

# ***CONSTITUTION***

***For***

## ***The Precious You***

***“You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand.” Woodrow Wilson***

### ***PREAMBLE***

We the founders of this organization believe in a non extremist and gender-balanced society, endorsing gender equality and equity. We seek to give girls and young women a voice through active empowerment and life-changing outreach programmes. Our sole purpose is to act as an implementer and catalyst of change through our ability to inspire, facilitate improved thinking and action to promote social transfer. We hereby ordain and establish the constitution for the governance of our association.

### ***1.0 NAME***

#### ***1.1 NAME***

The name of the organization shall be ***“The Precious You”*** thereafter referred to as ***“TPY”***.

#### ***1.2 ABOUT US***

The TPY is a nonprofit organization which supports the equity and equality of the girl child and women irrespective of age, race, religion, origin and cultural norms. We act more as a civil society and information provision organization, bringing women communities together for collective action, mobilizing them to articulate demands and voice concerns for other women. We help equip and empower females across distinctions of society to help curb the effects of classes amongst them. We seek to pursue a radical empowerment based

approach through active outreach and life changing programmes. Our sole purpose is to act as an implementer and catalyst of change through our ability to inspire, facilitate improved thinking and action to promote social transfer.

### ***1.3 SIGNIFICANCE OF OUR NAME***

Our name can be divided into two parts which are "***Precious***" and "***You***". "***Precious***" signifies the great worth and value in every individual be it in the betterment of themselves or their role in the society. "***You***" signifies the uniqueness of each individual, that is, their uncompromised or undiluted version of themselves free from stereotypical infection.

### ***1.4 LOGO***

Our logo is centered on our purpose.

- The diamond shape encompasses the concept of being precious
- The outer black mentors are an indication of our services
- The mentees which are getting coverage from the mentors and are under their wings
- The computer or code being pushed by our mentees show the move towards a technology oriented goal

## ***2.0 OBJECTIVES***

### ***2.1 MOTTO***

Esto Ipsa, Kuwa wewe mwenyewe, Iva zvauri  
They all means be yourself in Latin, Swahili and in Shona.

### ***2.2 AIMS/GOALS***

- Help girls realize their value and how "precious" they are as future mothers and leaders
- Provide a platform for girls to maximize their full potential and grow towards the best versions of themselves without any restraints
- Remove a sense of worthlessness or inadequacy in girls imposed to them either by society or themselves
- Provide appropriate professional and industrial exposure to girls through introduction to role models for positive career development

- Build women role models with a strong sense of ubuntu, ready to mentor others
- Investigate factors that stifle girls through direct interaction and deployment of support groups
- Enact viable solutions where possible to reverse effects of gender inequality and offering girls a better chance against their male counterparts in all aspects

## 2.3 VISION

**MAKE EFFORTS TO MINIMISE THE GENDER GAP/IMBALANCES MOSTLY IN AFRICA THROUGH EMPOWERING THE GIRL CHILD,BY PROVIDING A PLATFORM TO EDUCATE THEM AND HELP THEM DISCOVER THEIR FULL POTENTIAL FREE FROM STEREOTYPICAL INFLECTION.OFFER MENTORSHIP FOR GIRLS FOR ALL ASPECTS OF LIFE, OF HIGHEST PRIORITY BEING EDUCATION,TECHNOLOGICAL ADVANCEMENTS AND CAREER, CHANGING THE WAY GIRLS THINK AND HOW THE WOLRD SEES THEM.**

## 2.4 VALUES

### Integrity

- We believe in raising women with strong moral and ethical principles who would rather not act than compromise their standards and value.

### Excellency

- *“Mediocrity will never do. You are capable of something better.” – Gordon B. Hinckley*

### Self determination and self actualization

- Everybody should have freedom to develop their own identity, take pride in both their cultural heritage and personal accomplishments, and choose the path best for them

### Volunteerism

- Our priorities are centered on ubuntu. We believe in empowering and raising women who are keen to give back to others the little they have received.

### Self Leadership

- We strive to raise women with full respect, control over their lives and who can make great leaders

### Fortitude

- The path will never be easy and we will try not to fake pleasing women into choosing a path of less resistance but rather teach women to be courageous and strong in the face of adversity both as females and as mothers of nations.

## ***2.5 PROGRAMMES/ACTIVITIES***

The following are only a few of the programmes TPY has to offer in line with our vision:

- Mentorship and peer networking events
- Life coaching events and inspirational boot camps
- Career development programmes
- Online and offline emotional support
- Limited financial support in suitable circumstances
- Sponsored skills contests
- GIRL GO TECH

## ***2.6 MISSION STATEMENT***

- Give hope, add smiles, and add values, now being the new later make a difference every second.

# **3 GIRLGOTECH**

- Is an independent organization in partnership with TPY which focuses on girls who show elevated interest in computer related skills (from programming, coding and a lot more). GIRLGOTECH addresses the tech gender gap and makes effort in turning previously invoked interest into a career path. GIRLGOTECH is also responsible for providing learning resources, coaching and financial aid to girls who show seriousness in developing technology related skills.

# **4 EXECUTIVE BOARD**

## ***4.1 Roles and Offices***

Awaiting variations to be made by exceptional ruling passed at an Annual General Meeting the Hierarchy of the organization shall consist of:

- a) Chief Executive Officer
- b) Chief Finance Officer

c) Secretary

d) Chief Operations Officer

And such other Officers the group shall deem necessary at the group's Annual General Meeting.

- The Executive Board must meet at least thrice a year.
- At least two (2) executive members must be present for the executive meeting to take place.
- Voting at executive meetings shall be by show of hands on a majority basis. If there is a tied vote then the Chief Executive Officer shall have a second vote.
- Power to set up sub-groups and working parties as deemed necessary shall be accountable to the Executive Board.

#### ***4.4 Executive Member Replacement***

In case of the resignation the executive member is expected to return all the things he/she has in possession which belongs to the organization. The member must send a formal communication in writing to the secretary who then has to direct it to the CEO at least a week prior the resignation. An emergency executive meeting is supposed to be called on to make the announcement and decide on the next closest meeting on which a replacement can be made.

### **5 MEMBERSHIP**

- Our membership is open to all, preference given to women and girls, in need of our support.
- Membership maybe cancelled upon violation of our rights and those of other members.
- All the members have the right to access all the information and resources provided by the organization
- All members are allowed to attend the meetings hosted by the organization and they have the right to the information on distribution of funds.
- All members are obliged to act accordingly in upholding our values, objectives, mission, vision, rules and regulations, failure to do so may result in disciplinary hearing or forfeiting of membership.

### **6 ANNUAL GENERAL MEETINGS**

- Annual General Meetings will be held either at the beginning or end of each calendar year based on agreement by voting on the meeting before.

- Notices will be sent out 3months prior the meeting through member's email and afterwards advertisements and publications at relevant sites and papers will follow until the day before the meeting.

Annual General Meeting must include:

- Annual report on the organization's activities
- Suggestions on the general meetings to be held ,dates ,venues and their coordination
- Financial reports for the prior year and the budget and plan for the current year
- Management Committee will be elected after 2 AGMs
- Both the Management Committee members and the group members are not expected to disclose information discussed in the Annual General Meetings with outsiders. Failure to do so will attract disciplinary hearing.

## **7.0 FINANCE**

### **7.1 Source of Revenue**

- ***NB: The financial year of the Organization shall begin on the first day of January and end on the last day of December of every year or at such other time as the Board may from time to time determine.***

The organization's revenue shall be sourced mainly from the following:

- Donations from individuals, other organizations and well-wishers
- Fundraising projects and investments by the organization

### **7.2 Handling of Funds**

- Any funds obtained by the organization shall be solely used to promote the objectives and the vision of the organization
- Bank Accounts or any financial accounts related to the organization will be called Precious You.
- Any cheques or money issued into and out of the organization shall be signed by at least two of any three nominated signatures.
- No funds will be transferred for personal use of any member whether by authorization or not
- The Management Committee will ensure that the organization stays within the budget.

## **8.0 AMMENDMENTS**

- Proposals for amendments to this constitution must be sent to the secretary in writing.
- The secretary in conjunction with the board members responsible for the amendments shall then settle a date of a discussion for the proposal, giving at least a month's notice prior to the meeting.
- Any changes to this constitution must be agreed by at least two thirds of those members present, at least one of the cofounders and voting at any general meeting.

## **9.0 DISSOLUTION AND DISPOSAL OF PROPERTY**

### **9.1 DISSOLUTION**

- The TPY will not be dissolved without prior consent in writing to the Cofounders, obtained upon a written application addressed to the Cofounders and signed at least one of them.
- The organization may not be wound up with the exception of the approval by nine-tenth of the board members ,with at least one cofounders included, by voting at the Annual General Meeting of board members .A ruling of two-thirds is needed for the dissolution to be passed . Any assets shall be returned to their providers, if they require it, or shall be passed to another group with similar aims or they will be given away to those in most need of them.

## **10.0 ADOPTION OF THE CONSTITUTION**

**This constitution was adopted by the members present at the Annual General Meeting held on:**

..... **date/mm/year**

**Signed:**

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**(Chief Executive Officer)**

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**(Secretary)**

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**(Chief Finance Officer)**

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**(Member)**



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(Member)

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(Member)