivery, and ensure that donor funds are used efficiently and for intended purposes. The organization welcomes audits, spot-checks, and partner reviews as part of its accountability framework. FCI views donor compliance not just as a requirement, but as a tool to improve quality and build trust with partners and communities alike.



Community Feedback Mechanisms

Fadah Charity Initiatives (FCI) ensures that affected populations have a safe and accessible way to share feedback, complaints, and suggestions. In Dikwa, FCI operates help desks, suggestion boxes, and direct feedback sessions across camps including Masarmari, Shuwari, Sangaya, Mudu Kaza, and Motorpark. These mechanisms are managed by trained staff and volunteers who collect and log feedback weekly. All information is reviewed by the program team to identify concerns, inform program improvements, and close feedback loops. Community members are also updated on how their feedback is used through dialogue sessions and community announcements. FCI prioritizes confidentiality and responsiveness, especially when dealing with sensitive feedback. These mechanisms build trust, improve service quality, and ensure that interventions remain aligned with community needs. Feedback is also integrated into MEAL reports and shared during team review meetings for ongoing learning and accountability.

Internal Control and Monitoring

Fadah Charity Initiatives (FCI) maintains a strong internal control system to ensure transparency, efficiency, and accountability across all operations. The Support Department, under the leadership of the Support Director, oversees financial tracking, procurement, logistics, and human resource management. Internal checks are conducted regularly to verify that resources are used according to approved budgets and policies. Procurement processes follow clear procedures to avoid conflict of interest and ensure value for money. The organization maintains detailed records for all transactions and conducts monthly reconciliations. Field activities are monitored through spot-checks, weekly reviews, and supervisor reports. All departments participate in internal planning and review meetings to identify gaps, mitigate risks, and ensure alignment. These controls help prevent misuse, support donor compliance, and protect organizational integrity. FCI continues to strengthen these systems as operations grow and expand to other LGAs.

Project Risk Management

Fadah Charity Initiatives (FCI) takes a proactive approach to project risk management by identifying, analyzing, and addressing potential risks throughout the project cycle. Common risks include insecurity, funding delays, logistical disruptions, and community resistance. FCI conducts risk assessments during project planning and updates mitigation strategies during implementation. Security briefings are held regularly to guide field movement, while flexible planning helps the team adapt to access or supply chain issues. Financial and operational controls are in place to prevent fraud, mismanagement, or non-compliance. Community engagement and feedback mechanisms reduce social and reputational risks by building trust and resolving concerns early. The organization also maintains contingency plans for critical functions and ensures staff are trained on safety protocols and code of conduct. FCI reviews risks during monthly management meetings to track emerging issues and adjust as needed, ensuring effective, safe, and accountable program delivery.

Annexes

Supporting Documents

Annex Number	Document Title	Access to the Document
Annex 1	Certificate of Incorporation	Access from FCI OneDrive
Annex 2	Constitution of Fadah Charity Initiatives	Access from FCI OneDrive
Annex 3	Organizational Structure (Organogram)	Access from FCI OneDrive
Annex 4	Tax Identification Number (TIN) Certificate	Access from FCI OneDrive
Annex 6	Official FCI Logo	Access from FCI OneDrive
Annex 7	FCI's Location of Intervention Map	Access from FCI OneDrive

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