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Sella Development for Education and Progress (SeDEP) Welfare Committee Proposed Working Document

Background:

The Sella Development for Education and Progress (SeDEP) is a non-profit, non-political, community-based organization established in 2002 by determined students from the Sella Limba Chiefdom residing in Freetown and other towns across Sierra Leone. Our primary objective is to unite the Sella Limba Chiefdom youth and drive their development across key sectors. We have established a robust Welfare Committee dedicated to addressing their well-being to ensure our members remain actively engaged and successful. SeDEP will only thrive when its members are fully engaged; therefore, we take the welfare of our members seriously and prioritize it. By emphasizing the welfare of each member, we will attract and retain committed individuals who share our mission. This document lays out our proactive strategies for raising funds to support our welfare initiatives. We call upon all members to recognize that the welfare of one is, unequivocally, the responsibility of all.

Aims and Objectives:

1. Promote unwavering unity among members to deliver impactful support.
2. Provide immediate assistance to fully paid-up members in cases of illness, hospitalization, or death.
3. Offer essential support to fully paid-up members when the following family members pass away:
 - ✓ Spouse
 - ✓ Biological mother and father
 - ✓ Biological children
4. Deliver impartial support exclusively to registered and fully paid-up members (no extensions to relatives) in the event of fire disasters, floods, accidents, graduations, pass-outs, marriages, and naming ceremonies.
5. Proactively raise funds to comprehensively address the welfare of our membership.

Composition of the Committee:

The welfare committee will be composed of the following members:

- ✓ The President
- ✓ The Vice President
- ✓ The Chief Executive Officer (CEO)
- ✓ All Welfare Officers
- ✓ The Finance Officers

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- ✓ The Treasurer
- ✓ The Chief Justice
- ✓ All Branch Chairpersons
- ✓ Any other person nominated by the President

Justifications for Each Member:

- A) **The President:** As the leader of our organization, the President ensures that the welfare committee's actions are in direct alignment with SeDEP's mission and vision. The President leads decisively, resolves conflicts swiftly and oversees the effectiveness of the committee.
- B) **The Vice President:** The Vice President stands ready to support the President and acts as an alternate leader in their absence, guaranteeing continuity in leadership and decision-making within the welfare committee.
- C) **The Chief Executive Officer (CEO):** The CEO is responsible for the execution of policies and management of operations. Their presence guarantees that the welfare committee's strategies are actionable and congruent with the organization's capabilities.
- D) **All Welfare Officers:** These officers are tasked explicitly with addressing welfare-related concerns within the organization. Their expertise and firsthand experience make them vital contributors to discussions and decisions aimed at enhancing member welfare.
- E) **The Finance Officers:** The Finance Officers meticulously maintain detailed financial records and provide critical insights into budgeting and resource allocation.
- F) **The Treasurer:** As the guardian of SeDEP's funds, the Treasurer ensures full transparency and accountability in the allocation of resources for welfare activities, fostering trust within our organization.
- G) **The Chief Justice:** The Chief Justice ensures that all decisions made by the welfare committee are compliant with the organization's constitution and uphold the principles of fairness and equity, providing necessary legal and ethical oversight.
- H) **All Branch Chairpersons:** Branch Chairpersons represent their respective branches, bringing essential local perspectives and concerns to the committee. Their involvement guarantees that welfare initiatives effectively address the diverse needs of members across all regions and promote inclusivity.

Entitlements for Fully Paid-Up Members:

All fully paid-up members are entitled to specific benefits and privileges established by the committee:

- 1) **Marriage Benefit:** Upon marriage, a fully paid-up member will receive a fixed sum of Two Thousand Leones (NLe2,000) along with full participation from members in the celebration. If both partners are fully paid-up members, an additional fixed sum of One Thousand Leones (NLe1,000) will be awarded.
- 2) **Naming Ceremony Benefit:** A fully paid-up member shall receive a fixed sum of One Thousand Leones (NLe1,000) and full participation from members in their child's naming ceremony.

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- 3) **Funeral Benefits:** The family of a deceased fully paid-up member is entitled to receive a bag of rice, a fixed sum of Two Thousand Leones (NLe2,000), and full participation in funeral arrangements.
- 4) **Spousal and Immediate Family Death Benefits:** In the event of the death of a member's spouse, biological parents, or children, members will receive a bag of rice, a fixed sum of Five Hundred Leones (NLe500), and visitation. If the deceased's biological parent has more than one fully paid-up member, an additional bag of rice and One Thousand Leones (NLe1,000) will be provided.
- 5) **Critical Sickness and Disaster Assistance:** The committee will conduct necessary visits to assess situations and determine appropriate next steps.
- 6) **Non-Financial Support for Regular Members:** Registered members who are not fully paid-up but regularly attend meetings and welfare activities will receive non-financial support, including visitations after the death of their spouse, biological parents, or children.
- 7) **Limited Support for Non-Attending Members:** Fully paid-up members who do not attend meetings, welfare activities, or other organizational events will receive only the fixed sum outlined above and one representative from the committee. They shall not receive full participation from other members on behalf of the organization.
- 8) **Additional Entitlements (Moral Booster):** Beyond the fixed sums, gifts, and prescribed items, fully paid-up and registered members are entitled to individual contributions from fellow members to support their needs, as determined by those individuals to provide a moral boost.

Eligibility for Entitlements:

A fully paid-up member qualifies for benefits only after being an active member for a minimum of six months, except in cases involving death or natural disasters.

Authority for Entitlements:

Members will receive financial assistance under the outlined circumstances, restricted to two occasions per member. For situations not explicitly addressed in the constitution, an emergency executive meeting will be called, and a two-thirds majority vote will decide the entitlement. It is the member's responsibility to inform the executive and the Welfare Committee if they encounter qualifying situations.

Funds:

The committee will maintain dedicated Orang Money and Afri Money accounts for all welfare funds to ensure that urgent welfare issues are handled efficiently.

Source of Funding:

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- ✓ Members shall subscribe to a monthly welfare amount of Twenty Leones (NLe20) or any equivalent amount.
- ✓ A minimum of twenty-five percent (25%) of all funds raised by the organization through any means (excluding monthly subscriptions) must be allocated to the Welfare Committee Funds. This allocation is essential to ensure the welfare of our members, which is the foundational purpose of our organization.
- ✓ Fifty percent (50%) of each branch's monthly subscription shall be directed to the Welfare Committee Funds.
- ✓ Contributions from general membership and donations from both members and well-wishers are expected and highly encouraged.
- ✓ The organization will actively organize fundraising programs for the Welfare Committee in collaboration with the national executive to significantly enhance the welfare funds.

Welfare Reporting and Response Mechanism:

Any member planning an activity must report to the branch welfare officer or the branch chairperson within three (3) weeks. The branch chairperson is obligated to inform national welfare officers within twenty-four (24) hours. Welfare officers must also notify the committee within twenty-four hours (24) and work with the treasurer and finance to assess the member's eligibility. In cases requiring urgent welfare assistance, such as natural disaster, death, or critical illness, the member or relative must report to any member of the committee, who must promptly notify the committee. Upon notification, the committee will engage and decide the next steps immediately.

Membership qualification is strictly based on the records of monthly payments and welfare subscriptions of the member in question.