



THE CONSTITUTION OF WE ARE ONE COMMUNITY BASED ORGANIZATION

Preamble & Interpretation

1.1 Preamble

Establishes the purpose, spirit, and shared vision of the organization.

We, the members of *We Are One*, youth-led and inspired by a shared vision of mental health Justice and healing, do hereby establish this constitution to guide our actions, governance, And principles in the promotion of mental wellness in Kenya and beyond. We are bound by The belief that every individual deserves to be seen, heard, and supported.

1.2 Our Name

The name of the organization shall be **We Are One**

1.3 Our Slogan

"You Are Not Alone."

1.4 Headquarters

Nairobi, Kenya, with the intention of expanding nationally and globally.

1.5 Interpretation

CBO

Means Community-Based Organization.

Member

Means any person admitted under Article

Committee

Refers to the elected operational team.

Board of Trustees refers to the advisory council.

Mental Health

Includes emotional, psychological, and social well-being.



ARTICLE 2: VISION, MISSION, AND CORE OBJECTIVES

2.1 Vision

To create a world where every individual feels seen, heard, and supported on their mental Health journey, regardless of background or circumstance.

2.2 Mission

To build inclusive, culturally-aware mental health support systems through storytelling, Community outreach and accessible wellness resources across Kenya and beyond.

2.3 Our Core Objectives

- a) Promote awareness of mental health and dismantle stigma.
- b) Provide community-led mental health education and first aid.
- c) Collaborate with mental health professionals to create culturally sensitive Resources.
- d) Create safe spaces for support groups and healing conversations.
- e) Train community wellness champions.
- f) Build school-based mental health clubs.
- g) Establish digital platforms for wellness tools and storytelling.
- h) Partner with institutions to amplify outreach.



ARTICLE 3: GUIDING PRINCIPLES & VALUES

3.1 Inclusivity

We embrace people from all walks of life regardless of race, gender, class, ability, or beliefs.

3.2 Dignity and Respect

Every voice and experience matters and shall be treated with empathy.

3.3 Youth Empowerment

Young people are not only the future but active change makers of today.

3.4 Collaboration

We work collectively with individuals, communities, and institutions with shared values.

3.5 Innovation

We use creative and technological means to promote healing and awareness.

3.6 Accountability

We are transparent and responsible in all our undertakings.

3.7 Equity

We prioritize those most underserved and marginalized.



ARTICLE 4: MEMBERSHIP

4.1 Membership Categories

a) Ordinary Members

Youth between 18–35 years.

b) Associate Members

Individuals over 35 or institutions aligned with the vision.

c) Honorary Members

Recognized supporters or contributors.

4.2 Requirements for Membership

a) Endorsement of the mission and code of conduct.

b) Submission of application form (online or physical).

c) Payment of a one-time registration fee (*As determined by the committee*).

d) Participation in at least one orientation workshop.

4.3 Termination of Membership

a) Voluntary resignation.

A member of the CBO may also automatically lose membership by way of voluntary resignation communicated by writing to any selected leaders showing cause for the intended action. Where cause for intended action has been demonstrated sufficiently, revocation of membership is automatically granted. Where cause has not been sufficiently shown temporary loss of membership is granted

b) Suspension.

A member of the WAO CBO may be suspended:

~If the selected leaders shall be satisfied that the said individual has acted contrary to the principles enshrined in the

Present constitution or violated any laws of Kenya.

~Suspension shall occur by a majority vote of the selected leaders.

~If they act in any way detrimental or prejudicial to the interest of the Organization.

c) Expulsion.

A member of the WAO may be expelled from the CBO through a motion passed by the selected Leaders.

~Any member of the CBO or a selected leader may raise the motion via notice to expel sent to intended expellee, stating the reason for expulsion



~The proposed member expelled must be afforded an opportunity to be heard prior to the voting on the motion.

A member may be unilaterally expelled from the CBO by a decision of the selected members of any gross misconduct engaged by the individual but not limited to:

- Intentionally causing any form of physical injury to another member, selected leaders or any other person during a WAO event or activity.
- Intentionally causing damage to property in any venue in which WAO CBO is carrying out an event activity.

ARTICLE 5: RIGHTS AND OBLIGATIONS OF MEMBERS

RIGHTS OF MEMBERS

Members shall:

~ Be selected to lead organs of the organization subject to this constitution as well as the founders will.

~ Enjoy the use of facilities and services of the organization subject to this constitution.

~ Access all legitimate information relating to the organization including internal regulations, minutes, inventories and investigation reports.

~ Have the right to participate in all the organization's activities subject to limitations provided in this constitution, WAO policy or any other reasonably justifiable cause for the good of WAO as a whole.

MEMBERS OBLIGATIONS

Members shall:

~ Observe and Comply with the organization's constitution and decisions made by selected leaders and Founder.

~ Pay up mandatory registration fee and any other payments as provided by the constitution.

~ Support projects carried out by the organization, which are approved by relevant authority.

ARTICLE 6: STRUCTURE OF WAO

LEADERSHIP POSITIONS

The following shall be various leadership positions in the organization:

1. Founder & Executive Chairman
2. Chief Operations Officer
3. Chief Finance Officer
4. Director of Administrations and Communications
5. Director of Programs and Services



6. Director of Communications and Outreach
7. Community Engagement Manager- Men`s Program
8. Community Engagement Manager- Women`s Program
9. Director of Strategy and Accountability
10. Member Experience and Welfare Officer

ARTICLE 7: LEADERSHIP ROLES, EXPECTATIONS & BOUNDARIES

7.1 Founder & Executive Chairman

a) Position and Role

The founder & Executive Chairman is the original incorporator and visionary behind We Are One, holding permanent advisory and executive authority within the organization.

b) Veto Power

The Founder retains absolute veto power over:

- ~Constitutional amendments
- ~Appointments or removal of Board Members or Committee
- ~Major financial decisions
- ~Dissolution or merger of the CBO
- ~Strategic partnerships and alliances

c) Irreplaceability Clause

The Founder & Executive Chairman cannot be:

- ~Suspended
- ~Removed
- ~Replaced

By any vote, resolution, or motion during the lifetime of the Founder unless he voluntarily resigns in writing.

d) Boundaries (What NOT to Do)

- Don't micromanage departments.
- Don't engage in personal relationships that interfere with decision-making.
- Avoid making reactive decisions based on short-term noise.

e) Succession

Upon permanent incapacity or death, the Founder may nominate a successor in writing. This successor assumes a similar role unless otherwise stated.

f) Leadership Protection

The Founder has the right to:



~Appoint or remove any committee or board member after giving notice and reason of removal.

~Audit financial records

~Convene or dissolve meetings

7.2 Chief Operating Officer (Coo)

a) Responsibilities

- Execute the Founder & Executive Chairperson's vision in day-to-day operations
- Coordinate team logistics and timelines.
- Ensure smooth, timely execution of initiatives.

b) Expectations

- Be organized, reliable, and proactive.
 - Communicate challenges early.
 - Operate like a chief executor, not just a supporter.
- Perfectionism.

c) Boundaries (What NOT to Do)

- Don't make strategic pivots without CEO approval.
- Don't bypass the Director of Strategy on accountability matters.
- Avoid holding up progress with over

7.3 Director of Administration & Communications

a) Responsibilities

- Manage internal communication.
- Organize meetings and track action items.
- Maintain records and documentation.

b) Expectations

- Create clarity across all teams.
- Ensure transparency and access to information.
- Be a steward of structure and documentation.

c) Boundaries (What NOT to Do)

- Don't withhold meeting notes or selectively communicate.
- Avoid acting as a bottleneck for communication flow.
- Stay neutral and factual-no favoritism or opinion-led messaging.



7.4 Chief Financial Officer (CFO)

a) Responsibilities

- Oversee budgeting, financial planning, and reporting.
- Guide sustainable fundraising strategies.

b) Expectations

- Maintain clear and up-to-date records.
- Build financial systems that are easy to understand and follow.
- Be responsive to financial questions or concerns.

c) Boundaries (What NOT to Do)

- Don't approve spending outside of protocol.
- Avoid sole decision-making on large financial matters.
- Never mix organizational funds with personal accounts.

7.5 Director of Programs & Services

a) Responsibilities

- Lead the design and execution of community programs.
- Oversee workshops, events, and service delivery.

b) Expectations

- Deliver consistent, relevant, and impactful programs.
- Evaluate feedback and improve programs accordingly.
- Coordinate with engagement managers to reflect community needs.

c) Boundaries (What NOT to Do)

- Don't launch new programs without leadership alignment.
- Avoid one-off efforts that lack long-term strategy.
- Don't neglect tracking and evaluation of program success.

7.6 Director of Communications & Outreach

a) Responsibilities

- Manage public relations and social media.
- Oversee branding and outreach campaigns.

b) Expectations

- Protect the reputation and voice of the organization.
- Be clear, timely, and unified in all outward communications.
- Monitor audience engagement and sentiment.

c) Boundaries (What NOT to Do)

- Don't post without proper approval or alignment.
- Avoid sharing internal drama or politics publicly.
- Don't make the brand tone too personal or off-mission



7.7 Community Engagement Manager - Men's Programs

a) Responsibilities

- Lead male-focused initiatives.
- Represent the voices and needs of men in the organization.

b) Expectations

- Be a role model and safe space for men.
- Develop consistent and culturally relevant support spaces.
- Actively listen and report issues to leadership.

c) Boundaries (What NOT to Do)

- Don't isolate men's programming from the wider mission.
- Avoid generalizing or stereotyping.

7.8 Community Engagement Manager - Women's Programs

a) Responsibilities

- Lead programs empowering and supporting women.
- Amplify women's voices and needs within the organization.
- Don't allow unmoderated spaces that could become toxic.

b) Expectations

- Be inclusive, empowering, and consistent.
- Create a space where women feel seen and supported.
- Promote leadership development among female members.

c) Boundaries (What NOT to Do)

- Don't speak for all women without feedback.
- Avoid creating exclusivity or internal divides.
- Don't tolerate unaddressed harm or bias in women's spaces.

7.9 Director of Strategy & Accountability

a) Responsibilities

- Ensure all departments are aligned with Founder & Executive Chairperson strategy.
- Track key performance indicators and accountability.

b) Expectations

- Be disciplined, direct, and data-driven.
- Push for clarity, execution, and no-excuse culture.
- Enforce feedback loops

c) Boundaries (What NOT to Do)

- Don't micromanage beyond strategic oversight.
 - Avoid using accountability as a weapon.
- Don't go rogue with KPIs or data manipulation.
- Enforce feedback loops.



7.10 Member Experience & Welfare Officer

a) Responsibilities

- Track member engagement and dropouts.
- Collect feedback and advocate for member wellbeing.

b) Expectations

- Be empathetic, approachable, and attentive.
- Create trust between leadership and the community.
- Be a bridge, not a barrier.

c) Boundaries (What NOT to Do)

- Don't make promises on behalf of leadership.
- Avoid gossip or carrying personal issues into feedback.
- Don't delay reporting critical concerns.

ARTICLE 8: PROGRAM COMMITTEES

The included committees will be as follows:

8.1 Wellness and Mental Health

Coordinates counseling and support programs.

8.2 Community Service

Engages in outreach and volunteering.

8.3 Talent and Expression

This docket will be responsible for Promoting:

- Visual art
- storytelling through film
- Music
- Creative healing.

8.4 Youth Development

Skills-building, mentorship, and leadership.

8.5 Digital and Innovation

Oversees the online platform and tech-based tools.



ARTICLE 9: BOARD OF TRUSTEES

9.1 Composition

Minimum of **5 members**, maximum of **9**, drawn from sectors such as mental health, Education, social work, media, and civil society.

9.2 Role of the Board

Serve as an **advisory organ**.

Provide strategic oversight and mentorship.

9.3 Term of Office

Three years, renewable with Founder & Executive Chairperson approval.

9.4 Appointment

The board shall be appointed by the Committee Members upon recommendation of the Founder & Executive Chairman.

ARTICLE 10: MEETINGS & DECISION MAKING

10.1 Committee Meetings

- i. Held **monthly** or as needed.
- ii. Requires **50% quorum** for decisions to be binding.

10.2 Board Meetings

Held at least **twice a year**, or upon request by the Chairperson

10.3 Decision-Making

- A. Minor decisions are made by simple majority vote of the committee.
- B. In case of a tie, the Founder & Executive Chairperson has a **tie-breaking vote**.

ARTICLE 11: CODE OF CONDUCT

11.1 All members shall:

- i. Uphold the values of **integrity, compassion, and respect**.
- ii. Maintain **confidentiality** in all support-related activities.
- iii. Avoid any form of **discrimination, harassment, or abuse**.
- iv. Represent the CBO ethically both online and offline.
- v. Declare any **conflict of interest** and abstain from decisions where such Conflicts exist.
- vi. Commit to **non-partisanship** in political affairs when acting on behalf of the organization.



ARTICLE 12: Funding and Financial Oversight

12.1 Approved Sources of Funding

The CBO shall be funded through the following means:

*Voluntary contributions from members (not mandatory registration fees)

*Donations

*Sponsorships approved by the Founder & Executive Chairman

All sponsorships or funding agreements must receive written approval from the Founder & Executive Chairman before funds are accepted or disbursed.

12.2 Leadership Remuneration

Leaders may receive salaries, stipends or honorariums only if the organization is financially capable and with the written approval of the Founder & Executive Chairman.

12.3 Transparency

All funds shall be subject to transparent accounting practices, accessible to the founder at any time upon request.

ARTICLE 13: Procedure for dissolution

- 1. In the event that 'We Are One' organization intends to dissolve as referred to above, it shall not do so except by a resolution passed at a general meeting of members, selected leaders and the founder, by a writing from the founder.**

11.1

This constitution is created in compliance with the laws governing Community Based Organization under the Ministry of Interior and Coordination of National Government, Republic of Kenya.

All decisions, activities, and amendments shall comply with the Non Governmental Organizations Coordination Act (Cap 19, Laws of Kenya) and Relevant CBO registration regulations.



ARTICLE 14: DECLARATION & SIGNATORIES

Adopted this ____ day of _____, **20** by the founding members of **We Are One** Community Based Organization.

Signatures:

Founder/Executive Chairman:

Name _____ Date _____ Signature _____

Chief Operations Officer:

Name _____ Date _____ Signature _____

Director of Administration & Communications:

Name _____ Date _____ Signature _____

Chief Finance Officer:

Name _____ Date _____ Signature _____

Trustee Representative:

Name _____ Date _____ Signature _____