CONSTITUTION OF
ZION FOUNDATION AFRICA

(ZFA)

Anchored in the Arua Declaration

OFFICIAL MOTTO:

"Transforming Communities Through Compassion, Innovation, and Leadership."

Headquarters: Arua City, Uganda

Adopted: 14th April 2026

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PREAMBLE

We, the Founders, Members, and Volunteers of Zion Foundation Africa (ZFA), established in Arua City, Uganda, united by a commitment to dignity, justice, innovation, leadership, and sustainable development;

Recognizing that youth empowerment, education, health, mental wellbeing, substance abuse prevention, water, sanitation and hygiene (WASH), gender equality, peacebuilding, economic empowerment, and climate action are interconnected global priorities;

Affirming alignment with the Constitution of Uganda, international human rights law, and global development frameworks;

Committed to the United Nations Sustainable Development Goals (SDGs) and international youth development standards;

Desiring to build strong partnerships with governments, development agencies, embassies, youth councils, and global NGOs;

Do hereby adopt this Constitution as the supreme governing framework of Zion Foundation Africa.

ARTICLE 1: LEGAL IDENTITY, REGISTRATION & STATUS

ZFA is a non-profit, non-political, non-sectarian, youth-driven humanitarian and development organization registered under the laws of Uganda.

Scope: Local, National, Regional and International

Language: English

Motto: Transforming Communities Through Compassion, Innovation, and Leadership.

ARTICLE 2: VISION, MISSION, VALUES & PRINCIPLES

Vision

A world where youth and vulnerable communities thrive in dignity, opportunity, and innovation.

Mission

To empower communities through education, health, protection, leadership development, innovation, and sustainable development programs.

Core Values

- Integrity
- Transparency
- Accountability
- Inclusion
- Equity
- Innovation
- Professionalism

- Sustainability

Guiding Principles

- Human rights-based approach
- Youth participation and leadership
- Evidence-based programming
- Gender equality and inclusion
- Environmental responsibility
- Do-no-harm safeguarding principle
- Partnership-driven development

ARTICLE 3: STRATEGIC OBJECTIVES

1. Empower youth through leadership and innovation.
2. Promote education, skills development, and digital literacy.
3. Improve health, mental health, and wellbeing.
4. Prevent substance abuse and support rehabilitation.
5. Promote WASH interventions.
6. Promote gender equality and child protection.
7. Support vulnerable and marginalized groups.
8. Strengthen climate action and sustainability.
9. Promote peacebuilding and civic engagement.
10. Enhance economic empowerment and entrepreneurship.
11. Build strong international partnerships.

ARTICLE 4: PROGRAMME PILLARS

- Education, Leadership & Innovation
- Health, Mental Health & Substance Abuse Prevention
- Water, Sanitation and Hygiene (WASH)
- Gender Equality, GBV Prevention & Child Protection
- Economic Empowerment & Youth Livelihoods
- Climate Action & Environmental Sustainability
- Peacebuilding & Civic Participation
- Digital Transformation & ICT Innovation

ARTICLE 5: MEMBERSHIP & YOUTH ENGAGEMENT

Categories

- **Members:** Individuals officially registered with ZFA.

- **Volunteers:** Individuals who freely contribute their time, skills, and expertise to support ZFA activities.

Youth Leadership Principle

At least sixty percent (60%) of active leadership positions shall be held by youth aged 18-35 years.

Rights

Participation, Access to information, Leadership opportunities, Respect and dignity.

Duties

Integrity, Active participation, Compliance with policies, Safeguarding adherence.

ARTICLE 6: GOVERNANCE STRUCTURE

- Board of Trustees
- Executive Management
- Advisory Council & International Partners Forum
- Committees
- Members and Volunteers

ARTICLE 7: BOARD OF TRUSTEES

The Board of Trustees shall provide strategic oversight and governance.

Composition

- Mr. Kennedy Emazu - Trustee
- Mr. Mark Tivu - Trustee
- Anguzu Juma - Founder & Managing Director
- Odama Paula - Co-Founder & Chief Executive Officer
- Janet Winny - Programs Manager

Functions

- Policy approval
- Financial governance
- Risk management
- Accountability oversight
- Strategic leadership

Term: Three (3) years renewable once.

Meetings: Minimum three (3) per year.

ARTICLE 8: EXECUTIVE MANAGEMENT STRUCTURE

Executive Committee

- Managing Director / Founder: Anguzu Juma
- Chief Executive Officer / Co-Founder: Odama Paula
- Programs Manager: Janet Winny
- Finance Manager: Damba Araphat
- Human Resource Manager: Osoru Irene
- Public Relations Officer: Amule John
- Assistant Public Relations Officer: Modong Gloria
- Media & Communications Officer: Mark Mungufeni

Volunteers

- Ayebale Lucky
- Ayikoru Foscah
- Kabila Allianna
- Nyamer Prisca

ARTICLE 9: ADVISORY COUNCIL & INTERNATIONAL PARTNERS FORUM

May be constituted by the Board to provide technical expertise, mentorship, networking opportunities, and partnership support.

ARTICLE 10: INTERNAL GOVERNANCE, POLICIES & COMPLIANCE

- Human Resource Policy
- Financial Policy
- Procurement Policy
- Safeguarding Policy
- Data Protection Policy
- Code of Conduct

ARTICLE 11: SAFEGUARDING, PROTECTION & ETHICAL STANDARDS

Zero tolerance for: Abuse, Exploitation, Corruption, Discrimination.

Includes: Child protection systems, GBV response systems, Mental health safeguarding, Whistleblower protection, Safe reporting channels.

ARTICLE 12: FINANCIAL INTEGRITY & ACCOUNTABILITY

- Transparency

- Independent audits
- Procurement compliance
- Financial reporting standards

ARTICLE 13: FUNDRAISING, GRANTS & MEMBERSHIP DUES

Sources

- Grants
- Donations
- CSR Partnerships
- Foundations
- Social Enterprises
- Membership Contributions

Membership Dues

- **Executive:** UGX 100,000 annually
- **Committee:** UGX 50,000 annually
- **Volunteers:** UGX 35,000 annually

ARTICLE 14: MEAL

ZFA shall implement Monitoring, Evaluation, Accountability and Learning systems to measure impact and improve performance.

ARTICLE 15: PARTNERSHIPS & INTERNATIONAL COOPERATION

ZFA may partner with governments, UN agencies, embassies, NGOs, academic institutions, youth councils, and private sector entities.

ARTICLE 16: HUMAN RESOURCES & VOLUNTEERS

- Recruitment standards
- Volunteer protection
- Capacity building
- Performance management

ARTICLE 17: RISK MANAGEMENT

Covers financial, operational, safeguarding, climate, and reputational risks.

ARTICLE 18: SUSTAINABILITY & INSTITUTIONAL GROWTH

- Diversified funding
- Social enterprises
- Long-term partnerships
- Youth-led innovation

ARTICLE 19: CONFLICT OF INTEREST & ANTI-CORRUPTION

All conflicts shall be declared. Misuse of resources is prohibited.

ARTICLE 20: COMMUNICATION & BRANDING

ZFA shall maintain professional communication, ethical media engagement, and transparent public reporting.

ARTICLE 21: AMENDMENTS

Requires two-thirds (2/3) approval of the Board of Trustees with twenty-one (21) days' notice.

ARTICLE 22: DISSOLUTION

Assets shall be transferred to a similar registered non-profit organization under legal oversight.

ARTICLE 23: INTERNATIONAL STANDARDS COMPLIANCE

- SDGs
- Human Rights Frameworks
- Core Humanitarian Standards (CHS)
- OECD DAC Principles
- Youth Development Frameworks

ARTICLE 24: FINAL ADOPTION & SIGNATORIES

Adopted on this **14th day of April 2026**.

K. Emazu

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Chairperson, Board of Trustees

Zion Foundation Africa

Anguzu J.

_____

Founder & Managing Director

Name: Anguzu Juma

Paula O.

_____

Co-Founder & Chief Executive Officer

Name: Odama Paula

M. Tivu

_____

Secretary / Trustee

Name: Mr. Mark Tivu