



Ekome feemɔ, no mli hewalɛ yɔɔ

**THE CONSTITUTION
OF
THE GADANGME ASSOCIATION
OF
CONNECTICUT**

ADOPTED - 07/15/2025

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PREAMBLE

That we, the GaDangmes residing in the State of Connecticut and its surrounding states in the United States of America, being of a common heritage and culture led to the formation of The GaDangme Association of Connecticut in the year 2006 (formerly known as Ga Adangbe Association).

ARTICLE 1: THE NAME AND LOGO

Section 1.1 The name of the Association shall be the “GaDangme Association of Connecticut” a.k.a. GaDangme of CT.

Section 1.2 The motto or slogan of the Association shall be "**EKOME FEEMO, NO MLI HEWALE YOO**" and the Logo of the Association shall be as enshrined in Article 2.

Section 1.3 The seal of the GaDangme Association of Connecticut shall be the same as the Logo of the said Association as mentioned in Article 1 Section 1.2 and as shown in Article 2.

ARTICLE 2: THE SEAL OF THE GADANGME ASSOCIATION OF CONNECTICUT



ARTICLE 3: AIM AND OBJECTIVES

Section 3:1 The main aim of the Association shall be to utilize all available resources: human, material, and financial - to serve the interest of (a) members of the Association, and (b) the community.

Section 3.2 The objectives of the Association shall be as follows:

- 3.2.1. To create a networking and support system to help its members.
- 3.2.2. To provide practical support and concern its members in times of bereavement and limited to Member, spouses, parents and children.
- 3.2.3. To promote and organize social functions, aimed at promoting cordial relationships among its members as well as between the Association, other Ghanaian Associations and the community: and,
- 3.2.4. To encourage, promote and create awareness of Ghanaian culture among its members, especially the youth and the community at large

ARTICLE 4: MEMBERSHIP

Section 4.1 Membership shall be open to all Ghanaians regardless of gender or tribal affiliation who speak and have a good knowledge of the GaDangme cultures and are willing to promote its culture.

Section 4.2 Membership shall be restricted to age eighteen and above.

Section 4.3 Full membership shall be conferred on after a six-month probationary period based on the following criteria:

- 4.3.1 payment of membership fees, all dues and all levies.
- 4.3.2 regular attendance at monthly general meetings; and,
- 4.3.3. active participation in the Association's activities.
- 4.3.4. **Good Standing**

A member shall be in good standing with the association if he/she fulfills the following:

- a) Pays all membership dues and all levies of the Association.

- b) Attends at least six (6) of the monthly general meetings every calendar year; an additional two of the meetings may be excused absences.
- c) Actively participates in events and activities organized by the Association.

4.3.5. **Formal notification to be excused from monthly meetings:**

- a) The member shall call or text any Executive of the Association who shall be present for the said meeting for which the member is seeking permission to be excused.
- b) For members who are unable to attend meetings regularly due to the nature of their work, other extenuating circumstances (sickness, caring for a sick immediate family member etc.) or long absences due to travel out-of-state and the like, may be excused by formally completing a form provided for such a purpose. The form must be approved by the Executive Committee. A member approved for long absences will not be disqualified for benefits based on attendance as stipulated by Article 4.3.4(b).

Section 4.5 Initial membership shall be entertained through completion of the membership form. The individual shall complete the Association's prescribed membership application form and pay prescribed monthly dues.

ARTICLE 5: ELECTED OFFICES

Elected offices shall be as follows:

- 5.1. President
- 5.2. Vice President
- 5.3. Secretary
- 5.4. Assistant Secretary
- 5.5. Treasurer/Financial Secretary
- 5.6. Assistant Treasurer/Financial Secretary
- 5.7. Public Relations Officer (PRO)
- 5.8. Assistant Public Relations Officer

ARTICLE 6: EXECUTIVE COMMITTEE

Section 6.1. All the elected officers shall constitute the Executive Committee.

Section 6.2. The Association's President shall be the chief spokesperson of the Association and jointly with the Secretary and Public Relations Officer give notices of all meetings- general, executive and special occasions.

- a) The President shall preside at all meetings so held.
- b) The President shall perform all other duties associated to and required of a President and Chief Executive of similar organizations but not limited to:
- c) The President shall be an Ex-Officio member of all committees and by so can appoint any member to that office in his stead.

Section 6.3 The Vice President shall act in the absence of the President and perform all functions and duties associated with that position.

- a) The Vice President shall execute all other duties and or functions as Shall be periodically delegated or assigned to him/her by the President and or the Executive Committee.

Section 6.4 The Secretary shall receive communication and conduct correspondence and maintain all files and records of the Association except for all financial records.

- a) The Secretary shall record and present the minutes of all meetings of the association and executive Council and shall present and read them accordingly.
- b) The Secretary shall perform the duties and functions of the President in the absence of both the President and the Vice President.

Section 6.5 The Treasurer/Financial Secretary shall be responsible for the safekeeping of the Association's monies to be held in financial institutions and accountable imprest (petty cash).

- a) The Treasurer/Financial Secretary shall be one of the signatories to the account of the Association.

Section 6.6 The Treasurer/Financial Secretary be responsible for all financial record keeping of the Association's finances.

- a) The Treasurer/Financial Secretary shall collect and record dues and all other monies and shall hand them over to the Treasurer for deposit to the bank.
- b) The Treasurer/Financial Secretary shall present quarterly financial position report to the general meeting.
- c) The Treasurer/Financial Secretary shall prepare and present the annual statement of income and expenditure and the Statement of affairs or balance Sheet to the scheduled general meeting prior to the Annual general meeting. The association shall accept and refer the report to the auditors for review and reporting at the annual general meeting.

Section 6.7 The Auditors shall periodically audit the accounting books and any other sources of funds for the Association. Audits shall be conducted yearly and presented to the General Membership at the Annual General Meeting.

Section 6.8 The Public Relations Officer shall in consultation with the President and the executives represent the Association to the general Public.

Section 6.9 The Executive Committee shall have the power to appoint its own officers (Section 7.2), from among its members, as needed for its work.

Section 6.10 The Executive Committee shall meet at least once in three months, and one such meeting shall be devoted primarily to the preparation of the association's annual report.

Section 6.11 The Executive Committee shall have the mandate to carry out the functions of the Association's business in between meetings.

Section 6.12 The Executive Committee shall have the mandate to carry out non-pre-approved business which is not related to matters affecting finance, policies, rules, regulations or the constitution.

Section 6.13 The Executive Committee shall be the governing body and the highest institution of the Association.

Section 6.14 A non-performing Executive Committee member shall be replaced

by a simple majority vote after an Executive Committee or general meeting review of member's failure to fully participate and/or discharge duties or requests to be relieved of committee membership.

ARTICLE 7: OTHER COMMITTEES

Section 7.1 The following standing committees shall always be in existence:

- 7.1.1. Welfare Committee
- 7.1.2. Planning Committee
- 7.1.3. Mediation Committee
- 7.1.4. Auditing Committee

Section 7.2 Additional standing committees, as needed, shall be appointed and dissolved upon completion of duty by the President in consultation with the executive committee

Section 7.3 The Executive Committee shall have the power to create ad hoc committees, subcommittees, or task force, or engage the services of consultants/advisers without the General membership's approval.

Section 7.4 An ad-hoc committee, subcommittee or task force shall have the power to utilize the experience of consultants or advisers with the association's executive approval.

Section 7.5 An ad-hoc and or any committee shall be dissolved immediately on completion of duty and/or if it fails to perform its functions.

Section 7.6 The President in consultation with the Executive Committee shall dissolve and re-appoint to all or any of the standing committees at any given time. The President can exercise his veto herein.

Section 7.7 The President in consultation with the Executive may appoint other members to constitute the executive if vacancies exist after elections.

Section 7.8 Each committee shall include at least one member of the Executive Committee, who may not necessarily chair that committee but serve to ensure that the committee discharges its responsibilities.

- 7.8.1 Each committee shall have at the minimum a chair and a secretary. Both of whom will be responsible for providing status to the executive committee and/or at general meetings.
- 7.8.2 The Executive Committee may co-opt a member to stand-in for a committee member who is temporarily unable to discharge their duties. On the return of the member to duty, the co-opted member shall relinquish the office.
- 7.8.3 A non-performing committee member shall be replaced by a simple majority vote after Executive Committee or general meeting review of member's failure to fully participate and/or discharge duties or request to be relieved of committee membership.
- 7.8.4 Member in good standing - the Executive Committee shall generate an annual list of members in good standing. Members shall be allowed to take corrective measures to be in good standing.
- 7.8.5 Budget – The Executive Committee shall provide and share with members the annual calendar year budget considering all proposed member activities including member benefits.

ARTICLE 8: MEETINGS

Section 8.1 Annual general meetings, attended by ALL members, shall take place on Saturdays once every month and may be subject to change by the President in consultation with the executives. This will be communicated to all members. This will be presided by the President or as provided by article 8.2

Section 8.2 There shall be executive meeting to be called and presided over by the President or in his absence the Vice President, secretary or any of the

executives.

Section 8.3 Other meetings will be convened as needed by the ad hoc committees, subcommittees or task force concerned.

Section 8.4 For committee business purposes, quorum for all committees shall be two-thirds of the total number of members of the respective committee present at a meeting.

ARTICLE 9: FINANCE

Section 9.1 There will be an initial membership fee of \$10.00

Section 9.2 Non-refundable monthly dues of \$10 shall be paid by each adult member. The amount is subject to change by the executives; it will be presented to members at a general meeting for approval. A discount of \$30 is provided for members aged 65 and above and a \$20 discount will be applied to any member who paid his/her annual dues before the beginning of February of that year.

Section 9.3 In the event of re-admission, all outstanding dues, fees and levies prior to cessation of membership shall be paid in full.

Section 9.4 Non-refundable levies in response to special circumstances shall be paid by each member.

Section 9.5 Every member shall participate in all fund-raising activities.

Section 9.6 All monetary deposits shall be made on the next banking business day by the Treasurer

Section 9.7 All amounts, payable and receivable, shall be documented in the form of checks, official receipts or in-house receipts prepared by the financial secretary/Treasurer and co-signed by any adult member.

Section 9.8 The Treasurer shall be authorized to keep an imprest (petty cash) of not more than \$100 at any given time.

Section 9.9 Expenditure and payments without proper authorization shall be surcharged.

Section 9.10 The Treasurer shall submit semi-annual and annual reports.

Section 9.11 The financial secretary shall submit semi-annual and annual reports.

Section 9.12 Any member in good standing shall have the right to examine financial records or request financial explanations.

Section 9.13 Approved signatories to checks shall be the following: Any pair of the following persons shall have authorization to sign checks:

9.13.1. Association President,

9.13.2. Association Secretary,

9.13.3. Association Financial Secretary/Treasurer, and,

9.13.4. An executive member or any members, chosen by the Association's President for that purpose only.

Section 9.14 Choosing and changing banks, financial institutions and investments shall be the sole responsibility of the Executive committee.

ARTICLE 10: SUFFRAGE

Section 10.1 A full member, whether in good standing or not, shall be entitled to one vote.

Section 10.2 The President/All chairpersons shall have power to break a tie by the exercise of one casting vote, provided the issue at hand shall be a simple majority vote issue.

Section 10.3 A simple majority vote, when quorum is formed, shall be deemed binding regarding noncritical issues. Noncritical issues shall be issues outside of finance, policies, rules, regulations and or the constitution.

Section 10.4 Critical issues (see section 10.3 above) shall require two-thirds majority of the entire membership present at a meeting

Section 10.5 Every effort shall be made by the President/chairperson concerned, to

announce, at least two weeks in advance, the purpose, date, time and venue of a forthcoming voting exercise unless under emergency situations.

Section 10.6 Voting by proxy, when necessary, shall be encouraged and supervised by the Electoral Commissioner.

Section 10.7 To be voted for office or for a special role mentioned in this constitution, a candidate shall be in good standing (Sections 4.3.1, 4.3.2, 4.3.3 and 4.3.4).

Section 10.8 Secret ballot shall be required for all issues; however, voting by acclamation (voice or hands) or by popular opinion (consensus) shall also be deemed binding.

ARTICLE 11: ELECTIONS

Section 11.1 General elections shall be held every three years, coinciding with the annual meeting. They shall be conducted by the Electoral Commissioner following proper announcements made by the Association's Secretary and Public Relations Officer (PRO). Voting shall take place in October during the association's scheduled meeting. The newly elected executives' term will take effect in December.

Section 11.2 "If a vacancy arises in any executive position after the general election or due to resignation or termination, the President, in consultation with the newly elected executives, shall appoint a qualified member of the Association to fill the position.

Section 11.3 The President in consultation with the Executives shall appoint an Electoral Commissioner who shall also be the returning officer for general elections and By-elections. The commissioner will appoint two other members to assist in the electoral process.

Section 11.4 Election date shall not be postponed without two-thirds of a quorum of the entire Association membership. Exception to this section shall be:

11.4.1. Inclement weather,

11.4.2. Absence of quorum, or,

11.4.3. An incident such as death.

Section 11.5 In case of two postponements, due to 11.4.1, 11.4.2 or 11.4.3, two-thirds majority of members present shall declare the group legally authorized to hold elections on that day.

Section 11.6 In case of an emergency, the Electoral Commissioner's role shall be by any full member, elected by two-thirds majority, under the supervision of the President.

Section 11.7 Absentee members shall be permitted to vote by proxy under the supervision of the Electoral Commissioner.

Section 11.8 All elected offices, through general elections or bye- elections, shall cease on the election day. This section shall apply even when the last general elections were held less than one year before.

Section 11.9 Nomination of a candidate shall not be accepted unless the candidate's consent has been expressed to the Electoral Commissioner.

ARTICLE 12: BENEFITS

Section 12.1 An amount determined by the Welfare Committee shall be awarded to an adult member, in case of each of the following bereavement:

12.1.1 Legal spouse,

12.1.2 Father,

12.1.3 Mother,

12.1.4 Child.

12.1.5 Deceased Member's family, upon the demise of the member.

12.1.6 Death of a Member, each member must pay at least \$50

12.1.7 When a member loses a mother, father, child, each member must pay at least \$40

Section 12.2 In addition to Section 12.1 above, the Association members are encouraged to support the bereaved member(s) by individual donations to be collected by the Welfare Committee.

Section 12.3 In the event of the death of an active member: The association shall contribute towards funeral and burial expenses. In addition, the Association members are encouraged to help the bereaved with individual donations and support.

Section 12.4 Outdoorings: each child of an active member of the association shall be awarded their due benefit. This provision is limited to only two biological children of a member.

Section 12.5 All new members will be eligible for benefits after six months of active membership.

ARTICLE 13: COMMUNITY BENEFIT FUND RAISING

Section 13.1 The Association may organize fundraising activities to benefit projects in USA or Ghana.

Section 13.2 The beneficiary of the said community benefit shall be proposed by the Executive Committee and approved by a two-third majority of active members at a duly constituted meeting.

ARTICLE 14: BENEFICIARY

Section 14.1 In the event that the Association ceases to exist, the Association's assets after payment of legal obligations, shall be transferred or conveyed to a charitable organization that qualifies for tax exemption under Section 501 (C) (3) of the Internal Revenue Code of 1988, as amended, that the Executive Committee selects and/or is directed by a court of competent jurisdiction.

ARTICLE 15: MEDIATION

Section 15.1 Non adherence to the tenets of the constitution which is binding on any member (registered and dues paying) may result in termination of membership for said offender upon a two-thirds vote by membership present at a meeting. Further, a member shall be cautioned by the disciplinary committee in the event of a breach of any provisions of this constitution or when deemed to have conducted him/herself in a manner considered as inappropriate and contrary to our values as an Association. Failure to comply with the first or second cautions from the disciplinary committee may result in a termination of membership and disqualification from accessing all associated benefits due to members in good standing.

ARTICLE 16: CONFLICT OF INTEREST

Section 16.1 All members and officers of the Association shall not engage in activities that may result or appear to cause a conflict of interest. A conflict of interest shall exist when the direct personal financial interest of any member of the Executive Committee, officer of the Association and or his/her family members compete with or benefit from the financial interest of the Association. If such conflict arises, such a member shall bring it to the attention of the Executive Committee and/or the Association and shall not participate in the final deliberations, decisions and or vote on matters relating to such interest until such a time that the conflict of interest is resolved by the vote of the Executive Committee or by the Association. The Secretary and or the assistant shall properly document all meetings relating to conflict-of-interest issues.

ARTICLE 17: CODE OF CONDUCT OF MEMEBERS

Section 17.1 No member or officer of the Association shall engage in activities that shall seek to undermine, tarnish and or bring the Association to disrepute, cause financial loss; publicize or cause to publicize Association's internal matters

in the public domain by media circulation in print or electronic specifically in the social media, email or text messages. All official pronouncements about the Association shall be made by the authorized officers acting in consultation with the President.

Section 17.1 Officers and members acting on behalf of the association shall be immune from any personal attacks either physically, verbally, or morally, by print, text and or social media by fellow member(s) or outsiders.

Section 17.2 At any meeting, decisions of the Association shall be binding on all members.

Section 17.3 All members' opinions expressed at meetings shall only be advisory and shall not be held against such individuals nor shall such members seek personal benefit or credit for contributing to the Association's management.

Section 17.4 All disagreements or grievances shall be raised at general meetings for resolution. All such matters that shall become unresolvable at the general meeting shall be referred to the Mediation Committee.

ARTICLE 18: PATRONS

Section 18.1 Honorary member(s) shall be appointed by the President and the Executives as they deem appropriate. Honorary members shall be exempt from Association dues and levy.

ARTICLE 19: QUORUM

Section 19.1 General Meetings

A quorum for General Meetings consists of:

- a) Twenty-five percent (25%) of the total members of the association, or
- b) A minimum of 15 members, whichever is less.

Section 19.2 Executive Committee Meetings

A quorum for meetings of the Executive Committee shall consist of a simple majority (50% + 1) of its members

Section 19.3 Subcommittees

A quorum for Subcommittee meetings shall be three (3) members or a simple majority of its members, whichever is greater.

Section 19.4 Adjournment Due to Lack of Quorum

If a quorum is not present within thirty (45) minutes of the scheduled start time of any meeting:

- a) The meeting shall be adjourned and rescheduled within fourteen (14) days, with proper notice provided to all members.
- b) At the rescheduled meeting, the members present shall constitute a quorum, provided the rescheduling notice explicitly states this condition.

Section 19.5 Verification of Quorum

The President or Secretary shall verify and declare the presence of a quorum before any business is conducted.

ARTICLE 20: AMENDMENT OF THE CONSTITUTION

Section 20.1 Proposal of Amendments

- a) Amendments to this Constitution may be proposed by:
 - i. A two-thirds (2/3) majority of the Executive Committee, or
 - ii. A written petition signed by at least twenty percent (20%) of the voting members of the association.
- b) Proposed amendments must be submitted in writing to the Secretary of the association and made available to all members at least thirty (30) days prior to any vote.
- c) The president and/or Executive Committee shall refer the proposed amendments to an ad hoc Constitutional Review Committee, to review and recommend action to the Executive Committee.

Section 20.2 Notice of Amendment

The Secretary and PRO shall ensure that all members receive written notice of the proposed amendment(s) and the date, time, and location of the meeting or voting process at least thirty (30) days in advance.

Section 20.3 Approval of Amendments

- a) Proposed amendments shall be considered at a General Meeting, Special Meeting, or through an authorized voting mechanism (e.g., electronic or postal ballot).
- b) An amendment shall be adopted if it receives an affirmative vote of at least two-thirds (2/3) of the members present and voting, provided that a quorum is met.

Section 20.4 Effective Date

Unless otherwise specified in the amendment itself, an approved amendment shall take effect immediately upon adoption.

Section 20.5 Record of Amendments

The Secretary shall maintain a permanent record of all adopted amendments and ensure the updated Constitution is made available to all members.

Adopted 07/15/2025

Frederick Bruce

.....
Constitutional Review Members

Richard Nartey (SGD)

Joyce Addo (SGD)

Abigail Boafo (SGD)

Ed Amate

Eric Noi

Executive Members During Review

Fred Bruce – President

Richard Teye Nartey – Vice President

Olga Armah (Boadu-Ansah) – Secretary

Ann Richelle Akko – Asst Secretary

Winfred Adotey Addo - Fin. Secretary

Vera Seratu Dolling Engmann – Asst. Fin. Sec.

Joyce Addo - Public Relations Officer PRO

Hajia Sadia Welbeck – Asst. PRO