

The BY-LAWS OF

Krio Descendants Union of Texas, Inc

A Non-profit Organization, organized under the State of Texas, USA.

“Faces and names may change but roots remain forever”

Article I. Name

The name of the organization shall be the “Krio Descendants Union of Texas, Inc”

Article II. Purpose

The purpose and mission of Krio Descendent Union is to reconnect to, and enhance the cultural heritage of the Krios of Sierra Leone through reflection, education, and charitable giving.

The following goals shall be established to accomplish the organization’s mission:

1. Conduct educational seminars to share Krio Family history and culture
2. Conduct a Krio Family Reunion on a periodic basis to be determined by the Organization
3. Establish economic development programs and financial literacy classes to revive and empower the Krio business community in Sierra Leone.
4. Establish a scholarship fund in Sierra Leone to aid and assist low-income families in providing quality education for children of Krio descent
5. Provide access to healthcare for the Krio community in Sierra Leone
6. Provide support to Krio descendants to reconnect to their heritage

Article III. Membership

Membership in this organization shall be open to all persons of Krio descent, adopted to a Krio family, or married spouse of a Krio descendant.

1. Any person of Krio descent can apply for a family membership
2. Any adopted child of a person of Krio descent shall be given a family membership upon request by the person of Krio descent.
3. Any married spouse of a person of Krio descent shall be given a family membership upon request by the person of Krio descent. A married spouse is defined in accordance with the laws of the State of Texas.
4. All members must be in good standing in the organization and in the community at large. See **Article IX** for a definition of “Good Standing”
5. All members shall pay a one-time membership registration fee and annual dues on a monthly basis, as determined by the organization’s management.
6. Any member may resign at any time by filing a written resignation with the Secretary.
7. Membership shall be retained until a member severs relations with the organization voluntarily, involuntarily upon failure to pay memberships dues for more than 1 year, or involuntary by written request by the organization’s management for inappropriate actions, as determined by the organization’s management.

Article IV. Officers

1. Officers of the organization shall consist of a President, two Vice-Presidents, a Treasurer, two Secretaries, two Organizational Liaison Officers, two Publicity Chairpersons, two Financial Secretaries, two Historians, and other officers and Committee heads as determined by the presiding officers. This shall make up the Executive Management Board of the organization.
2. The President shall be the chief executive officer of the organization and shall have general supervision and control of its activities and programs.
3. Co-Vice-Presidents shall assist the President and assume his or her duties when the President is unable to serve.
4. The Treasurer shall have general charge of the financial transactions and treasury of the organization. He or she shall be required to keep accurate records of any such transactions.

5. Co-Secretaries shall keep a record (minutes) of all organizational meetings, including board and general membership meetings. In addition, they shall keep records of organizational activities and programs. They shall handle all formal correspondence between both the Executive board and the general membership of the organization.
6. Co-Organizational Liaisons shall be responsible for maintaining lines of communication between the Krio Discendant Yunion of Sierra Leone and Other KDU Affiliates. The Liaisons shall cooperate with and keep such organizations informed about Krio Descendants Union of Texas and affiliates events.
7. Co-Publicity Chairpersons shall be responsible for maintaining lines of communication between the Krio Descendants Union of Texas and the public at large. They shall team with event coordinators in organizing events.
8. Co-Financial Secretaries shall be responsible for maintaining membership financial records.
9. Co-Historians shall be responsible for documenting the activities and events of the organization.
10. The Auditor shall have authority to review and certify all activities and financial dealings of the organization as complete and accurate, and in compliance with the Operating Agreement, and Federal & State Laws.

Only Members in good standing shall be nominated for these offices.

Article V. Elections

1. Officers shall be elected biennially by members of the organization. Elections shall be held during the month of November. The term of office shall start on the first day of January and shall terminate on the last day of December biennially.
2. Any member in good standing may be nominated for election.
3. Only members in good standing may vote.
4. The Recording Secretary shall be responsible for coordinating the elections and for providing member the scheduled due date of nominations, date of elections, and list of open offices 2 weeks before the scheduled elections.

5. Nominations shall be filed in writing (email acceptable) by members, with the Recording Secretary at least 7 days before the date appointed for elections.
6. The Recording Secretary shall confirm with the nominees, their acceptance as candidates, at least 3 days before the date appointed for elections.
7. The Recording Secretary shall be responsible for providing the list of candidates to all members at least 1 day before the election date.
8. All members shall have one vote by secret ballot. Members may vote by written proxy, if necessary.

Article VI. Council of Elders

1. Any Krio descent of retirement age, shall serve in the Council of Elders Board. The organization shall designate a retirement age for purposes of this article.

Article VII. Meetings

1. General membership and official board meetings shall be held on a regular basis as determined by the organization's management, for the purpose of determining policy, activities, programs, and other business. There shall be a summer sabbatical in May & June.
2. Ten members in good standing including a simple majority of executive members shall constitute a quorum in all general meetings.
3. A simple majority of executive members shall constitute a quorum in all executive meetings
4. The President shall chair all meetings. In the President's absence, one of the Vice-Presidents shall chair in his or her stead.
5. Notice of regular and special meetings shall be communicated to all members of the organization by the Secretary.
6. All members shall have one vote with respect to any resolutions put forward during a meeting. Members may vote by written proxy if it is necessary.

Article VIII. Dues & Contributions

The following dues structure shall be in effect:

Single – Adult –

Family - Husband, Wife, and Children under 25 years of age

Elders - Adults of retirement age - 65 years and older: No dues shall be assessed on members of retirement age

Amounts shall be designated by the organization's management

Article IX. Conduct.

- 1) Members in Good Standing: All members must be in “good standing” to maintain active membership, vote, and hold office in the organization. “Good Standing” is defined as follows:
 - a) Members shall conduct themselves with respect. No inappropriate, demeaning, or vulgar language or conduct in meetings, events, and in the public at large shall be tolerated.
 - b) Members shall take into account the best interest of the organization at all times.
 - c) All members shall be considered in good standing when membership dues are current (no more than one quarter behind) and no outstanding balances are due to the Organization.
- 2) Removal of a Member:
 - a) Should a Member believe that another Member is guilty of any act in violation of the operating agreement or otherwise contrary to the best interests of this organization, a written complaint that sets forth with reasonable particularity the facts as alleged, shall be submitted to the President for the Board's review and consideration
 - b) The accused Member shall be provided a copy of the Member's complaint at least 10 days before the next meeting of the Officers and Council of Elders. The Member shall have the right to submit a written response, as well as to appear in person at the meeting at which the Officers and Council of Elders are convened and the Member's complaint shall be addressed.

- c) At the meeting of the officers at which a quorum (51%) is present, and the complaint regarding the Member is to be addressed, the challenged conduct of the Member shall be considered. Should the removal and/or suspension of such Member be considered necessary, such a remedy may be adopted by an affirmative unanimous vote of the Members, other than the Member in question
- d) Any member convicted of a felony shall be reviewed by the Officers and Council of Elders (per Article IX 2(b)), and may be asked to withdraw from the organization.

3) Removal of an Officer:

- a) The removal of an Officer for failure to effectively perform their duties, shall not affect the Member's rights as a Member and shall not constitute a withdrawal of a Member, though it will prevent the Member from holding another office within the Organization

Article X. Amendments

1. This constitution may be amended by a two-thirds majority vote of members in good standing in the organization.

2. Any ten members of the group may propose an amendment. Proposals may be filed in writing (email acceptable) with the Secretaries prior to a meeting or submitted during a general meeting, so that the members may debate the proposal. Amendments may be voted on at regular meetings.

Benevolent Committee

GUIDELINES ON BENEVOLENT CONTRIBUTIONS AND MORAL SUPPORT

The following are a set of guidelines drawn up at the meeting held on October 8, 2011, in respect of severe illness including hospitalization & bereavements or equivalent tragedy in the community at large.

The Vice Presidents shall lead the Benevolent Committee and act on behalf of the organization during events which require benevolent contributions and moral support.

Severe Illness

When the organization is informed of a severe illness including hospitalization in the KDU family, the Vice Presidents shall endeavour to make contact with the family and, as appropriate, solicit a group of members to visit, and/or send a get well card on behalf of the organization.

Based on the severity of the illness (as determined by the Vice Presidents) a donation of fifty dollars (\$50) shall be contributed towards their medical expenses.

Bereavement or equivalent Tragedy

When there is a tragic event such as a death, fire, or equivalent event in the community at large, a donation of fifty dollars (\$50) toward emergency expenses shall be donated to the affected family.

When a Member in good standing loses their spouse, child, mother, or father, a sympathy card and one hundred dollars shall be donated to such member.

When a Member in good standing dies, a sympathy card and two hundred dollars shall be donated to the bereaved family.

All donations shall be contributed from the membership dues account only. Members will also be requested to voluntarily contribute \$5 towards these donations.

A person is only entitled to one financial benefit for each type of event (i.e. one benefit for illness and one benefit for bereavement or equivalent tragedy) from the benevolent fund per year.