

**Constitution and Bylaws  
OF  
THE ORGANIZATION OF  
LIBERIAN WOMEN IN MINNESOTA  
(OLWMN)**

**Est. 2013**



**“Empowering Women”  
Together we break barriers and build  
a resilient sisterhood**

## **ARTICLE I - NAME OF THE ORGANIZATION**

**Section 1:** The organization shall be called **The Organization of Liberian Women in Minnesota** (OLWMN). The organization is established exclusively as a Non-Profit Public Charitable Entity.

**Purpose:** The OLWMN is a nonprofit organization and shall be operated exclusively for educational and charitable purposes within the meaning of section 501C3 of the Internal Revenue Code of 1986, corresponding section of any future federal tax code. OLWMN will educate, teach basic skills, coordinate and provide aid to women and girls locally and globally.

**Located at: 11468 Market Place Dr. N, suite #600-1037, Champlin MN 55316**

## **ARTICLE II – OBJECTIVES & POWERS**

The Organization of Liberian Women in Minnesota (OLWMN) shall have the power to pursue its objectives. In order to fulfill its Purpose/Objectives, the organization shall:

- Empower women through education, mentorship, socialization, and community involvement.
- Raise and distribute funds primarily (solely) for charitable endeavors or non-profit purposes utilizing food sales, membership dues, donations, and other fundraising events.
- The organization of Liberian Women in Minnesota is dedicated to serving women and children globally.
- We will assist schools, clinics, and other underserved and underprivileged communities by providing resources to empower said communities.
- We will provide both monetary and tangible resources to empower women and children.
- Resources could be but not limited to school equipment, skills, time, clothing, medical equipment, and resources that are needed by the community being served.

## **ARTICLE III – MEMBERSHIP**

### **Section 1 - Admission for Membership**

Any person who satisfies the following criteria shall be eligible for membership:

- Any woman of Liberian descent by birth and naturalization who is 35 years and above who desires to promote and respect the Vision, Mission, Objectives and Core Values of the Organization.
- A prospective member shall join after meeting the requirement and approval of the membership committee.

## **Section 2 – Active Membership**

- Members must be current with yearly dues by April 30<sup>th</sup> of the calendar year.
- Members must attend (8 out of the 12 meetings yearly). Meetings could be in person or virtual.
- Members must chair or serve on a committee involving community events, outreach and others as identified by the organization.
- New members will be required to pay five months of yearly dues and registration fees upon joining the organization.
- Members must be active for six months before receiving any benefits.
- Active members must participate in Volunteer Activities, Events and WhatsApp group chats by uplifting & celebrating with others.
- If a member is up to date with their dues, but is inactive (not volunteering, not attending meetings, non-WhatsApp participation) without a known/official reason given to the Membership /Outreach Chair sister, the member will be removed from the group chat after a year of inactivity.

## **Section 3- In Active Membership**

- If a member lapses with paying their dues and any other related payments (Mandatory, where applicable), the financial team will reach out to the member for further inquiry. The team shall document and report findings to the Executive Team for further review if needed.
- The member will be given a time frame to become current with their dues and related payments. When the time frame given by the executive team lapses, and the member has not become current, the member will be taken out of all OLWMN chat rooms.
- When a member is out of the chat room, the member cannot receive benefits. The member has a year to be out of the chat room from the day the member was removed.
- If the member returns within a year and pays all outstanding balances (on their dues, bereavement, mandatory payments where applicable), the member will be reinstated in

all OLWMN chat rooms and then becomes eligible for all benefits after 90days of active membership.

- If the member does not return within the year period, the member must return as a new member.

#### **Section 4- Membership Termination and Due Process**

Membership may be terminated for misconduct, non-payment of dues, or actions harmful to the Organization. Termination shall follow due process, which includes:

- Written notice from the Membership Committee or Executive Committee describing the alleged issue or violation
- An opportunity for the member to respond in writing within fourteen (14) days of notice
- A hearing before the Executive Committee and, where applicable, the Board of Directors
- A written decision communicated to the member
- Eligibility for reinstatement upon rectification of the issue or through an appeal process, as determined by the Organization

This provision includes, but is not limited to, disorderly conduct, harassment, intimidation, or inappropriate contact toward another member.

### **ARTICLE IV - OFFICERS**

#### **Section 1: Overview**

The Organization operates under a Hybrid Governance Model where the Executive Committee handles operations and the Board of Directors provides oversight.

#### **Section 1a - Elected Officers (Executive Leadership Team)**

- b. Shall be President, Vice President, Secretary, Treasurer, Financial Secretary, and Chaplain shall be elected by eligible members
- c. The Executive Committee shall consist of the elected officers.
- d. The Administrative Leadership Team shall consist of All Elected officers, Chair sisters and Co-Chair sisters of standing committees. This committee runs the day-to-day affairs of the organization.
- e. Elected officers (President, Vice President, Secretary, Treasurer, Financial Secretary, and Chaplain) can make decisions on behalf of the organization as deemed necessary. The Executive Leadership (Big Picture) shall also make operational

decisions, implement policies and strategies approved by the Board of Directors and shall report progress to the general membership.

f. Decisions/progress must be reported to all members within 24-48 hours. Communication could be via chat groups, email, or by another written means. Communication cannot be verbal.

## **Section 2 - Eligibility for Office**

To be eligible to run for any elected office, a member must have been an Active Member in good standing for at least twelve (12) consecutive months immediately preceding the election and must be in full compliance with all provisions of the Constitution and Bylaws, including being current on annual dues and all applicable financial obligations.

### **Active Member in Good Standing**

An **Active Member in Good Standing** of OLWMN is a member who:

- Has paid all required dues and financial obligations in full and on time
- Has attended **at least 70% of regular meetings annually** (in person or virtual)
- Actively participates in **a minimum of 60% of required OLWMN activities**, including committees, events, or volunteer service as assigned
- Complies with the Constitution, Bylaws, Code of Ethics, and all policies of the organization
  - Is not under suspension, probation, or subject to disciplinary action at the time of eligibility review

### **Rights and Privileges of Members in Good Standing**

Only members in good standing are eligible to:

- Vote in OLWMN elections and official matters
- Run for and hold elected office
- Chair or Co-chair committees
- Officially represent OLWMN in community, public, or organizational activities

## **Section 3 - Election of Officers**

- The election commission shall present to the membership a proposed list of nominees at the August general meeting, the proposed list will be generated by written interest and, or members recommendation.
- The election of officers shall take place at the October general meeting. If more than one candidate is running for an office, the election shall be conducted by a written ballot provided by the Election Commission.

- Ballots shall be counted by the Elections Committee and winning candidates shall be announced on the same day.
- Elected officers shall be installed immediately following the elections in October and assume their duties upon installation.
- The elected officers shall hold offices for a term of two years after being installed.
- Prospective candidates cannot be contacted prior to September 1st. The proposed slate of officers shall be kept confidential until presented to the general membership at the September general meeting; nominations will be taken from the floor and then closed.
- Nominations received at the September general meeting shall be announced in the October general meeting and voted upon at that meeting.
- The election committee shall consist of five members to be nominated by the membership at the August general meeting.
- Election results must be certified by all members of the election commission.
- The committee shall be dissolved immediately after the election.

#### **Section 4- Duties and Powers of the President**

- The President shall facilitate, or appoint a facilitator for, all general meetings of the Organization.
- The President shall serve as an ex-officio, non-voting member of all committees, except where otherwise specified by the Constitution or bylaws.
- The President shall provide leadership, direction, and recommendations in the best interest of the Organization and may make administrative decisions consistent with the policies, resolutions, and approvals of the Executive Committee and Board of Directors.
- The President shall have the appointing authority, subject to confirmation or ratification by the Executive Committee or Board, as required by this Constitution.
- In the absence of the Treasurer and Financial Secretary, the President may countersign checks or authorize disbursements only upon prior approval of the Executive Committee and in accordance with OLWMN's financial controls and internal policies.

#### **Section 5 - Duties and Powers of the Vice-President**

- The Vice-President will assist the President in her duties and assume the duties of the President in her absence or inability to serve.

- Under the direction of the Vice-President a committee will review the by-laws and constitution as recommended.
- The Vice-President where applicable shall function as the Organization's official spokesperson in the absence of the President.
- The Vice President shall serve as Ex-officio member of all Standing committees

### **Section 6- Duties and Powers of the Secretary**

The Secretary must execute the following concerning minutes:

- The Secretary shall keep comprehensive minutes of all general and Executive Committee meetings. Information should be saved electronically and hard copied.
- Corrected copies of all minutes must be archived monthly in OLWMN's database.
- The Secretary shall have minutes available and read at all general meetings.
- All archived records of OLWMN will be turned over to the incoming leadership at the end of the two years term. Inventory will be taken and documented.

### **Section 7 - Duties and Powers of the Treasurer and Financial Secretary**

The Treasurer shall execute the following duties:

- The Treasurer shall keep all monies received by the organization.
- The Treasurer shall keep accurate records of all monies received and disbursed including receipts, bank statements, and other financial records.
- The Treasurer shall disburse funds upon approval by the Executive body.
- The Treasurer shall deposit all monies into the organization's account within 48 business hours of receipt with the exception of holidays/weekends.
- The Treasurer shall be present at meetings and events to collect funds.
- The Treasurer shall notify the Financial Secretary of all monetary transactions within 24hr of receiving funds.
- Outside of scheduled monthly meetings, in case of an emergency, disbursement of funds must be approved by the Executive Committee.
- The Treasurer and Financial Secretary shall be responsible for notifying committee chair sisters if they are over budget.

### **The Financial Secretary shall execute the following duties:**

- The Financial Secretary shall keep accurate electronic records of all monies received and disbursed including receipts, bank statements, and other financial records.
- The Financial Secretary shall notify the general body monthly and quarterly of the organization's financial standing.
- The Financial Secretary shall notify committee chairpersons to submit their annual budget for the calendar year by the October general meeting.
- The Financial Secretary must give a full financial report after an event.

### **Section 8 - Duties and Powers of the Chaplain**

- The Chaplain shall serve as the ex-official to the outreach committee
- The Chaplain shall organize the annual prayer breakfast in collaboration with the executive body and general body
- The Chaplain shall provide emotional and spiritual support to members in need.
- The Chaplain shall host/ coordinate/organize monthly or quarterly fast and prayer.
- The Chaplain, in collaboration with the Outreach committee, shall coordinate Sisterly and community-based visits as needed.

### **Section 9: Board of Directors**

The board will consist of 5-7 members to be appointed by the executive leadership team.

### **Board and Executive Leadership Responsibilities**

#### **Mission and Strategic Direction:**

The Board of Directors, in collaboration with the Executive Leadership Team, provides oversight and guidance for the organization's mission and strategic direction, ensuring that all programs and activities remain aligned with OLWMN's charitable purpose.

#### **Fundraising and Resource Development:**

The Board of Directors, together with the Executive Leadership Team, supports and approves fundraising strategies and monitors fundraising activities to ensure the organization has adequate resources to fulfill its mission.

#### **Legal and Regulatory Compliance:**

The Board of Directors, in partnership with the Executive Leadership Team, ensures compliance with all applicable federal, state, and local laws and regulations, including those governing tax-exempt status, charitable solicitation, and nonprofit governance.

### **Public Representation and Advocacy:**

The Board of Directors and Executive Leadership Team jointly represent the organization to the public, stakeholders, and partner organizations and advocate for the mission, values, and goals of OLWMN.

**Evaluation and Impact Assessment:** The Board of Directors and Executive Leadership Team are jointly responsible for evaluating the organization's programs and activities to ensure they are effective in achieving the organization's mission.

### **Section 10a - Eligibility for Office – Membership Tenure Requirement**

To be eligible to run for elected office, a member must be an Active Member in good standing and must have maintained continuous active membership for the following minimum period immediately preceding the election:

- **President: Twenty-four (24) months**
- **All other elected officers: Twelve (12) months**

### **Section 10b – Re-Election of Officers**

- No officer may serve more than **4 years (2) terms** in the same elected office.
- After serving two (2) terms in the same office, a member must wait at least **(4) years** before becoming eligible to run for that same office again; however, the member may run for a different elected office during this period.
- Terms of service **need not be consecutive**.
- **Exception – President:** Term limits under this section do not apply to the President. Upon completing a term as President, the immediate Past President shall serve in an **ex-officio, non-voting advisory role** on committees or organizational groups, as assigned.

### **Section 11 - Vacancy of Office**

Vacancy of an elected office may be filled at the discretion of the Executive Committee or membership vote when such a vacancy occurs before the end of the term for that office.

Vacancy of the President office shall be filled by the Vice-President.

Officers not performing their duties as specified in the constitution will be given 2 (verbal warnings within a six-month period; and one written warning if there is a repeated offense. The verbal warnings will be documented to keep accurate records. The fourth offense will result in dismissal from office.

## **ARTICLE V - MEETINGS**

### **Section 1 - Regular Organization Meetings**

Regular general Organization meetings shall be held once a month on the 3<sup>rd</sup> Weekend Sunday from 4:00 PM to 6:00PM. The time of the meeting could change based on the availability of the group or other unforeseen events.

The monthly general meeting may be rescheduled by the President with a majority vote of the Executive Committee. Prior notification to the general membership is necessary.

### **Section 2 - Special Meetings**

The Executive Committee may call a special meeting of the Organization with written notice to the membership within 24 hours.

### **Section 3 - Electronic Meetings**

Regular and Special Meetings of the organization may be held by electronic means (such as E-mail, Text messages, Telephone conferences, etc.) subject to the following: (zoom, google meet)

- The Secretary or President shall send out notice for electronic meetings.
- The Secretary will keep records of all actions taken as a result of electronic meetings.

### **Section 4- New Leaders Meetings**

- The new leaders' meeting shall be at October's meeting during which a Turning Over Process shall be completed.
- All reports, documents, and properties belonging to the organization shall be submitted to the newly Elected President & Corp of Officers by the outgoing executive and administrative teams. Inventory shall be taken and documented.

### **Section 5- Quorum**

Quorum is based on active, voting, eligible members, not total membership, so that the organization can function while remaining fair and compliant.

A quorum for the transaction of business at any general meeting shall consist of thirty percent (30%) of Active Members in good standing.

Active Members are those who are current on dues, participation and eligible to vote.

The number of Active Members shall be determined by the Membership Committee and Financial Team prior to each meeting.

If a quorum is not present, no official business or voting shall take place.

## **ARTICLE VI - STANDING COMMITTEES**

The Standing Committees shall be: Public Relations, Membership, Ways and Means, Outreach, Grievance/Council of Elders and Strategic Planning Committees. Each Committee may have a minimum of Five and maximum of nine members.

### **Section 1- Duties of Public Relations committee**

Communication Department: Post and communication updates and publications concerning the organization.

- Website: Post and updating events and all pages at least quarterly
- Newsletter: Create and update newsletter monthly.
- Build external relationships with other organizations
- Work with Ways and Means Committee
- Plan and direct activities to solicit and maintain funds for special project
- Manages all social media outlets (Facebook, YouTube, Instagram).

### **Section 2-Duties of Ways and Means committee**

- Submit a calendar of events for the calendar year by the end of December
- Identify programs in accordance with our objectives
- Ensure that all identified programs are implemented
- Coordinate and execute plans in collaboration with ad-hoc committees

### **Section 3 -Duties of membership committee**

- Keep accurate records of membership including but not limited to addresses, phone numbers and email addresses
- Conduct membership drive/ **Twice** a year (Spring & Fall, March & September)
- Vet and approve membership
- Membership funds and documents collected **MUST** be submitted to the secretary and the financial department/team within 72 hours

#### **Section 4 -Duties of Outreach Committee**

- Shall proactively reach out to members who are bereaved, ill, hospitalized, celebrating graduations, birthdays or special events.
- All outreach related announcements should come from the outreach committee\committee proxy.
- Individual members should not conduct the function of outreach.
- Shall coordinate all visits with members who are experiencing difficult life stressors (Deaths, Illness, as determined by the leadership committee).

#### **Section 5- Strategic Planning Committee/Project**

- Formed to assess the long-term goals of the organization, this committee works on drafting strategic plans, organizational reviews, and setting objectives for future growth.

#### **Section 6- Grievance Committee/Ethics**

- The Grievance/Ethics Committee shall be composed of all past Presidents of the Organization and selected elders, as determined by the Executive Leadership Team.
- The primary responsibility of this Committee is to uphold and promote adherence to the Organization's Core Values, Mission, and Vision, and to provide guidance on ethical conduct and internal harmony.
- Where applicable, the Committee may review and make recommendations regarding matters including, but not limited to:
  - Member grievances or disputes
  - Alleged misconduct or violations of organizational policies
  - Complaints related to internal processes
  - Irregularities in election procedures
- The Grievance/Ethics Committee shall function in an advisory and investigative capacity only. It shall not impose final disciplinary action, approve expenditures, or make binding decisions on behalf of the Organization, until the Executive Committee and Board has reviewed and approved.
- All findings, recommendations, and any proposed actions—particularly those involving financial implications—must be submitted to the Executive Committee and the Board of Directors for review, approval, and final determination.

#### **Section 7-ADHOC POSITIONS/COMMITTEES**

- An Ad hoc committee shall consist of the Elections and other special committees/Positions established by the executive committee.
- An Ad hoc committee shall consist of five members to be nominated by the executive committee.

I. **Elections Committee-** The elections committee ensures that the nonprofit remains democratic, transparent, and accountable to its members. It helps maintain trust and supports the organization's long-term stability and credibility.

II. **Community Ambassador-** focuses more on outreach and advocacy and shall serve as a representative who actively promotes the mission and values of the OLWMN within the community. The role involves:

- **Advocacy:** They are advocates for women's empowerment, helping to spread awareness about issues such as gender equality, access to resources, and the fight against domestic violence and abuse.
- **Outreach:** Engage with local women, organizations, and businesses, forming relationships that help to mobilize support for various causes related to women's empowerment.
- **Event Promotion and Engagement:** may be responsible for promoting events, campaigns, and initiatives, encouraging participation from the community, and raising awareness of the organization's efforts.
- **Fundraising and Volunteering:** may also assist with fundraising efforts, mobilizing resources, and recruiting volunteers to support the organization's projects.

III. **The QUEEN of OLWMN-** symbolizes leadership, resilience, and unity in breaking societal barriers The role involves:

- **Inspiration and Symbolism-** serve as a symbol of resilience, empowerment, and overcoming adversity. She embodies the values of the organization and acts as a source of inspiration for other women.
- **Ceremonial and Honorary Duties:** The Queen may preside over special events, ceremonies, and gatherings, representing the strength and unity of women in the community.
- **Mentorship and Role Modeling:** As a respected leader, the Queen serves as a mentor to younger women, helping to inspire confidence, leadership, and the pursuit of personal goals.
- **Community Engagement:** The queen engages with various segments of the community, representing the organization at public events and encouraging participation in initiatives aimed at empowering women.

**All These functions carried out by the queen will be as per directed/approval by the Executive Committee.**

## **ARTICLE VII – Handling of the Organization’s Funds**

- All the organization’s funds should be collected by the Treasurer and or the Financial Secretary or a designee.
- All funds collected by the Treasurer and or the Financial Secretary or designee must be deposited into the organization’s bank account before disbursement.
- Each event must be planned, implemented, and funds accounted for and deposited into the organization's bank account within 48 hours. An unofficial financial report must be made to the general membership after 72 hours of an event. The official report will be reported at the general monthly meeting.
- No member of the organization shall use their own money to fund the organization without executive approval. Individuals will not be reimbursed.

## **ARTICLE VIII – Compassionate Assistance in the Event of Death**

### **Section 1: General Provision**

OLWMN shall provide compassionate assistance to **eligible members** upon the death of an OLWMN member or an eligible immediate family member, subject to the provisions below.

### **Section 2: Death of an OLWMN Member**

- In the event of the death of an **Active Member** of OLWMN, a compassionate assistance donation of **Three Thousand Dollars (\$3,000.00)** shall be provided to the member’s family to assist with burial and related funeral expenses.
- To qualify, the member must have been in **good financial and attendance standing** at the time of death.
- All Active Members shall contribute the assigned amount determined by the Organization at the time of need.

### **Section 3: Death of an Immediate Family Member**

- In the event of the death of an eligible member’s **spouse or biological child**, the member shall receive **One Thousand Dollars (\$1,000.00)** to assist with burial or related expenses.

### **Section 4: Death of a Biological Parent**

- In the event of the death of an eligible member’s **biological parent**, the member shall receive **One Thousand Dollars (\$1,000.00)**
- If multiple siblings are members of OLWMN, **each eligible member** shall receive **One Thousand Dollars (\$1,000.00)**.

## **Section 5 – Member Contributions and Standing**

The bereavement program shall remain mandatory and collective. Members must be in good attendance standing to be eligible to receive assistance. All members are required to contribute the assigned amount at the time of notification to support a sister in need.

### **STANDING RULES**

1. Annual dues shall be \$120.00, payable by April 30 of the current year.
2. New member fees shall be \$75 (\$25 registration + \$50 for five months of dues)
3. Proxy voting shall not be allowed.
4. All active members in good financial standing shall have the right to vote in elections.
5. Past officers shall serve in an advisory capacity to newly elected officers for 30 days or as needed following the installation of new officers.
6. In the event of the death of an immediate family member of an OLWMN member, defined as a **spouse, biological child, biological sibling, or biological parent**, a donation of **\$1,000** shall be provided to assist with burial arrangements.
7. All members are required to **pay the assigned contribution at the time of the bereavement** to support the sister in need.
8. New members do not qualify for benefits until after six months of active membership. They must also be in good financial and attendance standing. Exceptions may apply.

## **ARTICLE X – Code of Ethics, Code of Conduct, and Conflict of Interest**

### **Section 1: Purpose**

This Article establishes ethical standards, behavioral expectations, and conflict-of-interest safeguards for the Organization of Liberian Women in Minnesota (OLWMN). These provisions protect the organization's mission, integrity, public trust, and tax-exempt status under Section 501(c)(3) of the Internal Revenue Code.

### **Section 2: Code of Ethics**

All officers, board members, committee members, volunteers, and members acting on behalf of OLWMN shall:

- Act with honesty, integrity, transparency, and accountability.
- Conduct themselves in the best interest of OLWMN at all times
- Uphold the Mission, Vision, and Core Values of OLWMN.

- Avoid personal, financial, or other interests that could improperly influence decisions or organizational actions.

### **Section 3: Code of Conduct**

All members and leaders of OLWMN shall:

- Treat one another with respect, dignity, and professionalism.
- Refrain from harassment, intimidation, discrimination, or disruptive behavior.
- Communicate constructively and in good faith.
- Follow organizational procedures and leadership directives.

#### **Section 3.1 – Public and Social Media Conduct**

Members and leaders shall not post derogatory statements, threats, arguments, or any content that damages the reputation of OLWMN, its stakeholders, or members on social media platforms. Likewise, members shall not speak disrespectfully of OLWMN or any of its members during live shows, public forums, or other public communications.

Violations may result in corrective or disciplinary action in accordance with OLWMN governance procedures and **Membership Termination and Due Process**.

Conduct that undermines the mission, disrupts meetings or programs, or damages the organization's reputation may result in corrective or disciplinary action as determined by the Executive Leadership Team or its designee, consistent with fairness and due process.

#### **Section 4: Conflict of Interest**

Any officer, board member, or committee member with a personal, financial, or professional interest in a matter before OLWMN must:

- Fully disclose the conflict of interest.
- Refrain from discussion, influence, and voting on the matter.

No part of OLWMN's net earnings shall inure to the benefit of any private individual except as permitted under Section 501(c)(3) of the Internal Revenue Code.

#### **Section 5: Implementation and Compliance**

The Executive Leadership Team may adopt procedures, disclosures, and

acknowledgments to implement this Article. All actions under this Article shall comply with applicable federal and state nonprofit laws and OLWMN's governing documents.

## **ARTICLE XI: AMENDMENTS TO THE BYLAWS**

This Constitution may be amended by a two-thirds (2/3) vote of the Active Members present at any duly called meeting, provided that written notice of the proposed amendment has been given to the membership at least fourteen (14) days prior to the meeting.

## **ARTICLE XII – Dissolution**

Upon the dissolution of the Organization of Liberian Women in Minnesota (OLWMN), all assets shall be distributed exclusively for one or more charitable purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code. No assets shall be distributed to any officer, member, or private individual. The Executive Leadership Team, in consultation with the Board of Directors, shall determine the recipient(s) in accordance with applicable law.

**It is the responsibility of every member to read, understand and abide by this Constitution, Bylaws, Core Values and Standing Rules. This document is subject to Amendments as Needed.**

## **OUR CORE VALUES:**

**Integrity and Respect** - committing to honesty, transparency, and ethical behavior in all activities and communications.

**Solidarity** - fostering unity and mutual support among members, giving back.

**Compassion & Service** -prioritizing, demonstrating empathy, kindness, and genuine concern for the well-being of individuals and communities we serve.

**Diversity & Inclusion** - promoting and embracing diversity in all forms and creating an inclusive environment where everyone feels valued and respected.

**Resilience** - encouraging the ability to overcome challenges and setbacks collectively and individually.

**Innovation and Creativity** -encouraging creativity and embracing new ideas and approaches to solve problems and improve outcomes.

**Respectfully Submitted by the Constitution Review Committee (2025):**

Dr. Prudence McCabe Tokpa – Chair Sister

Mrs. Kumba Liberty – Co-Chair Sister

Mrs. Bernice Cooper – Secretary

Mrs. Dwedi Gerring – Member

Mrs. Vashti Watkins – Member

Ms. Linda V. Clark – Member

Ms. Davidetta Natee – Member

Mrs. Comfort Harris – Member

Mrs. Beatrice Wilson Diabe – Member

Mrs. Helen Tarley – Ex-Officio

**Approved By:**

Mrs. Famatta V. Zeon

*Famatta V. Zeon*

President, OLWMN

**REVIEWED, AMENDED & ACCEPTED: Sunday, 12/21@ 10th General Meeting &  
Sunday, 12/28 @ Final Virtual Meeting 2025**

**Edition #1, V.2**