

Shewa Fano Structure and Amhara Defense Force (ADF)

December 2022

Introduction

In response to the multifaceted challenges confronting the Amharas, the largest ethnic group in Ethiopia, the Fano structure has emerged as a proactive initiative. Motivated by the imperative to protect ourselves, the Amharas are mobilizing through an armed Fano resistance to counter the existential threat posed by Oromuma and other adversaries. This document serves as a foundational guide for the construction and evolution of the Fano structure, subject to potential future revisions. The immediate formation of Fano forces is deemed essential to halt the existential threat faced by the Amharas in Ethiopia, emanating from the Oromuma government and its regional allies comprising anti-Amhara forces.

Essentials of confronting an existential threat

Fighting for an existential threat refers to a situation where armed Fano struggle becomes necessary to protect the very existence or survival of Amhara people and their nation. In such cases, the threat is so severe and immediate that peaceful means are insufficient to address or mitigate it. The followings reasons are some of the main key points why Fano forces are fighting to repel and stop the existential threat faced by Amharas:

1. **Preservation of life:** When Amharas faced with an existential threat, armed Fano struggle is necessary to protect the lives and well-being of individuals who are directly at risk. This could include defending against acts of aggression, terrorism, or genocide.
2. **Defense of sovereignty:** Armed Fano struggle is necessary to protect the territorial integrity, political independence, and national sovereignty of an Amhara state or community under threat from external and internal forces.
3. **Preventing mass atrocities:** In situations where an existential threat involves the potential for mass atrocities, such as ethnic cleansing or genocide, armed Fano resistance is the only means to prevent or stop these crimes against humanity.
4. **Resistance against extremist ideologies:** Armed Fano is necessary to counter extremist ideologies or groups that pose a direct threat to the values, principles, and way of life of Amhara people and our territories.
5. **Preventing subjugation and oppression:** In cases where an existential threat involves the imposition of oppressive systems or ideologies that would deny basic freedoms and human rights, armed Fano struggle is necessary to resist and protect against such oppression.
6. **Urgency and limited alternatives:** When faced with an imminent existential threat, time may be of the essence, leaving limited options for a peaceful resolution. In such cases, armed Fano struggle is regarded as the only viable means to confront and overcome the threat.
7. **International support and self-defense:** In certain situations, armed Fano struggle for an existential threat may be supported or justified under international law, particularly when it is considered an act of self-defense against an aggressor or when it is recognized as a legitimate struggle-determination. Self-defense is a basic human right.

Examining the essential elements outlined above, it becomes apparent that the Amhara struggle satisfies all the conditions warranting the activation of an armed Fano resistance. Consequently, as has been consistently the case, it is entirely within the prerogative of the Amharas to deploy Fano fighting forces in response to existential threats posed by Oromuma.

What is Fano?

Fano is an individual or a member of a group who actively participates in a struggle for freedom, independence, or liberation from oppressive political, social or economic systems. Fano fighters often engage in various forms of resistance, including protests, guerrilla warfare, civil disobedience, and other actions aimed at challenging and overthrowing oppressive regimes or foreign occupations. Fano will never rest until successfully neutralizing off the enemy anti-Amhara forces. Fanoism is an integral way of life to the Amhara people, it highlights a connection between a cultural of regional identity and the pursuit of freedom and independence. No one can separate Fano from Amharas or Amharas from Fano.

Fano Code of Conducts

- 1- I am Fano, dedicated to defending Amhara people, Amhara lands, territories, and Amhara's way of life. I stand ready to make the ultimate sacrifice in their defense.
- 2- My allegiance is to Amhara people and I will always obey the orders of those Fano leaders who are appointed over me.
- 3- I fully accept the Fano code of military justice manual as the governing body of all Fano units.
- 4- I will never willingly surrender. If in a leadership position, I will not surrender my command members as long as they possess the capability to resist.
- 5- If I find myself captured, I will persistently resist using all available means. I will actively seek to escape and assist others in their escape. I will decline both parole and any special favors offered by the enemy.
- 6- Should I be taken as a prisoner of war, I will maintain loyalty to my fellow prisoners. I will refrain from divulging any information or engaging in actions detrimental to any comrade. If in a senior position, I will assume command; otherwise, I will dutifully follow the lawful orders of those appointed over me and support them in every possible manner.
- 7- In the event that I am captured as a prisoner of war, I am obligated to provide my name and rank, and birthdate when questioned. I will actively avoid responding to additional inquiries to the best of my capability. I will refrain from making any verbal or written statements that are disloyal to any country and its allies or detrimental to their cause.
- 8- I will always remember that I am Fano, fighting for freedom, accountable for my actions, and committed to the principles that have granted Amharas their freedom. I will place my trust in both my faith and in Fano.

Fano structural values

1. Chain of Command: Fano operates under a defined chain of command, where each member has a superior officer to whom they report to and receive orders from.
2. Discipline and Respect: Fano personnel are expected to uphold high standards of discipline and show respect towards superiors, peers, and subordinates at all times. Shewa Fano has its own Fano tribunal court disciplinary system to uphold the rule of laws within Fano ranks.
3. Obedience to Orders: Fano members are required to follow orders promptly and efficiently, as long as they are lawful and ethical.
4. Professionalism: Fano personnel are expected to maintain a professional demeanor both on and off duty, adhering to Fano regulations and standards of conduct.
5. Accountability: Each Fano member is responsible for their actions and must be accountable for their performance, decisions, and the welfare of their subordinates.
6. Duty and Service: Fano members are committed to serving their Amhara state and protecting its interests, often at the risk of their own lives. Duty to the mission and to fellow Fano is paramount.
7. Physical Fitness: Maintaining physical fitness is crucial in Fano. Fanos are expected to meet certain fitness standards and engage in regular physical training.
8. Confidentiality and Security: Fano personnel often handle sensitive information. They must adhere to strict security protocols and maintain confidentiality to protect Fano forces security at all time.
9. Continuous Learning and Professional Development: Fano members are encouraged to continuously learn and improve their skills through training and education programs.
10. Teamwork and Cooperation: Fano emphasizes teamwork and cooperation. Fanos must work together effectively, supporting and assisting one another to accomplish shared goals.

Fano Code of Military Justice

Fano Code of Military Justice (FCMJ) is the law that governs all Fanos in the Shewa Fano Structure.

Shewa Fano Tribunal Court

The Shewa Fano has established its own Fano tribunal court disciplinary system to uphold the rule of law within its ranks. This system is designed to ensure that all members of the Shewa Fano adhere to the prescribed rules and regulations, promoting discipline and accountability.

The Fano tribunal court functions as a separate entity within the Shewa Fano Structure, responsible for addressing disciplinary matters and enforcing consequences for any violations. This internal court system plays a crucial role in maintaining order and upholding the standards of conduct expected from Fano members.

By having its own disciplinary system, the Shewa Fano can effectively address any misconduct or breaches of the established rules. This ensures that the Fano operates with integrity and that members are held accountable for their actions. The Fano tribunal court aims to promote fairness and justice in dealing with disciplinary issues, contributing to the overall professionalism and effectiveness of the Shewa Fano.

Members of Shewa Fano Tribunal court

The Shewa Fano tribunal court is composed of individuals who have the necessary expertise and understanding of the Fano's operations, code of conduct and Fano Code of Military Justice. Qualifications that members of the tribunal court may possess:

1. **Experience in Fano Operations:** Members of the tribunal court are typically individuals who have significant experience serving in the Fano. They are familiar with the Fano's structure, protocols, and the specific challenges and responsibilities that come with being a member.
2. **Knowledge of the Fano's Code of Conduct:** It is essential for members of the tribunal court to have a deep understanding of the Fano's code of conduct. They should be well-versed in the rules and regulations that govern the behavior and actions of Fano members.
3. **Familiarity with the Code:** Members of the tribunal court should be well-versed in the content and provisions of the Fano's code of conduct and Code of Military Justice. They should have a thorough understanding of all the rules, regulations, and guidelines outlined in the code.
4. **Interpretation of the Code:** It is important for tribunal court members to have the ability to interpret the Fano's code of conduct accurately. They should be able to understand the intent and purpose behind each provision and apply them appropriately in different disciplinary cases.
5. **Application of the Code:** Tribunal court members should have the expertise to apply the code of conduct to real-life situations and scenarios. They should be able to assess whether an action or behavior violates a specific provision of the code and determine the appropriate course of action.
6. **Knowledge of Precedents:** Members of the tribunal court should be familiar with past disciplinary cases and decisions within the Fano. This knowledge helps them establish consistency and fairness in their rulings by considering how similar cases were handled in the past.
7. **Awareness of Ethical Standards:** It is important for tribunal court members to understand the ethical implications of the Fano's code of conduct. They should be able to evaluate whether a particular action or behavior aligns with the Fano's values and ethical standards.

8. **Adherence to Due Process:** Members of the tribunal court should have a firm grasp of the principles of due process. They should ensure that all parties involved in a disciplinary case are given a fair opportunity to present their arguments and evidence, and that decisions are made based on a fair and thorough evaluation of the facts.
9. **Legal and Disciplinary Expertise:** Some members of the tribunal court may have a legal background or expertise in disciplinary matters. This can be valuable in ensuring that the court proceedings adhere to legal principles and that decisions are fair, just, and consistent.
10. **Impartiality and Objectivity:** Members of the tribunal court should possess a strong sense of impartiality and objectivity. They should be able to objectively evaluate evidence and arguments presented during hearings and make decisions based on the merits of the case, free from personal bias or influence.
11. **Communication and Analytical Skills:** Effective communication and analytical skills are crucial for members of the tribunal court. They need to be able to understand complex issues, listen to different perspectives, and articulate their decisions clearly and effectively.

Having expertise in these areas allows members of the tribunal court to effectively interpret, apply, and enforce the Fano's code of conduct and Code of Military Justice. This ensures that disciplinary decisions are made with a deep understanding of the Fano's values, principles, and expectations for its members. Also, it is important to note that the exact qualifications and selection process for members of the Shewa Fano tribunal court may vary depending on the specific policies and guidelines set by the Shewa Fano. These qualifications ensure that the tribunal court is composed of individuals who can effectively uphold discipline, fairness, and accountability within the Shewa Fano.

Shewa Fano Tribunal Court Mechanisms

The Shewa Fano tribunal court is an integral part of the Shewa Fano's organizational structure and serves as a mechanism for maintaining discipline and enforcing the rule of law within its ranks by implementing and applying the following disciplinary mechanisms:

1. **Composition:** The tribunal court is comprised of individuals who are experienced and knowledgeable in Fano operations and protocols. These individuals are appointed based on their expertise and understanding of the Fano's code of conduct.
2. **Jurisdiction:** The Fano tribunal court has jurisdiction over all disciplinary matters within the Fano. This includes addressing cases of misconduct, violations of the Fano's code of conduct, and any breaches of the established rules and regulations.
3. **Investigation:** When a disciplinary issue arises, the Fano tribunal court conducts a thorough investigation to gather evidence and facts related to the case. This ensures that decisions are made based on accurate information and that all parties involved have a fair opportunity to present their side of the story.
4. **Hearings and Proceedings:** The Fano tribunal court holds hearings to review disciplinary cases. During these proceedings, both the accused and the accuser have

- the opportunity to present their arguments and evidence. The court also considers witness testimonies and any other relevant information before reaching a verdict.
5. **Verdict and Penalties:** After carefully considering all the evidence and arguments presented, the tribunal court delivers a verdict. If the accused is found guilty, appropriate penalties or sanctions are imposed. These penalties can range from warnings to demotions, suspensions, or expulsion from the Fano, depending on the severity of the offense and passing a death penalty to those who committed the most heinous act as it is subscribed in the Fano Code of Military Justice.
 6. **Appeals Process:** The Fano tribunal court also provides an appeals process for those who believe that a decision was made unjustly or unfairly. This ensures that individuals have an opportunity to challenge decisions that they believe are incorrect or biased.

The establishment of the Fano tribunal court underscores the Shewa Fano's commitment to maintaining discipline, accountability, and the rule of law within its ranks. By having an internal disciplinary system, the Fano can effectively address and resolve issues, promoting a professional and responsible environment for its ranks.

Fano Chain of Command and Leadership Structure

Important notice: The Shewa Central Committee (SCC) plays a vital role in the greater Shewa region, encompassing trusted individuals from current and former Shewa Fano fighters, as well as Shewa Amhara civilians dedicated to the resurgence of Amhara greatness. The SCC holds the ultimate political and military power, making important decisions and conferring Fano ranks to deserving and qualified individuals.

To attain a Fano rank, individuals must meet specific qualification requirements established by the SCC and adhere to the rules, regulations, and the Fano code of conduct. These requirements are put in place to ensure that individuals possess the necessary skills, dedication, and commitment to assume leadership positions within the Fano. It is crucial to respect and follow the established guidelines, as the SCC retains the right to revoke ranks from those who are deemed unfit for leadership.

Additionally, individuals aspiring to become SCC members must also meet specific qualification requirements set by the Shewa Central Committee prior to their membership. These requirements likely encompass factors such as experience, expertise, and a demonstrated commitment to the goals and values of the SCC.

By upholding these qualification requirements and adhering to the established rules and regulations, the SCC aims to maintain the integrity and effectiveness of the Fano and ensure that its leadership is comprised of capable and deserving individuals.

This procedural framework is intended to be replicated in other regions of Amhara until the establishment and full operation of the Amhara Defense Force (ADF). The goal is to transition Fano forces from guerrilla-style fighting setups to a more formal military-like structure. Under

this structure, each Fano force unit will follow a designated chain of command, ensuring a cohesive and organized command structure.

1. Commander-in-Chief: The highest-ranking officer who oversees the entire Fano forces in all regions and makes strategic decisions. All regional Fano generals report to the Commander-in-chief. The Commander-in-Chief (CIC) is a general with extensive leadership experience, who had been leading one of the regional Fano units as a general, and had served in joint task force prior to becoming CIC. After Amharas secure victory, the CIC will be the president or prime minister of an Amhara state. This will be decided by the political wing of our struggle.
2. Joint task Forces: An advisory to the Commander-in-Chief. It is made up of all five regional generals and may have numerous Divisional Units from all regions numbered in hundreds of thousands. The units under the joint task force are the backbone of the Amhara Defense Force.
3. General: The highest-ranking officer within each Fano geographical branches (Shewa, Bete Amhara, Gondar, Gojam, and the rest of Fanos forces outside of these four regions in Ethiopia). They are responsible for leading major operations and providing guidance to subordinate officers in their respective regions.
4. Lieutenant General: These Fano officers assist the generals in their duties and may be in charge of specific geographic regions or operational areas.
5. Major General: They command divisions within the Fano branches, overseeing multiple units and coordinating operations.
6. Brigadier general: In charge of individual brigade.
7. Colonel: In charge of an individual regiment or battalion. They are responsible for training, discipline, and readiness of their respective units.
8. Lieutenant Colonel: These officers serve as second-in-command to the colonel and assist in managing the day-to-day activities of their units.
9. Major: They serve as staff officers, overseeing specific areas such as intelligence, logistics, training, or communications within a larger unit and in command of a company or platoon. They lead smaller groups of soldiers and are responsible for their welfare and mission success.
10. Sergeant Major: In charge of individual platoon or squad.

The following is a ground up structure from the lowest to the highest within Shewa Fano structure.

- Shewa Fano General ሸዋ ፋኖ ጠቅላይ አዛዥ
 - Division 1 (3 - 4 Brigades 10,000 - 20, 000) led by General ክፍለጦር ፩
 - Division 2 (3 - 4 Brigades 10,000 - 20, 000) led by General ክፍለጦር ፪

- Division 3 (3 - 4 Brigades 10,000 - 20, 000) led by General ክፍለጦር ፫
- Division 4 (3 - 4 Brigades 10,000 - 20, 000) led by General ክፍለጦር ፬
- Division 5 (3 - 4 Brigades 10,000 - 20, 000) led by General ክፍለጦር ፭
- Division 6 (3 - 4 Brigades 10,000 - 20, 000) led by General ክፍለጦር ፮
 - Brigade 1 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
 - Brigade 2 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
 - Brigade 3 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
 - Brigade 4 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
 - Brigade 5 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
 - Brigade 6 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
 - Brigade 7 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader

- Brigade 8 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
- Brigade 9 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
- Brigade 10 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
- Brigade 11 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
- Brigade 12 (3 - 5 Battalions 3000 - 5000) led by Brigadier General
 - Battalion (4 - 6 Companies 500 -1000) led by Colonel
 - Company (4 - 6 Platoons 100 - 200) led by Major
 - Platoon (3 - 5 Squads 20 - 50) led by Sergeant Major
 - Squad (6 -10) led by Sergeant
 - Firing Squad (3 - 4) led by Team Leader
- Special Force Unit ልዩ ሀይል ክፍል
 - Intelligence ደህንነት
 - Logistics ሎጀስቲክስ
 - Commando Unit 1 ልዩ ኮማንዶ 1
 - Commando Unit 2 ልዩ ኮማንዶ 2
 - Commando Unit 3 ልዩ ኮማንዶ 3
 - Commando Unit 4 ልዩ ኮማንዶ 4
 - Commando Unit 5 ልዩ ኮማንዶ 5
- Intelligence Unit ደህንነት
- Finance Department/የፋይናንስ ክፍል
 - Led by someone with good understanding of Finance. አዋጊና ተዋጊዎች በፍፁም ፋይናንስ ውስጥ አይገቡም
- Logistics ሎጀስቲክስ
 - Led by Committee ከሁሉም ብርጌዶች በተወጣጣ ሎጀስቲክስ ተወካይ ኮሚቴ ይመራል
 - Supply Department

- Medical Department
- Engineering, Maintenance and Repair Department
- Recruiting and Training Department

Details of each of the above structures

Division

A division typically consists of several brigades or regiments, which are the primary maneuver units. These brigades or regiments can be infantry, armor, artillery, or other specialized units depending on the branch of the Fano and the specific mission.

Each brigade or regiment is composed of several battalions, which are responsible for executing specific tasks or missions. Battalions can be infantry, armor, artillery, engineer, or other specialized units.

Battalions are further divided into companies, which are the basic building blocks of a division's maneuver units. Companies can be infantry, armor, cavalry, or other specialized units.

Companies are composed of platoons, which are the smallest maneuver units within a division. Platoons are led by a lieutenant or a sergeant and consist of several squads or sections.

In addition to these maneuver units, a division also includes various support units that provide logistics, communications, medical, maintenance, and other essential services to sustain the division's operations. These support units can include transportation, supply, signal, medical, engineer, and other support elements.

The specific composition and organization of a division can vary depending on the branch of the Fano and the specific mission it is assigned. Divisions are designed to be self-sufficient and capable of conducting a range of operations, from combat to stability and support tasks. They are the largest tactical units in most Fano organizations and play a crucial role in Fano operations.

Brigade

A brigade typically consists of a large Fano unit that is composed of several battalions, with each battalion consisting of multiple companies. A brigade is usually commanded by a brigadier general or a colonel, and it is designed to be a self-sufficient and flexible fighting force. Brigades can vary in size and composition depending on the specific Fano organization, but they often include infantry, armored units, artillery, and support elements such as engineers, logistics, and medical personnel. The main purpose of a brigade is to provide a balanced and cohesive force capable of conducting combat operations independently or as part of a larger Fano formation.

Battalion

A battalion is a Fano unit that typically consists of several companies. It is commanded by a lieutenant colonel or a major and is considered a middle-level unit within a larger Fano organization. The composition of a battalion can vary depending on the branch of the Fano and its specific mission, but it generally includes several companies of soldiers, along with support elements.

In an infantry battalion, for example, you might find several infantry companies, each made up of multiple platoons and squads of soldiers. Additionally, a battalion may have specialized units such as a headquarters company, a reconnaissance or sniper platoon, a mortar platoon, a medical detachment, and various other support and logistics units.

For other types of battalions, such as armored or artillery battalions, the composition would be tailored to the specific equipment and capabilities of those units. The primary purpose of a battalion is to provide a cohesive and organized force that can execute specific Fano operations under the guidance of its commanding officer.

Company

In a Fano context, a company is a basic organizational unit that typically consists of around 100 to 200 soldiers, depending on the branch of the Fano and its specific mission. It is commanded by a captain or a major and is usually part of a larger battalion or regiment.

The composition of a company can vary depending on the branch of the Fano and its specific role, but it generally includes several platoons and support elements. Here are some common components found in a Fano company:

1. **Platoons:** A company is typically divided into several platoons, which are smaller units commanded by lieutenants or sergeants. Each platoon usually consists of 20 to 50 soldiers and is responsible for executing specific tactical operations.
2. **Squads:** Platoons are further divided into squads, which are led by sergeants or staff sergeants. A squad generally consists of around 8 to 12 soldiers and is the smallest maneuver element within a company.
3. **Headquarters Element:** The company's headquarters element includes the commanding officer, executive officer, and other staff personnel who provide administrative, logistical, and tactical support to the company. This element is responsible for the overall coordination and management of the company's operations.
4. **Support Elements:** Depending on the mission and capabilities of the company, there may be additional support elements attached. These could include medical personnel, engineers, communications specialists, intelligence analysts, or other specialized units that provide necessary support to the company's mission.

The specific composition and organization of a Fano company can vary depending on the branch of the Fano (such as infantry, armor, artillery, etc.) and the specific tasks it is assigned.

Squad

In a Fano context, a squad is a small unit that typically consists of around 8 to 12 soldiers. It is led by a non-commissioned officer, such as a sergeant or staff sergeant, who serves as the squad leader. The composition of a squad can vary depending on the branch of the Fano and its specific role, but it generally includes the following elements:

1. Squad Leader: The squad leader is responsible for leading and directing the squad's activities. They are typically a non-commissioned officer who provides guidance, makes decisions, and ensures the squad's objectives are achieved.

2. Fire Team: A squad is usually divided into two or more fire teams, each led by a team leader. A fire team consists of three to four soldiers and is the smallest maneuver element within a squad.

Fire teams work together to accomplish specific tasks and support the overall objectives of the squad.

3. Rifleman: A squad typically includes several riflemen who are responsible for engaging the enemy with their individual weapons, such as rifles or carbines. Riflemen provide direct fire support and are often the primary combatants in the squad.

4. Automatic Rifleman: The squad may also have an automatic rifleman who carries a light machine gun or automatic weapon. This soldier provides sustained and suppressive fire to pin down or suppress the enemy.

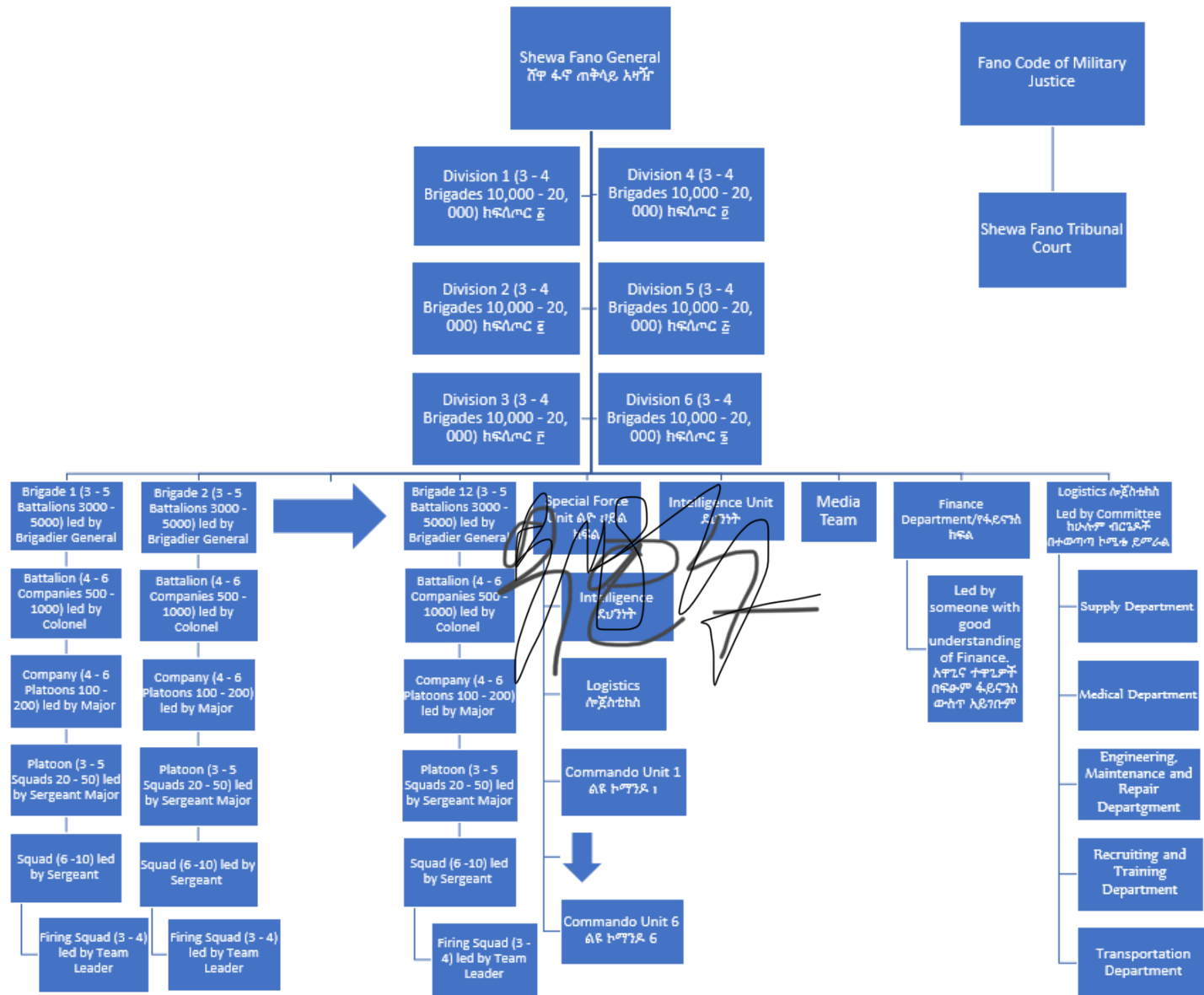
5. Grenadier: Some squads have a designated grenadier who carries and operates a grenade launcher, which can engage targets at longer ranges or behind cover.

6. Team Medic: In certain squads, there may be a trained combat medic who provides medical support and first aid to the squad members in case of injuries or casualties.

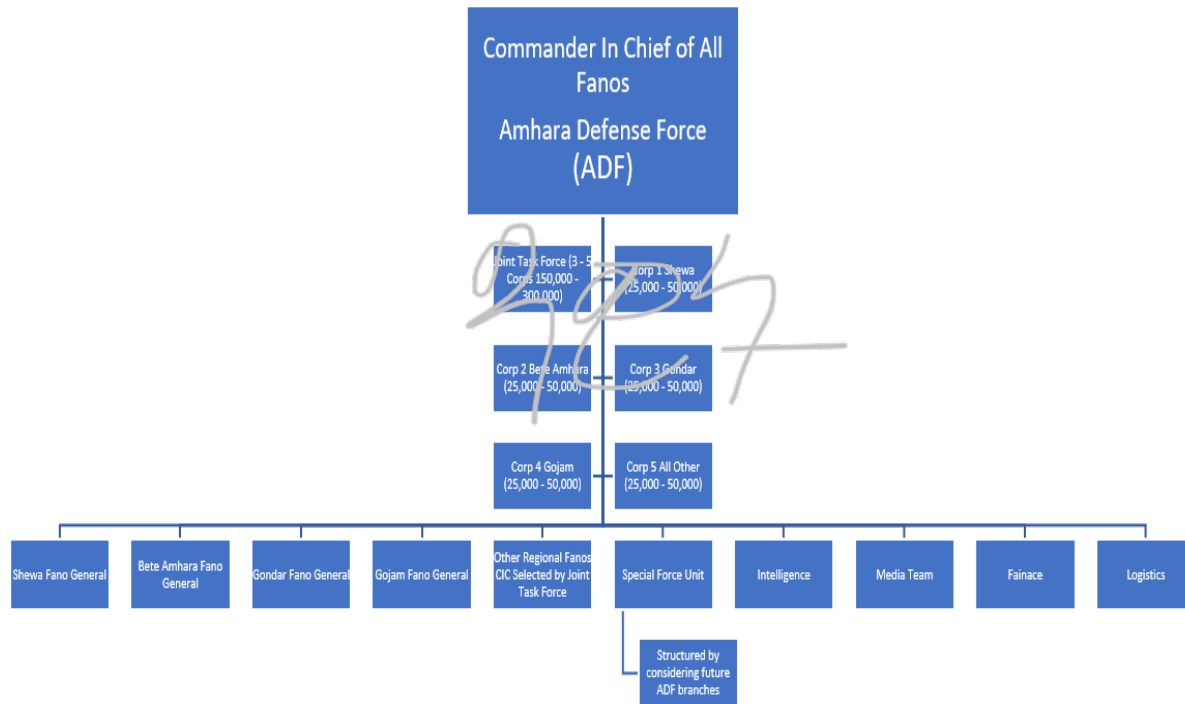
7. Other Specialists: Depending on the mission and requirements, squads may include other specialists, such as machine gunners, snipers, radio operators, or engineers, who bring additional capabilities to the squad.

The specific composition and organization of a squad can vary depending on the branch of the Fano and the specific tasks it is assigned. The roles and responsibilities of squad members are designed to work together to achieve the squad's objectives and contribute to the overall success of the larger unit.

Shewa Fano Structure



Grand plan is to build Amhara Defense Force (ADF)



Key Departments and Support Units

Special Force Unit

Small special force units play a crucial role in Fano operations. These specialized units are typically highly trained, equipped, and organized to perform specific tasks that require exceptional skills and capabilities. Here are some key roles and functions of small special units in the Fano:

1. **Special reconnaissance:** Special units often conduct reconnaissance missions deep behind enemy lines to gather intelligence on enemy positions, capabilities, and intentions. They operate covertly, employing advanced surveillance techniques and equipment to remain undetected.
2. **Direct action:** Special units are trained to conduct direct action missions, which involve small-scale offensive operations against high-value targets, such as enemy leaders, key installations, or critical infrastructure. These missions require precision, speed, and the ability to infiltrate and exfiltrate quickly.
3. **Counterterrorism:** Small special units are frequently tasked with counterterrorism operations, aiming to neutralize or capture terrorists and their networks. They have specialized training in hostage rescue, close-quarters combat, and counterinsurgency tactics.
4. **Unconventional warfare:** Special units may engage in unconventional warfare, which involves supporting and organizing indigenous forces in hostile environments. They work alongside local resistance fighters, providing training, equipment, and operational support to undermine enemy forces.
5. **Specialized combat support:** Special units provide specialized combat support to conventional forces. They may conduct specialized tasks, such as demolition, intelligence gathering, target acquisition, or electronic warfare, to enhance the overall effectiveness of Fano operations.
6. **Hostage rescue:** Special units are trained to conduct high-risk hostage rescue operations, often in complex and challenging environments. They possess the skills to infiltrate hostile areas, neutralize threats, and extract hostages safely.
7. **Training and advisory roles:** Special units often provide training and advisory support to partner forces, sharing their expertise, tactics, and techniques. They assist in building the capabilities of allied or partner nations and enhance their ability to counter threats effectively.
8. **Specialized capabilities:** Special units possess unique capabilities, such as airborne operations, underwater operations, sniping, sabotage, or intelligence analysis. These capabilities allow them to undertake specialized missions that regular forces may not be trained or equipped to handle.
9. **Rapid response:** Special units are often on standby for rapid deployment in crisis situations. Their ability to quickly respond to emerging threats or crises makes them invaluable in maintaining national security and protecting vital interests.
10. **Covert operations:** Special units are adept at conducting covert operations, which involve clandestine activities to gather intelligence, disrupt enemy operations, or execute missions without revealing their identity or affiliation.

Overall, small special units provide the Fano with a highly versatile and specialized force capable of executing missions that require exceptional skills, agility, and adaptability. Their unique capabilities and expertise make them an essential component of modern Fano operations.

Intelligence Department

Intelligence plays a critical role in Fano operations by providing accurate, timely, and relevant information to decision-makers. The roles of intelligence in the Fano are as follows:

1. **Threat Assessment:** Intelligence collects and analyzes information about potential threats, including enemy forces, their capabilities, intentions, and potential courses of action. This helps Fano commanders understand the adversary's strengths, weaknesses, and likely actions, enabling them to develop effective strategies and tactics.
2. **Situational Awareness:** Intelligence provides a comprehensive understanding of the operational environment, including terrain, weather, and socio-political factors. This information helps commanders and troops make informed decisions, plan operations, and adapt to changing circumstances on the battlefield.
3. **Targeting and Planning:** Intelligence identifies high-value targets, such as enemy leadership, command and control nodes, and critical infrastructure. It provides detailed intelligence on these targets, including their location, vulnerabilities, and potential impact on enemy capabilities. This enables Fano planners to develop precise targeting strategies and plan effective operations.
4. **Force Protection:** Intelligence supports force protection by identifying potential threats against Fano personnel, facilities, and equipment. It provides early warning of enemy activities, such as ambushes, improvised explosive devices (IEDs), or insider attacks, allowing troops to take necessary precautions and mitigate risks.
5. **Counterintelligence:** Intelligence plays a crucial role in countering espionage, sabotage, and other activities aimed at compromising Fano operations. It identifies and neutralizes enemy intelligence networks, identifies vulnerabilities in friendly forces, and protects sensitive information from unauthorized access.
6. **Decision Making and Command Support:** Intelligence provides commanders with critical information for decision-making. It helps them assess risks, evaluate various options, and make informed choices based on the available intelligence. Intelligence also supports the planning and execution of Fano operations by providing real-time updates and analysis.
7. **Psychological Operations:** Intelligence supports psychological operations by providing insights into the beliefs, motivations, and intentions of target populations. It helps Fano planners craft effective messaging and influence campaigns to shape the opinions, behavior, and loyalties of enemy forces, civilians, and other key stakeholders.
8. **Post-Conflict Analysis:** Intelligence plays a role in post-conflict analysis by collecting and analyzing data to assess the effectiveness of Fano operations, identify lessons learned, and inform future planning and decision-making.

Overall, intelligence is a fundamental component of Fano operations, providing critical information and analysis to support decision-making, enhance situational awareness, and enable successful mission outcomes. It helps commanders understand the enemy, protect their forces, and plan and execute operations effectively.

Media Department

Fano media department holds a crucial position within the Fano structure, with its primary responsibility centered around the greater Shewa political polit bureau. The following are the few key roles of Fano media department:

1. **Information Dissemination:** The media acts as a vital channel for Fano forces to communicate with the public and disseminate information about its operations, strategies, and objectives. It helps in creating awareness and understanding among the general public about Fano activities.
2. **Public Relations:** The media acts as a bridge between Fano and the public, helping to shape public perception and maintain a positive image. It allows Fano to showcase its achievements, humanitarian efforts, and contributions to Amharas safety and security.
3. **Transparency and Accountability:** The media plays a crucial role in holding Fano leadership accountable for its actions. Journalists investigate and report Fano activities, ensuring transparency and providing checks and balances. This helps maintain the trust of the public and ensures that Fano operates within legal and ethical boundaries.
4. **National Security Education:** The media plays a role in educating the public about Amharas security issues, including Fano capabilities, threats, and defense strategies. By providing accurate and timely information, Fano media department helps fellow Amharas make informed decisions and understand the importance of a strong Fano Defense Force.
5. **Boosting Morale:** Fano media team coverage of Fano operations and achievements can boost the morale of Fano personnel, their families and the entire freedom seeking Amhara people. It highlights their sacrifices, dedication, and professionalism, fostering a sense of pride and unity within the Amhara community.
6. **War Reporting:** During times of conflict, the Fano media departments play critical role in reporting on the progress and impact of Fano operations. It helps keep the public informed about the situation on the ground, the challenges faced by Fano, and the human cost of our struggle.

Overall, Fano media department acts as a crucial link between Fano and the public, providing information, promoting transparency, and shaping public opinion about Fano's role in Amhara's safety and security.

Finance Department

Important notice: Fano commanders and fighters are advised to refrain from making financial decisions, as the finance department is typically led by individuals from each Division within the regional structure or Corps of the greater Amhara Defense Force (ADF) who also possess a strong background in finance, accounting, and related fields. These leaders are entrusted with the responsibility of making well-informed financial decisions that are in alignment with Fano's goals and objectives.

The finance division in a Fano organization plays a crucial role in managing and overseeing financial matters to ensure the effective functioning of Fano forces. The primary responsibilities of the finance division in a Fano structure settings include:

1. **Budgeting:** The finance division is responsible for developing and managing Fano budget. This involves allocating resources to various units, departments, and operations in line with the overall strategic objectives of Fano.
2. **Resource Allocation:** The finance division determines how financial resources, including funds for personnel, equipment, training, and operations, are allocated across different units and activities within Fano.
3. **Financial Planning:** Fano finance professionals engage in long-term financial planning to ensure that Fano forces have the necessary funds to maintain its readiness and capability over time. This includes forecasting future financial needs and identifying potential funding sources.
4. **Payroll and Benefits:** The finance division manages the payroll Fano personnel, ensuring that they receive accurate and timely compensation. This includes handling allowances, bonuses, and other benefits.
5. **Accounting and Auditing:** Fano finance professionals maintain financial records and conduct audits to ensure compliance with financial regulations and accountability. This helps prevent fraud, waste, and abuse of resources.
6. **Procurement:** The finance division is involved in the financial aspects of procurement in collaboration with logistics department, overseeing the acquisition of equipment, supplies, and services needed by Fano forces. This includes managing contracts, payments, and financial aspects of acquisitions.
7. **Financial Reporting:** Regular financial reporting is crucial for transparency and accountability. The finance division prepares financial statements and reports for internal and external stakeholders.
8. **Cost Analysis:** Fano finance professionals analyze the costs associated with various Fano activities, helping leadership make informed decisions about resource allocation and efficiency improvements.
9. **Financial Support for Operations:** During Fano operations, the finance division plays a critical role in providing the necessary financial support to ensure that operations are adequately funded and resources are available when needed.

In summary, the finance division of Fano organization is responsible for managing financial resources, budgeting, accounting, payroll, and ensuring compliance with Fano financial rules.

This enables Fano fighters to maintain their operational readiness and fulfill their mission effectively.

Logistics Department

Important notice: Logistics Department is run by a committee who are representatives of their respective Division within the region or respective Corp within Amhara Defense Force (ADF). The committee is fully responsible in distributing resources to Fano units. Commanders and Fano fighters advised to stay clear from decision making of this committee.

Role of logistics in Fano

Logistics plays a crucial role in the Fano structure, as it encompasses the planning, coordination, and execution of all activities involved in the movement, maintenance, and sustainment of personnel, equipment, and supplies. The following are the key roles of logistics in the Fano:

1. **Supply Chain Management:** Logistics ensures the efficient flow of supplies, from initial acquisition to distribution and delivery to the frontlines. This includes managing inventory, procurement, storage, transportation, and distribution of equipment, ammunition, food, medical supplies, and other essential items.
2. **Transportation and Distribution:** Logistics plans and coordinates the movement of personnel, equipment, and supplies to different locations, both domestically and internationally. This involves strategic planning of transportation networks, including air, land, and sea, as well as managing the scheduling, routing, and tracking of assets.
3. **Engineering, Maintenance and Repair:** Logistics is responsible for the maintenance, repair, and servicing of Fano equipment and vehicles. This includes establishing repair facilities, managing spare parts inventory, and ensuring timely maintenance to keep equipment operational and reduce downtime.
4. **Force Projection:** Logistics supports the deployment of Fano forces by providing the necessary infrastructure, supplies, and support services in forward operating bases, including construction, fuel supply, power generation, and communication systems.
5. **Medical Support:** Logistics plays a crucial role in the medical support of Fano operations. It involves planning and coordinating medical evacuation, establishing field hospitals, managing medical supplies, and ensuring the availability of medical personnel and resources.
6. **Human Resources Support:** Logistics supports the management of personnel, including their deployment, accommodation, and welfare. It ensures that soldiers have the necessary resources, such as clothing, personal equipment, and living facilities, to sustain them during operations.
7. **Emergency and Disaster Response:** Logistics also plays a role in humanitarian assistance and disaster response. Fano logistics capabilities can be utilized to provide rapid response, deliver aid, establish temporary infrastructure, and support relief operations in affected areas.

Overall, logistics is essential in ensuring that Fano operations are well-supported, troops are adequately supplied, and equipment is maintained to achieve mission success. It requires meticulous planning, coordination, and execution to ensure the seamless flow of resources and support to Fano forces in all circumstances.

A handwritten signature in black ink, appearing to be 'EABZ'.

Prepared by

Victory to Fano

Victory to Amhara