



## CONSTITUTION AND BYLAWS



**CONSTITUTION AND BYLAWS  
OF THE  
GRASSROOT ALTERNATIVE MOVEMENT**

---

**PREAMBLE**

**Whereas**, the Grassroots Alternative Movement (GAM) is a social justice, political and advocacy organization committed to building a just society in Liberia with the tenets of fair play, equality, and justice;

**Whereas**, the need exists for Liberians to fully understand their roles, rights and responsibilities for the promotion and attainment of good governance;

**Whereas**, the need exists to foster patriotism, good citizenship, and productivity for the overall welfare and good image of Liberia;

**Whereas**, corruption as a cancer has become normalized in Liberia, effectively undermining the development of our country and there is an opportunity to turn this nightmare around by good and well meaning Librarians at home and abroad;

**Whereas**, the attainment of genuine peace and reconciliation is dependent upon the full implementation of the recommendations of the Truth and Reconciliation Commission's report and the impartial application of the rule of law;

**NOW THEREFORE**, we do hereby faithfully ordain, subscribe to and resolve that this document constitutes the Constitution and Bylaws (referred to as the "Constitution") of the Grassroots Alternative Movement (GAM).

**ARTICLE I: NAME**

The legitimate name by which this Organization shall be called, cited, addressed and referred to, and under which it shall conduct business for, in and on behalf of its members and the Liberian people, shall be: the Grassroots Alternative Movement ( or the "GAM" or the "Movement" for short).

**ARTICLE II: MOTTO**

The Motto of the GAM shall be: Equality and Justice for All (or "E & J for All")

**ARTICLE III: LOGO**

The Logo of GAM, which shall be described in the Political Manifesto and the Code of Conduct shall constitute the following:

1. The full name and acronym of the organization shall be written in a circle form;

2. The Map of Liberia shall be inserted in the middle of the circle with a fist holding up the Justice Scale in the middle and sun shining from the north
3. The fist shall have roots
4. The colors of the Logo shall be Gold and Black

#### **ARTICLE IV: CORPORATE COLORS**

The corporate colors of the organization shall be: Gold and Black. The meanings of these colors shall be described in the Political Manifesto and the Code of Conduct of GAM.

#### **ARTICLE V: NATIONAL AND INTERNATIONAL HEADQUARTERS**

The GAM shall have National Headquarters situated in the city of Monrovia and an International Headquarters situated in any of the State of the United States of America.

#### **ARTICLE VI: OBJECTIVES**

Consistent with the declaration stated in the Preamble, the objectives of the GAM shall be to:

1. Encourage genuine peace and reconciliation in Liberia and amongst Liberians in the diaspora;
2. Promote the impartial application of the rule of law and good governance;
3. Promote economic recovery and national development efforts;
4. Promote good citizenship and productivity;
5. Fight corruption and promote the equitable distribution of resources.
6. Pursue other objectives geared towards the promotion of democracy, peace and development in Liberia.

#### **ARTICLE VII: MEMBERSHIP**

**Section 1. Full Membership:** Full membership to GAM shall be open to all Liberians living in Liberia and in the diaspora 18 years above without prejudice to gender, social, political, economic or religious standing, who register and agree to support and uphold the Constitution of the Grassroots Alternative Movement. All full members shall be required to maintain active membership in the GAM.

**Section 2. Associate Membership:** Associate membership shall be granted to non-Liberians and Liberians under the age of 18 years who have demonstrated their support and services to the GAM and are willing to uphold its principles and objectives. Associate members are not eligible for elective officers but may qualify for appointed positions. Associate members shall not have voting powers.

**Section 3. Honorary Membership:** Honorary Membership shall be bestowed upon individuals who are neither full nor associate members but have shown strong support for the GAM and have contributed to the growth of democracy, peace and stability in Liberia. Such recognition shall be given by the leadership of GAM with approval by the Board of Advisors.

**Section 4: Good Standing:** Good Standing as defined by this Constitution shall mean being registered, attending meetings regularly, being up to date with dues payment, and not being in violation of this Constitution and the Code of Conduct of GAM.

**Section 5. Membership Privileges:** Full members in good standing shall have voting privileges and rights, the right to hold elective offices, the right to fully participate in all programs and activities, and the right to attend regular and special meetings of this Movement. Associate and Honorary members in good standing shall enjoy all rights and privileges afforded full members except the rights to vote and hold elective offices.

**Section 6. Membership Responsibilities:** Each member shall read and or understand and accept this Constitution and Bylaws, conform to the Code of Conduct of GAM, pay regular and special dues to the Movement and attend regular and special meetings as well as provide other services as the need may arise. Members shall be obligated to support and participate in all development initiatives.

**Section 7. Membership Dues and Fees:** The GAM shall develop policies on membership financial obligations including dues and fees.

## **ARTICLE VIII: GOVERNANCE STRUCTURE**

**Section 1. Governance Units:** The Governance structure of GAM shall be three (3) principal governing structures which constitute: Annual Convention, the Board of Advisors and the Executive Committees.

**Section 2. The Annual Convention:** The governing body of GAM shall be the Annual Convention (known as “the Convention”), which shall be the highest decision-making body of GAM. The Annual Convention shall comprise of all active members of the GAM. The Convention shall take place in the last quarter of each year at a venue determined by the members in good standing or the previous year Convention or the Combined Executive Committee (CEC). The Convention shall have the power of:

- a. Electing officers during elections year;
- b. Reviewing and adopting the annual budget;
- c. Assessing membership dues;
- d. Declaring the national policies of GAM;
- e. Taking appropriate action, where necessary, against members and national officers;
- f. Recognizing or honoring members or national officers for outstanding roles and Contributions;
- g. Reviewing implemented projects, programs and events;
- h. Performing other functions consistent with this Constitution;
- i. Adopting all decisions of the Convention by a resolution of at least than two-thirds members in attendance at that Convention, except otherwise provided for in this Constitution;
- j. Establishing rules for the conduct of business;
- k. Receiving and adopting the annual reports of GAM;
- l. The Executive Chairs of the GAM shall preside over all sessions of the Convention.

**Section 3. Establishment of Chapters in North and South America, Europe, Asia, and Australia:** In order to grow, expand and smooth the operation of GAM in the diaspora, the following chapters shall be established in keeping with this Constitution:

- a. Five Regional Chapters in the United States of America namely:
  - i. Region 1
  - ii. Region 2
  - iii. Region 3
  - iv. Region 4
  - v. Region 5
- b. One Chapter in Europe
- c. One Chapter in Canada
- d. One Chapter in Asia
- e. One Chapter in South America
- f. One Chapter in Australia

**Section 4. Establishment of Chapters in Liberia and Africa:** For the purposes as mentioned in Article VIII, Section 3, there shall be Chapters of GAM established in every county, every Electoral District and every Clan in Liberia. Additionally, there shall be Chapters established in North Africa, West Africa, Central Africa, East Africa, and Southern Africa.

**Section 5. Establishment of Sub-Chapters:** In order to incorporate every Librarian and friends of Liberia in Liberia and the diaspora, there may be sub-chapters created when necessary. Sub-chapters shall report to larger geographical chapter where established sub-chapter(s) are located.

**Section 6. Chapters Reporting Structure:** All chapters of GAM established in Africa shall report to the National Leadership of Liberia. All Chapters established in Europe, North and South America, Australia, Asia, and other areas shall report to the International Leadership in the United States of America.

**Section 7. Board of Advisors:** GAM shall have a single Board structure consisting of seven(7) members (known as “the Board”), who shall advise the Executive Committees. The Board shall have at least one Liberian lawyer and at least two female members. The first group of Board members shall be elected during the first Convention of GAM. The Board shall elect its Chair, Vice Chair, and Chaplain. The Chair of GAM USA and Larger Diaspora shall serve as the Secretary to the Board. The Chair of GAM in Liberia and Africa shall serve as Financial Secretary to the Board.

**Section 8. Tenure of the Board:** The Advisory Board shall serve for a two (2) years’ term. Board members may be re-elected three times and no more.

**Section 9. Executive Committee:** - There shall be two (2) Executive Committees of the GAM. One situated in Liberia responsible for GAM affairs in Liberia and in Africa and the other established in the USA with oversight responsibilities of GAM Chapters in Europe, Asia, North

and South America, and Australia. The two Executive Committees (referred to as “Combined Executive Committee or CEC” for short) shall meet on a quarterly basis to review the activities of GAM. The leadership of the combined Executive Committees meetings shall rotate between the Chair of the USA and Liberia. For example, The Executive Chair of the USA may preside over one combined meeting and the Executive Chair of Liberia presides over the next meeting.

**Section 10. Membership of the Executive Committees:** The two Executive Committees shall be responsible for conducting the day to day affairs of GAM under their jurisdictions. The Executive Committees shall consult with and receive appropriate pieces of advice from the Board of Advisors, and shall comprise the following officers:

1. Executive Chair (EC)
2. Vice Chair for Operations and Administrative services (V-COA)
3. Vice Chair for Communications and Outreach (V-CCO)
4. Chief Secretariat Officer (CSO)
5. Financial Officer (FO)
6. Religious Advisor (RA)

### **Section 11 - Function of Executive Officers**

- a. ***Executive Chair (EC):*** The Executive Chair shall be the Chief Executive Officer of GAM. He or she shall conduct the regular business of the GAM and shall lead the implementation of such programs, projects and activities in furtherance of the spirit and objectives of this Movement. He or she, in consultation with the Executive Committee, may enter into contracts and other instruments on behalf of GAM, with the consent of the Board. He or she may appoint individuals or establish, for the term of his or her office such commissions and committees as are necessary to achieve programs, projects and activities of the GAM. He or she shall perform such and other tasks mandated by the Convention and or the Board of Advisors.
- b. ***Vice Chair for Operations and Administrative Services (V-COA):*** The V-COA shall assist the Executive Chair in the performance of the duties as stated in Section 12(a) supra. He or she shall act as Chief Executive Chair of the GAM during the absence or inability of the Executive Chair. In the event that the office of the EC shall become vacant by reason of death, resignation, impeachment, or be declared incapacitated by this Constitution or the Code of Conduct, the V-COA shall ascend to the office of EC for the un-expired term.
- c. ***Vice Chair for Communications and Outreach (V-CCO):*** The Vice Chair for Communication and Outreach shall develop or design and manage the communication strategy of the GAM. The strategy shall include but not limited to internal and external communication strategies, establishment and operation of a website and social media platforms, issuing of press releases, outreach and sensitization campaigns, radio and television discussions. The strategy shall also involve the printing of public education materials such as t-shirts, banners, posters, flyers, and billboards. The V-CCO shall also speak on behalf of the organization in an official capacity based on the consent of the Executive Chair or the Executive Committee.

- d. **Chief Secretariat Officer (CSO):** The CSO shall keep all membership logs and records of the regular business of GAM and the Annual Conventions, and prepare all minutes, correspondences, reports, and other written instruments on behalf of the GAM, except that legal advice shall be obtained with respect to such instruments.
- e. **Finance Officer (FO):** The Finance Officer shall be the fiscal manager of the GAM. He or she shall receive and be the sole depositor of all funds in an established bank account(s). Withdrawals and other disbursements of the GAM and Convention funds shall be co-signed by the Financial Officer and the Executive Chair.
- f. **The Religious Advisor (RA):** The Religious of the GAM shall oversee all religious activities of the Movement. He or she shall be religiously tolerant.

**Section 12. Qualification of Officers:** Any elected officers of GAM must:

- a. Be a full and registered member paying dues regularly
- b. Be 18 years and above
- c. Be of good deportment
- d. Not be in violation of this Constitution, Code of Conduct and other related regulations of the GAM.
- e. Not be in bankruptcy
- f. Not be innvoled with any criminal activities
- g. Not be mentally incapacitated

## **ARTICLE IX. BANK ACCOUNT(S) AND FINANCIAL POLICY**

**Section 1. Opening of Bank Account(s):** For the purpose of sound financial policy, GAM should have two international bank accounts: One based in Liberia and one based in the United States of America.

**Section 2. Signatories on Bank Account(s):** The authorized signatories to the account(s) of the GAM shall be the Executive Chair (EC), Vice Chair for operations and Administrative (V-COA) and the Financial Officer (FO). Checks shall be approved by EC and any of the other two signatories. In the case where the V-COA is acting as the EC, he or she and the FO shall approve checks.

**Section 3. Additional Bank Account(s):** With the advice of the Board of Advisors and the combined Executive Committees in Liberia and the USA, additional bank account(s) may be open in chapters of GAM. The Financial policy of chapter(s) shall be the same as the financial policy of GAM.

**Section 4. Financial Policy:** The Combined Executive Committees (CEC) shall develop a financial policy, in consultation with the Bord of Advisors and adopted by both Convention.

## **ARTICLE X: ELECTIONS, TENURE, AND ELIGIBILITY OF OFFICERS**

**Section 1 - Elections:** All Executive Officers of the GAM shall be elected on a simple majority basis through secret ballot in keeping with this Constitution and criteria set by a five-member Ad-Hoc Elections Commission appointed by the Executive Chair with the consent of the Executive Committee and in consultation with Board of Advisors for the purpose of organizing and conducting elections for Executive Officers during election year at the Convention. The Ad-Hoc Elections Commission shall set its own criteria or regulations and guidelines pertaining to elections consistent with this Constitution.

**Section 2. Tenure of Executive Committees:** Members of the Executive Committees shall be elected and shall serve for a two-year term and shall be eligible for re-election. No member of the Executive Committee shall serve for more than two terms in the same positions.

**Section 3. Officers of Ad-Hoc Election Commissions:** An Ad-Hoc Elections Commission shall comprise of a Chair, Co-Chair, Secretary, and two other members. They shall serve only for the period of the elections.

**Section 4. Inauguration of Executive Members:** Inauguration of officers shall take place in the last quarter of the year in which elections were held.

### **Article 10. Administrative and Fiscal Period of the GAM**

**Section 1. Administrative Period:** The Administrative period of the GAM shall run from January 1 through December 31.

**Section 2. Fiscal Period:** The Fiscal period of the GAM shall be the same as the Administrative period.

## **ARTICLE XI. GRIEVANCE COMMITTEE**

**Section 1. Composition of the Grievance Committee:** There shall be a three-person Grievance Committee with at least one member being a female.

**Section 2. The function of the Grievance Committee:** The Grievance Committee shall be the judiciary arm of the GAM and shall handle all grievances within the Movement. Grievance Committees shall be established in places where the GAM has elected officials. The decision of the Grievance Committee shall be a simple majority.

**Section 3. Election of the members of the Grievance Committee:** Members of the Grievance Committee shall be elected at the same time members of the Executive Committees are elected and shall serve the same term-limited as the Executive Committee members. Grievance Committee members shall serve for a term, be re-elected for a second term and no more. No Advisory Board Member and Executive Committee member or any other Committee member of the GAM shall serve as a Grievance Committee member.

## **ARTICLE XII. CODE OF CONDUCT**



**Section 1. The Code of Conduct:** A Code of Conduct governing the behavior and activities of members, elective officers, committee members, and Advisory Board members of the GAM during official meetings, functions of the GAM and other matters shall be drawn up by the Combined Executive Committees, endorsed by the Advisory Board and approved by the Convention. The Code of Conduct shall be reviewed as the need may arise from time to time.

**Section 2. Issues to be addressed by the Code of Conduct:** The Code of Conduct shall address issues such as, but not limited to, integrity, respect, self-control, corruption, honesty, willingness to resolve conflicts, cordial relations amongst GAM members and other matters. Appropriate and enforceable sanctions for violation of the Code of Conduct shall be specified.

### **ARTICLE XIII: IMPEACHMENT AND REMOVAL OF OFFICERS FROM OFFICE**

**Section 1. Grounds for Impeachment:** Any elected officer (including member of the Board of Advisors, Executive Committee or Grievance Committee members) shall be impeached and removed from office any anytime for the following offenses:

- a. Conviction on a felony or crime within any jurisdiction;
- b. Violation of this constitution knowingly and willingly;
- c. Embezzlement or misappropriation of finances, funds, or properties of the GAM;
- d. Dereliction of duties or abuse of office.

**Section 2. Power of Impeachment:** Impeachment shall be done in the following orders:

- a. Where a member of the Advisory Board is the subject of impeachment, the Grievance Committee shall preside over the impeachment hearing. The Chair of the Grievance Committee shall preside.
- b. Where a member of the Executive Committee is the subject of impeachment, the Advisory Board shall preside. The Chair of the Advisory Board shall preside over the impeachment hearing.
- c. Where a member of the Grievance Committee is subject to impeachment, the Advisory Board shall preside. The Chair of the Advisory Board shall preside over the impeachment hearing.

**Section 3. Procedures for Impeachment:** The procedures for impeachment are:

- a. When grounds for impeachment of an officer of GAM are alleged, the impeachment Unit as outlined in article XIII, section 2 above shall review the charges within two (2) weeks and, where warranted and supported by a two-thirds majority vote of the impeachment Unit, convene a hearing within two (2) weeks;
- b. During the impeachment hearing, the charges against the officer shall be read by the presiding chair in the hearing of everyone present;
- c. The accused officer shall then be given the opportunity to defend himself or herself or rebut the charges;
- d. There shall be rebuttal, cross-examination including the testimonies of witness(s) if applicable;

- e. The guilt or innocence of the accused officer shall be determined by two-thirds votes of the impeachment Unit.

**Section 4. Removal from Office:** Removal from office shall be done in the following manner:

- a. If an officer is declared or found guilty of an impeachable offense, votes by the combined leadership of GAM including the Advisory Board, the Executive Committee and the Grievance Committee, shall be taken to decide the removal of the accused officer from office.
- b. A simple majority vote of the combined leadership including the Advisory Board, the Executive Committee and the Grievance Committee present shall be required to remove an officer from office.
- c. An officer so removed shall have seven (7) days to relinquish and turn over all records and assets of the GAM.
- d. Depending on the offense, a simple majority vote of the combined leadership including the Advisory Board, the Executive Committee and the Grievance Committee may decide to prosecute the removed officer in a court of competent jurisdiction.

#### **ARTICLE XIV. VOLUNTARY AND PRO-BONO SERVICE**

**Section 1. Pro-Bono Service:** No Advisory Board member, Executive Committee member, Grievance Committee member or Standing Committee member shall be paid for work done in their official capacity on behalf of the Movement but shall serve on a pro-bono basis.

**Section 2. Reimbursement:** If a reasonable personal fund(s) were made on behalf of the GAM with the acquiescence or consent of the organization, such personal fund(s) shall be reimbursed in a timely manner. Notwithstanding, no officer or member of GAM shall spend personal funds on behalf of the GAM without the approval of the Executive Committee.

**Section 3. Professional Service Fee:** Notwithstanding, the GAM may authorize compensation for an Executive Committee member, Advisory Board member, Grievance Committee member, and Standing Committee member for professional services rendered outside his or her main function as outlined in this Constitution and the Code of Conduct.

#### **ARTICLE XV. AMENDMENTS**

**Section 1. Authority to Amend:** An officer, a member or groups of members with voting powers in good standing may propose amendment(s) to this Constitution. Such proposal shall go through the following procedures:

- a. The proposal shall first be debated and agreed by two-thirds votes of the Combined Executive Committee (CEC) members.
- b. The Executive Committee shall forward the proposal to the Advisory Board.
- c. Two-thirds of the Advisory Board shall agree on the proposal through votes.
- d. The Executive Committee shall put the proposed amendment(s) on the agenda of the next Annual Convention.

**Section 2. Ratification:** Upon ratification of the amendment(s) to this Constitution by a two-thirds votes of the voting members in good standing, the amended version shall take immediate effect and supersede and replace all prior versions and provisions of this Constitution. All prior versions of the Constitution shall be archived as permanent records of this Movement. The Executive Committee shall distribute the amended Constitution to all chapters of the GAM.

## **ARTICLE XVI: ENTRY INTO FORCE**

This Constitution shall enter into force upon the vote of at least a two-thirds (2/3) majority of all members present at the Annual Convention.

Done in Committee Room, this \_\_\_\_ day of \_\_\_\_\_ 2020.

Approved by the Annual Convention, this \_\_\_\_ day of \_\_\_\_\_ 2020 in the city of \_\_\_\_\_, USA.

Members of the Constitution Committee are as follows:

1. Mr. Josiah Joekai, Jr.
2. Mr. Ansony Sieh

Constitution Reviewed and Edited by:

1. Dr. Emmanuel K. Urey
2. Mr. Klubosumo Johnson Borh
3. Mr. Laraamand Nyanton
4. Mr. Samuel Johnson
- 5.

The following members voted to adopt the constitution.

1. Borh Johnson
2. Emmanuel Urey
3. Eddie Sammie
4. Owen Tuazama
5. Monuel
6. Satta Saydee
7. Ansony Sieh
8. Franklin Wesseh
9. Josiah Joekai