

Statute and Bylaws of Global Conscience Initiative

As amended by the Executive Board, meeting in Kumba, SWR Cameroon, 30 May 2009.

We, the undersigned persons and those who shall subsequently become members hereof, cannot help to do the contrary, but do undertake, absolutely, to uphold the rights and dignities so bestowed on us by the Universal Declaration of Human Rights by entrusting our faith, energy and conviction in the organisation.

PREAMBLE

We believe strongly that every person is born free, save for artificial barriers erected through political, economic, social and cultural structures, and that no person must, for one reason or another, be denied the basic human rights as guaranteed by the Universal Declaration of Human Rights.

VISION AND MISSION

It is our dream that one day the inborn traits of peace, harmony and justice enshrined in the Universal Declaration of Human Rights shall triumph over the forces of ignorance, savagery and oppression.

CORE VALUES

GCI will operate mindful of the fact that;

1. All people are born free;
2. Everybody has equal human rights;
3. These rights can only be enjoyed to the extent that they do not infringe upon those of others;
4. We cannot talk of peace and harmony in one part of the world when other parts are daily being ravaged by war, poverty, famine and disease.

OBJECTIVES

- i. To promote and protect the principles of human rights, democracy, peace and justice across the globe;
- ii. To promote a culture of peace and democracy in Cameroon, and through it, the greater world.

METHODS

- i. To mobilise resources and organisations concerned with the betterment of the human race;
- ii. To familiarize and educate all citizens – specifically women, parents and children - in the domain of universal human rights;

- iii. To investigate incidents of human rights abuse;
- iv. To lobby for the protection and respect of human rights.

ORGANISATION

Board of Directors

A Board of Directors shall oversee the proper running of the Organisation. Board members shall contribute FCFA 50,000 each year for the running of the Organisation. Membership will be renewed every four years.

- i. The Board of Directors shall meet four times a year with a yearly evaluation meeting in December;
- ii. The Board shall consist of prominent members of the Kumba community that are committed to the objectives of the organization
- iii. The responsibilities of the Board include the examination and approval of the organizations programs, operations and budget. The feedback and incite provided will guide the organization;
- iv. The minutes of the Board of Directors meetings will be made available to the public upon request;
- v. The Executive Board shall examine and adopt project proposals submitted to it by the Executive Secretariat.

Functional Units of the Board of Directors

A Chairperson, a Vice Chairperson and a Communications Officer shall be appointed.

Chairperson

- i. The Chairperson shall be elected from the Board of Directors for a two year term of office, renewable once;
- ii. He / She shall oversee and coordinate activities of the Board of Directors;
- iii. He / She shall meet regularly with the Chief Executive Officer or Programme Director;
- iv. He / She shall have the powers to summon an extra-ordinary session of the Board of Directors;
- v. He / She shall be assisted by a Vice Chairperson.

Vice Chairperson

- i. The Vice-Chairperson shall perform the duties of the Chairperson in the event of the absence of the latter.

Secretary

- i. The Secretary shall be appointed by the Board of Directors.
- ii. He / She shall take down all minutes of the Board of Directors and shall present the minutes upon request;
- iii. He / She shall assist the Chief Executive Officer in preparing the annual reports of the Organisation;
- iv. He / She shall handle and keep in his/her custody all the documentation of the Organisation;

Advisory Board

The Advisory Board is an additional organ of the organization consisting of individuals committed to the organization, however, unavailable to participate as actively as our Board of Directors. This is usually because of their proximity outside of Cameroon. Advisory Board members shall contribute FCFA 25,000 each year toward the running of the organization. Membership will be renewed every two years.

- i. The Advisory Board shall consist of members of the international community that are specifically committed to human rights issues in Cameroon;
- ii. The responsibilities of the Advisory Board will include regular communication with the organization, feedback and incite, whether it be by phone or email, as to the direction of the organization.

The Executive Secretariat

The Executive Secretariat shall handle all day-to-day functioning of the Organisation. A Chief Executive Officer (Founder or any other person appointed by the Board of Directors) shall head it.

Chief Executive Officer

- i. The Chief Executive Officer (CEO) shall direct all the activities of the Organisation at the level of the Executive Secretariat;
- ii. He / She shall be the technician to execute the mission of the Organisation;
- iii. He / She shall earn a salary commensurate with his/her technical ability and responsibilities;
- v. He / She shall recruit other technicians and volunteers to assist him/her in his functions;
- vi. He / She shall appoint such technicians and volunteers to positions of greater responsibilities as he/she deems fit for the realisation of the Organisation's goals;

- vii. He / She shall make annual budgets and project proposals to the Board for scrutiny and approval;
- viii. He / She shall have the powers to lobby donors and sponsors for assistance in the realisation of the Organisation's goals;
- ix. He / She shall render a financial account to the Board;
- x. He / She shall present an annual report to the Board;

Program Director

The Program Director will be a full-time employee hired by the Chief Executive Officer. He / She shall coordinate all activities of the office under the direct supervision of the CEO. He / She shall oversee the successful running of projects.

- i. He / She shall present to the Chief Executive Officer projects and budget proposals for his/her scrutiny and presentation to the Board;
- ii. He / She shall recruit with the recommendation of the CEO the other technicians to assist them to carry out their responsibilities;
- iii. He / She shall submit to the Chief Executive Officer monthly reports of their activities and tentative timetables of their projects for the coming months.
- iv. He / She will sit in for the Chief Executive Officer in their absence.

Communication Officer

A Communications Officer with adequate training and skills in information management and public relations shall be hired in the GCI office.

- i. He / She shall coordinate general communications between the Organisation and the outside world;
- ii. He / She shall publish periodic newsletters, flyers, media releases, brochures and other literature about the Organisation's activities;
- iii. He / She shall submit to the CEO for approval periodic reports and prospects of his / her activities.
- iv. He / She shall serve as the spokesperson of the organization in the absence of the Chief Executive Officer.
- v. He / She shall market the organization when and where necessary.

MEMBERSHIP

GCI membership shall be open to any person irrespective of ethnic background, nationality, political or religious affiliation, age or sex.

- i. Members are required to pay a membership due which:
 - (a) Shall be equal to FCFA 5,000

- (b) Shall expire every two years
 - (c) Entitles them to a membership card
- ii. Local Organizational members are required to pay a membership due which:
 - (a) Shall be equal to FCFA 15,000
 - (b) Shall expire every two years
 - (c) Entitles them to a membership card
- iii. Members are entitled to participate in all official educational events and trainings offered by the organization;
- iv. Members will be emailed regularly with updates on the organization, newsletters and human rights literature;
- v. Members will serve as advocates of the organization in their communities.

FINANCE

GCI's financial year shall run from January 1st to December 31st of each year.

- i. The financial resources of the *GCI* shall be derived from:
 - a) Registration of members;
 - b) Board membership dues;
 - c) Gifts, legacies and other contributions from both private and public donors;
 - d) Grants from local, domestic and international foundations and organizations;
 - e) Bank interest accrued
- ii. The assets of *GCI* shall comprise of:
 - a) Movables and registered properties to become property of the Organisation;
 - b) Possible reserve funds made of previous balance surplus;
 - c) Possible support funds, contributions, donations, legacies in cash or in kind;
- iii. The Organisation business year shall close on December 31st, and within 90 days from the end of every business year, an audit team set up by the Board will prepare the final balance and the provision budget for the previous year.
- iv. At the evaluation meeting in December, the full year budget will be evaluated and the following year budget will be presented and approved.

AMMENDMENTS TO THE CONSTITUTION

Any changes and amendments to this constitution shall be transmitted to the office of the Registry as provided by law.

DISSOLUTION CLAUSE

The organisation may be dissolved only with authorization by its Board of Directors given at a special meeting called for that purpose and with subsequent approval by a two-thirds (2/3) vote of the voting Members. In the event of the organization being dissolved, the amount that remains after such dissolution and the satisfaction of all debts and liabilities shall be transferred to any organisation with similar purposes which is not carried on for the profit or gain of its individual members.

We the undersigned founding persons do put our signatures on this document as an indication of our commitment and determination to put our resources and energy to the realisation of the goals of *GCI* as stated above.

Churchill Chifu Samba	Chief Executive Officer
Barrister Ambo Amombi	Chairman
Innocent Mbunwe	Vice Chairman
Laura Berinyuy Dine	Secretary General
Ntebo Ebenezer Awung	Treasurer
Barrister Awutah Philip	Legal adviser
Barrister Ngenko Daniel Lissock	Legal Adviser
Kwebi Austin Bareh	Director, Peace Centre
Ayuk Amstrong	Director, Human Rights Centre
Fomunyo Chantal Tifu	Director, Trauma Center