



GRADUATES AND PROFESSIONALS OF GA-DANGME NETWORK (GPGD)

CONSTITUTION

“Unity • Professionalism • Development”

Adopted - 2025

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PREAMBLE

We, the members of the Graduates and Professionals of Ga-Dangme Network (GPGD Network), united in purpose and driven by a shared cultural and professional identity, do hereby establish this Constitution to serve as the foundational framework for the governance, operations, and strategic direction of our Network.

Mindful of the urgent need to reframe narratives and accelerate progress within Ga-Dangme communities, we affirm our commitment to:

- Promoting unity among Ga-Dangme graduates and professionals;
- Creating a robust platform for intellectual, economic, and developmental collaboration;
- Challenging long-standing socio-political stereotypes that affect our people; and
- Advancing sustainable and inclusive development for Ga-Dangme communities both within Ghana and across the diaspora.

The GPGD Network shall operate as a non-partisan, inclusive, and forward-thinking organization. While engaging cooperatively with political entities, institutions, NGOs, and stakeholders - locally and globally - our loyalty shall remain solely to the progress, dignity, and empowerment of the Ga-Dangme people.

Through this Constitution, we commit to building a dynamic and visionary Network that will drive meaningful and lasting transformation for current and future generations.

ARTICLE 1: MOTTO

The official motto of the GPGD Network shall be:

“Graduates and Professionals of Ga-Dangme – The Higher We Go.”

This embodies our collective aspiration for growth, continuous learning, excellence, and transformational leadership.

ARTICLE 2: COVERAGE

The GPGD Network shall comprise members from all Ga-Dangme ethnic groups residing in Ghana or abroad. In all its undertakings, the Network shall strive to preserve and promote:

- The unique Ga-Dangme identity and values;
- Indigenous languages, traditions, and cultural heritage; and
- A sense of belonging and pride among Ga-Dangme professionals globally.

ARTICLE 3: NAME

The official name of the organization shall be:

Graduates and Professionals of Ga-Dangme Network

(Hereinafter referred to as the GPGD Network).

ARTICLE 4: MISSION, VISION, CORE VALUE AND OBJECTIVES

4.1 Mission Statement

To unite and empower Ga-Dangme graduates and professionals through the strategic mobilization of knowledge, skills, and resources to promote inclusive development across Ga-Dangme communities.

4.2 Vision Statement

To build a globally respected Ga-Dangme community that exemplifies educational excellence, economic advancement, social cohesion, and cultural pride.

4.3 Core Values

Integrity: We act with honesty, accountability, and transparency.

Excellence: We strive for the highest standards in all we do.

Innovation: We embrace creativity to drive transformation.

Collaboration: We achieve more by working together.

Cultural Pride: We honour and preserve Ga-Dangme heritage.

Empowerment: We unlock potential and inspire leadership.

Service to Community: We give back to create lasting impact

4.3 Strategic Objectives

The Graduates and Professionals of Ga-Dangme (GPGD) Network shall promote access to quality education for underprivileged children in rural and peri-urban communities, while working to build a skilled workforce that supports sustainable community development in response to the growing population. Through outreach programs, mentorship, seminars, webinars, and strategic partnerships, the Network empowers individuals and communities to thrive. GPGD Network is committed to fostering innovative community development through education and collaboration, guided by the values of professionalism and unity.

1. **Professional Development:**
Facilitate continuous professional growth through seminars, workshops, and lifelong learning programs.
2. **Educational Outreach:**
Support access to higher education through scholarships, mentorship, and awareness campaigns, particularly targeting Ga-Dangme youth.
3. **Political Empowerment and Civic Engagement:**
Promote civic participation and leadership by encouraging members to pursue public service and policy-making roles.
4. **Resource Mobilization:**
Collaborate with businesses, government institutions, NGOs, and development partners to address critical resource and skills gaps in Ga-Dangme areas.
5. **Networking and Connectivity:**
Build a hybrid platform (digital and physical) for networking, information sharing, job placement, and mentorship among members.
6. **Community Development Projects:**
Design and support initiatives in infrastructure, healthcare, education, and cultural conservation.
7. **Advocacy and Awareness:**
Conduct advocacy campaigns to dispel stereotypes and showcase the achievements and contributions of Ga-Dangme professionals.
8. **Strategic Partnerships:**
Forge alliances with academic institutions, corporate bodies,

government/agencies, NGOs, and local authorities to promote sustainable socio-economic growth.

ARTICLE 5: MEMBERSHIP

5.1 Eligibility

Membership shall be open to individuals of Ga-Dangme descent who have attained tertiary-level education from an accredited institution.

5.2 Admission Procedure

To be admitted, a prospective member must:

- Complete the official GPGD Membership Application Form;
- Submit the form to the Secretariat or designated online platform;
- Await approval and confirmation from the Executive Committee.

ARTICLE 6: RIGHTS AND RESPONSIBILITIES OF MEMBERS

6.1 Rights of Members

Each registered member shall be entitled to:

- a. Participate in all GPGD programs, events, and decision-making processes;
- b. Vote and contest in all duly organized Network elections;
- c. Access relevant opportunities, resources, and support offered by the Network;
- d. Propose agenda items or raise concerns regarding the affairs of the Network or the broader Ga-Dangme community.

6.2 Responsibilities of Members

Each member shall:

- Uphold and promote the values of professionalism, unity, accountability, and community service;
- Abide by the Constitution, rules, and regulations of the GPGD Network;
- Pay all approved dues and fulfil other financial obligations as prescribed;
- Attend and actively participate in meetings, training, and development projects of the Network.

ARTICLE 7: TERMINATION OF MEMBERSHIP

7.1 Grounds for Suspension or Termination

A member may be suspended or expelled based on the following:

- Persistent breach of the Constitution or misconduct;
- Actions that damage the reputation or integrity of the Network;
- Failure to attend three (3) consecutive general meetings without prior notice;
- Criminal conviction or behaviour deemed incompatible with the Network's mission.

7.2 Suspension

An offending member may first be suspended for up to six (6) months, during which time they shall be ineligible to vote or hold office.

7.3 Termination

If misconduct continues post-suspension, or if a grave violation occurs, the membership may be permanently terminated, with the individual notified in writing.

ARTICLE 8: GOVERNANCE AND MANAGEMENT

8.1: Organs of the Network

The Network shall operate through the following organs:

1. Board of Patrons / Patronage
2. National Executive Council
3. Directors and Coordinators
4. Administrative and Support Staff
5. Zonal, Chapter, and Diaspora Structures

8.1.1: Board of Patrons / Patronage

1. The Board of Patrons shall be the highest ceremonial and advisory body of the Network.
2. The Board shall provide moral authority, advocacy, and strategic advice.
3. The Board shall not exercise executive or financial powers.

8.1.2: National Executive Council

1. The National Executive Council shall be the supreme governing and policy-making authority of the Network.
2. The Council shall have overall responsibility for leadership, policy formulation, and supervision of all organs of the Network.

8.1.3: Directors and Coordinators

1. The Network shall appoint Directors and Coordinators to manage specialized functions.
2. Directors and Coordinators shall report directly to the National Executive Council.

8.1.4: Administrative and Support Staff

Administrative and Support Staff shall support the day-to-day operations of the Network and shall operate under the authority of the National Executive Council.

8.1.5: Zonal, Chapter, and Diaspora Structures

1. Zonal, Chapter, and Diaspora structures shall operate under the authority of the National Executive Council.
2. The Diaspora Coordinator shall coordinate all diaspora chapters and activities of the Network outside Ghana.

ARTICLE 9: APPOINTMENT, TENURE & REMOVAL CLAUSES

(For Patrons, Directors & Coordinators)

9.1: Appointment of Members of the Board of Patrons

9.1.1: Members of the Board of Patrons shall be appointed based on:

- Integrity, reputation, and standing in society
- Commitment to education, community development, and the objectives of GPGD Network
- Relevant experience in traditional leadership, corporate governance, academia, law, or clergy

9.1.2: Appointment of Patrons shall be:

- Nominated by the National Executive Council; and
- Ratified by a resolution of the National Executive Council

9.1.3: The President of GPGD Network shall serve as an **Ex-Officio Member** of the Board of Patrons.

9.2: Tenure of Patrons

9.2.1: Patrons shall hold office for a **term of four (4) years**, renewable once upon mutual agreement.

9.2.2: A Patron may resign by written notice addressed to the National Executive Council.

9.3: Removal of Patrons

9.3.1: A Patron may be removed from office on the following grounds:

- Gross misconduct or conduct likely to bring the Network into disrepute
- Persistent inability to perform duties
- Violation of the values, ethics, or constitution of the Network

9.3.2: Removal shall be affected by:

- A written recommendation of the National Executive Council; and
- A two-thirds (2/3) majority resolution of the National Executive Council

9.4: Appointment of Directors and Coordinators

9.4.1: Directors and Coordinators shall be appointed by the National Executive Council based on:

- Professional competence and relevant experience

- Commitment to the mission and objectives of GPGD Network

9.4.2: Appointments shall be confirmed through a formal appointment letter.

9.5: Tenure of Directors and Coordinators

9.5.1: Directors and Coordinators shall hold office for **three (3) years**, renewable subject to performance.

9.6: Removal of Directors and Coordinators

9.6.1 Directors and Coordinators may be removed by the National Executive Council for:

- Poor performance
- Gross misconduct
- Breach of trust or constitutional provisions

9.6.2 Removal shall be affected by a simple majority decision of the National Executive Council.

Section 2: Composition of Patrons

- Paramount Patrons (Traditional Authority) – 3
- Corporate Patrons – 3
- Academic Patrons – 2
- Legal Patron – 1
- Clerical Patron – 1
- Ex-Officio Patron: President of GPGD Network

Section 3: Composition of National Executive Council

The National Executive Council shall consist of the following:

- A. The President
- B. The Vice President
- C. General Secretary
- D. Deputy General Secretary
- E. Finance Officer
- F. Public Relations Officer
- G. Deputy Public Relations Officer
- H. Coordinator
- I. Deputy Coordinator
- J. Legal Representative
- K. IT Officer

ARTICLE 10: FOUNDING LEADERSHIP AND PERMANENT RECOGNITION

Section 1: Recognition of the Founder

- a. The President of the Graduates and Professionals of Ga-Dangme (GPGD) Network is hereby and perpetually recognized as the Founder of the Network.
- b. The office of the Founder shall remain an honorary and perpetual position, symbolizing the origin, vision, and establishment of the GPGD Network.
- c. The Founder shall serve as the Custodian of the Network's Founding Vision, providing strategic direction, moral guidance, and institutional continuity in line with the founding objectives of the Network.

- d. The title and recognition of the Founder shall be permanent, irrevocable, and non-transferable, and shall not be reassigned to any other person unless the Founder becomes indisposed, voluntarily steps down, or upon demise.

Section 2: Recognition of the Co-Founder

- a. The Vice President of the GPGD Network is hereby and perpetually recognized as the Co-Founder of the Network.
- b. The Co-Founder shall serve as the Deputy Custodian of the Founding Vision, supporting the Founder in sustaining the institutional integrity, collaborative spirit, and transformational leadership principles upon which the Network was established.
- c. The title and recognition of Co-Founder shall equally be permanent, irrevocable, and non-transferable, and shall not be reassigned to any other person unless the Co-Founder becomes indisposed, voluntarily steps down, or upon demise.

Section 3: Immutability and Protection Clause

- a. The titles and recognitions of the Founder and Co-Founder shall not be revoked, altered, replaced, or reassigned by any amendment, resolution, or administrative action, except under the conditions stated in Sections 1(4) and 2(3) of this Article.
- b. This Article is declared a Protected Provision of the Constitution and shall not be subject to repeal, substitution, or modification under any circumstance.

Section 4: Institutional Legacy

- a. The Founder and Co-Founder shall be accorded perpetual honor and ceremonial recognition in all official records, events, publications, and communications of the Network.
- b. Their names, roles, and founding declarations shall be permanently documented in all official publications and archives of the GPGD Network.
- c. The leadership vision of the Founder and Co-Founder shall remain a guiding framework for future administrations, ensuring the Network's sustained relevance, innovation, and impact across generations.

ARTICLE 11: TENURE OF OFFICE

Section 1: Board of Patrons/Patronage

- a. Members of the Board of Patrons/Patronage shall serve for a **term of five (5) years**.
- b. Patron appointments are **renewable**, subject to the discretion of the National Executive Council and the consent of the Patron/Patronage.
- c. Patrons shall serve in an **advisory and ambassadorial capacity** and shall not be involved in day-to-day administration

Section 2: National Executives

- a. National Executives shall hold office for a **term of two (2) years**.
- b. An officer may be re-appointed for one (1) additional term only.

- c. No officer shall hold the same position for more than two (2) consecutive terms

Section 3: Chapter/Zonal Executives

- a. Chapter/Zonal Executives shall serve for a term of three (3) years.
- b. Officers may be re-appointed for one additional term only

ARTICLE 12: DUTIES OF THE EXECUTIVES

Section 1: Duties of the President

- a. Presiding over all Executive meetings of the Network/general membership meetings.
- b. He/she shall collaborate with other executive members or officers to set meeting agendas.
- c. Acting as the official spokesperson and representative of the GPGD_Network in dealings with the public, media, government agencies, and other organizations both home and abroad.
- d. Implementing policies, decisions, and directives of the executives.
- e. He/she shall collaborate with other officers, committees, and members to achieve the Network goals and objectives.
- f. Working with the finance committee to oversee the GPGD finances, including budgeting, financial reporting, and fundraising.
- g. Maintaining open communication with members, keeping them informed about the GPGD activities, initiatives, and decisions.
- h. He/she shall mediate disputes or conflicts that may arise among members or within the Network.

- i. Participating in strategic planning processes to establish long-term goals and objectives for the Network.
- j. Building solid networking and maintaining relationships with other organizations, stakeholders, and individuals relevant to the GPGD mission.
- k. Ensuring the Network continued growth and sustainability.
- l. He/she shall ensure that the Network operates in compliance with relevant laws, and regulations of Ghana
- m. Regularly evaluating the effectiveness of the GPGD programs, activities, operations, and adjusting as necessary.
- n. He/she shall advocate on behalf of the Network and its members on issues relevant to its mission, vision and objectives.

Section 2: Duties of Vice President:

- a. The Vice President shall assist the President with the rolling out of initiatives in line with the goals of the network.
- b. He/she will have oversight responsibility over committee(s)
- c. Membership Engagement
- d. He/she shall be involved in Event Planning:
- e. Strategic Planning
- f. Representing the GPGD in meetings with organizations at external meetings.
- g. Conflict Resolution
- h. Promotion and Advocacy

Section 3. Duties of General Secretary

- a. The secretary is responsible for maintaining accurate and up-to-date records of the GPGD meetings, proceedings, and official documents. This includes the keeping minutes of meetings, resolutions, and other important decisions.
- b. The secretary handles incoming and outgoing correspondence on behalf of the GPGD.
- c. The secretary prepares meeting agenda in consultation with the president
- d. The secretary shall maintain accurate records of the association's membership including member's contact information, and membership status.
- e. The secretary shall ensure compliance with legal and regulatory requirements.
- f. The secretary shall provide administrative support
- g. The secretary collaborates with other officers to ensure effective communication and coordination of administrative activities.

Section 4. Duties of Deputy General Secretary

The deputy general secretary shall assist the General Secretary in discharging of his/her duties. However, in the absence of the general secretary, the deputy general secretary shall carry out the aforementioned responsibilities.

Section 5. Duties of Finance Officer

- a. The Financial Officer shall develop and maintain the GPGD financial plans and budgets.
- b. He/she shall report, including income statements, balance sheets, and cash flow statements, and an accurate overview of the GPGD financial position. These reports shall be presented to the Executives or members during meetings.
- c. The financial officer shall maintain accurate and organized financial records for the GPGD, including accounts payable and receivable, expense receipts, bank statements, and tax documents. He/she may use the appropriate accounting software or spreadsheets to track financial transactions and ensure compliance with accounting standards.
- d. He/she shall oversee the GPGD banking activities, including depositing funds, reconciling bank accounts, and monitoring cash flow. The financial officer may also be responsible for managing investments or reserves to maximize returns while ensuring liquidity.
- e. He/she shall establish and enforce internal financial controls and policies to safeguard the GPGD assets and prevent fraud or misuse of funds. This includes implementing procedures for approving expenses, managing reimbursements, and conducting audits or reviews as needed.
- f. He/she shall ensure compliance with tax laws and oversee the preparation of tax returns, filings, and other required documentation

- g. He/she shall manage all grants received from external sources, the financial officer may be responsible for managing grant applications, reporting requirements, and compliance with grant terms and conditions.
- h. He/she shall provide financial analysis and insights to support decision-making by the executive team. This may involve evaluating the financial implications of proposed initiatives, assessing the GPGD's financial performance against goals, and identifying opportunities for improvement.
- i. The financial officer may oversee insurance policies and risk management strategies to protect the association against potential liabilities or losses. This includes assessing insurance needs, obtaining appropriate coverage, and managing claims if necessary.
- j. He/she shall ensure transparency and accountability in financial matters by communicating effectively with stakeholders, providing timely updates on financial performance, and addressing any questions or concerns related to the GPGD finances.

Section 6: Duties of Deputy Finance Officer

The Deputy Finance Officer shall assist the Finance Officer in discharging his/her duties. However, in the absence of the Finance Officer, the Deputy Finance Officer shall carry out the aforementioned responsibilities.

Section 7: Duties of Public Relations Officer

- a. The PRO shall foster positive relationships with the media and other media professionals.
- b. He/she shall draft press releases, organize press conferences, and facilitate interviews to promote the GPGD activities and initiatives.
- c. Overseeing the association's presence on social media platforms, including Facebook, Twitter, LinkedIn, Instagram, and others. This involves creating and curating content, engaging with followers, monitoring discussions, and leveraging social media to enhance the GPGD's visibility and reputation.
- d. The PRO shall generate compelling content, such as articles, blog posts, newsletters, and multimedia materials, to communicate key messages and highlight the GPGD achievements, events, and initiatives
- e. He/she shall develop and execute publicity campaigns to promote the GPGD events, programs, and advocacy efforts. This may involve designing promotional materials, coordinating advertising placements, and leveraging partnerships with other organizations or influencers to reach target audiences effectively.
- f. In the event of crisis or negative publicity, the PRO shall play a crucial role in managing the GPGD reputation and mitigating potential damage. He/she shall develop crisis communication plans, coordinate responses to media inquiries, and provide guidance to leadership on addressing the situation effectively.

- g. He/she shall engage with the GPGD members, volunteers, and supporters to foster a sense of community and promote participation in the association's activities. This may include organizing outreach events, responding to inquiries and feedback, and soliciting input from stakeholders to inform decision-making.
- h. The PRO ensures consistency and integrity in the association's brand identity across all communication channels and materials. He/she may develop brand guidelines, oversee the use of logos and visual assets, and monitor external references to the GPGD to protect its brand reputation.
- i. He/she shall represent the GPGD at public events, conferences, meetings, and deliver presentations and speeches to help disseminate information about the organization's mission, programs, and impact.
- j. He/she shall monitor media coverage, social media mentions, and other relevant channels to track the association's visibility and reputation. He/she analyzes data and metrics to evaluate the effectiveness of communication strategies and make recommendations for improvement.
- k. He/she shall build and maintain relationships with key stakeholders, including government officials, partner organizations, industry leaders, and community groups. He/she shall collaborate with these stakeholders to advance the association's goals, advocate for its interests, and leverage mutual opportunities for collaboration.

Section 8. Duties of Deputy Public Relations Officer

The Deputy PRO shall assist the PRO in discharging his/her duties.

However, in the absence of the PRO, the deputy PRO shall carry out the aforementioned responsibilities

Section 9: Duties of the Coordinator

- a. The coordinator shall be responsible for planning, organizing, and executing GPGD events such as conferences, seminars, workshops, and social gatherings. This includes venue selection, logistics management, coordinating speakers or presenters, and overseeing event registration and attendee communication.
- b. He/she shall manage the DPGD's membership database, including processing new member applications, renewals, and membership inquiries. The coordinator may also be responsible for maintaining members' records, updating membership directories, and communicating membership benefits and opportunities to current and prospective members.
- c. The coordinator shall assist with the administration and coordination of GPGD committees Chapters/Zonal Coordinators. This may involve scheduling meetings, preparing agendas and meeting materials, and facilitating communication among committee members.
- d. If GPGD relies on volunteers to support its activities, the coordinator shall be responsible for recruiting, training, and coordinating volunteers. He/She shall ensure that volunteers are

appropriately matched with tasks and provide the necessary support and resources to enable their success.

- e. The coordinator may be assigned specific projects or initiatives related to the GPGD goals and objectives. he/she shall track progress, and ensure timely completion while collaborate with stakeholders to achieve desired outcomes.
- f. He/she shall contribute to the ongoing improvement of GPGD operations and processes by identifying opportunities for efficiency gains, implementing best practices, and soliciting feedback from members and stakeholders to inform decision-making.

Section 10: Duties of Deputy Coordinator

The Deputy Coordinator shall assist the coordinator in discharging his/her duties. However, in the absence of the coordinator, the deputy Coordinator shall carry out the aforementioned responsibilities

Section 11: Legal Rep/Legal Counsel:

- a. The Legal Counsel or Legal Rep, shall provide guidance and support on legal matters to ensure the GPGD compliance with relevant laws and regulations of the country's existing laws.
- b. The legal representative shall ensure that the operates in compliance with applicable laws, regulations, and industry standards. This includes reviewing the GPGD governing documents, such as bylaws and incorporation certificates, to ensure they are legally sound and up to date.

- c. He/she identifies legal risks and liabilities that the GPGD may face and develops strategies to mitigate them. This could involve reviewing contracts, agreements, and other legal documents to minimize exposure to legal disputes or liabilities.
- d. He/she shall review and negotiates contracts, leases, vendor agreements, and other legal documents on behalf of the association. Ensure that contracts are drafted in accordance with the GPGD's interests and protect its rights and interests.
- e. In the event of legal disputes or conflicts, the legal representative shall provide guidance and support in resolving the issues through negotiation, mediation, arbitration, or litigation if necessary. They may represent the association's interests in legal proceedings or work with external legal counsel to achieve favorable outcomes.
- f. He/she shall advise the leadership on corporate governance matters, including good practices, fiduciary duties, and conflicts of interest. The legal representative may assist in drafting governance policies and procedures to ensure transparency, accountability, and compliance with legal requirements.
- g. He/she shall protect the GPGD intellectual property rights, such as trademarks, copyrights, and trade secrets. This could involve registering trademarks, drafting licensing agreements, and enforcing intellectual property rights against infringement.
- h. The legal representative shall ensure compliance with nonprofit laws and regulations, including tax-exempt status requirements, charitable solicitation regulations, and reporting obligations to government agencies.

- i. He/she shall contribute to the development of GPGD policies on various matters, including ethics, conflicts of interest, privacy, and data protection. The legal representative shall ensure that policies are legally compliant and aligned with the GPGD's mission and values.

Section 12: IT Officer

- a. This includes overseeing the network's computer systems, networks, servers, and other hardware. The IT Officer shall ensure that all equipment is functioning properly and are up to date.
- b. The IT Officer is responsible for selecting, installing, and maintaining software and applications that are used within the group. This includes office productivity software, specialized industry software, and communication tools.
- c. Protecting the group data from unauthorized access, data breaches, and cyberattacks is a critical responsibility. The IT Officer shall implement security measures such as firewalls, antivirus software, and encryption to safeguard sensitive information.
- d. Developing and implementing plans for backing up data and recovering it in the event of a disaster, such as a hardware failure or cyberattack, is essential. The IT Officer shall ensure that data can be restored quickly and efficiently to minimize downtime.
- e. Developing and enforcing IT policies and procedures to ensure the secure and efficient use of technology within the network. This could include policies on data privacy, acceptable use of IT resources, and incident response.

- f. Collaborating with management to develop IT budgets and long-term plans for technology investments. The IT Officer shall prioritize spending to meet the association's strategic objectives while staying within budget constraints.
- g. The IT Officer shall ensure that the group comply with relevant laws, regulations, and industry standards. This might include data protection regulations, industry-specific compliance requirements, and security standards.

ARTICLE 13: REMUNERATION & GOVERNANCE PROVISIONS

- 1. In line with the spirit and principles of GPGD Network Constitution, no officer or organ of the Network shall determine or approve his or her own remuneration, allowances, benefits, facilities, or privileges.
- 2. Remuneration and allowances payable to members of the Board of Patrons, National Executive, Directors, Coordinators, and other constitutional office holders shall be determined upon the recommendation of an independent Remuneration and Emoluments Committee established by this Constitution.
- 3. All remuneration shall be guided by transparency, accountability, equity, and financial sustainability.

ARTICLE 14: REMUNERATION & EMOLUMENTS COMMITTEE

- 1. Establishment: There is hereby established a Remuneration & Emoluments Committee of GPGD Network.

2. **Mandate:** The Committee shall make independent recommendations on salaries, allowances, honoraria, benefits, facilities, and privileges.
3. **Composition:** The Committee shall consist of three (3) to five (5) members of proven integrity and competence. NEC members are not eligible.
4. **Appointment and Tenure:** The National Executive Committee (NEC) shall appoint members upon the recommendation of the Board of Patrons. Members shall serve for a term determined by the National Executive Committee, after which the Committee shall be dissolved. A new Committee shall be formed every five (5) years to review remuneration and emoluments.
5. **Independence & Conflict of Interest:** The Committee shall operate independently. Members shall not benefit from remuneration determined during their tenure.
6. **Procedure:** The Committee may co-opt technical experts.
7. **Approval:** All recommendations shall be subject to approval by the Board of Patrons and National Executive.
8. **Reporting:** The Committee shall submit written reports to the NEC and Board of Patrons.
9. **Financial Sustainability:** Recommendations shall consider financial capacity, donor conditions, and nonprofit best practices.

ARTICLE 15: SPECIAL PROVISIONS

1. **Board of Patrons:** Patrons shall serve in an honorary capacity without salaries, except approved reimbursements.

2. Administrative & Support Staff: Their remuneration shall be determined by the NEC

ARTICLE 16: MEETING

The executives of GPGD Network shall hold:

- Monthly, quarterly, and annual meetings.
- Emergency meetings may be convened by the President or by petition of one-third of the executives.
- Proper notice and agenda shall be provided in advance.

ARTICLE 17: COLLABORATION

GPGD Network shall collaborate with Chiefs/Queens mothers, Political leaders and Non-Governmental Organizations (NGOs) and others for community development activities.

ARTICLE 18: ADVOCACY

GPGD network shall actively engage in civic advocacy aimed at enhancing representation, accountability, and development across Ga-Dangme communities. This includes:

18.1 Fair Political Representation

- A. GPGD Network shall champion the equitable and proportionate representation of Ga-Dangme people in the national legislature/agencies/MMDCEs.
- B. It shall work with stakeholders to ensure that the voices of Ga-Dangme constituents are reflected in policymaking and governance.

18.2 Accountability of Members of Parliament (MPs)/MMDCEs

- C. GPGD Network shall monitor the activities, contributions, and engagements of Ga-Dangme MPs in Parliament/MMDCEs.
- D. The Network shall organize forums, town hall meetings, and dialogue sessions to allow constituents to assess the performance of their representatives.
- E. MPs shall be encouraged to publish annual reports of their stewardship, including budget usage, bills sponsored, and development projects initiated.

18.3 Job Creation, Scholarships, Admissions and Development

- a. The Network shall engage with private and public sectors to advocate for employment opportunities tailored to the youth and graduates in Ga-Dangme areas.
- b. It shall collaborate with scholarship foundations and institutions to create pathways for Ga-Dangme students to access higher education. Assist in admission of Ga-Dangme students to second cycle and tertiary institutions
- c. GPGD Network shall support infrastructural and human development initiatives that contribute to long-term community transformation.

ARTICLE 19: SOURCES OF FUNDING

To ensure sustainability and independence, GPGD Network shall pursue a diverse portfolio of funding sources:

19.1 Grants from government agencies, private foundations, and other grant-making organizations that provide funding for specific programs or initiatives

- a. Membership registration
- b. Grants from national, local, and international development agencies
- c. Provision of professional services to institutions and individuals
- d. Donations from individuals, identifiable groups, and institutions
- e. From other sources that deemed fit

ARTICLE 20: BANKING

Bank Account Operations. The GPGD Network shall operate a Current Account with any good Commercial Banks in Ghana that the Leadership shall deem appropriate. The account shall be both Cedis and Foreign Currency.

ARTICLE 21: SIGNATORIES

The signatories to the accounts shall be in two categories; A and B

- A. The President and Vice President
- B. General Secretary and Finance Office.

However, any two (2) can sign to transaction business upon confirmation from the category “A”

21.1 Financial Protocols

- a. All deposits and withdrawals shall be documented and supported by official vouchers or invoices.
- b. The Finance Officer shall maintain accurate books of accounts

ARTICLE 22: PROVISION OF SERVICES

The Network shall leverage on the professional skills and expertise of the members to render professional services to network members and those

who may need OUR services and take social contract from other businesses.

ARTICLE 23: AMENDMENTS

23.1: Initiation: This Constitution shall be amended by amendment committee that shall be set by the executives to carry out such exercise.

Vote of the membership with 70% percentage members present at the said special meeting.

23.2: Ratification Procedure

- a. The Committee shall review, draft, and submit the proposal for deliberation.
- b. An amendment shall only pass if 70% of the voting members present at a duly convened special meeting approved.

ARTICLE 24: RATIFICATION

This Constitution shall be ratified by majority of the Executives through ratification process, such as a vote of the membership, and shall take effect immediately upon ratification

ARTICLE 25: RESIGNATION AND REMOVAL OF OFFICERS FROM OFFICE

25.1 Resignation: An executive member(s), may relinquish their post voluntarily or shall be removed from office by a simple majority at a formal or Special Meeting on any of the following grounds.

ARTICLE 26: DISCIPLINARY COMMITTEE

Any member who flouts any provision of this constitution shall be referred to a Disciplinary Committee for necessary action.

Section 1: Grounds for Removal from Office

An Officer, Executive, Coordinator, or Representative of the Network may be removed from office on any of the following grounds:

a. **Gross Misconduct**

Any act of misconduct, dishonesty, abuse of office, insubordination, or behaviour that brings the image of the Network into disrepute.

b. **Incapacity or Incompetence**

Proven inability, whether physical, mental, or professional, to effectively perform the duties of the office.

c. **Breach of the Constitution or Code of Conduct**

Persistent or serious violation of the provisions of this Constitution, policies, or duly approved resolutions of the Network.

d. **Neglect of Duty**

Failure to perform assigned responsibilities, absenteeism from official meetings without reasonable excuse, or abandonment of office.

e. **Conflict of Interest**

Engaging in activities or decisions that conflict with the interest of the Network without proper disclosure or approval.

f. **Criminal or Disciplinary Offense**

Conviction by a court of competent jurisdiction or involvement in acts that undermine public trust and moral standing.

g. **Loss of Membership Status**

Where an office holder ceases to be a member in good standing of the Network.

h. **Procedure for Removal**

- a. A petition for removal shall be submitted in writing and supported by at least **two-thirds (2/3)** of the relevant governing body or as may be prescribed by the Constitution.
- b. The affected officer shall be formally notified in writing and given the opportunity to respond to the allegations.
- c. An investigative or disciplinary committee may be constituted where necessary.
- d. Removal shall take effect upon approval by the appropriate authority through a **two-thirds (2/3) majority vote**.

Section 2: Vacancy of Office

An office shall be deemed vacant if the holder:

- a. Resigns in writing;
- b. Is removed in accordance with this Constitution;
- c. Dies or becomes permanently incapacitated;
- d. Is absent without valid reason for three (3) consecutive official meetings;
- e. Ceases to be a member in good standing of the Network.

Section 3: Filling of Vacancies

- a. Where a vacancy occurs, the Executive Committee shall appoint an **acting officer** from among qualified members to perform the functions of the office within a period of one month
- b. The vacant position shall be advertised within a stipulated period to fill the vacancy and suitable applicant shall be considered and ratify at the next Executive Meeting and inducted to commence work

Section 4: Reinstatement

A member seeking reinstatement must apply through the General Secretary and show evidence of compliance with previous sanctions.

ARTICLE 27: STANDING ORDERS

22.1 Governance Framework

- a. The Executive shall develop Standing Orders that define meeting procedures, voting protocols, roles, and decorum.

22.2 Interpretation

- b. The Vice President shall serve as the official interpreter of the Standing Orders at Executive meetings.

22.3 Adoption by Subcommittees

- c. Subcommittees may adopt or adapt the Standing Orders for effective governance within their operations.

ARTICLE 28: AUDIT

28.1 Annual Audit Requirement

GPGD Network shall conduct a full independent audit of its financial statements annually, within two (2) months of the end of the fiscal year.

28.2 Finance Officer's Role

The Finance Officer shall ensure that books are up-to-date and all financial transactions are properly documented and vouched.

28.3 Audit Presentation

a. Audited financial statements shall be presented to the Executives and members during the Annual General Meeting.

28.4 Auditor Independence

a. Auditors shall not be current executives or have a conflict of interest. Where necessary, external auditors may be engaged.

ARTICLE 29: DISSOLUTION

29.1 Authority to Dissolve

The GPGD Network may be dissolved only by a special resolution passed by at least two-thirds (2/3) of the total membership at a duly convened General Assembly or Extraordinary Meeting specifically called for that purpose.

29.2 Notice of Dissolution

At least thirty (30) days' written notice shall be provided to all registered members and stakeholders, stating the intention to consider dissolution and the reasons for such action. The notice must also be published through appropriate media and communication platforms used by the Network.

29.3 Conditions for Dissolution

The GPGD Network may be dissolved under any of the following conditions:

- a. Inability to achieve its core objectives due to prolonged inactivity, insolvency, or irrelevance;
- b. Internal conflicts or governance breakdowns that cannot be resolved;
- c. A unanimous agreement among members that the purpose of the Network has been fulfilled or is no longer viable.

29.4 Disposal of Assets

Upon dissolution:

- a. All outstanding debts and liabilities shall be settled;
- b. Any remaining assets or funds shall not be distributed among members;
- c. Such assets shall be transferred to a registered non-profit organization or educational initiative with similar goals and values, as determined by the outgoing Executive Committee and ratified by the General Assembly.

29.5 Final Reporting

The Executive Committee shall prepare and submit a Final Dissolution Report, including financial statements and asset disposition, to all members, relevant regulatory authorities, and stakeholders within ninety (90) days of the dissolution resolution.

ARTICLE 30: MISCELLANEOUS

Executive Discretion

The Executive shall have the authority to take actions or make decisions necessary for the protection, expansion, or operation of the Network.

Communication

All such decisions shall be promptly communicated in writing to the general membership or affected individuals.

ARTICLE 31: PROMULGATION

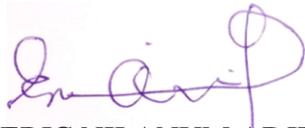
- a. This Constitution, upon successful ratification, shall become the official legal and operational framework of the GPGD Network.
- b. It shall override all prior documents or informal practices and be binding on all members, present and future.

This constitution is promulgated on the **1st Day of January, 2024** and become effective this **1st Day of January, 2024**.

Signed by:



EMMANUEL OBODAI
President,
GPGD Network



ERIC NII ANUM ADJEI
General Secretary,
GPGD Network

**GRADUATES & PROFESSIONALS
OF GA-DANGME NETWORK
HEAD OFFICE**

APPENDIX A

Oath of Secrecy

I, _____, having been appointed/elected as a (Top Executive/Officer/Staff Member) of the Graduates and Professionals of Ga-Dangme Network (GPGD Network), do solemnly swear and affirm as follows:

a. Confidentiality

I acknowledge that in the course of my duties, I may have access to privileged, confidential, and strategic information belonging to GPGD Network, its members, donors, partners, and stakeholders. I pledge to hold all such information in the highest confidence during and after my service.

b. Non-Disclosure Obligation

I shall not disclose, discuss, reproduce, or communicate any confidential information to unauthorized persons or entities, except when expressly authorized by the GPGD Board or required by law.

c. Safeguarding of Assets and Records

I commit to ensuring the security and integrity of all records, data, correspondence, and materials entrusted to me, protecting the reputation and operations of GPGD Network.

d. Return of Property

Upon cessation of my role, I shall promptly return all organizational assets, files, and information in my possession and shall not retain copies of any confidential material.

e. Binding Nature of This Oath

I understand and accept that this oath remains binding at all times, even after my tenure with GPGD Network has ended.

f. Accountability

I understand that any breach of this oath may lead to disciplinary

action, termination of appointment, or legal proceedings, as determined by the GPGD Board.

I make this pledge freely and in good faith, fully aware of the trust placed in me as a steward of the mission, values, and integrity of GPGD Network.

This I solemnly affirm. So, help me God.

SIGNED

on this ____ day of _____, 20____

Name & Position

Date

WITNESSED BY:

Name & Position

Signature

Date

Address:

*Near RC Basic School
Off Library – Ghanata Street
Dodowa
Greater Accra Region
Ghana*

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