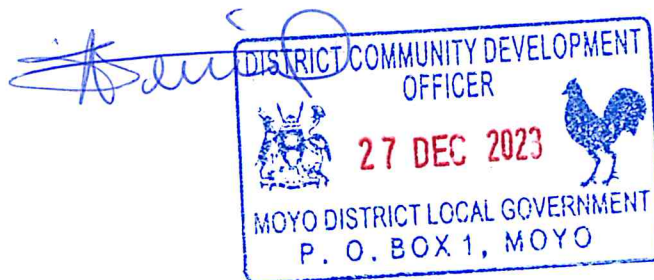


THE CONSTITUTION OF



ZEBRA GENERATION

ZESTFUL EFFORTS BRINGING RELIEF AND ADVOCACY



PREAMBLE

Zebra Generation is a grassroots initiative based in Moyo District, Madi Sub-Region. Our mission is to address the multifaceted challenges facing youth, children, adolescents, women and the environment in our community. We believe that every individual deserves the opportunity to thrive and reach their full potential, and we are committed to creating a more just, equitable, and sustainable society.

Economic Challenges

The economic challenges facing our community are complex and deeply ingrained. Poverty is a pervasive issue, with many families struggling to make ends meet. Limited economic opportunities and a lack of sustainable livelihoods have led to widespread poverty, with many individuals relying on subsistence farming or informal trading to survive. This has resulted in a cycle of poverty that is difficult to break, with many families unable to afford basic necessities like food, shelter, and healthcare.

Unemployment is another significant challenge, particularly among youth. Many young people lack the skills and education needed to access formal employment opportunities, and as a result, they are often forced to engage in informal or menial work. This not only perpetuates poverty but also leads to frustration and disillusionment among youth, who feel that they have limited prospects for a better future.

Environmental Challenges

Our community is also facing significant environmental challenges. Deforestation and unsustainable land use practices are threatening biodiversity and ecosystem services, with many forests being cleared for agriculture, charcoal production, and other purposes. This not only contributes to climate change but also undermines the livelihoods of communities that depend on these ecosystems for their survival.

Pollution is another major issue, with inadequate waste management and pollution affecting both human health and the environment. The lack of effective waste management systems means that waste often ends up in waterways, soil, and air, posing significant health risks to humans and wildlife. This is particularly concerning in our community, where access to healthcare is already limited.

Social Challenges

The social challenges facing our community are equally pressing. Children are vulnerable to abuse, exploitation, and neglect due to weak protection mechanisms. Many children are forced to work or live on the streets, where they are exposed to significant risks and dangers. This not only undermines their well-being but also limits their opportunities for education and personal development.

The youth in our community face significant social challenges, including irresponsibility, drug abuse, and involvement in adverse and dangerous activities such as child labor, and gang violence, which pose risks to their health, well-being, and future prospects.

Adolescent and women's health is another significant concern. Limited access to reproductive health services and information puts adolescents and women at risk of unintended pregnancies, sexually transmitted infections (STIs), and other health problems. This is particularly concerning in our community, where cultural taboos and stigma often prevent young people from accessing the information and services they need to make informed decisions about their health.

Human Rights and Good Governance Challenges

Our community also faces significant human rights and good governance challenges. Limited access to justice and legal services means that many individuals are unable to claim their rights or seek redress for

injustices. This is particularly concerning for marginalized communities, who often lack the resources and social capital to navigate the justice system.

Corruption is another major issue, undermining trust in institutions and hampers development efforts. When public officials and institutions are corrupt, it creates an uneven playing field, where those with power and influence are able to exploit their positions for personal gain. This not only undermines the rule of law but also perpetuates inequality and injustice.

Why Zebra Generation CBO?

In response to these challenges, Zebra Generation CBO was formed to empower youth and children, promote environmental conservation, and advocate for human rights and good governance. We believe that every individual deserves the opportunity to thrive and reach their full potential, and we are committed to creating a more just, equitable, and sustainable society.

Our approach is holistic and community-led, recognizing that the challenges facing our community are interconnected and require a comprehensive response. We work with local stakeholders, including community members, leaders, and government officials, to identify solutions that are tailored to our context and needs.

Through our programs and activities, we aim to:

Provide Opportunities for Education, Skills Development, and Protection for Youth and Children

We aim to provide opportunities for education, skills development, and protection for youth and children. This includes access to quality education, talent expo, vocational training, and life skills programs that equip them with the knowledge, skills, and values necessary to succeed in life. We will also provide protection services, counseling, and advocacy to ensure their rights and well-being are safeguarded. By doing so, we hope to empower them to become productive members of society and reach their full potential.

Implement Sustainable Practices and Protect Natural Resources

We will implement sustainable practices and protect natural resources to ensure a healthy and thriving environment. This includes initiatives such as tree planting, waste management, and conservation of water resources. We will also promote sustainable livelihoods that are environmentally friendly and economically viable, such as organic farming and eco-tourism. By adopting sustainable practices, we aim to mitigate the impact of climate change and ensure a sustainable future for generations to come.

Promote Access to Justice, Equality, and Good Governance

We will promote access to justice, equality, and good governance in our community. This includes providing legal aid, advocacy, and support services to ensure that everyone has access to justice, regardless of their social status or background. We will also work to challenge discriminatory practices and promote equality, and advocate for good governance and accountability in our community. By doing so, we hope to create a fair and just society where everyone can thrive.

Support Marginalized Communities and Amplify Their Voices

We will support marginalized communities and amplify their voices to ensure that their concerns and needs are heard and addressed. This includes empowering them to claim their rights and participate in decision-making processes, and amplifying their voices through advocacy and community mobilization. By

doing so, we hope to create a more inclusive and equitable society where everyone has a chance to participate and contribute.

Adolescent and Women's Health Initiatives

We will provide adolescents and women with access to comprehensive sexual and reproductive health (SRH) information and services, including family planning, maternal health, and prevention of sexually transmitted infections (STIs). We will also provide life skills training, mentorship, and support to adolescents, and economic empowerment programs for women. By doing so, we hope to empower them to make informed decisions about their health and well-being, and to become productive and responsible members of society. The SRH services will include awareness on Family planning counseling and services, Maternal health care, antenatal, delivery, and postnatal care, Prevention and management of STIs and HIV/AIDS, Screening and treatment for cervical and breast cancer, Support for survivors of gender-based violence

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PART I: PRELIMINARY

ARTICLE 1: Name of the Organization

The name of the Organization shall be **ZEBRA GENERATION** (Zestful Efforts Bringing Relief & Advocacy)

ARTICLE 2: Interpretation

Unless the context otherwise requires in this Constitution

"Act" shall mean the Non-Governmental Organizations Act, No. 24 of 2002 as amended from time to time;

"Organization" Shall mean ZEBRA GENERATION;

"Board" Shall mean Board of Directors of the Organization;

"Registrar" shall mean the Registrar of Non-Governmental Organizations;

"Office bearers" shall mean Chairperson, Executive Secretary, Treasurer;

"Vulnerable, marginalized, voiceless, underprivileged or disadvantaged group" shall include Children and Youth, Women and Girls, People with Disabilities, Poor and Economically Disadvantaged, Minority Groups and Adolescents

ARTICLE 3: Registration

The Organization shall be registered as a Non-Governmental Organization under the Non-Governmental Organizations Act, 2016 as amended from time to time.

ARTICLE 4: Head Office

The head office will be based at Moyo Multipurpose Training Center, Moyo Sub-County, Moyo District, Madi Sub-Region.

P.O.BOX 380033 Moyo (U)

ARTICLE 5: Area of Operation

The Organization shall operate in Uganda.

PART II: VISION, MISSION AND OBJECTIVES

ARTICLE 6: Vision Statement

A future generation of leaders who are confident, capable, and committed to driving sustainable development and social justice for thriving communities

ARTICLE 7: Mission Statement

Empowering young leaders to drive transformative change in their communities by developing their skills, knowledge, and attitudes necessary to promote sustainable development, social justice, and community well-being.

ARTICLE 8: Objectives of the Organization

- 8.1 To empower children and youth through education, skills training, and mentorship.
- 8.2 To promote women's rights through education, economic opportunities, and protection from gender-based violence.
- 8.3 To support people with disabilities through advocacy, inclusive policies, and accessible services.
- 8.4 To reduce poverty through vocational training, business skills development, and job placement services.
- 8.5 To mobilize resources through partnerships, fundraising, and resource development.
- 8.6 To promote entrepreneurship and business development through incubation centers, training, and mentorship.

- 8.7 To support adolescent health and development through SRH information, life skills training, and mentorship.
- 8.8 To organize talent expos to showcase youth skills and creativity.
- 8.9 To organize trade exhibitions to promote local products and services.
- 8.10 To build capacity through training, organizational development, and innovation.
- 8.11 To operate businesses to generate income and support the organization's programs, ensuring sustainability and self-sufficiency.
- 8.12 To create awareness on health, nutrition, environment, human rights, social issues, and economic empowerment, including HIV/AIDS, SRH, mental health, healthy eating, sustainable practices, climate change, women's rights, children's rights, gender-based violence, entrepreneurship, and financial literacy.

PART III: MEMBERSHIP AND TYPES OF MEMBERS

ARTICLE 9: Membership

- 9.1 Membership to the Organization shall be voluntary and open to any Ugandan who has attained the age of 18 years and above, of sound mind and who is ready to join hands in supporting and promoting vision, mission and objectives of the Organization.
- 9.2 Membership fees shall be UGX 20,000 for registration and UGX 30,000 annual subscription for individuals, and UGX 100,000 for registration and UGX 200,000 annual subscription for organizations.

ARTICLE 10: Types of Members

There shall be three types of members-

- 1. **Founder members:** These are members who made the initiatives to establish this Organization;
- 2. **Ordinary members:** These are members who join the Organization after its establishment;
- 3. **Organizational members:** These are legal bodies that subscribes with the Organization;
- 4. **Honorary members:** are those members who shall be awarded such membership by the Organization due to their positive contributions to the community and Organization objectives.

ARTICLE 11: Rights and obligations of Members

To elect/vote and be elected/voted in the leadership of the Organization except for honorary members;

Right to be heard;

- i. To attend General Meeting;
- ii. Participate in all Organization activities as he/she may be required to do so;
- iii. Receiving information of the Organization progress by any means of communication.
- iv. To pay fees that is prescribed by the General Meeting;
- v. To attend all meetings that requires his/her presence;
- vi. To participate in all the activities of the Organization as planned;
- vii. To keep secret all matters and decisions of the Organization.

ARTICLE 12: Cessation of Members

Members shall cease if any the following happens;

- a) By resignation;
- b) Expulsion for misbehavior, failure to adhere to Organization's resolutions and this Constitution;
- c) Failure to attend three consecutive General Meeting without reasonable information;
- d) Incapability to perform his/her obligations due to mental disorder;
- e) Failure to pay subscription fees for 3 (three) years;
- f) Death.

PART IV: OFFICE BEARERS, ELECTION AND TERM OF LEADERSHIP

ARTICLE 13: Board Chair

There shall be Board Chair of the Organization who;

- i. Shall preside over General Meeting of the Organization;
- ii. Be the spokesman for the Organization;
- iii. Shall be a signatory to the bank account.
- iv. Shall be the overseer of the Organization's daily activities

ARTICLE 14: Executive Secretary

There shall be Executive Secretary of the Organization who;

- i. Shall call meetings in consultation with the Chairperson;
- ii. Shall arrange schedule of duties in the office;
- iii. Shall receive all letters including application letters from new members and to submit them to the General Meeting for approval;
- iv. Shall keep all documents of the Organization;
- v. Shall be a signatory to the Organizations bank account;
- vi. Shall keep records of all assets of the Organization.

ARTICLE 15: Finance Director

There shall be Finance Director of the Organization who;

- i. Shall receive and keep all the money of the Organization;
- ii. Shall prepare the annual budget and estimates of the Organization to be presented to the General Meeting;
- iii. Shall keep all records of assets, records of accounts and books of account;
- iv. Shall prepare financial records of statements of income and expenditure and submit the said documents together with audited report to the General Meeting;
- v. Shall be a signatory to the bank account.

ARTICLE 16: Election and term of leadership of office bearers

The office bearers of the Organization shall be elected by the General Meeting among the members and hold office for a period of five (5) years and may be reelected for another term of five (5) years.

PART V: EXECUTIVE DIRECTOR

ARTICLE 17: Role and Responsibilities

The Executive Director shall be the founder of the organization and shall have overall responsibility for the management and administration of Zebra Generation CBO.

The Executive Director shall also be the Executive Secretary to the Board of Directors.

ARTICLE 18: Extraordinary Powers

The Executive Director, as the founder, shall have the following extraordinary powers:

- i. To make decisions on behalf of the organization in emergency situations where timely decisions are critical.
- ii. To represent the organization in all matters, including legal and financial transactions.
- iii. To exercise discretion in the implementation of policies and programs, taking into account the best interests of the organization.

ARTICLE 19: Accountability

The Executive Director shall be accountable to the Board of Directors and shall provide regular updates on the organization's activities and financial performance.

ARTICLE 20: Limitations

The Executive Director's powers shall be exercised in accordance with the organization's constitution, policies, and laws of Uganda.

PART VI: BOARD OF DIRECTORS

ARTICLE 21: Establishment of the Board of Directors

- 17.1. There shall be a Board of Directors composed of the Board Chair, Executive Secretary, Finance Director and other two (2) members appointed by General Meeting;
- 17.2. Members of the Board shall hold the office for a period of five (5) years and may be re-appointed for another term of five (5) years.
- 17.3. The Board Chair, Finance Director and the two (2) other members shall be elected by the General Meeting while the Executive Director shall be Secretary to the Board;
- 17.4. Board of Directors shall hold the meeting twice a year or at any time in case of emergency;
- 17.5. Quorum shall be 2/3 of the Board members.

ARTICLE 22: Functions and Duties of Board of Directors

- a) To make Rules and Regulations;
- b) To protect and advance the image of the Organization;
- c) To recruit staffs;
- d) To participate in developing Organization's Strategic plans;
- e) To appoint auditor(s);
- f) To convene projects to be carried out by Organization, conduct or cause to be conducted feasibility studies for such project and submit the same for approval by the General Meeting;
- g) To form different committees of the Organization where necessary.

PART VII: GENERAL MEETING

ARTICLE 23: Composition of General Meeting

- i. General Meeting shall be a supreme organ of the Organization composed of all members of the Organization;
- ii. The decisions in this meeting shall be by majority vote of members attended the meeting.

ARTICLE 24: Powers/function of the General Meeting

- i. Discuss new members for admission and discipline and expel members;
- ii. Discuss and approve annual budgets, plans, physical and financial implementation reports;
- iii. Amend the Constitution;
- iv. Electing office bearers of the Organization;
- v. Approve issues originated from the Board of Directors;
- vi. To appoint Board of Directors.

ARTICLE 25: Annual General Meeting

- a) There shall be Annual General Meeting of the Organization held once a year;
- b) Notice shall be given to all members 21 days before the meeting;
- c) Quorum shall be 2/3 of members.

ARTICLE 26: Extra-Ordinary General Meeting

- a) The Extra-Ordinary General Meeting shall be held whenever there is an emergency;
- b) Notice shall be given to all members 7 days before the meeting;
- c) Quorum shall be 2/3 of members.

PART VIII: FINANCIAL MANAGEMENT, CONSTITUTIONAL AMENDMENT, DISSOLUTION AND CONFLICT RESOLUTION

ARTICLE 27: Financial Year

The financial year of the Organization shall be between 1st January and 31st December of the calendar year.

ARTICLE 28: Sources of Funds

The sources of funds for the Organization shall be-

- 24.2. Entry and annual membership fees;
- 24.3. Fundraising;
- 24.4. Legal gifts from friends;
- 24.5. Grants, donations;
- 24.6. Income generating activities;
- 24.7. Members contributions.

ARTICLE 29: Uses of Funds

Funds however obtained shall solely be applied towards the promotion of the objectives of the Organization.

ARTICLE 30: Bank Account

There shall be a bank account opened in the name of the Organization. The office bearers shall be the signatories of the Bank Account of the Organization. For any transaction to be effected there must be signatures of two signatories among the three signatories.

ARTICLE 31: Constitutional Amendments

Any part, clause of this Constitution may be removed, added or amended by the General Meeting by the majority vote of eligible voters held for that purpose.

ARTICLE 32: Dissolution

The Organization may be dissolved by resolution passed at the General Meeting, by at least a two thirds majority of members eligible to vote or by operation of law;

In the event Organization is dissolved, all assets remain after payment of debts shall be transferred to another Non-Governmental Organization registered under the Act with Similar objectives with this Organization.

ARTICLE 33: Conflict Resolution


Whenever arises a conflict within the Organization; the Board will be responsible to settle the dispute;

If the Board fails to handle the dispute, the matter will be referred to the General Meeting and if the General Meeting is unable to resolve the issue, it will be escalated to a mutually agreed upon mediator for final resolution.

LIST OF FOUNDER MEMBERS

This Constitution was adopted and approved by the founding members of Zebra Generation on **27th December 2023** at **Moyo Multipurpose Training Center**.

We, the undersigned, hereby confirm our approval and adoption of this Constitution.

NO	NAME	SEX	NIN NUMBER	POSITION	PHONE NO.	SIGNATURE
1	Unzimai Julius	M	CM94029101R8EL	Chair Founder	0778708191	
2	Jurua Specioza Ruth	F	CF980291030Y0J	Board Member	0788197712	
3	Maliamungu James	M	CM9302910027HA	Board Member	0779141514	
4	Abio Mary Jurugo	F	CF87029101R8FG	Finance Director	0772031103	
5	Apidra Sunday	M	CM8902910056QD	Member	0784651255	
6	Tiondi Stephen	M	CM850291015EWC	Member	0777773842	
7	Okunzi Stephen	M	CM90029102A1RC	Member	0781386288	
8	Amadrio Zulaika Shadia	F	CF990291037XFL	Member	0789055485	
9	Inzama Fred	M	CM9402910091ZK	Member	0789019274	
10	Diliga Mahamud Abbas	M	CM92029102ANZE	Member	0773953442	
11	Adibaku Patrick	M	CM920291007YHG	Vice Chair Board	0789381923	
12	Tiondi Jordan Oscar	M	CM930291029VIJ	Member	0775990295	
13	Edema Benard Aziz	M	CM94029101GLDD	Member	0784760001	
14	Drakoda Julius	M	CM920291005KWA	Member	0788747454	
15	Dulua Evaline Rose	F	CM93029101NUJH	Member	0781093010	

Witnessed by;

Sign & Stamp

Name:

Tel:

District Community Development Officer, Moyo

