



SLDAC

CONSTITUTION

PREAMBLE

We, the members of the Sierra Leone Diaspora Advisory Committee (SLDAC), united by our shared commitment to national development, diaspora engagement, and institutional collaboration, hereby establish this Constitution as the governing framework of our organization.

Following the 2024 appointment of Ambassador Bob Philip Jusu as Ambassador of the Republic of Sierra Leone to the Kingdom of Belgium, with accreditation to the Benelux countries, Greece, and the Holy See, structured diaspora engagement was prioritized as a key pillar of the Embassy's diplomatic mission. To give effect to this vision, SLDAC was formally inaugurated on 13th September 2025 in Brussels as a consultative body composed of representatives from the Embassy's operational countries.

Guided by these principles, we adopt and enact this Constitution to ensure effective governance, accountability, and sustained contribution to the progress of Sierra Leone and its diaspora communities.

We affirm that SLDAC shall:

- Serve as a bridge between the Embassy and diaspora communities;
- Promote inclusive development, economic cooperation, and knowledge exchange;
- Strengthen cultural identity, unity, and mutual understanding;
- Encourage responsible investment, entrepreneurship, and sustainable partnerships; and
- Uphold principles of transparency, accountability, and democratic governance.

In the spirit of unity, service, and national progress, we hereby enact and give ourselves this Constitution.

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Article 1: SLDAC Mission Statement, Purpose & Executive Positions

1.1. SLDAC Mission Statement

SLDAC was established under the auspices of the Embassy of the Republic of Sierra Leone in Belgium and derives its institutional mandate from the mission. Accordingly, the Embassy shall serve as the Principal Patron of SLDAC, providing strategic direction and supervision on all matters of mutual interest, while SLDAC retains full autonomy in the execution of its internal governance, programs, and community activities.

SLDAC is established to empower and unite Sierra Leonean diaspora communities in the Benelux region, Greece and the Vatican by fostering meaningful engagement, strengthening cooperation, and catalyzing business and development initiatives that contribute to sustainable growth and national progress in Sierra Leone.

1.2. SLDAC Purpose Statement

The purpose of SLDAC is to:

- **Support the Embassy of Sierra Leone in Belgium** in coordinating, mobilizing, and engaging Sierra Leonean diaspora groups and individuals in impactful national development efforts.
- **Promote diaspora-led business, trade, and investment initiatives** that stimulate economic opportunities both in Benelux, Greece, Vatican and Sierra Leone.
- **Build a strong, connected, and resilient diaspora community** through programs that enhance social cohesion, cultural identity, collective participation, and effective integration in targeted countries.
- **Facilitate knowledge exchange and capacity-building** to empower diaspora members to contribute skills, expertise, and resources toward sustainable development back home.
- Serve as a bridge between the Embassy and diaspora and key institutions—including education institutions, NGOs, and private-sector partners—to create long-term, people-centered solutions in the targeted countries.

1.3. SLDAC Objectives

1.3.1. To Promote Diaspora Investment in the Home Country of Sierra Leone.

- Mobilize diaspora capital for SMEs, startups, agriculture, real estate, and social enterprises in Sierra Leone.
- Facilitate investment missions, business forums, trade fairs, and targeted introductions to credible partners.
- Support the creation of diaspora bonds, investment funds, or crowd-financing initiatives aligned with national development goals.

1.3.2. To Strengthen Economic Diplomacy with the Embassy

- Work jointly with the Embassy to attract foreign direct investment (FDI) into the home country using diaspora networks and expertise.
- Serve as a trusted liaison between business communities in Europe and economic actors in Sierra Leone.
- Advise embassy officials on diaspora priorities, emerging opportunities, and market gaps.

1.3.3. To Boost Entrepreneurship and SME Development

- Support business incubation for diaspora-led startups seeking to operate in Europe or Sierra Leone.
- Provide mentorship, business training, legal guidance, and access to markets.
- Empower young entrepreneurs through capacity-building programs and entrepreneurship accelerators.

1.3.4. To Strengthen Trade and Export Linkages

- Promote export of home-country products (e.g., agriculture, textiles, crafts) to EU markets.
- Facilitate trade partnerships, buyer–seller connections, and certification support.
- Assist businesses in meeting EU market standards, logistics, and regulatory compliance.

1.3.5. To Facilitate Skills Transfer, Knowledge Exchange & Professional Mobility

- Mobilize diaspora professionals to provide technical expertise, training, and advisory services in key sectors.
- Connect universities, training institutions, and companies across Europe and the home country.
- Support programs for temporary or virtual return missions in health, education, engineering, ICT, etc.

1.3.6. To Strengthen Remittance Impact & Financial Inclusion

- Promote productive use of remittances (e.g., savings schemes, cooperative financing, community investment).
- Work with financial institutions and the Embassy to reduce remittance costs and expand digital transfer options.
- Encourage collective remittances for community development.

1.3.7. To actively engage diaspora youths in policy dialogue, leadership development, and national development initiatives

- Develop targeted programs enabling diaspora youth to lead economic initiatives.
- Facilitate training in digital skills, entrepreneurship, leadership, and financial literacy.
- Create economic pathways that bridge diaspora and home-country opportunities.

1.3.8. To Build Public–Private Partnerships (PPP) Between Europe and the Home Country

- Support the Embassy in connecting private companies, chambers of commerce, and government institutions.
- Advocate for supportive policies and regulatory reforms that enhance business climate and diaspora participation.
- Facilitate PPP projects in infrastructure, renewable energy, tourism, agriculture, and ICT.

1.3.9. To Strengthen Community Development Through Diaspora Networks

- Mobilize diaspora organizations to support social, educational, and community development projects.
- Coordinate humanitarian or development assistance when needed.

- Promote collaborative projects that link diaspora communities across European cities.

1.3.10. To Support National Branding and Promotion Efforts

- Work with the Embassy to promote a positive national image in Europe.
- Highlight investment opportunities, cultural strengths, tourism, and success stories.
- Use events, media campaigns, and diaspora influencers to attract global interest.

1.3.11. To Enhance Policy Dialogue & Institutional Development

- Assist home-country government institutions through policy recommendations informed by diaspora expertise.
- Contribute to national strategies related to migration, investment, and diaspora engagement.
- Participate in Embassy-led policy consultations and bilateral development initiatives.

Article 2. MEMBERSHIP OF SLDAC

2.1. Founding Members

2.1.1. Who are Founding Members:

- The Embassy of the Republic of Sierra Leone to Belgium.
- Individuals who participated in the establishment of SLDAC and signed the founding documents.
- Paid the initial founding contribution of 50 euro annually.

2.1.2. Rights of Founding Members:

- One vote at the General Assembly.
- Eligibility to hold office within the Executive Committee.
- Advisory role in strategic matters.
- Recognition as Founding Member in official records.

2.1.3. Duties of Founding Members:

- Uphold the objectives and constitution of SLDAC.
- Provide guidance and strategic support when requested.

- Pay annual membership dues (unless waived by the Executive Committee).
- Conduct themselves in a manner that protects the reputation of SLDAC.

2.2. General Members: Eligibility, Criteria, Rights and Duties & Membership Committee

2.2.1. General Members Eligibility:

- Sierra Leoneans and non Sierra Leoneans that have demonstrated interest in, and commitment to, the objectives of SLDAC.
- Invitation to become a General Member is at the discretion of the Executive Committee with the approval of all members.

2.2.2. Membership Criteria

- Alignment with Mission and Core Values: Applicants must demonstrate a strong commitment to SLDAC's mission, including advancing diaspora engagement, supporting national development, and promoting Sierra Leonean cultural identity. Candidates should reflect professionalism, inclusivity, integrity, and service.
- Proven Track Record and Relevant Experience: Applicants should possess a demonstrable record of involvement in diaspora engagement initiatives, community or economic development, business, entrepreneurship, investment activities, or cultural and educational programs.
- Active Engagement and Contribution: Members are expected to actively participate in SLDAC initiatives, including investment and entrepreneurship activities, knowledge sharing, community development, and cultural promotion.
- Skills, Expertise, and Value Addition: Applicants must bring relevant skills such as professional expertise, business experience, academic knowledge, or cultural contributions that align with SLDAC's strategic priorities.
- Commitment to Collaboration and Partnerships: Applicants must demonstrate willingness to collaborate with diplomatic institutions, NGOs, private sector partners, and diaspora organizations.

- Integrity, Accountability, and Representation: Members must uphold high ethical standards, demonstrate accountability, and act as positive ambassadors of Sierra Leone, promoting unity and inclusivity.
- Commitment and Availability: Applicants must be willing to dedicate sufficient time to SLDAC activities and participate consistently in meetings and initiatives.
- Eligibility and Compliance: Applicants must meet all formal membership requirements (including diaspora affiliation where applicable) and agree to abide by SLDAC's constitution, policies, and code of conduct.
- Measurable Assessment Framework: To ensure objectivity and transparency in the evaluation process, all applications will be assessed using standardized and measurable criteria, including: a) Standardized scoring rubric (e.g., alignment, experience, skills, engagement) b) Evidence-based indicators such as leadership roles, project outcomes, or measurable impact c) Structured interview evaluation matrix to ensure consistency across panels d) Defined participation and contribution benchmarks for ongoing membership evaluation.

2.2.3. Rights of General Members:

- May attend meetings and activities.
- May serve in advisory or support roles.
- Eligible to hold office within the Executive Committee
- Shall have voting rights.

2.2.4. Duties of General Members:

- Support SLDAC's objectives. –
- Participate actively in programs if possible.
- Payment of membership dues is obligatory.

2.2.5. Membership Committee

- SLDAC Executive shall appoint the **Membership Assessment Committee (MAC)**. of at least 3 members.
- The MAC shall be responsible for evaluating membership applications, verifying eligibility, and maintaining the integrity of the Council's membership

structure. The committee ensures that all members meet the standards and values of SLDAC.

- **MAC** shall Assess all new applications for compliance with SLDAC's membership criteria and code of conduct.
- **MAC** Shall Verify Credentials and Eligibility
Confirm that applicants are active members of recognised Sierra Leonean diaspora organisations within the Benelux Region and Greece.
- **MAC** shall Submit recommendations to the Executive Council for final decision on membership admission.

2.3. Honorary Members

2.3.1. Honorary Members Eligibility

- Honorary Members are special members who have influence and provide financial support to the group.
- Individuals with impeccable character that already have investment in the country and that can also provide technical support to the group.
- All Sierra Leonean Consuls in the operational countries under the Belgium Embassy, and who are interested in providing support to the group are automatically honorary members.

2.3.2. Rights of Honorary Members:

- May attend meetings and activities.
- May serve in advisory or support roles.
- Shall have voting rights during General Assembly meetings organise twice annually.

2.3.3. Duties of Honorary Members:

- Support SLDAC's objectives. –
- Participate actively in programs if possible.
- Payment of membership dues is voluntary.

2.4. Membership Dues

- Shall be Determined annually by the Executive Committee and ratified by the General Assembly. - May vary by membership category. - Failure to pay dues within 6–12 months may result in suspension.

2.5. Termination and Suspension of Membership

2.5.1. Membership may be suspended or terminated under the following conditions:

- Gross misconduct or actions damaging to SLDAC's reputation.
- Violation of the Constitution.
- Criminal conduct affecting SLDAC.
- Persistent non-payment of dues.
- Persistent Non attendance of meetings without excuse.
- Any actions contrary to the objectives of the Association.

2.5.2. Procedure for Termination and Suspension of Membership:

- Written notice shall be sent to the member.
- The member has the right to be heard by the Executive Committee before a decision.
- Termination requires a two-thirds (2/3) vote of the Executive Committee.
- The members may appeal to the General Assembly.

2.6. Readmission of Members

2.6.2. Application for Readmission

Any former member seeking to rejoin the organization must submit a formal written letter to the Executive Committee stating the reasons for their request.

2.6.2. Deliberation by Membership

The letter shall be presented to the General Membership for deliberation. A decision to accept or reject the request shall be made through open discussion and, where necessary, by vote.

2.6.3. Eligibility for Readmission

- Members who previously left due to **serious misconduct** or actions that brought misfortune to the organization shall not be eligible for readmission.
- Members whose departure was due to **personal reasons** or circumstances unrelated to organizational conflict may be considered for readmission.

2.6.4. Final Decision

The decision of the General Membership shall be final and binding. Successful applicants shall be reinstated with full rights and responsibilities as members of the organization.

2.7. Establishment of the Disciplinary Committee

- There shall be a **Disciplinary Committee** established under the authority of the SLDAC Executive Leadership. The Committee shall be responsible for investigating cases of indiscipline, misconduct, or violations of the SLDAC Constitution and Code of Conduct.
- The Committee shall consist of at least **three (3) members** appointed by the Executive. Members shall be selected based on integrity, impartiality, and good standing within the organisation.
- The Disciplinary Committee shall:
 - A. **Receive and Review Complaints** of misconduct or constitutional violations by members.
 - B. **Conduct Investigations** into alleged cases of indiscipline, ensuring fairness, confidentiality, and due process. The Committee shall have powers to summon members for questioning or clarification.
 - C. **Hear Representations** from the concerned member(s) and any witnesses.
 - D. **Recommend Appropriate Disciplinary Actions** to the Executive, including warnings, suspension, or expulsion, depending on the severity of the offence to protect the integrity of the organisation.
 - E. **Maintain Records** of all disciplinary proceedings and outcomes.
- **Guiding Principles:** All disciplinary proceedings shall be guided by: Fairness and impartiality; Confidentiality and respect for due process; Adherence to the SLDAC Constitution and Code of Conduct.

- **Accountability:** Members found guilty of repeated or serious violations of the Constitution shall be subject to **appropriate punitive measures**, including suspension or permanent removal from membership.

Article 3. GENERAL ASSEMBLY OF SLDAC

3. Establishment and Composition

3.1.1. Establishment and Status

The General Assembly shall be the supreme and highest decision-making body of the Organization.

3.1.2, The decisions of the General Assembly shall be final and binding on all members and organs of the Organization.

3.1.3. Composition

The General Assembly shall comprise all duly registered members of the Organization, categorized as:

- a) The Embassy
- b) Founding Members
- c) General Members
- d) Honorary Members

3.1.4. All members in good standing shall have the right to attend meetings of the General Assembly.

3.2. Powers and Functions

3.2.1. The General Assembly shall have the authority to:

- a) Determine the general policy direction of the Organization;
- b) Approve major decisions and strategic plans;
- c) Adopt, amend, or repeal constitutional provisions in accordance with this Constitution;

- d) Approve annual reports and financial statements;
- e) Terminate the membership of any member on grounds of misconduct, violation of this Constitution, or actions deemed contrary to the interests and objectives of the Organization;
- f) Exercise oversight over all organs and office bearers of the Organization.

3.2.2. In matters relating to termination of membership, the affected member shall be given the opportunity to be heard before a final decision is taken.

3.3. Meetings

3.3.1. The General Assembly shall meet at least twice annually.

3.3.2. At least one (1) meeting per year shall be held physically.

3.3.3. Additional meetings may be held virtually or in hybrid format as deemed necessary.

3.3.4 Extraordinary meetings may be convened where urgent matters require immediate attention.

3.4. Notice of Meetings

3.4.1. The Secretary-General shall be responsible for convening meetings of the General Assembly.

3.4.2. Notice of meetings shall be issued in writing at least fourteen (14) days prior to the meeting date, stating the agenda, date, time, and venue.

3.5. Chairing of Meetings

3.5.1 The Coordinator of the Organization shall chair all meetings of the General Assembly.

3.5.2 In the absence of the Coordinator, the Vice Coordinator shall Chair the meetings. In the absence of both, members present shall elect an Acting Chairperson from among themselves.

3.6. Quorum

3.6.1. A quorum for meetings of the General Assembly shall be fifty percent (50%) plus one of members in good standing.

3.6.2 No binding decision shall be taken in the absence of quorum.

3.7. Voting and Decision-Making

3.7.1. Each member shall have one vote.

3.7.2. Decisions of the General Assembly shall be adopted by a simple majority of members present and voting, unless otherwise provided for in this Constitution.

3.7.3. A simple majority shall be required to adopt major changes or take important decisions.

3.7.4. Voting may be conducted by show of hands, secret ballot, or electronic means as determined by the Chairperson.

3.7.5 In the event of a tie, the Chairperson shall have a casting vote.

3.8. Finality of Decisions

3.8.1. All decisions duly adopted by the General Assembly shall be final.

3.8.2. No other organ of the Organization shall overturn or supersede a decision of the General Assembly.

Article 4. EXECUTIVE LEADERSHIP STRUCTURE

4.1. Establishment

1.1 The Organization shall be governed between meetings of the General Assembly by an Executive Leadership Committee (hereinafter referred to as “the Executive”).

1.2 The Executive shall be accountable to the General Assembly.

4.2. Composition

The Executive shall consist of the following officers:

1. Coordinator

2. Vice-Coordinator
3. Secretary General
4. Assistant Secretary General
5. Financial & Assistant Financial Secretary
6. Public Relations Officer
7. Youth Ambassador
8. Deputy Youth Ambassador
9. Research & Development Secretary
10. Assistant Research & Development Secretary
11. Representative from the Embassy

4.3. Functions of the Executive

3.1 The Executive shall:

- a) Implement decisions of the General Assembly;
- b) Manage the day-to-day affairs of the Organization;
- c) Develop and execute programs and projects;
- d) Ensure compliance with this Constitution;
- e) Prepare reports and financial statements for presentation to the General Assembly.

4.4. Duties of Officers

1. Coordinator

1.1 The Coordinator shall be the head of the Organization.

1.2 The Coordinator shall:

- a) Provide overall leadership and direction;
- b) Chair meetings of the General Assembly and the Executive;
- c) Represent the Organization in official matters;
- d) Ensure implementation of policies and decisions.

2. Vice-Coordinator

2.1 The Vice-Coordinator shall assist the Coordinator.

2.2 The Vice-Coordinator shall act in the absence of the Coordinator.

3. Secretary General

3.1 The Secretary General shall be responsible for:

- a) Convening meetings of the General Assembly and Executive;
- b) Preparing agendas in consultation with the Coordinator;
- c) Keeping minutes and official records;
- d) Managing official correspondence.

4. Assistant Secretary General

4.1 The Assistant Secretary General shall support the Secretary General.

4.2 Shall act in the absence of the Secretary General.

5. Finance Secretary

5.1 Finance Officer shall:

- a) Manage the finances of the Organization;
- b) Keep accurate financial records;
- c) Prepare financial reports;
- d) Ensure proper custody of funds;
- e) Present financial statements to the General Assembly.

6. Assistant Finance Secretary

6.1. The Assistant Finance Secretary shall:

- a) Shall support the Financial Secretary.
- b) Shall act in the absence of the Financial Secretary.

7. Public Relations Officer

7.1 The Public Relations Officer shall:

- a) Manage communication and public image of the Organization;

- b) Handle media relations;
- c) Promote activities and programs.

8. Youth Ambassador

8.1 The Youth Ambassador shall:

- a) Represent youth interests within the Organization;
- b) Promote youth engagement and participation;
- c) Develop youth-centered programs.

9. Deputy Youth Ambassador

9.1 The Deputy Youth Ambassador shall assist the Youth Ambassador.

9.2 Shall act in the absence of the Youth Ambassador.

10. Research & Development Secretary

10.1 The Research & Development Secretary shall:

- a) Conduct research relevant to the Organization's objectives;
- b) Develop project proposals;
- c) Identify funding and partnership opportunities;
- d) Monitor and evaluate programs.

11. Assistant Research & Development Secretary

11.1 The Assistant Research & Development Secretary shall support the Research & Development Secretary.

11.2 Shall act in their absence.

12. Representative from the Embassy

12.1. The **Representative from the Embassy** serves as the official liaison between the Embassy of Sierra Leone and SLDAC. This role ensures that the Embassy's perspectives, diplomatic priorities, and institutional guidance are reflected in SLDAC's deliberations and strategic direction.

12.2. Core Functions

- **Represent the Embassy's views** in all SLDAC decision-making processes, ensuring alignment with national interests, diplomatic protocols, and government policy.
- **Provide advisory input** on matters requiring government insight, foreign policy considerations, or diplomatic coordination.
- **Strengthen communication** between SLDAC and the Embassy, ensuring smooth collaboration on diaspora affairs, cultural initiatives, youth programmes, and national development engagements.
- **Support compliance** with national laws, diaspora engagement frameworks, and Embassy-level standards.

12.3. Voting Rights

- The Representative from the Embassy **does not possess voting rights** within SLDAC.
- Their role is **advisory and consultative**, ensuring that the Embassy's position is clearly communicated without influencing the democratic voting processes of SLDAC.

Below is a professionally drafted constitutional addition covering **Term of Office, Eligibility, Elections, and Removal Procedures**. This should follow the Executive Leadership Structure article.

Article 5. TERM OF OFFICE OF EXECUTIVES

5.1. Duration

1.1 All elected Executive Officers shall serve a term of **Three (3) years**.

1.2 Officers shall remain in office until a new Executive is duly elected and sworn in.

5.2. Term Limits

2.1 No officer shall serve more than **two (2) consecutive terms** in the same position.

2.2 An officer who has served two consecutive terms in a position may contest for a different office.

2.3 After a break of one full term, a former officer may become eligible to contest for the same office again.

5.3. Eligibility for Office

1. General Eligibility

To qualify for election into any Executive position, a member must:

- a) Be a member in good standing;
- b) Have fulfilled all financial obligations to the Organization;
- c) Not be under disciplinary sanction;
- d) Demonstrate commitment to the objectives of the Organization.

5.4. Election Procedures

1. Electoral Authority

1.1 Elections shall be conducted under the authority of an **Electoral Committee** appointed or approved by the General Assembly.

1.2 The Electoral Committee shall be neutral and shall not include individuals contesting for office.

2. Frequency of Elections

2.1 Elections shall be held every three (3) years during a duly convened General Assembly meeting.

2.2 Elections may also be held during an Extraordinary General Assembly where necessary.

2.3. The campaign period for re-election would take place in October 2028, and the election would be held in November 2028.

2.4. Subsequently campaign periods are held in October for each election period, and voting will take place in November of the election year.

3. Nomination Process

3.1 Notice of elections shall be communicated in September of the election year.

3.3 A list of qualified candidates shall be published on the last day of September prior to the election in November.

4. Voting Method

4.1 Voting shall be by secret ballot unless the General Assembly decides otherwise.

4.2 Each member shall have one vote.

4.3 A simple majority of votes cast shall determine the winner.

4.4 In the event of a tie, a run-off election shall be conducted between the tied candidates.

5. Swearing-In

5.1 Newly elected officers shall assume office immediately upon declaration of results or on a date determined by the General Assembly.

5.5. Vacancies and Removal from Office

1. Vacancy

A position shall become vacant if:

- a) The officer resigns in writing;
- b) The officer is incapacitated;
- c) The officer ceases to be a member in good standing;
- d) The officer is removed by the General Assembly.

2. Removal from Office

2.1 An Executive Officer may be removed for:

- a) Misconduct;
- b) Gross negligence;
- c) Abuse of office;
- d) Violation of this Constitution;
- e) Conduct detrimental to the Organization.

2.2 A motion for removal must be supported by at least one-third (1/3) of members of the General Assembly.

2.3 The officer concerned shall be given the right to be heard before a final decision is taken.

2.4 Removal shall require a simple majority vote of members present and voting at a duly constituted General Assembly meeting.

Article 6. FINANCIAL MANAGEMENT OF SLDAC

Financial management of SLDAC will involve strategic planning, budgeting, tracking, and reporting to maximize mission impact while ensuring liquidity, compliance, and transparency.

6-1. Key activities

Key activities will include managing diverse funding sources, implementing internal controls, monitoring cash flow, and maintaining accountability to stakeholders.

- Budgeting and Planning: Develop annual, mission-aligned budgets that cover both program expenses and core overheads, utilizing past performance to guide future needs.
- Cash Flow Management: Ensure constant, adequate cash flow to meet financial obligations.
- Internal Controls and Compliance: Establish strong financial policies and ensure compliance with tax laws and, in some cases, audits.

- Financial Reporting and Transparency: Provide regular, accurate financial updates to the board to foster accountability and transparency.

6.2. Receipts and Expenditure: Banking and Control of Funds

A. All funds of the Association, including donations, grants, contributions, subscriptions, and bequests, shall be deposited into a bank account opened and operated in the official name of the Association.

B. The bank shall be determined by the Executive Committee from time to time by formal resolution.

C. All payment instructions, withdrawals, transfers, or financial commitments drawn on the Association's account shall require the signatures of at least **two (2) authorised members of the Executive Committee**, one of whom must be the **Coordinator and Finance Officer**.

D. No single individual shall have unilateral authority to operate the Association's bank account.

E. The following shall have access to internet banking. The Coordinator, The Finance Officers, The Secretary General and one Non-Executive member.

F. The Non-Executive member shall be appointed by the general membership.

6.3. Application of Funds

All funds belonging to the Association shall be applied solely toward the promotion and advancement of the Association's objectives.

No portion of the income or property of the Association shall be distributed directly or indirectly to members except in legitimate reimbursement of approved expenses or lawful compensation for authorised services rendered.

6.4. Accounts and Financial Records

The Executive Committee shall ensure full compliance with applicable financial and statutory regulations governing Associations, including but not limited to the relevant provisions of the Belgian Code on Companies and Associations and the Internal Revenue Code (Book 10), or any statutory amendments thereto.

In particular, the Executive Committee shall ensure:

- a. Proper and accurate accounting records are maintained at all times.
- b. Annual financial statements are prepared in accordance with applicable legal and regulatory standards.
- c. The accounts are subject to auditing or independent examination where required by law or by resolution of the Association.
- d. All required financial statements are submitted to the appropriate regulatory authority within the prescribed deadlines.

6.5. Best Practices for Sustainability

- a. Board Oversight: Regularly review financial reports (at least bi-annually) to guide strategic decisions.
- b. Fundraising Transparency: Adopt donor-centered, open fundraising practices.
- c. Strategic Resource Allocation: Prioritize expenditures that directly contribute to the organization's mission and long-term sustainability.

Article 7. ANNUAL REPORT

The Executive Committee shall prepare an Annual Report outlining:

- The activities and achievements of the Association during the financial year;
- A summary of financial performance;
- Governance and compliance matters;
- Any other information required by law or regulatory authorities.

The Annual Report shall be submitted to the relevant Commission or regulatory authority in accordance with statutory requirements.

Article 8. ANNUAL RETURN

The Executive Committee shall prepare and file an Annual Return in compliance with the applicable Charities Act or equivalent statutory framework, including any amendments or re-enactments thereof.

The Annual Return shall be submitted to the appropriate Commission within the legally prescribed timeframe.

Below is a professionally reorganised and strengthened version of the two constitutional provisions for **SLDAC**, structured clearly and formally for governance purposes.

Article 9. AMENDMENTS TO THE CONSTITUTION

9.1 Authority to Amend

Subject to the provisions set out in this Section, this Constitution may be amended by a resolution passed by not less than **two-thirds (2/3) of the members present and voting** at a duly convened General Meeting of the Association.

The notice convening such General Meeting must:

- Clearly state that a constitutional amendment is to be considered; and
- Set out in full the terms of the proposed amendment.

No amendment shall be valid unless these notice requirements have been strictly complied with.

9.2 Restricted Amendments

No amendment shall be made to the following provisions without the prior written consent of the relevant regulatory authority (the Board):

- Clause 1 – Name of the Association
- Clause 3 – Objects of the Association
- Clause 9 – Executive Committee Members Not to Be Personally Interested

- Clause 21 – Dissolution
- This Clause (Section 20 – Amendments)

Such consent must be obtained in writing before the amendment is presented for final adoption.

9.3 Preservation of Charitable Status

No amendment shall be made that would result in the Association ceasing to qualify as a charitable organisation under applicable law.

Any proposed amendment that may affect the charitable status of the Association must first be reviewed for legal compliance before being submitted to members for approval.

9.4 Notification of Amendments

The Executive Committee shall, without undue delay, submit a copy of any duly adopted constitutional amendment to the appropriate regulatory authority or Commission, in accordance with statutory requirements.

Article 10. DISSOLUTION

10.1 Resolution to Dissolve

If the Executive Committee determines that it is necessary or advisable to dissolve the Association, it shall convene a General Meeting of all members.

Not less than **twenty-one (21) days' written notice** shall be given to members, clearly stating:

- The intention to propose dissolution; and
- The full terms of the proposed dissolution resolution.

10.2. Approval of Dissolution

The dissolution of the Association shall only take effect if the resolution is approved by not less than **two-thirds (2/3) of the members present and voting** at the duly convened meeting.

10.3. Disposal of Assets

Upon approval of dissolution:

- a. The Executive Committee shall be authorised to realise (liquidate) the assets of the Association.
- b. All lawful debts and liabilities of the Association shall first be fully satisfied.
- c. Any remaining assets shall not be distributed among members but shall be transferred or applied for the benefit of the Sierra Leone Diaspora community, specifically for purposes consistent with the charitable objectives of the Association and for the benefit of residents of the Diaspora.

10.4 Final Accounts and Reporting

A final statement of accounts covering the period up to dissolution shall be prepared.

A copy of the final accounts and accompanying financial statement shall be submitted to the Charity Commission or other relevant regulatory authority in compliance with applicable law.