

RELATIONAL PEACEBUILDING INITIATIVES Statutes

Originally adopted on 14 January 2016;
with amendments agreed on 21 June 2018

NAME AND HEADQUARTERS

ARTICLE 1

Relational Peacebuilding Initiatives (RPI) is an international non-profit organization, governed by the present statutes and, secondly, by Articles 60 et seq. of the Swiss Civil Code. It is based on and rooted in Relational values set out in Article 19, derived from the Jewish and Christian faiths. It is neutral politically and not a religious organisation.

ARTICLE 2

The Association's headquarters are located in the Canton of Geneva and subject to all applicable Swiss regulations. The Association shall be of unlimited duration.

AIM

ARTICLE 3

The Association has the following aim: to sow seeds for a peace based on relational principles, values and practice which includes all people and communities within a just and workable framework for the future. The Association's Relational values are set out in Article 19.

Areas of operation: international, regional and national levels.

RESOURCES

ARTICLE 4

The Association's financial resources are derived from various sources including:

- Membership fees
- Donations and legacies
- Sponsorships
- Grants
- Any other sources authorized by the law

The resources and assets shall be used fully and exclusively in accordance with the Association's aim and objectives.

MEMBERS

ARTICLE 5

Membership is by invitation only. Members are nominated by the Board and approved by the General Assembly.

Individuals can be Members if they sign a statement to show their agreement with the aim and values and pay the annual membership fee. Those employed by the Association may not be Members.

Membership ceases:

- On death
- By written resignation
- If they cease to accept the aim and values of the Association
- If in the opinion of the board and the General Assembly they are unable to fulfil the reasonable obligations of Membership in terms of time and involvement with the Association

Only the Association's assets may be used for obligations/commitments contracted in its name. Members have no personal liability.

ORGANS

ARTICLE 6

The Association includes the following organs:

- General Assembly
- Board
- Executive
- Auditor.

For the roles and responsibilities in relation to each of these, see the respective Articles below.

THE GENERAL ASSEMBLY

ARTICLE 7

The General Assembly is the Association's supreme authority. It is composed of all the Members. Members of the Association meeting in General Assembly (GA) constitute the Association's ultimate governing body.

The Association shall hold an Ordinary Meeting once each year called the Annual General Assembly. It may also hold an Extraordinary General Assembly whenever necessary, at the request of the Board or at least 25% of its Members or four Members, whichever is higher.

The Board shall inform the Members in writing of the date of the Annual General Assembly at least six weeks in advance. The notification, including a proposed agenda, shall be sent to each Member at least ten days prior to the date of the meeting.

ARTICLE 8

The General Assembly:

- Shall approve the admission and expulsion of Members
- Appoints the Members of the Board and elects, at a minimum, the President, the Secretary and the Treasurer
- Notes the contents of the reports and financial statements for the year and votes on their adoption
- Approves the annual budget
- Supervises the activity of other organs, which it may dismiss, stating the grounds for this
- Appoints auditor(s) for the Association's accounts
- Decides on any modification of Statutes
- Decides on the dissolution of the Association
- Fixes the annual membership fees.

Extraordinary General Assembly (EGA)

On an exceptional basis, an EGA of the Members may be called at the request of the Board, or alternatively at the request of at least four Members or 25% of the Membership (whichever number is higher). The purpose of an EGA is to deal with any extraordinary situation, such as the Board members individually or collectively straying from the Association's aims or values, or being unfit to continue in office for any reason. Voting arrangements are as for the AGA; the only exception is that the Chair for the EGA meeting will be elected by the Members present at the EGA.

ARTICLE 9

The General Assembly is presided over by the President who is elected by the General Assembly with the following responsibilities:

- To be the senior external representative of the Association and an international ambassador for its aim and values.
- To convene and chair Board meetings.
- To chair the General Assembly ensuring all necessary coordination between it and the Board.
- To oversee the work of the Executive Director.
- To resolve any conflicts of interest referred to him by Members, Board members, Executives, employees, or related 3rd parties.

When the President is not available, the Treasurer shall chair the General Assembly.

ARTICLE 10

Decisions of the General Assembly shall be taken by a majority vote of the Members present. In case of deadlock the President shall have a casting vote.

General Assembly decisions shall be considered valid when the number of Members present is at least 25% of the Members, or four Members, whichever is higher.

Decisions concerning the amendment of the Statutes or the dissolution of the Association must be approved by a two-thirds majority of the Members present.

ARTICLE 11

Votes are by a show of hands. Voting can also take place by secret ballot, if at least four Members request it.

ARTICLE 12

The agenda of the Ordinary Annual Session of the General Assembly must include:

- Approval of the Minutes of the previous General Assembly
- Approval of the Association's Annual Report
- Approval of the report of the Treasurer and of the Auditor
- Setting of membership fees
- Approval of the budget
- Approval of reports and accounts
- Election of Board Members and Auditor
- Miscellaneous business

THE BOARD**ARTICLE 13**

The Board is authorized to carry out all actions that further the purposes of the Association. It has extensive powers to supervise and control the Association's affairs.

ARTICLE 14

The Board is composed of the President, the Treasurer, and such other Members as the General Assembly elects, in addition to any other individuals the Board chooses to co-opt.

The Board will consist of a minimum of three individuals and a maximum of seven, subject to there always being a majority of Members on the Board and at every Board meeting. At least three Board members must be present to constitute a quorum.

ARTICLE 15

The Board members work on a volunteer basis and as such can only be reimbursed for their actual expenses and travel costs. Potential attendance fees cannot exceed those

paid for official commissions. For activities beyond the usual function, each Board member is eligible for appropriate compensation.

The paid employees of the Association may only have a consultative role on the Board.

ARTICLE 16

To take appropriate measures to achieve the goals of the Association The functions of the Board, subject to oversight by the General Assembly, are:

- To ensure all actions of the Association are in consonance with its aim and with its relational values
- To determine the policy direction, strategy and priorities of the Association
- To convene the Ordinary and Extraordinary General Assemblies
- To take decisions in regard to admission of new Members, as well as the resignation and possible expulsion of Members
- To ensure that Statutes are applied, to draft rules of procedure (Byelaws), and to administer the assets of the Association
- The appointment, performance, conduct and reward of the Executive
- To submit any returns required by local, national and international law.

Decisions of the Board shall be taken by a majority vote of the Members present. In case of deadlock, the President shall have the casting vote.

THE EXECUTIVE

ARTICLE 17

An Executive Director (ED) will be appointed by the Board, within terms set for the purpose by the General Assembly. These will include a job description, manual of authorities, annual budget and targets for achievement.

The ED will report to the Board and be responsible for the efficient discharge of all executive and operational matters.

The ED will prepare and keep up to date:

- A risk register, which identifies the key risks facing the organization and actions to mitigate them
- Policies and procedures in key areas which shall include, but are not limited to, Health & Safety, Safeguarding, Diversity & Inclusiveness, Insurance, Employment, Expenses, Fundraising, Whistleblowing and Conflicts of Interest

Other executives may be appointed by the Board who will report to the Executive Director.

Any and all executives who work for the Association must be committed to supporting the Association's aim and values, and sign a statement to that effect.

Executives who contribute to the work of the Association may be paid or unpaid. If paid, they may be fully-employed by the Association or may be employed part-time.

TREASURER

ARTICLE 18

The Treasurer of the Association is elected by the General Assembly and is responsible for overseeing the finances of the Association.

The preparation of the relevant reports and information – such as accounts, forward-looking forecasts and the annual Budget - may be delegated by the Board to the Executive with the agreement of the Treasurer.

If preparation of financial reports and information has been delegated to the Executive, it will be the joint and several responsibility of the Treasurer and the Executive to ensure that any financial issues are brought promptly to the notice of the President, the Board, and if necessary to the notice of Members. In this the Treasurer will liaise with the Auditor.

RELATIONAL VALUES

ARTICLE 19

The Relational Values of the Association, are the following:

Relationality: The priority of relational over financial considerations in determining the well-being of the person and the value of community, and in evaluating what is right in all human decision making.

Relational proximity: The ordering of all aspects of social life so as to enable as far as possible closeness of relationships between persons, ethnic groups and organizations marked by direct communication, continuity over time, breadth of personal and institutional knowledge, mutual respect and shared goals.

Commitment: Long-term, faithful commitment to relationships in families, business and politics; commitment which goes beyond the short-term self-interest of the parties involved. Rootedness in place helps to ensure these kinds of long-term relationships.

Reciprocity and Mutual Obligation: The focus of each person's attention not on what others owe to them, but rather on their obligations to others, recognizing that a sense of reciprocal obligation builds a healthy community.

Truthfulness: Corruption in public life and dishonesty in personal relationships undermine trust, peace and goodwill. Integrity and transparency are both aspects of truthfulness and both are grounded in the character of God.

Freedom: Each person's dignity, identity and freedom of thought must be respected as well as their right to free assembly and free speech; however, such freedoms may require self-restraint for the sake of the freedom and dignity of others.

Justice: This includes both the vigorous pursuit of what is good in relationships, and the transformative process of putting things right. It may require restitution but never degradation. It recognizes that all people are created equal, so that rules governing the social, political and economic order should be applied impartially and without discrimination between nations, groups within nations, and individuals.

Forgiveness: The need for each person, ethnic group and institution to forgive what has happened in the past, unilaterally, in recognition of the fact that God is willing to forgive us, individually and collectively, for the wrongs we have done to others. There is an imperative to seek reconciliation with the person or group which has wronged us, even when initially the other party is unwilling to consider it.

Kindness: To show kindness is to act generously where the recipient does not deserve any help or favour. Kindness reaches out to fellow human beings in ways that are often unexpected, always unconditional, and which reflect the character of God's mercy.

Appreciation of Diversity: Recognition that, in families and communities, in business and in politics, differences of opinion and experience can enhance the richness of life, as well as the effectiveness of organizations.

Community Awareness: The exercise of human rights can blind people to the impact of their actions on other people. Love of neighbour requires that a person obtains not only the consent of the other individual or individuals directly affected by their action, but also the approval of third parties who are indirectly affected in a significant way.

Care for the environment: The natural environment is essential to the wellbeing of humanity as well as to flora and fauna. All people are called upon to respect and care for them out of love for God and neighbour.

Parity: While the Association does not aspire to achieve financial equality, the economic system should reflect the fact that all are of equal value in the sight of God. This should be demonstrated, for example, in pay scales, and in ownership of property being available to every family.

Shalom: This refers to peace, wholeness and well-being at personal, community, Corporate and national levels. This can only be experienced when Corporate relationships are reformed and personal relationships are transformed so as to root out deceit, greed, bitterness and injustice.

SIGNATURE AND REPRESENTATION

ARTICLE 20

The Association is legally bound by the joint signatures of any two of the following: the President, the Treasurer or the Executive Director, or, in case of the incapacity of any two of them (the President, the Executive Director or the Treasurer), by the officer who is not so afflicted, along with any other member of the Board.

AUDITING OF THE ACCOUNTS

ARTICLE 21

The Association's Financial Year will begin on 1 January and end on 31 December each year.

Each year the General Assembly appoints two Auditors. It may also entrust this task to a fiduciary company.

The Auditor(s) shall check the operating and annual accounts prepared by the Board and present a written and detailed report to the Annual General Assembly.

VARIOUS PROVISIONS

ARTICLE 22

Should the Association be dissolved, the available assets should be transferred to a non-profit organization pursuing public interest goals similar to those of the Association and likewise benefiting from tax exemption. Under no circumstances should the assets be returned to the Founders or Members. Nor should they use a part of a total of assets for their own benefit.

These amended Statutes have been approved by an Extraordinary General Assembly

at

Signed:

President: Member:

Date: