

Oromo Community of Scotland

Membership Policy and Constitution

Address: 108 Stratford Street, G20 8SF, Glasgow

Registered Charity Numbers:SC050737

November 2019

Article 1: Name of the Charity

1. The name of the charity shall 'Oromo Community of Scotland'
2. Official Working languages of the community shall be Afan Oromo (Oromo Language) and English language and the final version shall be the Afan Oromo (Oromo Language) Version.

Article 2: Membership

1. Membership is open to every Oromo people whether born in Ethiopia or outside of Ethiopia as well as in the Diaspora. Such individuals must be residing either in Scotland or in other parts of the United Kingdom and willing to abide by the rules and regulations of the Community.
2. Such individuals in article 2.1 must also be willing to pay the agreed dues.
3. This individual in article 2.1 must not member of other Oromo Community in other part of the UK.
4. As long as the name of the organization is 'Oromo Community' the members shall be Oromo in Ethnic background without discrimination of religious, gender, socioeconomic and individual's attitude and believes.
5. Only Oromo as described in article 2.1 may serve as Management Committee Members of the community. Proof of such identity may be required. However, non-Oromo persons may be appointed as advisers to the Management Committee. Such advisers may attend Committee and other meetings of the Community but shall not exercise any voting rights during such meetings
6. Associate Membership is open to any persons interested in the aims and objectives of the Community. Such other persons interested in and willing to participate in and/or contribute to activities and other functions of the Community may do so as Associate Members but shall not exercise any voting rights.
7. An Oromo can join the community immediately if they move to Scotland and reside here for a minimum of one year. Therefore, the membership renewed every year at the beginning of the January.
8. The organization as well as its members shall strictly governed by the Rules, Law and Values of the United Kingdom.

9. The associate members shall get their full membership can be approved by the three fourth votes of the General Assembly.

Article 3: Membership Fee

1. Annual subscription costs and requirements of membership may be determined and altered at the Annual General Meeting of the Community.
2. Children below 14 years old are liable under their family or the guardians and with permission and follow up of their parent and they will be thought culture, socioeconomic, history and value of Oromo.
3. The children age between 14-18 years old are associate members of the community.
4. Couples should be member separately/jointly.
5. New members should pay a registration fee during application and the fee shall be demine by the general assembly.
6. The monthly membership fee is five pound and it can be renewed annually by general assembly.
7. The minimum quarterly payment is 20 pounds until it reaches the ultimate five pound per month.

Article 4: TERMINATION OF MEMBERSHIP

1. A person shall cease to be a member by notifying minimum before 30 days to the Community in writing, of their intention to resign
2. If members failed to pay a monthly ultimate fee, he/she should pay double into the second month ultimate monthly fee. (if Mr. Tola fails to pay fee for the month of December he will pay 15 pound in January including the ultimate monthly payment)
3. If a member failed to pay a monthly fee for the three consecutive months, he/she shall be cancelled from the membership without any pre-condition. An individual who has been cancelled from membership on the condition of fee has the write to reapplication for membership and the decision shall be made by the general assembly.
4. A member who failed or stop volunteering or attending activities, duties and responsibilities that are required by the Community can be cancelled after three written

warnings by the General Assembly. Re-admission of such individual should thoroughly discuss and decided by the General Assembly.

5. A member who has done something that was against the aim of the Community shall be cancelled from the membership after two probation of warnings and strict advises by the general and executive committee respectively. Such an expelled member shall not be readmitted except by a special resolution of 75% majority of votes of members present and entitled to vote on a ballot at any special General Meeting.
6. If a member that is cancelled on the condition of the above article may make complaints and the complaint is inspected executive committee and may be expelled by a resolution carried by the votes of two-third (2/3rds) of members present and entitled to vote at a special general meeting of the Community of which special notice of 30 days has been given. Such notice cannot be given unless and until the member concerned has been notified in writing of the conduct complained of. The member shall be invited to attend the special meeting to be called to answer to the complaint. The meeting shall consider evidence in support of the complaint and such evidence as the member may wish to place before the meeting.
7. One will also cease to be a member upon death.

CONSTITUTION

Article 001: NAME

The name of this Community shall be:

OROMO COMMUNITY OF SCOTLAND (OCS)

Article 002. AIMS AND OBJECTIVES OF THE COMMUNITY

- A. To promote the values, culture, community education, economic, social and technological development of all Oromo residing in Scotland. Preserving the Culture of the Oromo people by teaching children and other communities in Scotland.
- B. To promote the welfare of Oromo residing in Scotland.
- To engage the younger generations of the Oromo community
 - To empower Oromo people to gain appropriate education and skills.
 - To promote unity among Oromo community
 - To enable Oromo people to participate fully into the wider community.
 - To improve the language skills, tradition and culture of Oromo people.
 - To educate Oromo people about the aspects of their daily lives in the UK.
- C. To help alleviate poverty among Oromo Refugees, other individuals and/or families in conditions of need, hardship or distress, in particular but not exclusively by the provision of advice, counselling, support, hospital and prison visits where requested, training, liaison with educational establishments and by other charitable means of relief of poverty.
- D. The group may raise money, to provide a central meeting point and a drop-in centre for all Oromo refugees and Asylum Seekers and other individuals in Scotland. The group may also open a bank account, take up insurance and employ staff for the day to day operation of the Community.
- E. To facilitate links and communication between its members, other refugee communities and/or other African Communities, Ethnic Minority Groups, the community at large, the Local Authority, Government bodies, the Police within the locality and any other relevant officials.

Article 003. MEMBERSHIP

- A. Membership is open to all Oromo whether born in Ethiopia or in the Diaspora. Such individuals must be residing either in Scotland or other parts of the United Kingdom and willing to abide by the rules and regulations of the Community. Such individuals must also be willing to pay the agreed dues.
- B. Only Oromo as described (in Paragraph 3A above) may serve as Management Committee Members of the community. Proof of such identity may be required. However, non-Oromo persons may be appointed as advisers to the Management Committee.

Such advisers may attend Committee and other meetings of the Community but shall not exercise any voting rights during such meetings

- C. Associate Membership is open to any persons interested in the aims and objectives of the Community. Such other persons interested in and willing to participate in and/or contribute to activities and other functions of the Community may do so as Associate Members but shall not exercise any voting rights.
- D. Annual subscription costs and requirements of membership may be determined and altered at the Annual General Meeting of the Community.

Article 004. TERMINATION OF MEMBERSHIP

- A. A person shall cease to be a member by notifying the Association in writing, of their intention to resign or by failure to pay the annual subscription fee.
- B. A member may be expelled by a resolution carried by the votes of 2/3rds of members present and entitled to vote at a special general meeting of the Community of which special notice of 14 days has been given. Such notice cannot be given unless and until the member concerned has been notified in writing of the conduct complained of. The member shall be invited to attend the special meeting to be called to answer to the complaint. The meeting shall consider evidence in support of the complaint and such evidence as the member may wish to place before the meeting.
- C. Such an expelled member shall not be readmitted except by a special resolution of 75% majority of votes of members present and entitled to vote on a ballot at any special general meeting.
- D. One will also cease to be a member upon death.

Article 005. MANAGEMENT COMMITTEE

- A. The Management Committee shall be nominated by members only and elected or re-elected at the Annual General Meeting of the Community, which shall be within two weeks either side of the annual anniversary of the date of the formation and be attended by majority members of the Community. Eligible voters shall be 15 and above.
- B. The Management Committee shall consist of members whose appointment will be by way of nominations which in turn must be seconded by another member of the Community and such members when appointed will remain so appointed for a period of two year. Any Management Committee member may be re-elected at a general meeting.

They are:

- Chairperson
- Vice Chairperson
- Secretary General
- Treasurer
- Financial Secretary
- Other members

Article 006. TERMINATION OF OFFICE OF COMMITTEE MEMBERS

- A. A Management Committee member may be removed from office for gross misconduct in a Special General Meeting convened by members of the Management Committee. The Committee Member must be notified of the allegations and must be given seven days to make oral or written submissions (or both) in defence of him or herself prior to a final decision being made. The Committee member may attend the meeting during which the decision will be made should they wish to do so.

Article 007. VOTING RIGHTS

- B. Only fully registered members may be entitled to speak and vote at meetings, in elections and referenda, and to stand for office in elections. No other persons may do so except as stated herein.
- C. The Community shall have the provision to confer and remove honorary membership. Honorary members shall only be entitled to such rights as determined by the constitution.
- D. All decisions shall be carried by a simple majority. Where such a simple majority is not achieved, in any event, the Chairperson will have the casting vote to decide the matter.

Article 008. MEETINGS

- E. Management Committee members will meet once every month prior to the monthly General Meeting to discuss and where appropriate vote on business and recommendations to be placed before the Community.
- F. General Community meetings may be held to discuss any business and where appropriate, vote on any required issues including those voted upon and agreed by the Management Committee.
- G. The Annual General Meeting will be held within one to two months of publication of audited accounts or financial reports. During this meeting, members shall:
- Receive the Annual Report of the Committee;
 - Receive the audited Statement of Accounts;
 - Elect the Management Committee (existing committee may be re-elected) for the forth coming year;
 - Appoint auditors for the forthcoming year;
 - Any other business.

Article 009. SPECIAL GENERAL MEETING

A special General meeting may be convened by the Chairperson or by one third of the registered members by written request to the General Secretary. At least seven days' notice must be given by the General Secretary and only the business for which the meeting was convened may be discussed.

Article 010. QUORUM FOR MEETINGS

Ten members shall constitute a quorum in the case of Annual General Meetings and three Management Committee members shall constitute a quorum in case of Management Committee Meetings. Three Management Committee members shall constitute a quorum in the case of a Special General Meeting. In the latter case, 75% percent of votes cast will suffice to pass a resolution.

Article 011. CONDUCT OF MEMBERS DURING ANY MEETINGS

The Chairperson/Acting Chairperson or other officer of the Management Committee has the right to ask any member to leave the meeting if such members/s appears to be under the influence of alcohol or any other substance or is behaving in a manner as to cause offence to other members or general disruption of the meeting. Such a member may be excluded from future meetings of the Community until such a time as the member has given an assurance in writing to observe the rules of the Community. Until such an assurance is received by the General Secretary, the General Secretary on behalf of the Management Committee will take reasonable steps to ensure that information pertaining to the business of the Community is made available in writing to the member. Letters or other communication by the excluded member, received during the period of exclusion will be received by the General Secretary and dealt with in Management Committee meetings as correspondence.

Article 012. FINANCE

- H. All monies except those required for day-to-day expenses, shall be banked with a financial institution of the Community's choice as soon as possible after receipt.
- I. The account must be made available for inspection by any member of the Community at any reasonable time
- J. The accounts are to be audited by auditors on a yearly basis and the balance sheet presented during the Annual General Meeting.
- K. The annual balance sheet will be published for viewing at all Annual General Meetings.
- L. All monies received by or on behalf of the Community shall be applied to further the aims and objectives of the Community.
- M. Any bank account shall be in the name of the Community (Oromo Community of Scotland)
- N. Any cheques issued must be signed by the Treasure and two other nominated Management Committee members namely the Chairman and Secretary General.

Article 013. EQUAL OPPORTUNITIES STATEMENT

The Community is opposed to any form of discrimination or oppression against men/women, people from minority ethnic groups, disabled people, people with different sexual orientation and/or any other group, which may be less powerful

within the Community. The Community will operate within its Equal Opportunities Policy.

Article 014. ELECTION OF MANAGEMENT COMMITTEE MEMBERS

- O. All Management Committee members shall be elected annually at the Annual General Meeting (AGM).
- P. Only members who are up to date on the payment of the subscription fees shall be eligible to nominate and vote for the election of Committee Board members.
- Q. Members may nominate Management Committee members during the Annual General Meeting. Such nominations must be made and seconded by another member during the Annual General Meeting. Or individuals could also apply for whatever position they desire. The members shall elect the Management Committee members by show of hands or by poll.

Article 015. MEMBERSHIP AND COMPLAINTS

- R. Any member of the Community who believes they have cause to register a complaint or is dissatisfied with any aspect of his or her dealings with the Community has the right to raise such a complaint in writing in the first instance with the Chairman of the Community. If the complaint remains unresolved, such complaints may be referred to the Management Committee.
- S. Where the complaint remains unresolved, the Community Management Committee may refer the unresolved matter to the Advisory Committee to investigate and report on the matter.
- T. The complaint shall be dealt with promptly and fairly. Where the complaint is upheld, it shall be the responsibility of the Advisory Board to see that there shall be an effective remedy.
- U. Complaints from non – members of the public may be dealt with by the Committees.

Article 016. AMENDMENTS TO THE CONSTITUTION

The provisions contained in this Constitution may be amended by the Community at a Special General Meeting provided that:

- V. Each member is notified in writing by the General Secretary, that such amendments to the Constitution are proposed.
- W. A copy of the proposed amendments shall be sent to each member registered contact address at least two weeks prior to the general meeting which will consider the proposal.
- X. Such amendments shall be passed as a resolution with 75% majority of the members present and entitled to vote, agreeing to adopt the amendments.
- Y. No amendments contrary to the Centre or the law will be adopted.

Article 017. DISSOLUTION

- Z. The Community may be dissolved by passing a special resolution. This may be achieved by 75% majority of the members present and entitled to vote do so, thereby resolving to dissolve the Community. Any outstanding assets remaining upon dissolution of the Community (after satisfying any outstanding debts and liability shall be given to other groups with similar aim with the Management Committee resigning immediately prior to the dissolution of the Community.

This Constitution was agreed by those present at the consultative meeting of the Oromo Community in Scotland (OCS) and approved to form a Community on:

Name
Date..... Signature.....

Name
Date..... Signature.....

Name
Date..... Signature.....

Name
Date..... Signature.....

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Name
Date..... Signature.....