GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

MARLON I. BROWN, DPA
DIRECTOR

September 1, 2026

Murambya Desire
NEW DAWN AFC LLC
8815 Hebert Dr
Greenville, MI 48838

RE: License #: AS590419598
Investigation #: 2026A0466049
NEW DAWN AFC

Dear Mr. Desire:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days. Failure to submit an acceptable corrective action plan will result in disciplinary action.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (517) 335-5985.

Sincerely,



Julie Elkins, Licensing Consultant
Bureau of Community and Health Systems
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909

enclosure

MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF COMMUNITY AND HEALTH SYSTEMS
SPECIAL INVESTIGATION REPORT
THIS REPORT CONTAINS SEXUALLY EXPLICIT LANGUAGE

I. IDENTIFYING INFORMATION

License #:	AS590419598
Investigation #:	2026A0466049
Complaint Receipt Date:	07/07/2026
Investigation Initiation Date:	07/07/2026
Report Due Date:	09/05/2026
Licensee Name:	NEW DAWN AFC LLC
Licensee Address:	8815 Hebert Dr Greenville, MI 48838
Licensee Telephone #:	(616) 690-9339
Administrator:	Muziranenge Mignone
Licensee Designee:	Murambya Desire
Name of Facility:	NEW DAWN AFC
Facility Address:	8815 HEBERT DR GREENVILLE, MI 48838
Facility Telephone #:	(616) 690-9339
Original Issuance Date:	11/05/2025
License Status:	REGULAR
Effective Date:	05/05/2026
Expiration Date:	05/04/2028
Capacity:	6
Program Type:	DEVELOPMENTALLY DISABLED MENTALLY ILL

II. ALLEGATIONS:

	Violation Established?
Resident A, Resident B, and Resident C all reported repeated and unwanted inappropriate sexual contact by a direct care worker (DCW) Richard Cubahiro.	Yes
Additional Findings	Yes

III. METHODOLOGY

07/07/2026	Special Investigation Intake 2026A0466049.
07/07/2026	APS Referral Miranda Seedorf assigned regarding Resident A.
07/07/2026	Special Investigation Initiated – Telephone Complainant interviewed.
07/07/2026	Contact - Document Received from Miranda Seedorf.
07/08/2026	Contact - Document Received from Miranda Seedorf.
07/08/2026	Contact - Telephone call made to LD Murambya Desire, message left requesting a return phone call.
07/09/2026	Contact - Document Received from Miranda Seedorf.
07/13/2026	Contact - Document Received from licensing consultant Amanda Blasius.
07/13/2026	Contact - Document Sent to Miranda Seedorf.
07/13/2026	Inspection Completed On-site with Miranda Seedorf, CPS.
07/27/2026	APS Referral, APS Leslie Brugel assigned regarding Resident B.
07/27/2026	Contact - Telephone call received from Miranda Seedorf.
07/28/2029	Contact - Telephone call made to LD Murambya Desire, second phone call requesting a return phone call.
07/29/2026	Contact - Telephone call made Gloria Disengi interviewed with MIC Miranda Seedorf.

08/08/2026	Allegations received regarding Resident C.
08/17/2026	APS assigned to Resident C's allegations.
8/24/2026	Contact- telephone call received from Jennie Morgan, Right Door ORR.
8/24/2026	Document received Miranda Seedorf.
9/01/2026	Exit Conference with Murambya Desire, third phone message left requesting a return phone call. Additionally, I sent an email requesting a return phone call.

ALLEGATION: Resident A, Resident B, and Resident C all reported repeated and unwanted inappropriate sexual contact by a direct care worker (DCW) Richard Cubahiro.

INVESTIGATION:
On 07/07/2026, Complainant reported that Resident A (17 years old) resides at New Dawn Adult Foster Care (AFC). Complainant reported that direct care worker (DCW) Richard Cubahiro has been sexually harassing Resident A. Complainant reported that the most recent incident happened two weeks ago. Complainant reported that Resident A sits on the couch, and DCW Cubahiro sits next to Resident A rubbing her inner thigh. Complainant reported that DCW Cubahiro asked Resident A if she would let him in her bedroom for sex. Complainant reported that DCW Cubahiro has attempted to kiss Resident A and Resident A told him to stop because she was uncomfortable. Complainant reported that Resident A told her foster care worker, staff and the AFC owner but nothing was done as they did not believe her.

On 07/07/2026, Miranda Seedorf Children's Protective Services (CPS) Maltreatment in Care (MIC) - Region III reported that an unannounced visit was completed by CPS Meghan Cochran and Deputy Thompson at the New Dawn AFC on 07/03/2026 and Resident A reported that Resident B and Resident C all lived in the home. Resident A stated that DCW Cubahiro made her uncomfortable because he does not respect her boundaries. Resident A stated that about a month ago while watching television on the L shaped sectional in the living room, DCW Cubahiro was sitting too close to her and staring at her. Resident A reported that she moved to the other side of the couch and DCW Cubahiro followed her. Resident A stated that she was wearing shorts and that DCW Cubahior put his hand on her inner thigh. Resident A stated that she told him to stop and that this was making her feel uncomfortable. Resident A stated that he wouldn't stop and that he just kept running his hand up and down her thigh. Resident A stated that DCW Cubahior kept trying to get her to "have sexual intercourse" with him. Resident A stated that she didn't want to, and she told him no. Resident A stated that she didn't like DCW Cubahior that way and that she just liked him as a friend. Resident A stated that she got up and went to her bedroom. She stated that she shut the door but DCW Cubahior barged in while she

was changing. She stated that she was completely naked when he barged into her room. Resident A stated that she told DCW Cubahior to get out but he wouldn't leave. Resident A stated that she tried to cover herself with a blanket and DCW Cubahior took the blanket off her. She stated that she told him to get out and he kept trying to get her to take his clothes off. Resident A stated that the only other place that he touched her was on her breast. Resident A stated that it had occurred the last time that DCW Cubahior worked but Resident A could not recall the exact date but stated that DCW Cubahiro last worked a few weeks ago. Resident A stated that DCW Cubahior was supposed to work tonight or tomorrow. Resident A stated that there was no one else around when she had these interactions with DCW Cubahior. She stated that she had tried to tell licensee designee Murambya Desire, DCW Cedrick Manzi and DCW Gloria Disengi but they all told her she was lying. Resident A stated that she didn't feel safe as the staff were not supportive of her emotionally or physically and that the staff did not provide any guidance. Resident A stated that the staff are quick to yell instead of allowing them to explain their side of the story. Resident A stated that both Resident B and Resident C stated that they had some sort of inappropriate sexual interaction with DCW Cubahior also.

CPS Seedorf reported that deputy Thompson stated that he was going to talk to his detective but that he was pretty sure that they would have enough for a CSC 4th degree based off Resident A's disclosure.

CPS Seedorf reported that on 07/06/2026 she interviewed DCW Cedric Manzi/co-owner of New Dawn AFC, who reported that staffing adjustments are underway, including increasing female staff presence in the facility and having administrative staff rotate into the home daily. He stated there have been no prior allegations involving DCW Cubahior and that an internal investigation was completed, during which DCW Cubahior denied any wrongdoing. No documentation indicating concerns is present in DCW Cubahiro's personnel file. Mr. Manzi explained that the facility has three female residents and has faced staffing challenges due to previous allegations. He noted that another resident may influence Resident A to disrupt her placement. The home operates with a one-to-five staff-to-resident ratio, with only one staff member typically on site.

I reviewed the Michigan Workforce Background Check System and DCW Cubahiro has been cleared and is listed as eligible for employment in an AFC.

On 07/08/2026, CPS Seedorf provided a document that stated that DCW Cubahior had been suspended from working at the facility for the duration of the investigation. This document was dated 7/6/2026 but it was not signed by DCW Cubahior or any facility manager, staff or licensee designee Murambya Desire.

CPS Seedorf provided a *Shift Note* dated June 2, 2026, 1st shift 8:00am-4:00pm with staff initials "DM."

“At the beginning of the shift, the resident was awake and in the living room using another resident's phone. She had already taken her morning medication. The resident asked staff to help her make scrambled eggs, and staff assisted her. After eating, the resident washed her dishes independently.

The resident informed staff that she was returning to her room to take a nap. Staff reminded her of her safety plan. The resident stated that she understood the plan and reported that she would not take a phone into her room.

At approximately 12:00 PM, the resident woke up and staff administered her noon medication. Staff prepared lunch for the resident. After lunch, the resident socialized appropriately with staff. During conversation, staff asked the resident how she felt about her life, and she stated that she was happy. Staff also asked what coping skills she uses when feeling angry. The resident reported that she listens to music and takes walks to help manage her emotions.

At approximately 2:00 PM, the resident participated in a virtual medication review appointment with her psychiatrist. During the meeting, staff provided updates regarding the resident's school attendance and discussed concerns about statements the resident had made accusing staff of touching her body. When the psychiatrist asked the resident about these statements, the resident stated that nobody had touched her. The resident then reported that she believed a staff member had told her that he would touch her body.

Following the appointment, the resident remained calm and cooperative. All medications were administered as prescribed. Staff continued to monitor the resident throughout the shift to ensure her safety and well-being.”

CPS Seedorf provided a *Shift Note* dated June 3, 2026, 1st shift 8:00am-4:00pm with staff initials “DM.” One part of the *Shift Note* documented the following:

“Additionally, staff discussed concerns regarding statements the resident has made alleging that staff member attempted to touch her body. Staff reported these concerns to ensure the caseworker was aware of the situation and ongoing discussions regarding the resident's reports.”

On 07/13/2026, I conducted an unannounced investigation with CPS Seedorf. I reviewed Resident A’s record which documented that Resident A had been admitted to the facility on 4/27/2026. Resident A’s written *Assessment Plan for Adult Foster Care (AFC) Residents* was dated 4/27/2026. This documented that Resident A is not able to be in the community independently, she can communicate her needs, she controls her sexual behavior, she gets along with others and she can complete her activities of daily living independently. It did not document that Resident A requires any specialized supervision.

Resident A's record contained a *Technology and Internet Safety Plan* that was dated 5/12/2026 and signed by licensee designee Murambya Desire and Resident A's case manager Samantha Fulco.

I reviewed Resident B's record which documented that Resident B was admitted to the facility on 12/18/2025. Resident B's *written Assessment Plan for AFC Residents* was dated 12/21/2025. This documented that Resident B can be in the community independently, she can communicate her needs and feelings, she controls her sexual behavior and gets along with others. Per the *Assessment Plan for AFC Residents*, Resident B can manage her money, understands instructions and is able to manage her aggressive behavior. She can complete all her activities of daily living independently and did not require any specialized supervision.

I reviewed Resident C's record which documented that Resident C was admitted to the facility on 12/03/2025. Resident C's written *Assessment Plan for AFC Residents* was dated 12/03/2025. This documented that Resident C can be in the community independently, she cannot communicate her needs, she does not controls her sexual behavior, "she will talk about her breast and wanting to have relations with other individuals." She gets along with others, but staff will have to monitor disagreements closely and she can complete her activities of daily living independently with reminders. It did not document that Resident C requires any specialized supervision.

CPS Seedorf and I conducted a joint interview with DCW Manzi via Teams. DCW Manzi reported that initial concerns involving Resident A arose on May 2, 2026, related to her reluctance to attend school and statements alleging that other students at school were touching her. He stated these concerns were discussed with foster care worker Samantha Fulco, and emotional support was provided to Resident A. The current allegations regarding DCW Cubahiro sexually harassing Resident A were reported to case manager Fulco on May 30, 2026.

DCW Manzi reported that during the facility's internal investigation, Resident A stated that DCW Sharon Nyirakiza was present during the alleged incident; however, both Mr. Manzi and co-owner Rutaramirwa confirmed DCW Nyirakiza was not working on the date provided. DCW Manzi reported that DCW Disengi and licensee designee Murambya Desire were aware of the allegations, but both were currently unavailable due to being on vacation. He stated that staff are required to report concerns immediately to appropriate parties, including case managers and APS.

Regarding DCW Cubahiro's interactions with Resident A, DCW Manzi described their interactions as typical and reported that Resident A has never disclosed feeling uncomfortable with him. DCW Manzi reported that DCWs remain cautious due to prior allegations at the facility and stated Resident A previously reported that DCW Cubahiro touched her hair. Additional allegations were made by Resident B, who frequently reports staff acting inappropriately but has not made specific allegations

against DCW Cubahiro. According to DCW Manzi, an internal investigation found no evidence supporting Resident B's claims and this information was reported to Guardian B1. DCW Manzi confirmed he completed mandated reporter training and was advised to report concerns to APS, CPS, and LARA. When asked why the allegations were not reported to these agencies, he stated he notified foster care worker Fulco and that it was agreed internally that the concerns "did not need to proceed any further." DCW Manzi stated he has not observed DCW Cubahiro sitting with residents, as he typically remains in the office area. DCW Manzi reported he has no concerns regarding DCW Cubahiro's conduct, describing him as professional, trustworthy, and soft-spoken, though acknowledging attendance issues in the past. As part of the internal investigation, DCW Cubahiro denied attempting to get close to Resident A and denied all allegations. DCW Cubahior monitored Resident A's phone in accordance with her foster care safety plan due to previous incidents involving inappropriate content shared online.

During the interview with Mr. Manzi, a text conversation on his laptop was visible involving an individual identified as "Gloria." While discussing resident intake procedures, Mr. Manzi stated that he completes all intakes for the facility. In the observed text thread, "Gloria" wrote, "tell them you do all the intakes." Based on information previously provided, "Gloria" is believed to be Gloria Disengi.

CPS Seedorf and I conducted a joint interview with DCW Rutaramirwa who reported that, as part of the facility's internal investigation, he conducted an interview with Resident A. He stated Resident A was initially hesitant to speak, but became more comfortable after he reassured her, she was not in trouble. Resident A reported that she was sitting in the living room with Resident B when DCW Cubahiro sat next to her, touched her thighs and breast, and asked her to have sex. DCW Rutaramirwa stated Resident A did not tell him she felt uncomfortable around DCW Cubahiro. DCW Rutaramirwa reported that foster care worker Fulco and DCW Disengi were informed of the allegations two to three days after Resident A disclosed them. DCW Rutaramirwa reported that these concerns were discussed with the psychiatrist during Resident A's virtual medication review on 6/2/2026. Mr. Rutaramirwa acknowledged he did not ask Resident A whether this was the first time an incident had occurred. DCW Rutaramirwa reported that he showed Resident A the recipient rights complaint form and encouraged her to speak with him about any concerns. Regarding DCW Cubahiro's interactions with Resident A, DCW Rutaramirwa stated that the two "bumped heads" when Resident A first arrived at the facility because DCW Cubahiro enforced Resident A's safety plan by ensuring she did not take her phone into the bathroom. DCW Rutaramirwa denied that DCW Cubahiro would ever enter the resident bathroom while Resident A was using it as staff members use a separate bathroom located at the opposite end of the home.

CPS Seedorf and I conducted a joint interview with DCW Cubahior who reported that prior to being placed on administrative leave, he worked three days per week—Fridays, Saturdays, and Sundays—on either the 8 a.m.–8 p.m. or 8 p.m.–8 a.m. shift. He denied ever attempting to kiss any residents, touching Resident A inappropriately, or asking Resident A to engage in sexual activity. DCW Cubahiro further denied ever entering Resident A's room without authorization, stating he would only knock on her door when it was time for her medication. According to DCW Cubahiro, Resident A never told him he made her uncomfortable. DCW Cubahiro reported he has never sat on the couch with Resident A rather he remained seated at the dining room table when residents were watching television to ensure proper supervision. He described his interactions with Resident A as "verbal joking" and "casual conversation." When asked for examples, he stated Resident A would ask what movie he was watching, and he would tell her and jokingly suggest she did not know the movie. DCW Cubahiro reported that Resident A would become upset when she was unable to go for walks or visit the park. He stated he could not accommodate these requests without leaving other residents unattended. DCW Cubahiro reported that Resident A occasionally burned food when she was upset and had previously refused her morning medications. DCW Cubahiro reported that he gave Resident A a 15–20 minute cool-down period, and then successfully administered her medication. DCW Cubahiro reported that in May 2026, Resident A moved her mattress into the living room and refused to return to her bedroom. DCW Cubahiro reported that he did not physically intervene and monitored Resident A from the office area while she slept in the living room.

CPS Seedorf and I conducted a joint interview with Resident B, who reported she is a victim of a past gang rape. She stated she attempted to warn Resident A that "the guys here are not very good and she shouldn't trust them." Resident B reported that on Resident A's first or second day at the facility, the two were sitting on the couch together, with Resident A lying on her side. Resident B stated that a staff member she identified as "Setharoma" was also sitting on the couch and leaning toward Resident A. Resident B reported she positioned herself between the staff member and Resident A. She further stated she saw Resident A touching the staff member, and that the staff member's hand was in contact with Resident A's clothing. Resident B reported she has previously contacted law enforcement, alleging she had observed three to four male staff members masturbating including DCW Cubahiro. Additinoally Resident B stated she believes DCW Cubahiro is "part of the problem" because he is aware of "what goes on here." The interview with Resident B was difficult to follow, as her responses frequently shifted between topics. She had also been administered a PRN medication for behaviors following a screaming outburst prior to the interview, which appeared to impact her ability to provide coherent, focused statements.

CPS Seedorf and I conducted a joint interview with Resident A, who reported she previously disclosed the allegations involving DCW Cubahiro to co-owner/DCW Rutaramirwa and her foster care worker a few weeks earlier, but felt her disclosure was not taken seriously. Resident A stated she informed licensee designee Murambya Desire, who she felt struggled to believe her due to her past, leading her to believe he thought she was fabricating the allegations. Resident A reported that inappropriate touching by DCW Cubahiro had occurred approximately five to six times, stating it happened “every time he was working.” She confirmed he worked three times per week. Resident A described one incident where she had finished showering, wrapped herself in a towel, and entered her bedroom to get dressed. She reported that DCW Cubahiro entered her bedroom without knocking while she was undressed. Resident A stated she covered herself with a blanket, which DCW Cubahiro then removed. She reported she backed away, grabbed another blanket, and physically pushed him out of her bedroom. Resident A denied that DCW Cubahiro ever helped her wash her hair or entered the bathroom while she was using it.

On 07/20/2026, CPS Seedorf provided a copy of the *Montcalm County Sheriff's Office Incident/Investigation Report* dated 3/23/2026 authored by Deputy D. Tanis with Resident B being the documented victim. The report stated that Resident B reported she was sitting on the couch watching television when she observed DCW Cubahiro “masturbating under a blanket.” She stated she called 911, and DCW Cubahiro refused to give his name. Resident B said she attempted to get DCW Cubahiro to stop and then stood up, telling him to leave so she could continue watching TV. Resident B reported that DCW Cubahiro shoved her on her right shoulder with his left hand. Resident B could not specify how long they had been sitting together or the exact time of the incident. Throughout the interview, Resident B became increasingly agitated, shifted topics frequently, and made several hostile comments toward the deputy. An interview was also conducted with DCW Cubahiro who reported he was working an overnight shift (8 p.m. to 8 a.m.) and denied masturbating in front of Resident B or acting inappropriately. DCW Cubahiro stated Resident B had burned food, causing the smoke alarms to sound, prompting him to open the sliding door due to the smoke. DCW Cubahiro reported that he then sat on the couch under a blanket because it was cold. He reported Resident B was on the phone with an unknown person and began demanding his name, which he refused to provide because he did not know to whom she was speaking. DCW Cubahiro stated Resident B has difficulty sleeping and has previously asked him if people are talking about her private parts. DCW Cubahiro described Resident B as frequently angry. During his interview, Resident B repeatedly interrupted and prevented a private conversation. The interviewing officer noted that Resident B remained confrontational and demanded the officer tell Richard “not to masturbate” following the interviews. Criminal case was closed with the status “unfounded.”

On 07/27/2026, CPS Seedorf reported interviewing Resident C on 07/23/2026 who reported Mr. Cubahiro would ask to touch her breast and vagina every day. Resident C reported on an unknown date, DCW Cubahiro asked her to pull her pants down, lay on her bed and "swing her leg around." Resident C reported DCW Cubahiro pulled his pants down and started having sex with her. Resident C reported this only occurred once and she did not report this incident to anyone as she was worried staff might think she is a liar. Resident C reported this incident happened "last winter." Resident C reported Resident B expressed concerns about Mr. Cubahiro before. Resident C reported that Resident B saw DCW Cubahiro touching himself in front of her. Resident C denied DCW Cubahiro has ever touched himself in front of her. Resident C denied witnessing DCW Cubahiro attempt to kiss Resident A. Resident C reported DCW Cubahiro called her a “fat ass” before he left on leave. Resident C reported she was unsure if DCW Cubahiro ever said anything inappropriate to Resident A. Resident C reported Resident A told her DCW Cubahiro touched her. Resident C reported she was walking through the hallway to go back to her room on an unknown date and she saw DCW Cubahiro touch Resident A on her upper thigh and Resident A ran to her bedroom.

CPS Seedorf reported interviewing DCW Sharon Nyirakiza on 07/23/2026 who reported that no residents have ever disclosed concerns to her regarding DCW Cubahiro. She stated she sees DCW Cubahiro during shift transitions and typically works one day per week from 8 a.m. to 8 p.m., with DCW Cubahiro arriving afterward for the overnight shift. DCW Nyirakiza reported that Resident A has never expressed discomfort with DCW Cubahiro, describing him as very quiet and minimally interactive with residents and staff. DCW Nyirakiza stated she has not directly observed his interactions with residents, noting that Resident A and Resident C are usually already in their bedrooms by the time he arrives for work. DCW Nyirakiza reported she was working on 5/30/2026, when licensee designee Murambya Desire arrived around noon. Resident C asked licensee designee Murambya Desire about going grocery shopping, and Resident A came out to speak with him. DCW Nyirakiza reported she observed Resident A telling licensee designee Murambya Desire that DCW Cubahiro had touched her private parts, though Resident A did not provide a specific date or location. DCW Nyirakiza denied hearing licensee designee Murambya Desire express disbelief toward Resident A and stated that he listened to her and said he would report the incident to human resources and compliance. DCW Nyirakiza could not recall whether DCW Cubahiro worked later that same day after her shift ended. She also stated she has never been told by any resident that staff members fail to believe them when concerns are reported.

CPS Seedorf reported interviewing Guardian A1 who reported having no knowledge of these allegations despite meeting with her on 5/28/2026. Guardian A1 reported that Resident A has not made any previous allegations regarding sexual abuse.

On 07/29/2026 CPS Seedorf and I conducted a joint telephone interview with DCW Gloria Disengi who reported she first met DCW Cubahiro during his hiring process. She stated she has not personally observed his interactions with residents at this specific AFC home and reported having no concerns about his performance. She described him as someone who follows his job duties and completes required documentation appropriately. DCW Disengi reported she is aware of the allegations made against DCW Cubahiro, noting that Resident A disclosed concerns to licensee designee Murambya Desire with DCW Nyirakiza present in the home at that time. DCW Disengi stated the allegations were brought forward while she was on vacation but that she observed messages in the staff group chat regarding Resident A's disclosure. DCW Disengi stated that DCW Cubahiro was placed on leave following the allegations, and a conversation was held with him regarding the sexual assault allegations. DCW Disengi denied ever telling any resident she did not believe them or that they were lying and further denied hearing licensee designee Murambya say such things. She acknowledged awareness of concerns previously reported by Resident B, which she stated were handled by law enforcement after Resident B contacted police. DCW Disengi reported no other residents had expressed concerns about DCW Cubahiro. She stated that DCW Cubahiro also works in other AFC homes owned by the same operators and that no complaints have been made about him by staff or residents in those settings.

On 08/08/2026, Complainant reported that Resident C is a 30-year-old woman who resides at New Dawn AFC home. Complainant reported that it is believed that she is developmentally delayed. Complainant reported DCW Cubahiro has asked to touch Resident C multiple times on her breast and vagina. Complainant reported that DCW Cubahiro asked this every day however the most recent time this happened is unknown. Complainant reported that on an unknown date DCW Cubahiro pulled down his pants and told Resident C to lay on the bed and they had sexual intercourse on an unknown date during the winter of 2026. Complainant reported that the incident occurred sometime after 01/26/2026. Complainant reported that Resident C did not report it due to fear that other staff would think she was lying.

On 8/24/2026, I reviewed a copy of the *Montcalm County Sheriff's Office Incident/Investigation Report* dated 7/3/2026 authored by Deputy Justin Thompson with Resident A being the documented victim. A summary of this report is that an interview was conducted with Resident A who reported multiple incidents of inappropriate behavior by staff member DCW Cubahiro. She stated DCW Cubahiro stared at her for an extended period before touching her inner thigh and breasts through her clothing. Resident A reported she told him to stop and expressed discomfort, after which DCW Cubahiro asked her to remove his clothes and requested sexual intercourse. She stated she again told him to stop and left the room. Resident A described a second incident occurring the following day. She reported she was nude in her bedroom while changing when DCW Cubahiro entered without knocking. She stated she covered herself with a blanket, but DCW Cubahiro

removed it, exposing her. Resident A reported she retrieved the blanket again, but DCW Cubahiro attempted to remove it a second time. She stated she raised her voice loudly enough for others to hear, at which point DCW Cubahiro left her room and she reported no further attempts from DCW Cubahiro after this. Disposition pending interview with DCW Cubahiro. Additionally, officer comments indicated that while attempting to locate DCW Cubahiro for interview, CPS Cochran planned to coordinate Resident A's relocation. It was also noted that New Dawn AFC operates with only one staff member on-site at a time and follows a "suggested action" model in which staff recommend, but do not require, residents to complete basic daily living tasks.

I reviewed a copy of the *Montcalm County Sheriff's Office Case Supplemental Report* dated 7/14/2026 authored by Detective Ken Butts on 7/13/2026. A summary of the interview is that DCW Cubahiro reported he has been employed at New Dawn AFC for approximately five to six months and works at the Greenville location, which houses three residents, including Resident A. He acknowledged being informed by his employer that Resident A had made a formal complaint through her case worker and that an internal investigation was initiated, during which he was placed on leave. DCW Cubahiro denied any involvement in the conduct described in the complaint and stated he had no knowledge of the incidents alleged. DCW Cubahiro reported he does not recall sitting on the couch with Resident A and denied engaging in any behavior inconsistent with facility expectations. DCW Cubahiro stated he does not enter resident bedrooms without knocking and reported he has not entered Resident A's room without following required procedures. He confirmed that although he is the only employee present during his assigned shifts, he does not find himself alone with any one resident in a manner that would violate AFC policies. The interview remained voluntary, and DCW Cubahiro was cooperative throughout the discussion. Information gathered during this contact was documented, and coordination with CPS continues regarding staffing practices and resident safety planning. DCW Cubahiro was asked whether he had or has ever had any sexual attraction toward Resident A, and he stated that he does not, noting that she is "too young." He acknowledged cultural differences between his upbringing and norms in the United States and reported that, in his culture, individuals are not permitted to engage in relationships until both parties are eighteen years old. He stated he believes Resident A is fourteen years old. DCW Cubahiro continued to deny the conduct described in the complaint and reiterated that he had not entered Resident A's room while she was changing. He stated that the only time he enters resident bedrooms is to deliver medications and that he always knocks prior to entry.

I reviewed a *Case Supplemental Report* dated 7/14/2026 completed by Detective Butts which documented that a Montcalm County Warrant Request for the Prosecutors review for "one felony count of Criminal Sexual Conduct 4th degree" against DCW Cubahiro.

APPLICABLE RULE	
R 400.621	**Capability.**
	Licensees, staff, volunteers, and members of the household shall be capable of ensuring the welfare of residents.
ANALYSIS:	The investigation found inconsistent adherence to established reporting procedures, supervisory expectations, and resident-safety protocols. Staff, administrators, and direct care workers provided conflicting accounts regarding who was informed of the sexual assault allegations, how the information was handled, and required notifications to protective agencies completed. No documentation was provided to demonstrate that the licensee designee Murambya Desire initiated or completed internal reviews following allegations reported by residents. Additionally, staff indicated that multiple incidents were communicated informally among personnel but were not reported to Adult Protective Services, the Office of Recipient Rights, or law enforcement as required and to ensure the welfare of residents.
CONCLUSION:	**VIOLATION ESTABLISHED**

APPLICABLE RULE	
R 400.681	**Resident rights; licensee responsibilities.**
	(1) A resident shall be treated with dignity and respect, free from exploitation, and protected and safe.
ANALYSIS:	Multiple residents reported inappropriate and unwelcome physical contact by DCW Cubahiro compromising their safety and dignity. Reports from Resident A and Resident B regarding sexual misconduct were not reported to Adult Protective Services, Recipient Rights, or law enforcement by a facility staff member or the administrative team. This failure hindered timely intervention and resident protection. Administrative personnel, including the licensee designee Murambya Desire and direct care staff, demonstrated inconsistent responses when allegations were raised, often dismissing concerns or providing inadequate protections. Residents were not consistently treated with respect, safeguarded against exploitation, nor provided with adequate protection from harm.
CONCLUSION:	**VIOLATION ESTABLISHED**

ADDITIONAL FINDINGS:

INVESTIGATION:
During the unannounced onsite investigation on 07/13/2026, Resident A reported that the facility did not have a working telephone. DCW Juvenal Rutaramirwa confirmed that the facility's phone was not functioning and stated he would ensure a replacement was provided. Additionally, emergency telephone numbers for fire, police, and medical services were not posted at the time of the investigation.

APPLICABLE RULE	
R 400.619	**Emergency preparedness plan.**
	(5) A licensee shall have a telephone available and accessible to anyone in the facility for emergency use and emergency telephone numbers posted in a conspicuous location that includes fire, police, and medical emergency services.
ANALYSIS:	During an unannounced investigation conducted on 07/13/2026, Resident A reported that the facility did not have a functioning telephone. Co-owner/DCW Juvenal Rutaramirwa confirmed that the home's telephone was not operational and stated that a replacement would be provided. Additionally, emergency telephone numbers for fire, police, and medical services were not posted in a conspicuous or accessible location at the time of the investigation.
CONCLUSION:	**VIOLATION ESTABLISHED**

APPLICABLE RULE	
R 400.681	**Resident rights; licensee responsibilities.**
	(3) A licensee and staff shall respect and safeguard all of the following resident rights to: **(e) Have reasonable access to a telephone for private communications, but a licensee may charge a resident for the cost of long-distance telephone calls.**
ANALYSIS:	On 07/13/2026, during an unannounced investigation there was no working telephone at the facility available for resident use.
CONCLUSION:	**VIOLATION ESTABLISHED**

INVESTIGATION:
During the unannounced onsite investigation on 07/13/2026, DCW Juvenal Rutaramirwa reported that licensee designee/administrator Murambya Desire was out of the country and unavailable for contact. At the time of the investigation, DCW

Rutaramirwa could not provide any written documentation identifying who had authority to carry out the responsibilities of the licensee or administrator during Mr. Desire's absence.

APPLICABLE RULE	
R 400.623	**Applicant, licensee and administrator qualifications; licensee, administrator and staff requirements; parole or probation or convicted of felony.**
	(7) A licensee or administrator shall designate, in writing, an individual who is on-site or who is immediately available, and who has the authority to carry out the licensee's or administrator's responsibilities in the temporary absence of the licensee or administrator. The identified designated individual shall be made known to all staff.
ANALYSIS:	An unannounced investigation on 07/13/2026 revealed that the licensee designee/administrator, Murambya Desire, was unreachable and out of the country. DCW Juvenal Rutaramirwa acknowledged this absence and was unable to produce any written delegation of authority or documentation identifying who was responsible for administrative duties during that time. No alternative licensee designee had been formally appointed, documented, or communicated to staff therefore a violation has been established.
CONCLUSION:	**VIOLATION ESTABLISHED**

INVESTIGATION:
During the unannounced onsite investigation on 07/13/2026On 07/13/2026, I found that Resident A's written *Assessment Plan for AFC Residents* dated 4/27/2026, was not signed by licensee designee Murambya Desire as required.

Resident B's written *Assessment Plan for AFC Residents*, dated 12/21/2025, was signed by Cedric Manzi in the licensee section and not signed by Murambya Desire who is the appointed licensee designee for this license.

APPLICABLE RULE	
R 400.685	**Resident admission; resident assessment plan; resident care agreement; health care appraisal.**
	(4) A written assessment plan must be completed with and signed by the resident or the resident's designated representative, responsible agency if applicable, and the licensee at the time of admission and annually thereafter. A

	licensee shall maintain a copy of the resident's most recent assessment plan on file at the facility for up to 2 years after discharge.
ANALYSIS:	Resident A and Resident B's *Assessment Plans for AFC Residents* were completed but not signed by the licensee designee Murambya Desire as required.
CONCLUSION:	**VIOLATION ESTABLISHED**

INVESTIGATION:
During the unannounced onsite investigation on 07/13/2026On 07/13/2026, I found that Resident A's *Resident Care Agreement*, dated 4/27/2026, was not signed by licensee designee Murambya Desire as required.

Resident B's *Resident Care Agreement*, dated 1/1/2026, was signed by Cedric Manzi in the licensee section and not signed by Murambya Desire who is the appointed licensee designee for this facility.

APPLICABLE RULE	
R 400.685	**Resident admission; resident assessment plan; resident care agreement; health care appraisal.**
	(9) A licensee shall review the written resident care agreement with the resident, resident's designated representative, or responsible agency at least annually or more often if necessary. Any changes to the resident care agreement must be re-signed by all applicable parties. If the annual review results in no changes to the resident care agreement the resident care agreement does not need to be re-signed but the licensee shall document that all applicable parties were contacted and agreed that no changes were necessary.
ANALYSIS:	Resident A and Resident B's *Resident Care Agreements were completed* but not signed by the licensee designee Murambya Desire as required.
CONCLUSION:	**VIOLATION ESTABLISHED**

IV. RECOMMENDATION

Contingent upon receipt of an acceptable corrective action plan I recommend no changes in license status.



9/01/2026

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Julie Elkins Date
Licensing Consultant

Approved By:



09/01/2026

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Dawn N. Timm Date
Area Manager