

# **DRAFT CONSTITUTION OF TA DA THEMNE**

**REVIEWED AND EDITED BY CHAIRMAN ALPHA KHOLIFA KOROMA, COOR.**

## **Preamble**

The bona fide sons and daughters of the largest tribe in Sierra Leone, the Themne Tribe have converged in unanimity. The purpose in us is simple: to demonstrate, assert and to preserve our cultural values. The translation of this purpose in real life situation cannot be formal if our dreams are not put together in a body of rules that may govern our consciences. Gone are the platitudes that seek to hold us in disdain: “The Themne Tribe, people are sometimes described using a local saying as “the three minutes people” meaning the tribe that cannot be relied upon. It is against that backdrop that this document to be called “The Ta Da Themne Constitution “has been put together.

The document seeks to consolidate not only our aims and aspirations but to position the tribe, view the people as a force from an international perspective. This may engender the drive to achieving almost every charitable objective. Deeply, within the organisation is pro-developmental and a cultural association. It may not be devoid of political colour as the tribe’s men and women do belong to different kinds of political persuasion. It is intended foreseeably that it is an association that will embrace all other Sierra Leonean tribes and will collaborate and cooperate in areas of nation building. The United Kingdom shall become the epicentre of the fabric of the association, while exporting its action driven beliefs and philosophies to other parts of the world, wherever the Themnes are found.

## **ARTICLE One (1)**

### **1.1 Name and Definition**

The name of the association is Ta Da Themne hereinafter referred to as TDT.

Motto: TAPSUL translated as “Let it Be”

The term Ta Da Themne does not preach tribal division in the Sierra Leone community in the UK/I or in Sierra Leone but seeks to promote Themne Cultural Values.

The Association shall have its registered office in London, at an address to be confirmed by the Executive Committee.

No unauthorised use may be made of the Association’s trademarked logo.

In the event of any question of interpretation or any question on which this

constitution is silent, the executive committee reserves to itself the right to act according to its interpretation of the constitution or at its discretion.

## **ARTICLE Two (2)**

### **2.1 OUR MISSION.**

Our mission is multi-dimensional, pitched in the following areas:

- Be a strong voice for the Themne people at home and abroad.
- Champion the Themne course in-country and around the world
- Propose, promote and sustain the development of the Themne people and regions in economic, social, cultural and educational matters.

## **ARTICLE Three (3)**

### **Aims and Objectives;**

### **3.1 EDUCATION**

3.1 (a) TDT shall strive to influence legislation, government regulations and policies to reduce the disparity in education between boys and girls and maximising positive outcomes for the girl – child education in Sierra Leone, UK and the world at large.

3.1 (b) Support and maintain education and training of the youth in the Themne regions in several disciplines including: Small business formation and management; Food production and processing; Building and construction trades; Automobile technology; The performing arts and several others based on need.

3.1 (c) TDT to lobby governments and voluntary organisations in the provision of educational support materials to schools as in 3.1(b) in the Themne areas.

3.1(d) TDT shall lobby organisations and where possible to provide educational equipment and accessories to schools as in 3.1 (b) in Sierra Leone.

3.1 (e) To lobby for government initiatives to introduce cutting-edge programs such as the introduction of health clinics in schools' environment.

3.1(e) TDT to serve as a pressure group to influence both government and international non – governmental organisations to support free meals program to state sponsored schools.

### **3.2 HEALTH**

3.2(a) TDT will promote, make a case for the distribution of affordable drugs to facilitate the treatment and cure of common life threatening diseases in the Themne areas and regions.

3.2(b) The TDT shall lobby relevant institutions of national government and INGOs to ensure the supply of safe drinking water to the North/Western villages in Sierra Leone.

3.2 (c) TDT will seek to influence the ministry responsible on the improved provision of pure, clean portable water supply facilities in the Themne regions of the country.

### **3.3 ECONOMIC**

In the area of agriculture TDT shall:

3.3(a) Endeavour to establish links between Sierra Leone farmers and prominent farming charities in the UK and worldwide with a view to improve agricultural output in Sierra Leone.

3.3(b) Organise and deliver fund-raising programmes designed to raise funds for the purchase of machinery and equipment in support of the agricultural sector in the Themne areas of the country.

3.3 (c) Identify and submit funding proposals to relevant bodies in the UK and the world at large in order to support economic self-sustenance of small scale Themne farmers.

3.3 (d) Search for and influence the right authorities in the Sierra Leone government in order to support the small scale farmer particularly in the provision of seeds for cash crops in Themne areas.

3.3 (e) Encourage, educate and promote the cultivation of Sierra Leonean produce for export to the UK/USA/EU markets.

3.3 (f) Submit applications for existing funds to relevant charities and donors in the UK and worldwide to undertake the activities outlined above.

3.3 (g) To lobby government and where possible to cater for small scale farmers the provision and supply of seed rice to boost productivity.

3.3 (h) To serve as an economic guarantor for the grant of micro credits to small-

scale business entrepreneurs anywhere in Sierra Leone.

### **3.4 SOCIAL AND CULTURAL:**

3.4(a) The primary objective of the association is to raise awareness of the socio-cultural proclivities of the Themne Tribe: hence social and traditional events will be recognised and celebrated in order to showcase the tribe's rich cultural heritage. TDT and its membership will not be mandated to support or fund these events. All contributions will be on a voluntary basis.

3.4(b) The TDT will seek to support its members to provide emotional support to members and their families undergoing difficulties in the UK. Such support may be wide ranging. They could include the share of best practice, the provision of voluntary advice to those that might fall foul of the laws of the land, immigration issues and similar.

3.4(c) TDT membership will support members on matters to do with bereavement of close family members: husbands, wives, mothers, fathers, direct siblings, and biological children on a voluntary basis. This provision must be subject to individual persuasion and donations are voluntary and not mandatory on the membership.

3.4(d) Weddings, childbirth are times of celebrations among the Themnes. The membership will be informed about these events if and when they occur. TDT members bear no mandatory responsibilities but may willingly accept invitation and take personal responsibility towards the provision of support and offering of gifts.

## **ARTICLE Four (4)**

### **4.1 MEMBERSHIP:**

Membership of the association is based on the following undermentioned qualifications subject to the approval of the general membership.

4.1(a) Membership of the TDT is specifically tied up to offspring birthed to Themne parentage under the following conditions:

4.1(b) Both biological parents shall be of Themne origin (irrespective of place or country of birth)

4.1(c) One of the parents shall be of Themne origin (subject to the member's will)

4.1(d) Based on the individual's overwhelming evidence of claim.

4.1(e) Based on the individual's overwhelming conviction subject to independent proof.

4.2 Membership shall be attained by registration fee of fifty pounds sterling or equivalent (£50) to be followed by monthly contribution of ten pounds sterling (£10). Members who fail to make a monthly contribution of ten pounds sterling (£10) for four consecutive months may be suspended, temporarily prevented from voting and will be required to provide evidence of mitigating circumstances in order to be reinstated.

4.3 Members who deliberately misrepresent TDT through bad conduct, fraud and the pursuit of personal and financial gain shall be expelled following a two-thirds majority vote of fully registered members.

4.4 Members whose activities are sine qua non to the occurrence of financial mischief shall be prosecuted for criminal related offences.

4.5 Members who embark on verbal and physical aggression against members, officials and other people with respect to issues concerning TDT shall have their membership reviewed by the Committee of Elders. And any decisions adopted shall be binding.

## **ARTICLE Five (5)**

### **5.1 THE EXECUTIVE COMMITTEE:**

5.2 TDT shall consist of an Executive Committee whose members shall be elected for a term not exceeding two years (hereinafter "the committee") to oversee the on-going activities of the association.

**The Executive committee shall comprise of the following officers:**

**Chairperson  
Vice Chairperson 1  
Vice Chairperson 2  
Secretary General  
Assistant Secretary General  
Financial Secretary  
Assistant Financial Secretary  
Treasurer  
Publicity secretary  
Public Relations Officers.  
Welfare Officer  
Projects Management Directorate  
Youth and Children affairs Secretary**

5.4 Assistant positions shall be filled by co-option by the Executive committee as the need arises. Sub-committees may be constituted where the need arises and at the discretion of the Executive committee.

5.5 At an appropriate time the committee may suggest the award of an honorary Membership to any person, subject to the approval of two-thirds majority of the registered members.

## **ARTICLE Six (6)**

### **6.1 RESPONSIBILITIES AND DUTIES OF THE OFFICERS:**

6.2 (a) The Chairperson: The Chairperson is the executive head of the of the association. He/she shall oversee the day-to-day general operations of the Association and shall be answerable to the Committee.

6.2.(b) Vice Chairpersons 1&2: The Vice-Chairpersons shall deputise the Chairperson whenever the latter is unable to fulfil his/her duties. In the event of the Chairperson's incapacitation, resignation and /or vote of non-confidence the Vice-Chairperson 1 shall act as temporary Chairperson until the latter position is filled at a general meeting of the fully paid registered members. In the Chairperson absence, the Vice-Chairperson 1 will carry out the duties of the Chairperson.

#### **6.2.(c) Secretary General:**

6.2(d) The Secretary-General shall be the administrative head of the association.

He shall take minutes of all meetings of TDT. The Secretary-General shall be responsible for all the correspondences of TDT and shall keep a records of them. The responsibility to read minutes of previous meetings shall be his domain.

6.2.(e) Assistant Secretary - General: He/she shall assume the roles and responsibilities of the secretary-General in the absence of the substantive holder. The assumption to those responsibilities shall be as of right devoid of voting procedures.

### **6.3 Treasurer:**

6.3 (a) The treasurer shall be responsible to receive and collect monies payable to the association. Such monies shall be paid into the associations account within three working days from the date of receipt. Evidence of such payments shall be forwarded to the Financial secretary for his records.

6.3 (b) Assistant Treasurer: He/she shall, suo motu assume the role of the substantive holder during his absence or inability to carry out his/her responsibilities.

### **6.4 Financial Secretary:**

6.4 (a) The Financial Secretary shall become the financial controller for all the TDT finances. He shall be charged with the collection of all monthly subscriptions and the maintenance of accounts. The financial Secretary shall provide quarterly financial reports to the Executive Committee on the financial standing of the association. A

detailed report of the Association's financial status shall be given at the general meeting when mandated to do so within six months period. This shall involve communicating to the general membership as to financial matters including the provision of estimates for expenditure and revenue collected.

6.4 (b) Assistant Financial Secretary: He/she shall assume the responsibilities of the substantive holder during his/her absence.

## **7.1 Organising Secretary**

7.1(a) He/she shall be responsible for organising charitable activities. He or she shall oversee all social/charitable activities of the association. Whenever the association shall engage in charitable functions, he or she shall head the committee for various duties assigned to members of such committee. All such events like, talks, seminars, training workshops, fund-raising, projects proposals meetings, visitation of sites, places and locations where planned charitable work is to be carried out and certain social functions associated with the theme: Themne tribe.

7.1(b) Assistance Organising Secretary: He/she shall assume the roles and responsibilities of the substantive holder during his/her absence. Such assumption of duty is of right and immediate.

## **8.1 The Publicity secretary**

8.1(a) The publicity secretary shall be responsible for the public good of the ASSOCIATION. His/her duties and obligations may include the following:

8.1(b) identify platforms for marketing

8.1(c) Promoting and boosting the modus operandi of the association

8.1(d) Keeping the banner of the association high

8.1(e) Liaising with the Public Relations Officer and other relevant departments on matters affecting the public good of the association.

## **9.1 Public Relationship Officer (PRO)**

9.1(a) He/she shall be the official spokesperson of the organization. Liaising with, and providing answers to public enquiries from media, individuals and other organisations, often via telephone, email and other digital platforms. He/she will maintain and update information on the organisation's website, support in the organisation of events including holding press conferences etc.

## **10.1 Welfare Officer (WO)**

10.1(a) Ref. to Article 3, clauses 3.5(c) and 3.5(d) above, it shall be charged of the responsibility by the Welfare Officer to coordinate such matters as above stated.

### **11.1 Projects Management:**

11.1(a) The Projects Management is headed by the Projects Coordinator. He/she shall head all developmental projects of the association. He shall perform the Lead role in planning, executing, monitoring, measuring, controlling, closing and reporting on projects progress and or conclusion. He/she shall be accountable for the entire project scope, costs, quality of delivery, duration, project team, resources, and the success or failure of the project. Alongside the Financial Secretary, he/she shall be responsible to identify, appraise, seek and deploy funding. This department will also research for possible ways of obtaining funds from statutory governmental and non-governmental organisations including existing charitable sources.

11.1(b) Assistant Projects Coordinator: He/she shall assume the position of the substantive holder during his/ her absence.

### **12.1 Youth and Children affairs wing.**

12.1(a) There shall be a Youth and Children affairs wing led by a youth secretary.

12.1(b) The secretary shall be responsible for coordinating:

- all affairs relating the TDT youth and children
- organising learning events relating to their identities and culture
- events and career counselling
- events on sex education and issues such as teenage pregnancies and drug abuse
- other relevant educational programmes/experience sharing sessions such as - - - attractive and fascinating aspects of the Themne cultural mix.

12.1(c) Themne youth under the age of 18 shall be registered only with the consent of at least one of their parents or guardians and shall be subject to the payment of a quarter of the fee of an adult.

### **13.1 ORDINARY MEMBERS:**

13.1(a) The ordinary members of the Committee shall be delegated with any other duties by the Chairperson as are seem fit. (If these posts are already fixed in the Association, the various duties attached should be listed here giving a job description – as is above)

## **ARTICLE 7 (Seven)**

### **7.1 NOMINATIONS AND ELECTIONS OF OFFICERS:**

7.1(a) Eligibility in the case of all officers is derived from full commitment of ordinary members of the Association.



7.1(b) The full Officers of TDT shall be elected at the Annual General Meeting.

7.1(c) TDT members shall have the same privileges as full members, as well as the privilege of speaking and voting in meetings, to hold office in the Association, or to nominate or vote in elections.

7.1(d) Only a full-registered member of TDT can vote at elections and annual general meetings.

7.1(e) Candidates for election to any position must be nominated and seconded by a full/ordinary member of the Association in writing. The Secretary must receive nominations at least three (3) days before the AGM. If two or more candidates run for the same position, a vote will be taken of the members present at the AGM. All elections shall be through secret ballot.

7.1(f) Monthly subscription and registration fees are not refundable if a colleague ceases to be a member.

## **ARTICLE 8 (Eight)**

### **8.1 PROVISIO**

8.1(a) Except with the prior written approval of TDT no officer shall:

8.1(b) have a financial interest in the supply of goods or services to the association;  
or

8.1(c) Acquire or hold any interest in property of the association (except to hold it as officer of TDT) or

8.1(d) The income and property of TDT shall be dispensed with solely towards the promotion of its objectives; no part shall be paid or transferred directly or indirectly by way of bonus or otherwise by way of profit to member of the association and

8.1(e) No TDT officers shall be appointed to any post of the association paid by salary or fees or receive and remuneration or other benefit in money or money's worth from the association.

## **ARTICLE. 9**

### **9.1 Meetings of PF–Annual General Meeting and General Meetings:**

All meetings shall occur monthly or otherwise depending the circumstances as deemed fit by TDT and will follow the procedures set forth below:

9.1(a) Notice of the next meeting shall be given after the end of each category of meeting and shall be issued at least fourteen (14) clear days in advance. Notice shall be given through emails, TDT Whats'up Forum and TDT web site or otherwise publicised to the members giving the date and time of the meeting.

9.1(b) The matters to be discussed at the meeting shall be circulated to members not less than three (3) days prior to the meeting.

9.1(c) At the AGM officers shall read their reports of TDT activities for the year and observations or recommendations proffered.

9.1(d) The Executive committee shall meet at least twice every six months during each term (usually the committees would meet once every fortnight during term). The quorum for such meetings is deemed to be half the committee members or 2/3rds of TDT members.

9.1(e) A general meeting, of TDT may be called by the Executive Committee or by 60% members of the Association presenting a signed petition to the Committee. Notices shall be issued at least ten (10) clear days in advance.

9.1(f) An Extraordinary General Meeting of TDT may be called following the procedure set out in 9.1(e) above for General Meetings.

## **ARTICLE 10.**

### **10.1 DISMISSAL OF MEMBERS:**

10.1(a) Any member suspected to be reasonably causing disrepute or disregard the constitution shall be ordered to appear before the disciplinary Panel of the Council of Elders (COE). If such actions of disrepute or abrogating the constitution are proven, the COE shall recommend to the Executive Committee (Appeal's Committee) which shall be granted jurisdiction to terminate the membership of the said guilty member. A suspension of one month pending appeal hearing by the EC may be imposed. If within the month the Appeal's Committee (EC) is not constituted for the hearing, another month shall be recommended during which more than half of the membership of the Appeal's Committee (EC) shall sit on the appeal proceedings. The termination of the member shall be at least a last resort punitive measure based on the decision reached by simple majority of the constituted committee. However, lack of strong evidence against the member may cause the EC to revoke the suspension and suo motu restore his membership with immediate effect.

## **ARTICLE 11 Removal:**

11.1 Article: 11.1 shall be alternate or integral in the applicability of Article 10 and its attendant sections.

Any member of TDT found guilty in violating the association's constitution may be removed from the association by the following process:

11.1(a) A written request by at least three members of the organization.

11.1(b) Written notification to the officer of the request and asking the officer to be present at the next meeting prepared to speak in their own defence.

11.1(c) Written notification to the membership.

11.1(d) 75% of the voting membership must be in attendance to vote on removal of an officer. A two-thirds (2/3) majority of members present is necessary to remove officer.

11.1(e) Replacement: Should an officer resign or be removed; a special election will be held one week after written notification to all voting members. Midterm elections shall be conducted as specified in Article V, section 2.

Newly elected officers will assume office on (date), except in the case of midterm elections. Officers elected midterm will assume office immediately after their election.

11.1(f) If an Officer or a Committee member is absent from a committee meeting or a General Meeting on three consecutive occasions without supplying apologies, he/she is deemed to have resigned.

11.1(g) Any member who is found using TDT name for his personal purpose will be asked to resign.

## **ARTICLE 12- Finances**

12.1 TDT will finance the activities it engages in by the following means:

(a) Registration fees and monthly contributions

(b) Donations and funds from governmental and non-governmental organisations including other charities

(c) Funds from fundraising activities

### **12.1(a) Conduct**

The TDT will conduct all financial activities in accordance with Association's policy and deposit all funds in its TDT account. The bank account should be in the name of TA DA THEMNE and not that of one or individual member and no money should be withdrawn without three approval signatories of the appointed officers (The chairperson, Secretary-General, and Treasurer).

12.1(b) Financial statements:

By September 30 of each year, the financial secretary shall submit a financial statement to the General Meeting. The financial statement evidence of fundraising revenues and expenses for the previous year, for the accounting

period of September 1st to August 31st and shall be reconciled with TDT bank statements.

The financial statements shall include:

- the opening balance (cash on hand at the beginning of the year)
- revenue collected during the year
- expenses incurred during the year
- the closing balance (cash on hand at the end of the year)

### **ARTICLE 13: Amendments to this Constitution:**

This constitution is binding to all members of TDT, but the constitution is not bounded by itself.

13.1 Amendments to the constitution will be proposed in writing by any voting member of TDT at any meeting and two-third (2/3) of the voting members present.

13.1(a) These amendments will be placed on the agenda for the next regular meeting of the executive committee or other officer grouping, in writing to the Secretary within the time specified by the executive committee.

13.1(b) Proposed amendments will become effective following approval of two-thirds (2/3) majority vote of voting members

13.1(c) Amendments to this Constitution will be proposed by the Executive Committee or by 12 members of TDT

### **ARTICLE 14**

#### **14.1 COUNCIL OF ELDERS**

14.1(A) There shall be a comprehensive number of experts, professionals and men and women of approved skills and competencies appointed to serve the Council of Elders. The Council's role is purely advisory and investigative.

14.1(b) The General Lead Coordinator shall be part and parcel of the Council of Elders. His responsibilities are basically making sure that there is proper coordination of all the activities of the association. This is not an elective position. It is held at the behest of the Executive Committee. The holder of this position shall contest for any position in the Executive Committee at future elections.

This constitution is binding as and from the date of being approved by TDT.