



ORGANISATIONAL CONSTITUTION

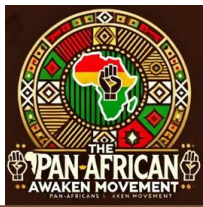


The Awaken Pan-African Movement



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Preamble

We, the Awaken Pan-African Movement (TAPAM), rooted in the shared heritage and collective resilience of African peoples across the globe, establish this Constitution to govern our organization, enshrine our principles, and guide our mission. Recognizing historical injustices and persisting inequalities, we dedicate ourselves to restoring the dignity, sovereignty, and prosperity of African communities through unity, self-determination, and visionary leadership.

We affirm our commitment to Pan-African solidarity, cultural revitalization, sustainable development, and social justice. Through collective action and strategic alliances, we seek to dismantle colonial legacies, empower future generations, and uplift the voices of Africa in all global arenas. Let this Constitution be the cornerstone of our movement, anchoring our purpose and binding us in unity.

Article I: Name

The name of this organization shall be “The Awaken Pan-African Movement” (TAPAM).

Article II: Mission and Objectives

Section 1: Mission

To unify and empower African communities across the globe by advancing social, economic, environmental, and cultural transformation through inclusive, strategic, and sustainable development initiatives.

Section 2: Objectives

1. Promote Unity and Solidarity

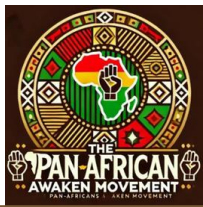
- Build a global network of African peoples and allies rooted in mutual respect and shared goals.
- Strengthen intra-African cooperation across political, cultural, and socioeconomic platforms.

2. Advance Self-Determination

- Empower communities to govern and develop autonomously.
- Support democratic practices, community-based governance, and grassroots participation.

3. Combat Inequality and Injustice

- Advocate for human rights, equity, and dignity across all sectors.
- Mobilize against systemic oppression, economic disparity, and social exclusion.



4. Cultural Revitalization

- Preserve and promote African languages, heritage, and traditional knowledge systems.
- Establish cultural centers and programs that foster pride and continuity in African identity.

5. Economic Empowerment

- Facilitate access to capital, education, and infrastructure for African entrepreneurs.
- Promote ethical trade, cooperative economies, and wealth redistribution models.

6. Global Networking

- Forge alliances with movements and organizations globally.
- Strengthen the collective voice of the African diaspora in policy-making bodies.

7. Youth Empowerment

- Train young leaders in governance, entrepreneurship, activism, and heritage conservation.
- Include youth representation in decision-making structures.

8. Educational Outreach

- Create educational content and curricula reflecting African histories and philosophies.
- Partner with institutions to promote Pan-African scholarship and innovation.

9. Policy Advocacy

- Influence international, national, and regional policies affecting African populations.
- Publish white papers, conduct research, and maintain think tanks.

10. Environmental Sustainability

- Promote green initiatives, renewable energy, and indigenous environmental practices.
- Address climate justice and resource sovereignty.



Section 3: Core Values

1. Unity and Solidarity

We believe in the power of collective strength and cooperation among African peoples, regardless of national, ethnic, or geographic divides.

2. Self-Determination

Our work centers on reclaiming our right to define our own identity, systems, and future.

3. Cultural Pride and Restoration

We honor, preserve, and promote the rich heritage, traditions, and knowledge systems of African civilizations.

4. Justice and Liberation

We stand against all forms of oppression—colonial, neo-colonial, racial, and economic—and actively work for systemic transformation.

5. Integrity and Accountability

Our operations are guided by transparency, honesty, and a commitment to ethical governance.

6. Empowerment through Knowledge

We promote critical consciousness, education, and skills development as tools for liberation.

Article III: Strategic Framework

1. Grassroots Organizing

Goal: Build a strong, community-rooted base for Pan-African mobilization.

- **Local Chapters:** Form regional and community-based TAPAM chapters with elected coordinators.
- **Leadership Cells:** Train local leaders to act as mobilizers, educators, and facilitators.
- **Community Forums:** Hold regular town halls and listening sessions to understand local concerns and co-create solutions.
- **Volunteer Networks:** Establish systems for recruiting and managing volunteers in various capacities.

2. Education & Knowledge Sharing

Goal: Empower communities through political education and historical consciousness.

- **Workshops & Seminars:** Conduct in-person and virtual workshops on Pan-Africanism, African history, decolonization, and civic engagement.



- **Online Academies:** Develop an e-learning platform offering certifications and open courses in key areas like African Studies, development, and leadership.
- **Resource Library:** Create a multilingual, open-access digital archive of books, essays, speeches, and audiovisual material.

3. Advocacy & Diplomacy

Goal: Influence policy and foster global solidarity for African self-determination.

- **Policy Engagement:** Develop advocacy briefs and position papers on key issues affecting Africa and its diaspora.
- **Direct Action:** Organize campaigns, protests, and petitions targeting unjust laws, corporate exploitation, or neo-colonial policies.
- **International Coalitions:** Partner with global movements and organizations aligned with Pan-African objectives.

4. Cultural Preservation & Promotion

Goal: Protect and celebrate African identity and heritage.

- **Cultural Events:** Host festivals, storytelling nights, and indigenous knowledge symposiums.
- **Exhibitions:** Partner with museums and art spaces to showcase African visual art, fashion, and music.
- **Language Revitalization:** Support teaching and documentation of African languages through community programs and digital tools.

5. Sustainable Economic Development

Goal: Foster self-reliant, community-driven economic ecosystems.

- **Cooperative Enterprises:** Support the formation of community-owned farms, retail stores, and production collectives.
- **Microfinance Programs:** Offer microloans and savings groups to support entrepreneurship among marginalized groups.
- **Skill-building Initiatives:** Run vocational training in areas like agriculture, tech, renewable energy, and trade.



6. Strategic Partnerships

Goal: Amplify TAPAM's reach and resources through institutional collaborations.

- **NGO Alliances:** Collaborate with NGOs that have shared interests in human rights, development, and social justice.
- **Government Engagement:** Interface with progressive policymakers and governmental agencies to advance TAPAM's policy agenda.
- **Academic & Faith Institutions:** Work with universities, churches, mosques, and cultural centers to broaden engagement.

7. Media and Digital Engagement

Goal: Use digital tools to inform, inspire, and mobilize.

- **Storytelling Campaigns:** Share community stories, historical retrospectives, and success stories via videos, blogs, and podcasts.
- **Social Media Strategy:** Create targeted content for platforms like Instagram, TikTok, Twitter/X, and YouTube.
- **Digital Tools:** Build apps and platforms for community organizing, resource sharing, and civic engagement.
- **Data Advocacy:** Use data and infographics to highlight social disparities and campaign demands.

8. Research & Innovation

Goal: Drive evidence-based solutions rooted in African realities.

- **Think Tanks:** Support or establish Pan-African research institutions focused on socio-economic development, health, and governance.
- **Community-Led Studies:** Train locals to conduct participatory research that informs programming and advocacy.
- **Innovation Labs:** Foster spaces where youth and researchers can prototype ideas and technologies that solve African problems.



9. International Collaboration

Goal: Position TAPAM as a global actor advocating for African dignity and sovereignty.

- **Global Forums:** Attend and present at international conferences (e.g., UN, AU, World Social Forum).
- **Diaspora Engagement:** Connect with African diaspora organizations across the Americas, Europe, and Asia for solidarity efforts.
- **Transnational Campaigns:** Launch advocacy or development campaigns with international reach, highlighting Africa's global role.

10. Youth Leadership Programs

Goal: Cultivate the next generation of Pan-African changemakers.

- **Leadership Incubators:** Establish bootcamps and mentorship tracks focused on political education, entrepreneurship, and activism.
- **Scholarship Programs:** Offer scholarships and fellowships for promising youth to pursue higher education or internships.
- **Youth Councils:** Create youth advisory boards within TAPAM to ensure intergenerational input in decision-making.

Article IV: Membership and Governance

Section 1: Membership

Eligibility: Open to individuals, institutions, and community groups committed to TAPAM's vision.

Admission: Applicants must complete a membership application, undergo orientation, and be approved by the Membership Review Committee.

Rights and Responsibilities:

Members may:

- Vote in organizational elections.
- Propose and lead initiatives.
- Access TAPAM resources and networks.

Members must:

- Adhere to the constitution and uphold TAPAM values.
- Actively participate in programs and pay dues.



- Submit annual activity reports and feedback.

Member Roles:

Representative, Educator, Organizer, Networker, Activist, Researcher

1. Representative

Role Summary:

Serves as the face and voice of the movement in various spaces, upholding its values, vision, and policies.

Core Responsibilities:

- Represent the movement in community forums, cultural gatherings, and institutional settings.
- Advocate for Pan-African values, solidarity, and self-determination.
- Uphold the image and integrity of the movement in public discourse.
- Serve as a liaison between local members and central leadership.
- Report community feedback and needs to leadership for policy influence.

2. Educator

Role Summary:

Imparts knowledge and promotes critical consciousness through learning rooted in African history, culture, politics, and spirituality.

Core Responsibilities:

- Design and lead workshops, study groups, and public talks.
- Develop and distribute educational materials (digital & physical).
- Teach historical truths, cultural identity, and revolutionary theory.
- Counter misinformation with evidence-based Afrocentric knowledge.
- Collaborate with researchers and organizers to align content with action.

3. Organizer

Role Summary:

Mobilizes people and resources toward collective action, ensuring coordinated efforts on campaigns, protests, and projects.



Core Responsibilities:

- Plan and execute strategic events, demonstrations, and programs.
- Build local chapters or cells and maintain member engagement.
- Manage logistics, communications, and security planning for actions.
- Ensure inclusivity and cohesion within teams.
- Work with Networkers to broaden participation and reach.

4. Networker

Role Summary:

Connects individuals, organizations, and movements across regions and continents to strengthen collective power.

Core Responsibilities:

- Establish partnerships with allied Pan-African and Afro-diasporic groups.
- Facilitate information-sharing and collaboration among members.
- Build bridges across regions and diasporas (Africa, Caribbean, Americas, Europe, etc.).
- Create synergy between cultural, spiritual, and political movements.
- Maintain communication databases and contact networks.

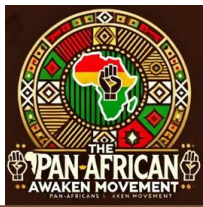
5. Activist

Role Summary:

Takes bold and visible action against injustice, uplifting the movement's causes through frontline involvement.

Core Responsibilities:

- Engage in peaceful protests, advocacy campaigns, and resistance actions.
- Amplify marginalized voices and push for systemic change.
- Use media, art, and public speaking to inspire and provoke thought.
- Work with organizers to ensure safe, effective, and visible activism.
- Embody courage, resilience, and commitment to liberation.



6. Researcher

Role Summary:

Investigates, documents, and analyzes issues affecting Pan-African people, guiding the movement with insight and strategic depth.

Core Responsibilities:

- Conduct research on history, economics, health, education, governance, etc.
- Collect and analyze data to support campaigns and policies.
- Publish reports, briefings, and thought pieces.
- Debunk colonial myths and provide factual grounding for programs.
- Support educators and activists with factual content and statistics.

Member Benefits:

- Empowerment and capacity building
- Access to leadership and grants opportunities
- Free or discounted participation in events
- Networking and strategic exposure

Article V: Organisational Structure

Section 1: Governing Bodies

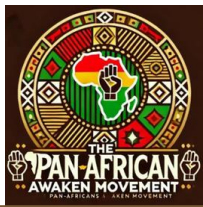
1. **General Assembly:** Highest decision-making body, meets annually.
2. **Board of Trustees:** Appointed, advisory, five-year term.
3. **Central Governance Council (CGC):** Elected operational leadership.

Section 2: Role of the Steering Committee or Board

The Steering Committee (or Board, depending on formal legal designation) provides governance, oversight, and strategic support to TAPAM's leadership. It is a collective leadership body composed of representatives from various regions, disciplines, and sectors relevant to the Pan-African agenda, appointed by the Central Governance.

Key Roles and Responsibilities:

- **Strategic Oversight:** Reviewing and advising on the organization's direction, ensuring mission integrity and long-term impact
- **Accountability and Governance:** Monitoring compliance with ethical, legal, and financial responsibilities



- Policy Approval: Ratifying major policies, budgets, and constitutional changes
- Leadership Support: Providing counsel and feedback to the Secretary General and Deputy on high-level decisions
- Regional Representation: Ensuring that diverse voices and realities from the continent and diaspora are reflected in governance

Section 3: Governance Structure – Roles and Responsibilities

Administration & Governance

Role: Custodian of Organizational Structure and Efficiency

Responsibilities:

- Administrative Oversight: Supervise internal operations and ensure compliance with organizational protocols.
- Board Coordination: Facilitate board meetings, prepare agendas, and maintain accurate records of proceedings.
- Documentation Management: Archive all organizational records, including minutes, decisions, and strategic plans.
- Operational Alignment: Ensure coordination between departments, streamline workflows, and track the implementation of resolutions.
- Membership Registry: Maintain an updated and secure database of all members, partners, and affiliates.

Finance & Grants

Role: Fiscal Steward and Resource Strategist

Responsibilities:

- Budgeting and Forecasting: Develop annual and project-based budgets in alignment with organizational goals.
- Financial Reporting: Generate monthly, quarterly, and annual reports on income, expenditures, and financial health.
- Audit Coordination: Prepare for internal and external audits and ensure full compliance with auditing standards.
- Grant Management: Identify funding opportunities, manage grant applications, monitor grant usage, and report outcomes to funders.
- Asset Management: Track organizational assets and ensure all financial assets are safeguarded and transparently utilized.



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Human Resources

Role: Guardian of People and Organizational Culture

Responsibilities:

- Recruitment and Onboarding: Coordinate fair hiring practices, conduct onboarding programs, and facilitate integration of new staff and volunteers.
- Training and Development: Organize workshops, leadership training, and capacity-building programs.
- Performance Management: Monitor staff performance and implement feedback and review mechanisms.
- Wellness and Conflict Mediation: Foster a supportive environment, address grievances, and promote employee wellbeing.
- Policy Implementation: Develop and enforce HR policies consistent with TAPAM's values and labor laws.

Communications

Role: Voice of the Movement

Responsibilities:

- Public Relations Strategy: Design and execute communications campaigns that reflect TAPAM's mission and initiatives.
- Media Liaison: Engage with journalists, bloggers, and media platforms to promote TAPAM's presence and agenda.
- Digital Platforms Management: Oversee website content, social media, newsletters, and multimedia assets.
- Branding and Messaging: Maintain consistency in brand messaging and public image across all channels.
- Community Outreach: Facilitate dialogues with local and international communities to foster awareness and engagement.

Legal & Policy Affairs

Role: Legal Advisor and Policy Guardian

Responsibilities:

- Legal Compliance: Ensure the movement's operations conform with national and international laws and regulations.



- Policy Drafting and Review: Draft organizational policies, review legal documents, and propose amendments to safeguard TAPAM interests.
- Contract Management: Review, negotiate, and archive contracts, MOUs, and agreements.
- Dispute Resolution: Mediate conflicts, advise on legal matters, and represent the organization in legal disputes.
- Intellectual Property: Protect TAPAM's brand, materials, and cultural heritage through copyright and legal tools.

Strategy, Risk & Compliance

Role: Architect of Vision, Integrity, and Resilience

Responsibilities:

- Strategic Planning: Facilitate the development and monitoring of short-term and long-term strategies.
- Risk Management: Identify, assess, and mitigate operational, reputational, and strategic risks.
- Compliance Assurance: Monitor compliance with internal policies, external regulations, and donor requirements.
- Impact Evaluation: Develop performance indicators and measure the effectiveness of programs and initiatives.
- Sustainability Planning: Create adaptive plans to ensure resilience in the face of political, economic, or environmental shifts.

Security Affairs

Role: Safeguard of Organizational Integrity and Protection

Responsibilities:

- Internal Security Oversight: Ensure physical and digital safety across all operational environments.
- Media Integrity Monitoring: Protect against disinformation, reputational threats, and exploitative narratives.
- Crisis Management: Develop and enforce crisis response plans including cultural, political, and natural disruptions.
- Training and Preparedness: Educate staff on security protocols, situational awareness, and safe engagement with stakeholders.



- **Asset Protection:** Collaborate with Asset Custodians to prevent unauthorized use or transfer of property, land, or knowledge assets.

Information Technology (IT)

Role: Digital Infrastructure Architect and Systems Enabler

Responsibilities:

- **Technology Infrastructure:** Design, implement, and maintain TAPAM's IT systems, including servers, networks, cloud storage, and digital tools.
- **Cybersecurity:** Protect the organization's digital environment from threats by enforcing security protocols, conducting regular audits, and ensuring system resilience.
- **IT Support Services:** Provide technical assistance, troubleshooting, and user support for staff, regional offices, and digital platforms.
- **Innovation Integration:** Evaluate and integrate emerging technologies that improve operational efficiency, data access, and member engagement.
- **System Development:** Build and manage custom software, apps, and platforms that support TAPAM's programs, research, and outreach.
- **Data Systems Integration:** Work with Information Management, Communications, and Research to ensure seamless data flow across departments.
- **Digital Literacy Training:** Equip teams with skills in using productivity tools, secure communication apps, and collaborative platforms.

Section 3: Regional Governance Roles and Responsibilities

1. Country Representatives

- **National Liaison:** Serve as TAPAM's lead contact within their country, representing the movement in national dialogues, forums, and inter-organizational collaborations.
- **Policy Advocacy:** Identify and communicate country-specific challenges and policy opportunities.
- **Reporting:** Submit bi-monthly progress reports to the Central Governance Council detailing local program implementation, successes, and emerging issues.
- **Partnership Development:** Build and maintain relationships with local institutions, government agencies, and civil society groups.



2. Regional Heads

- **Project Supervision:** Oversee all TAPAM regional projects and ensure alignment with both national goals and the central mission.
- **Strategic Leadership:** Convene regular regional strategy meetings with local leaders to coordinate action plans.
- **Conflict Management:** Address and resolve operational challenges or conflicts arising within the region.
- **Impact Assessment:** Monitor project outputs and outcomes to ensure quality, effectiveness, and sustainability.

3. Regional Secretaries

- **Documentation:** Record and maintain accurate minutes, decisions, and correspondence for all regional meetings.
- **Communication Flow:** Facilitate information exchange between the region and the Central Governance Council.
- **Administrative Coordination:** Ensure logistical preparedness for all events, trainings, and conferences.
- **Data Management:** Compile reports and maintain regional records for internal and external audits.

4. Regional Financial Secretaries

- **Budgeting:** Develop and manage regional budgets in alignment with TAPAM's financial protocols.
- **Fund Management:** Oversee allocation, utilization, and tracking of regional funds.
- **Financial Reporting:** Submit detailed quarterly financial reports to the Finance & Grants Division.
- **Compliance Assurance:** Ensure that all financial practices meet transparency and accountability standards.

5. Regional PR Officers

- **Public Relations:** Promote TAPAM's mission and initiatives through public messaging and engagement campaigns.
- **Event Coordination:** Organize community outreach activities, town halls, and project showcases.
- **Media Engagement:** Develop relationships with local media to ensure consistent coverage and visibility of TAPAM's work.



- **Feedback Collection:** Facilitate channels for community input and communication to leadership.

6. Cultural Liaison Officers

- **Cultural Safeguarding:** Ensure that all TAPAM activities respect and reflect local traditions and values.
- **Community Bridgebuilding:** Act as a link between traditional leaders, elders, and project teams.
- **Knowledge Sharing:** Organize training and educational sessions on indigenous knowledge systems.
- **Cultural Review:** Evaluate project plans for cultural sensitivity and alignment.

7. Asset Custodians

- **Asset Management:** Maintain inventories of physical, cultural, and intellectual property within the region.
- **Protection Protocols:** Implement measures to prevent unauthorized use or disposal of assets.
- **Legal Oversight:** Enforce the Triple-Signature Rule and liaise with Legal Affairs for asset-related decisions.
- **Community Stewardship:** Educate the community on heritage preservation and collective ownership ethics.

Article VI: Critical Integration Protocols

Section 1: Assets and Security

• Mandate Implementation:

All proposed projects or initiatives must secure prior endorsement from the Cultural Council, a body responsible for ensuring alignment with cultural, ethical, and community-specific standards. This requirement ensures that initiatives are not only technically feasible but also socially and culturally acceptable within the target regions.

• Asset Governance:

Any transfer or deployment of assets—whether financial, technological, or human resources—requires a triple-signature approval process. The required signatories are:

1. Country Representative (to ensure local compliance and oversight),
 2. Operations Council Liaison (to ensure strategic alignment),
 3. Cultural Council Delegate (to maintain cultural integrity).
- This process adds a safeguard against unauthorized, unethical, or misaligned deployments.



- **Veto Enforcement:**

The Media Security Director holds primary accountability for monitoring and identifying any treaties, agreements, or international collaborations that could potentially compromise cultural sovereignty or be deemed exploitative in nature. Upon identifying such a threat, the Director must notify the Secretary-General within 24 hours, triggering a formal review process. This early warning system is designed to prevent the implementation of harmful agreements and to uphold the organization's mandate to protect cultural integrity. The Media Security Director must also maintain documentation of the potential veto trigger and submit a preliminary impact analysis alongside the alert.

Reporting Cadence

1. Country Representatives – Bi-Weekly Updates

All Country Representatives must submit **bi-weekly updates** to the Central Council. These reports should cover:

- Progress on local implementation of council initiatives
- Emerging issues or risks at the national or regional level
- Feedback from stakeholders or community leaders
- Alignment with strategic directives from the Central Council
This ensures continuous communication and allows the Council to rapidly adjust course in response to field developments.

2. Operations Council – Quarterly Comprehensive Reports

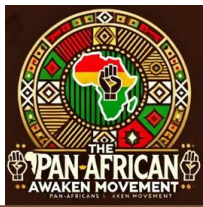
The Operations Council will compile and deliver comprehensive quarterly reports that detail:

- Key performance indicators (KPIs) across projects and initiatives
- Impact metrics (quantitative and qualitative)
- Budget performance and resource utilization
- Strategic risks and mitigation actions
- Lessons learned and best practices
These reports will serve as a foundation for executive decision-making and strategic realignment, ensuring transparency and accountability at every level of operations.

Section 2: Reporting and Transparency

- **Bi-weekly Reports from Country Representatives:**

Each Country Representative must submit detailed bi-weekly updates summarizing local developments, project progress, risk indicators, and stakeholder feedback. Reports are archived centrally and reviewed for trends, issues, and cross-regional learning.



- **Quarterly Reviews from the Operations Council:**

The Operations Council conducts comprehensive quarterly performance reviews, analyzing data from all active regions. These reviews focus on strategic outcomes, resource utilization, protocol adherence, and policy recommendations. Outcomes are shared with oversight bodies and published in a semi-public transparency bulletin.

Section 3: Key Principles

- **Collaboration:**

All initiatives are rooted in inter-agency and cross-sector collaboration, ensuring alignment with broader developmental, security, and cultural agendas. Teams are encouraged to co-create solutions with local actors and international partners.

- **Local Empowerment:**

Priority is given to strategies that build local capacity, including leadership development, knowledge transfer, and infrastructure support. Empowerment is not just a value but a performance metric.

- **Transparency:**

Every stage of planning, execution, and evaluation must be documented and accessible to relevant oversight groups. Openness in decision-making and data-sharing builds trust and accountability.

- **Cultural Respect:**

Projects must prioritize indigenous values, languages, and customs. Cultural assessments are conducted before any major engagement, and ongoing consultation with community leaders is mandatory.

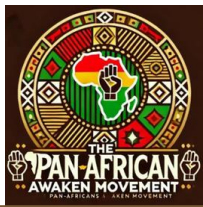
Article VII: Elections and Terms

- Board Members serve five-year terms, renewable upon ratification.
- Executive Officers serve two-year terms, with a maximum of two terms.
- Elections are conducted by secret ballot.

Article VIII: Meetings and Finances

Section 1: Meetings

- Annual General Assembly
- Quarterly Board Meetings
- Special sessions as required



Section 2: Quorum

- Two-thirds of members required for quorum in decision-making.

Section 3: Finances

- Funding from membership dues, donations, grants, and events.
- Annual financial audits and public reports required.

Article IX: Amendments and Dissolution

Section 1: Amendments

- Require a two-thirds majority at the General Assembly.

Section 2: Dissolution

- Remaining assets go to aligned non-profits.
- A Dissolution Committee shall be appointed by the Board.

Adoption Clause This Constitution was ratified by a two-thirds majority of founding members present at the inaugural meeting.

Adopted on: [Date]

Signatures of Founding Members: [Names and Signatures Here]

Closing Declaration With this Constitution, TAPAM commits to honoring the wisdom of the past, confronting the injustices of the present, and building an empowered African future for generations to come. United in spirit, guided by purpose, we declare this movement a living force for continental rebirth and global transformation.