

USAFI



UNITED STATES AND AFRICA INITIATIVES

**BUILDING, ACCELERATING, AND TRANSFORMING
CAPACITY BUILDING THROUGH DEEPER ENGAGEMENT
AND PARTNERSHIPS BETWEEN THE USA & AFRICA**

2026–2030

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I. MESSAGE FROM THE FOUNDER & CEO

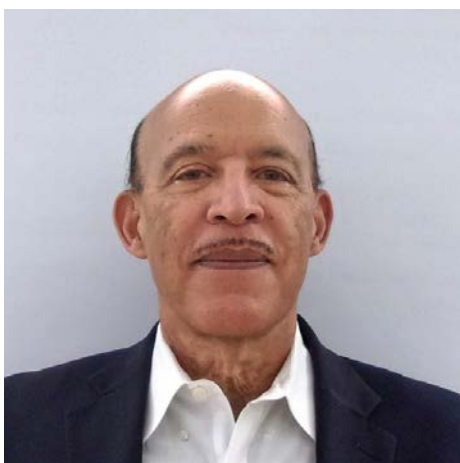
The political and philanthropic landscapes undergirding Africa’s social sector are changing rapidly. Funding priorities are shifting, civic space is tightening in some regions, and communities are being challenged to do more with fewer resources. At this historical moment, USAFI’s role is clear: to strengthen the ecosystem by investing in people, partnerships, and programs that build long-term resilience.

Our 2026-30 Strategic Roadmap outlines four investment priorities that align with USAFI’s core portfolios—Ecosystem Sustainability, Youth Empowerment, Academic Partnerships, and Diaspora Engagement. These priorities reflect where we believe catalytic action is most needed and where USAFI can add the greatest value.

We plan to launch IMPACT 100 AFRICA to mobilize diaspora philanthropy that will channel resources to programs, projects and initiatives in Africa. We are aiming to roll out an HBCU–Africa Initiative to deepen academic collaboration and expand global learning opportunities. Through the Youth Entrepreneurship and Employment Partnership for Africa (YEEPA) Network, young people with the skills and passion for entrepreneurship and innovation will be supported to work together with their peers, provided opportunities for mentorship, internship and other volunteer opportunities that can pave the way forward for meaningful livelihoods. And we will continue to assist with a wide range of Sustainable Development challenges by supporting organizations and leaders working at the frontlines of community transformation, encouraging academic partners and Diaspora leaders to be more engaged in deploying the skills, talents, and resources they have as agents of change.

This roadmap is both a statement of commitment and an invitation. It reflects our belief that sustainable development in Africa emerges when communities are empowered, institutions are strengthened, and the diaspora is meaningfully engaged. I am grateful to every USAFI partner who shares this vision and walks with us in this work.

Together, we can build a more connected, resilient, and equitable future for Africa working closely with the global diaspora as well as other well-meaning allies and partners who are committed to sustainable development.



Solomon Belette
Founder & CEO
U.S. Africa Initiatives





USAFI: A BRIEF HISTORY (2023-2025)

Over the past three years, US Africa Initiatives (USAFI) has laid a strong foundation for its long-term vision and is now poised to launch its 2026–2030 Strategic Roadmap. Between 2023 and 2025, USAFI focused on institution-building, partnership development, program innovation, and global visibility—creating the infrastructure and credibility needed to scale its mission.

ORGANIZATIONAL DEVELOPMENT

USAFI established its LLC structure in September 2022, recruited a dedicated leadership team and Board of Trustees, created its public-facing website, and secured a fiscal sponsor to support early operations. These steps formalized USAFI's identity and positioned it for responsible growth.

PROGRAM LAUNCHES AND COMMUNITY ENGAGEMENT

USAFI introduced the Global Africa Community Hive (GACHi) in May 2025, a platform designed to connect African and diaspora leaders. It also launched the TAP on Africa webinar series, which has convened experts and practitioners around critical development issues.

STRATEGIC PARTNERSHIPS

USAFI cultivated significant partnerships across the United States and Africa, strengthening its ability to mobilize talent, resources, and collaborative action. These partnerships have become essential pillars for USAFI's emerging ecosystem.

FUNDRAISING AND IMPACT INITIATIVES

USAFI led and supported targeted fundraising campaigns that advanced school meals in Kenya, STEM education in Rwanda, and early childhood education in Ghana. These initiatives demonstrated USAFI's commitment to community-centered development and tangible impact.

THOUGHT LEADERSHIP AND GLOBAL VISIBILITY

USAFI's profile expanded considerably as its Founder participated in the UN Permanent Forum for People of African Descent, joined Catalyst Now, presented at the 2025 Pan African City EXPO Symposium, and served as a panelist at the 5th Annual African Cultural and Community Well-Being Summit. USAFI also convened a Nairobi Roundtable on sustainability and published a widely disseminated report.

NONPROFIT INCORPORATION

In 2026, USAFI formally incorporated USAFI Impact as a 501(c)(3) nonprofit organization, marking a major milestone in its institutional evolution.

CONCLUSION

These accomplishments collectively position USAFI to move confidently into the next phase of its work. The 2026–2030 Strategic Roadmap builds on this momentum, outlining a bold, collaborative, and scalable vision for impact across the African world.

II. VISION, PURPOSE, MISSION, VALUES



Vision

To institutionalize scalable, equitable networks for African and diaspora leaders—rooted in mentorship and cross-pollination of talent, building institutional capacity, and legacy-building



Purpose

US Africa Initiatives (USAFI) overarching purpose is to catalyze, convene, and connect US professionals with civic, nonprofit, and educational leaders in Africa to provide technical assistance and capacity building. In addition, USAFI will take the lead in establishing a global engagement network that is committed to sustainable and equitable solutions to challenging issues faced by civic, nonprofit, and educational institutions in Africa.



Mission

USAFI connects and mobilizes US and Diaspora talent with various African organizations and institutions to build and bolster their capacity through collaborative and strategic engagement that results in resilience and sustainability. Advance sustainable development by connecting African organizations with diaspora talent, strategic partnerships, and proven tools.

WHY WE EXIST

Empowering Africa's vital grassroots CSOs and NGOs—join our global community of changemakers to connect, engage, and support local impact.

CORE VALUES

A sustaining organization that is fully staffed, funded, and self-sustaining beyond the founders and has the capacity to help organizations at any size. The USAFI infrastructure will stand the test of time.

What we stand for - Being a catalyst for the inherent capacities of Africans to bring about positive, sustainable change.

What we stand against - Western "savior" complex, and Isolationist ideologies.

BRAND PROMISE

African's achieve sustainable development through their own human capital and assets in partnership with individuals, organizations, and institutions in the US.



VALUES

CLARITY

knowing well what our value propositions are and the expectations of ourselves and others in order to avoid ambiguities

CONSISTENCY

living up to the expectations of ourselves and others that we can be relied upon to follow through based on plans and processes that have been developed

SOCIAL EQUITY

a commitment to fairness, respect, and appreciation of the diversity of ideas, talents, and perspectives necessary to work collaboratively in achieving justice and systems changes

INTEGRITY

adherence to strong moral values and ethical principles undergirding the relationships and partnerships we form with others

TRANSPARENCY

honest, truthful, and timely disclosures that helps maintain a level playing field of equal advantage to all parties involved

RESPONSIBILITY

we must respect those who are committed to our mission by ensuring that we will carry out our work without undue risks and liabilities to our stakeholders

ACCOUNTABILITY

to openly provide all the necessary measures that reflect both successes as well as failures and putting a plan in place for further growth and development as an organization committed to excellence

III. THE USAFI MANIFESTO

U.S. Africa Initiatives | Empowering Africa's established and emerging leaders to meet societal challenges through diaspora engagement, expert technical assistance, and skillfully-organized convenings to work towards transformative systems change



As we enter into a new chapter in USAFI's evolutionary history, our commitment is stronger than ever to turn our vision (described later in this document) into reality, working hand in hand as a team that is dedicated to effectively implement our goals and strategies for 2030.

Our approach is unique and has many facets to it. It consists of many different activities designed to disrupt the barriers affecting real and meaningful growth in the capacity development of non-governmental entities serving Africa's growing population. We believe this work requires genuine and authentic partnership and collaboration with our partners and allies in Africa and in the US.

USAFI's work is about opening the cracks and dismantling the challenges that our partners have identified as a priority and joining them as equal partners with a common and shared purpose.

We are entering a new chapter in USAFI's history with a clearer sense of the issues that are challenging capacity development and growth and the opportunities to make a real difference. Hence, we have identified four portfolio areas, Ecosystem Sustainability, Youth Entrepreneurship, Diaspora Engagement, and Academia to Academia Partnerships. These will be the four focus areas that will demand our time, talent, and treasure.



IV. USAFI'S TOOLKIT

VALUE PROPOSITION

Differentiate USAFI through diaspora expertise, systems-level impact, and market clarity.

Reputation

Position USAFI as a trusted intermediary across U.S.–Africa networks.

Relevance

Maintain a meaningful role in regional development and respond rapidly to emerging needs.

STRATEGIC ACTION

Align initiatives and operations with clearly defined priorities and measurable outcomes

Tools and Expertise

Deploy proven frameworks, matching tools, and technical assistance platforms to support partners effectively

Partnerships

Evolve from connector to catalyst; launch regional hubs in Kenya (2026), Ghana (2027), and Zambia (2028).

SUSTAINABILITY

Build a viable business model and governance structure across USAFI's LLC, 501(c)(3), and Foundation entities.

Resource Mobilization

Establish mutually beneficial relationships with clear expectations and shared ownership.

Growth & Expansion

Establish mutually beneficial relationships with clear expectations and shared ownership.

V. STRATEGIC PILLARS

USAFI aims to develop into an enterprise with three pillars

 <p>USAFI LLC</p>	 <p>USAFI IMPACT</p>	 <p>USAFI GIVING</p>
<p>Manage consultants and volunteers</p> <p><i>In development</i></p>	<p>Manage programs, services, initiatives</p> <p><i>In development</i></p>	<p>Manage donations or investments</p> <p><i>In development</i></p>

STRATEGIC PORTFOLIOS



NGO SUSTAINABILITY
(*THRIVE UGANDA INITIATIVE)



YOUTH ENTREPRENEURSHIP
(*YOUTH ENTREPRENEURSHIP AND EMPLOYMENT NETWORK FOR AFRICA YEEPA)






ACADEMIC PARTNERSHIPS
(*HBCU-AFRICA INITIATIVE)



DIASPORA ENGAGEMENT
(*IMPACT 100 AFRICA INITIATIVE)

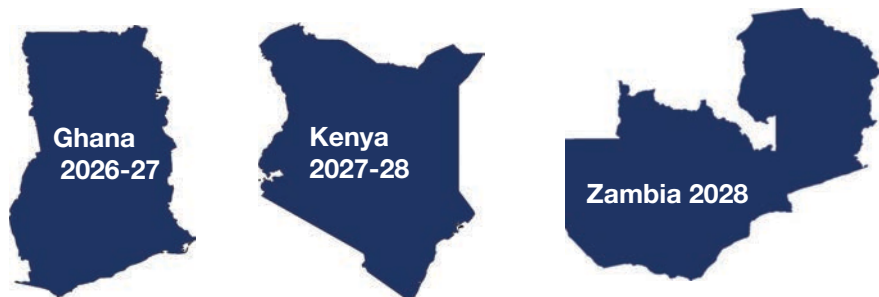
*Strategic flagship initiatives

VI. USAFI IMPACT 2025-2027

STATUS	PROGRAMS 	PROJECTS 	PARTNERSHIPS 
Current	<p>TAP on AFRICA (TAPESTRi)</p> <p>Global Africa Community Hive (GACHi)</p>	<p>Project ABUK (South Sudan, partnership between UC Davis, University of Juba, and USAFI)</p>	<p>My Own Business Institute (MOBI) a partnership in support of basic business proficiency</p> <p>Foundation First (Ghana), Grassroots Development Initiatives Foundation (Kenya) and USAFI</p> <p>Youth Entrepreneurship and Employment for Africa (YEEPA)</p> <p>Nolton Africa and USAFI to strengthen social enterprises, mobilizing sustainable financing, and building resilient institutions.</p>
In Development	<p>Strengthening Collaboration between Academia and Nonprofits (SCAN) US International University, tuiFUND, and USAFI</p>	<p>THRIVE Uganda (a partnership between SINA, MCDI, and USAFI)</p> <p>Youth Technical Skills Training (with Solarise Foundation, USAFI, and TVET) (Kenya)</p>	<p>IMPACT 100 AFRICA, a partnership with the Diaspora community</p> <p>Six Youth Serving Organizations Consortium, CHICHAMP (Malawi), and USAFI</p> <p>Usanii Village Africa Educational Partnership (with Charles R. Drew University and USAFI)</p> <p>The African Capacity Building Foundation (ACBF) and USAFI</p>
Under Consideration	<p>Grants Development Accelerator Program 2.0 (GDAP)</p>	<p>Victoria Falls University Agri-Tech Innovation (Zambia)</p> <p>African Refugees Education Network in America (ARENA) (, a partnership between USAFI, UNHCR, IGAD, and Academic Institutions in Africa</p>	<p>HBCU-AFRICA Initiative with Clark Atlanta University and several institutional partners</p> <p>Makerere University (Uganda) and US institutions</p> <p>(Global Alliance for Development and Entrepreneurial Philanthropy (GADEF) and USAFI on fundraising and donor management</p>



VII. REGIONAL HUBS



The SRM calls for establishing three regional hubs that will help facilitate USAFI deeper engagement and partnership development in Africa. The activities of the Regional Hubs will be designed and overseen by a USAFI Trustee from one of the three African countries, Ghana, Kenya, or Zambia. The Hubs will be aided by “Consultative Commissions” and “Africa Country Representatives” from each region that will have an advisory role and lend their support in the overall capacity development efforts that are needed and perhaps unique to each regional context.

Ghana will be the first regional hub with the West Africa Regional Hub being established in Accra. The time frame for completion is 2026-27. Kenya will be the second regional hub with the East Africa Regional Hub being established in Nairobi. The time frame for completing this 2027-28. Zambia will be the third regional hub with the Southern Africa Regional Hub being established in Lusaka. The time frame for completing this is 2028.

Additional countries of interest to form regional clusters in East, West, and Southern Africa: Cameroon, Ethiopia, Liberia, Malawi, Nigeria, Rwanda, Sierra Leone, South Sudan, Tanzania, Uganda

VIII. STRATEGIC ROADMAP

- A. Executive Summary
- B. SRM Process
- C. SRM Implementation Structure
- D. SRM Phases & Milestones



A. USAFI 2030 SRM – EXECUTIVE SUMMARY

OVERVIEW

The USAFI 2030 Strategic Road Map (SRM) outlines a bold five-year plan to accelerate capacity building and systems transformation across Africa. Rooted in deep partnerships and diaspora engagement, USAFI aims to institutionalize scalable, equitable networks that empower African civil society, youth, and academic institutions through technical assistance, collaboration, and sustainable development strategies.

VISION & PURPOSE

USAFI envisions scalable, equitable networks for African and diaspora leaders, fostering mentorship, institutional capacity, and legacy-building. Its purpose is to catalyze, convene, and connect U.S. professionals with African civic, nonprofit, and educational leaders to co-create sustainable solutions.

STRATEGIC PORTFOLIOS

USAFI's work is anchored in four core portfolio areas: (1) NGO Sustainability, (2) Youth Entrepreneurship, (3) Diaspora Engagement, and (4) Academic Partnerships.

STRATEGIC PILLARS

The four Strategic Portfolios are supported by three operational pillars: USAFI LLC (Consulting), USAFI Impact T (Programming), and USAFI Ubuntu Generosity (Giving).

2030 GOALS

Key goals include: hiring a full executive team, launching regional hubs in Ghana, Kenya, and Zambia, and achieving \$5.5M in diversified revenue. USAFI will deliver programs, projects, and partnerships that strengthen African institutions and foster diaspora collaboration.

USAFI ENTERPRISE MODEL

USAFI operates as a three-legged enterprise: a consulting LLC, a 501(c)(3) nonprofit (USAFI Impact), and a philanthropic arm (UBUNTU Giving). This model ensures a diversified revenue base that contributes to sustainability, strategic alignment, and impact across sectors.

REGIONAL HUBS

Three regional hubs will be established in Kenya (2026), Ghana (2027), and Zambia (2028), each led by a Trustee and supported by Consultative Commissions and Country Representatives to ensure localized engagement and a coordinated capacity development effort.

B. SRM DEVELOPMENT PROCESS

The 2030 USAFI Strategic Road Map has first and foremost been the work of its Trustees and Leadership Team working together. A number of drafts were circulated throughout the development of the SRM.

In addition, outside consultants have also provided invaluable time and effort in assessing and evaluating USAFI's strategic positioning in the international development landscape. These efforts have helped further clarify USAFI's value proposition, uniqueness of its brand, and business development and growth strategies over the next five years.

USAFI leaders have also conducted multiple surveys of partner organizations, followers, and members to better understand the key challenges in capacity development and to ultimately determine USAFI's four portfolio focus areas as priorities going forward.

In addition, regular consulting with our partners in Africa, representing a cross-sector of players including funders, allies, and concerned institutions have also contributed ideas and insights that has helped shape our thinking and enriched it beyond measure.

The three pillars and the four portfolios described in the SRM are unique constructs that are tailor made for USAFI's ongoing work. What will hold these two together to work in alignment and synergistically are the dedicated team members and partners of USAFI.





C. SRM IMPLEMENTATION STRUCTURE

USAFI's three Pillars, as described above, will benefit from three distinct roles and activities: Oversight, Management, and Advisory or OMA.

Trustees and Board of Directors will carry out the oversight duties as required by law in providing governance, strategic, and fiduciary responsibilities.

Management duties will be left to the **Executive Team and the Leadership Team** assisted, as necessary, by skilled volunteers.

Advisory duties will be provided by a range of individuals who can offer strategic advice based on their knowledge and expertise in the four portfolio areas identified. **Consultative Commissions** that are region-based will also be expected to work closely with the Trustees assigned to each Regional Hub as a source of knowledge and expertise of the issue areas that are pertinent and relevant to USAFI's four focus portfolio areas. Commissioners are expected to serve in a leadership role within their respective organizations and considered strategic allies of USAFI.

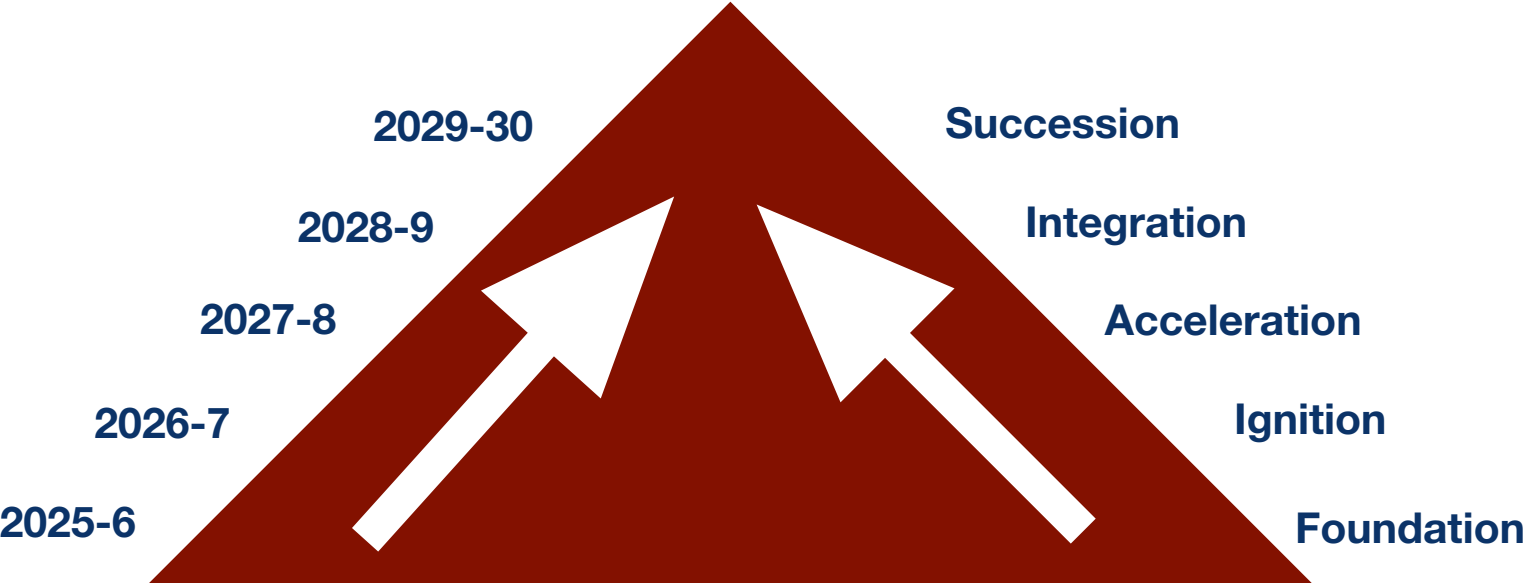
GOVERNANCE

PURSUE A NON-PROFIT AND FOUNDATION ARM

SECURE A 501-3 STATUS

DEVELOP A STRATEGY TO ESTABLISH A FOUNDATION ARM

D. SRM PHASES AND MILESTONES



We envision going through five phases in implementing USAFI's strategic goals.



USAFI 2025–2030 TIMELINE

Five Phases of Progressive Growth designed to build, strengthen, and deepen impact, preparing for long-term sustainability and succession.

1. FOUNDATION (2025–2026)

Establishes the **structural, operational, and relational groundwork** for USAFI's long-term vision. Key milestones include formalizing governance, refining the mission and program architecture, building core partnerships, and developing the systems, tools, and brand identity needed.

2. IGNITION (2026–2027)

Marks the **launch of USAFI's signature programs** and the activation of early networks across the diaspora and Africa. This phase focuses on **piloting initiatives, testing engagement models, strengthening donor and partner pipelines**, and demonstrating proof of concept through early outcomes and learning.

3. ACCELERATION (2027–2028)

USAFI **expands its reach, deepens program delivery, and strengthens cross-regional collaboration**. Data-driven refinement, increased resource mobilization, and the scaling of successful pilots define this phase. USAFI begins to operate as a recognized hub for diaspora engagement and youth empowerment.

4. INTEGRATION (2028–2029)

Emphasizes institutional partnerships, ecosystem building, and embedding USAFI's frameworks within broader regional and continental initiatives.

5. SUCCESSION (2029–2030)

Long-term continuity and leadership transition focusing on codifying systems, documenting institutional knowledge, strengthening governance, and cultivating the next generation of leaders. By 2030, USAFI positions itself as a mature, resilient, and globally connected institution ready for its next chapter.

2030 GOALS

Date	Personnel	Portfolios	Revenue	Administration	Regional Hubs
2025-26	Recruit Staff, Volunteers, Interns	Portfolio Development	200,000	Review and fine tune scope of LLC Establish a 501c-3 Create a DAF	Planning for the creation of three regional hubs
2026-28	Interim ED Resource Mobilization Deputy Chief of Programs Fractional CFO	Roll out Portfolios <i>1. Develop & foster international partners; 2. Mobilize and engage youth; 3. Match and activate GACHi members; 4. Develop and actualize key initiatives</i>	400,000	Create the leadership structure to support USAFI Enterprise – Trustees and Board of Directors	Establish Regional Hub #1
2027-28	IT CPO	Manage Portfolios	800,000	Continue to build a pipeline for Trustee and BOD roster	Establish Regional Hub #2
2028-29	HRO	Grow Portfolios	1,600,000	On board new BOD	Establish Regional Hub #3
2029-30	COO	Evaluate Portfolios	2,500,000 4. See below	Evaluate Governance	Evaluate Regional Hubs

1. 50+ institutional partnerships developed
2. 500 + youth engaged and mobilized to participate in entrepreneurship
3. 1,000+ GACHi members matched and activated
4. 250 Women participate in the IMPACT 100 Diaspora Chapter Giving Initiative
5. \$5.5 million generated through a diversity of funding sources over 3-5 years



PERSONNEL

Recruit Staff in gradual increments

INTERIM CEO

CHIEF RESOURCE MOBILIZATION OFFICER

CHIEF OF PROGRAMS

FRACTIONAL CFO

DEPUTY CHIEF OPERATIONS OFFICER

CHIEF PARTNERSHIP OFFICER

HUMAN RESOURCES OFFICER

CHIEF OPERATIONS OFFICER

PORTFOLIOS

Roll out the four core portfolio initiatives

NGO SUSTAINABILITY

Capacity building for African civil society organizations (CSOs), focusing on governance, fundraising, and program design.

YOUTH EMPOWERMENT

Matching African youth with diaspora mentors to foster leadership, innovation, and civic engagement.

DIASPORA ENGAGEMENT

Mobilizing diaspora talent to support African institutional development through technical assistance and strategic partnerships.

ACADEMIC PARTNERSHIPS

Facilitating cross-border research, knowledge exchange, and institutional collaboration between African and U.S. universities.

REVENUE MODEL

Acquire revenue from multiple sources and strategies

Anchor, align, and solidify USAFI's business model

ESTABLISH AND GROW DONOR ADVISED FUNDS

UBUNTU GIVING Generate donations to support Campaigns, Charities, and Collaboratives

USAFI IMPACT 501 C-3

revenue generated from grants and contracts

USAFI LLC

fees generated from consultants, investors, etc

USAFI ENTERPRISE REVENUE PROJECTIONS & SOURCES

Date	Revenue	Ubuntu Giving DAF (30%)	Impact C-3 (50%)	Servicing LLC (20%)	Total All (100%)
2025-26	200,000	60,000	100,000	40,000	200,000
2026-27	400,000	120,000	200,000	80,000	400,000
2027-28	800,000	240,000	400,000	160,000	800,000
2028-29	1,600,000	480,000	800,000	320,000	1,600,000
2029-30	2,500,000	750,000	1,250,000	500,000	2,500,000
FIVE YEARS	5,500,000	1,650,000	2,750,000	1,100,000	5,500,000

ADMINISTRATION

PURSUE A NON-PROFIT AND FOUNDATION ARM

SECURE A 501-3 STATUS

DEVELOP A STRATEGY TO ESTABLISH A FOUNDATION ARM

USAFI is committed and resolved to pursue the ideas and actions described in the SRM; conforming and committed to the pillars, portfolios, and principles guiding our work over the next five years; adhering closely to the mission and vision crafted by USAFI's leadership to remain a valued and trusted intermediary that can help build, accelerate, and transform the capacities of our African partners.

We are extremely grateful to all of the USAFI trustees and leadership team for their enormous contributions

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