



**WIMBUN CULTURAL AND
DEVELOPMENT ASSOCIATION**

WICUDA Europe constitution

April 2025

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Part one

Preamble

We, the various Mbum country groups also referred to hereinafter as country groups (and their respective members) residing in Europe;

Desirous of projecting the good image of our motherland (Mbumland in Donga Mantung Division, NW region, Cameroon), its values and its unique cultural identity;

Determined to establish favourable conditions under which members of this Association may perform their civic duties towards the development and progress of the Mbum people both in Europe and at home, Cameroon;

Conscious of the need to reinforce Mbum people's sense of culture and identity hereby constitute ourselves into a collaborative partnership under the auspices of a confederation called Wimbun Cultural and Development Association Europe (Abbreviated and hereinafter referred to as WICUDA Europe). In a confederation each member governs itself and work together towards common goals and objectives.

WICUDA Europe shall be a non-profit, apolitical, non-confessional organisation operating on the principles of mutual respect, equality and non-discrimination amongst its members.

The founders, administrators and members are not entitled to obtain any benefit either directly or indirectly. Any profit generated cannot and shall not be distributed. WICUDA Europe shall not be engaging in any commercial activities.

This document shall hereby become the constitution of WICUDA Europe.

Chapter one

Identification and Nomenclature

It is hereby created a cultural association in the name and style of “Wimbun Cultural and Development Association Europe” abbreviated and variously referred to herein after as WICUDA Europe or the Association

Section 1: Motto: “Abi Yu Ngirr”. *Unity is strength*

Section 2: Logo/Emblem/Seal

The emblem of the Association shall be a circular-shaped stamp with the “*Njab*” material, a symbol of our nobility the “*Nking*” for the bearing of the message and the two “*Nkeng*” for peace.

Section 3: Salutations

The way of greetings to all members of the Association shall be WICUDA Europe three times, the audience responds *Abi Yu Ngirr*.

Section 4: Anthem

The anthem of WICUDA Europe shall be “Wimbun wi Vfu Leh? Oh Wir a Vfu Wewee”

Section 5: Head Quarters

The headquarters of WICUDA Europe shall be Brussels, Belgium

Chapter two

Goal and objectives

Section 6:

- 1) WICUDA Europe shall:
 - a) *Promote and maintain our values and unique cultural identity.*

- b) *Foster solidarity and UNITY among Wimbun cultural groups and communities in Europe.*
- c) *Serve as a platform of bringing Wimbun communities in Europe to conventions and other events as the general assembly deems fit.*
- d) *Promote community empowerment of Mbum communities both at home, Cameroon and in Europe.*

Chapter three

Membership

Section 7:

- 1) Membership to WICUDA Europe is open only to constituted Mbum country groups across Europe. Duly constituted Mbum cultural and development groups shall be any group of 5 or more individuals all residing within one particular European country who have come together and self-identify as one Mbum country group with a clear name and goals that align with the goals and objectives of WICUDA Europe as stated in Section 6(1) of this Constitution. Mbum country groups that have expressed interest and align with section 6(1) shall be part of WICUDA Europe.
- 2) Traditional Mbum dance groups or secret societies (whose membership may or may not cut across Mbum country groups) such as Nfuh, Njuh, Mbaya, Kisheh, To'oh, Mkung etc may be considered as *affiliate groups*. *Affiliate groups* shall not in any circumstances be considered as Mbum Country groups within the

meaning of section 7 (1). No automatic rights or obligations are derived from the status of an Affiliate group but nothing in this provision prevents WICUDA Europe and Affiliate groups from exploring ways to mutually reinforce and support one another as may be deemed necessary.

- 3) Except by reason of extraordinary circumstances that require a determination otherwise, only one constituted Mbum country group is recognized per country for purposes of WICUDA Europe membership
- 4) Exceptionally, membership may be on a case by case basis and upon application to the Bureau of WICUDA Europe, be granted to individuals who do not belong to any “constituted Mbum group” within the meaning of this constitution.
- 5) In processing the application for individual membership, the Bureau may consider factors including—but not limited—to whether or not a constituted Mbum group exists in the applicant’s country of residence, why applicant is not a member of such group where one exists, efforts to seek membership in a constituted Mbum group in a neighbouring country where one is non-existent in their country of residence.

Annual convention

Section 8:

- 1) WICUDA Europe shall organise an annual summer Convention which will bring together various constituted Mbum country groups in Europe.

- 2) No Mbum country group that is a member of WICUDA Europe shall organise any activity that coincides with or jeopardises WICUDA Europe's yearly Convention.

Section 9

- 1) The Convention shall be hosted by a Mbum country group on a rotational basis. Decisions on the host country group shall be taken by the WICUDA Europe executive board.
- 2) The board shall attempt to make that decision by consensus failing which it shall be subject to a vote. In the absence of the full board, a quorum for the purposes of this vote shall be 80% of its membership.
- 3) Eligibility to host a Convention shall be open only to countries with a constituted Wimbum group and a history of participation in at least two WICUDA Europe conventions. Country Groups eligible to host must be registered in the host country. Candidate country groups must express interest to host at least 6 months prior to the next Convention.

Section 10:

- 1) WICUDA Europe Convention participation fees shall be levied on all sons and daughters of Mbumland and their spouses that are members of Mbum country groups. The participation fees shall be determined by the Executive bureau and the amount shall be a minimum of €100 for adults.
- 2) Mbum sons and daughters not registered with a Mbum Country Group within the meaning of this Constitution shall be levied a participation fee 50% more than that levied for registered members of Mbum Country Groups

- 3) The participation fees shall be collected by each Mbum country group from its members and sent to the WICUDA Europe bank account.
- 4) Friends of Mbum country groups or WICUDA Europe shall pay a participation fee determined by the Executive bureau.

Section 11:

If necessary, each Wimbum group in Europe is levied an amount to be determined towards the organization of the Convention. The levied amount shall be transferred to the WICUDA Europe bank account on or before 30th June of the Convention year.

Chapter four

Structure and governance

Section 12

- 1) Without prejudice to the relationship between WICUDA Europe and Mbum Country groups, WICUDA Europe shall be organised into a General Assembly (GA), an Executive Bureau (Bureau), a Board of Advisors (BoA), and Adhoc Committees (ADHOCS) which may be created for specific purposes as necessary
- 2) The GA and the Bureau shall be the main governance organs of WICUDA Europe. In exercising their governance functions, they may seek inputs or advise from the BoA as they deem it necessary

Section 13: The General assembly

- 1) The General Assembly is the supreme decision making body of WICUDA Europe. It shall comprise of the Presidents of Mbum Europe country groups plus two other persons as may be determined by each country group

- 2) The General Assembly shall in principle meet once a year. Extra ordinary or emergency meetings may be convened where necessary. The general assembly meeting may also be online/virtual.
- 3) The General Assembly shall strive to reach decisions by consensus. Absent that, the matter shall be put to a vote where a simple majority shall suffice. Decisions taken by vote are only valid if a quorum of 60% of the total GA membership is present.

Section 14: The Executive Bureau

- 1) The Bureau is the administrative body of WICUDA Europe. It shall be responsible for implementing decisions of the GA and running its day to day business of the organisation. The Bureau shall comprise of:

President,
Vice President,
Secretary-General,
Deputy Secretary-General
Treasurer,
Financial Secretary,
Public Relations Officer,

- 2) No two members (or more) of the bureau shall come from the same country group. This applies to the President, Treasurer and Financial secretary only.
- 3) The Executive Bureau shall hold ordinary meetings at least once per quarter each calendar year or more as the need arises.
- 4) The term of office for the Executive Bureau shall be three (03) years renewable once.
- 5) Functions at the executive bureau shall be incompatible with those at the various chapter bureaux with exception of advisers.
- 6) It shall take decisions by vote of a simple majority

- 7) In case of a tie, the President shall have a second vote

Section 15: The Board of Advisers (BOA)

The BoA shall, on request, advise the Bureau and the GA on matters for which it may be called upon to give such advice. This could include, for instance, resolving conflicts, peaceful coexistence, revising institutional rules and policies, leadership and management; and advising on matters of Mbum culture and tradition.

- 1) The BOA shall be composed of Presidents or nominated members of the different Mbum country groups and it must include both genders. Each country group shall nominate one person that shall represent the BoA.
- 2) The Maximum number of the BOA members shall be six(6)
- 3) The term of office for elected officers of the Board shall be three (03) years renewable once. Elections shall take place 1 year after the election of the executive bureau to ensure continuity.
- 4) The Board shall in principle meet once a year before the holding of the General Assembly meeting at a date fixed by the majority of its members, but extraordinary meetings may be convened when necessary.
- 5) Members of the Board of advisers may be invited to Bureau meetings.
- 6) It shall oversee the elections of the members of the Bureau by nominating one of its members to run the elections with an electoral commission.

Section 16: Ad-hoc Committees

In case of need, an Ad-hoc committee(s) may be set up to carry out any envisaged project(s) by the Association.

- 1) The number and calibre of committee members shall be determined by the

- type and magnitude of the project(s) at hand.
- 2) They shall be charged with the responsibility of carrying out feasibility studies and making proposals to the Bureau.
- 3) They shall, in consultation with the Bureau, plan the activities of their committees
- 4) They shall coordinate the execution of such actions and report to the Bureau
- 5) All agreed project(s) shall be in line with the objectives of the Association.
- 6) Such committee members' appointments shall come to an end with the delivery of the said project(s).
- 7) In principle, the Association shall conceive and execute at least a project after every two years.

Chapter five

Functions of bureau members

Section 17: The President

The President shall:

- 1) Ensure respect for the constitution
- 2) Be the overseer of the Association's activities.
- 3) Shall authorize disbursement of funds agreed by the executive.
- 4) Funds can only be paid out of the associations bank account by the President and Treasurer or Financial secretary
- 5) Shall convene executive and GA meetings and preside over them.
- 6) Sign and endorse all official documents and may delegate his functions to other executive members at his sole discretion.
- 7) Shall be an ex-officio member of Ad-hoc committee(s) and shall be responsible for carrying into effect all orders and resolutions of the same.

- 8) Represent the interest of the Association wherever and whenever necessary within the limits of this constitution and shall be the liaison with the public.
- 9) May undertake missions on behalf of the Association in consultation with the Executives
- 10) Maintain a smooth and transparent working relationship with all Mbum country groups.
- 11) On behalf of the entire Executive, the President shall present a comprehensive balance sheet of his activities including his financial stewardship at the end of his/her term of office.

Section 18: The Vice President

The Vice President performs some of the duties of the president in his/her absence and typically shares some of the duties of the President.

Section 19: The Secretary-General

- 1) The Secretary-General shall be the scribe of the Association.
- 2) The Secretary-General shall ensure the general administration of the Association in close collaboration with the President.
- 3) He/she shall ensure the proper and thorough organisation of all general and executive meetings of WICUDA Europe in collaboration with the President.
- 4) He/she shall be required to take down and keep accurate minutes of the proceedings of both executive and General Assembly meetings and communicate decisions and resolutions of meetings to members.
- 5) He/she shall carry out official correspondences on instructions/consultations with the President.

- 6) He/she shall be the custodian of all WICUDA Europe documents/Archives.

Section 20: The Assistant Secretary General

The Assistant Secretary-General performs the duties of the Secretary-General in his/her absence and typically shares some of the duties of the Secretary General.

Section 21: The Treasurer

- 1) He/she shall collect, sign for and keep the Association's funds in the Association's bank account within a maximum period of forty-eight (48) hours after collection.
- 2) He/she shall carry out all payments as the paymaster of the Association and shall be the custodian for the funds- the judge of regularity.
- 3) He/she shall, in collaboration with the President and the Financial Secretary, effect all financial transactions involving the Association and other financial institutions.
- 4) The Treasurer shall be the custodian of all movable and immovable property of WICUDA Europe.
- 5) Should be one of the signatories to the bank account.

Section 22: The Financial Secretary:

- 1) The Financial Secretary shall be charged with keeping up-to-date financial records and transactions of WICUDA Europe.
- 2) He/she shall make available whenever the need arises the updated records/reports of the financial affairs of the Association during executive meetings and on the group forum

Section 23: The Public Relations Officer

- 1) Shall be in-charge of public relations and culture (PRC).

- 2) Shall be responsible for promotion of Mbum culture and related programs.
- 3) Shall carry out publicity and ensure protocol/discipline during general and executive meetings as well as during other occasions of WICUDA Europe.
- 4) Shall be responsible for entertainment during refreshments periods at meetings by ensuring that everybody is satisfactorily taken care of.
- 5) Shall be responsible for arranging the seating position set-up during meetings.
- 6) Shall present a concise report on the social affairs.

Section 24: Permanent incapacity of a bureau member:

In case of permanent incapacity, resignation or death of a bureau member, the President shall organise by-elections for the replacement within three (03) months maximum.

Chapter six

Elections

Section 25: Elections into the Executive Bureau

- 1) Elections shall be conducted by an independent electoral commission headed by an appointed member from the Board of Advisers
- 2) The voting of the new Executive shall be done by the constituted GA.
- 3) Elections shall be democratic and by secret ballot, free, fair, transparent, credible and acceptable.
- 4) The electorate shall be members the General Assembly as defined within the meaning of section 13(1) of this Constitution
- 5) Only GA members who have fulfilled their financial obligations at their

country group level shall be qualified to vote or stand for elective posts.

- 6) Country groups may give proxies to delegates of their choice to vote in their places. All proxies or delegates will be announced before the elections by the chairperson of the electoral commission
- 7) During a period of WICUDA Europe instability (dysfunctional Executive bureau) or absence of an Executive bureau, an interim or provisional leadership acts as the Executive. This interim or provisional leadership is elected from executive members from recognized and existing Mbum country groups.

Section 26: Procedure

- 1) Bureau candidates must submit their plan of action to the Electoral commission by the latest sixty (60) days before the election date and the Mbum country groups in Europe shall be notified.
- 2) Elections shall be won by a simple majority of the votes cast.
 - i. The term of office shall be three (03) years renewable once.
 - ii. Elections shall be conducted prior to the annual Convention. The elected executive will be announced at the Convention. The quorum for elections to take place shall be 80% of the constituted GA.

Section 27: Eligibility

- 1) Candidates for Bureau positions shall be people of good standing at Mbum country level and must have been active vis-à-vis their country groups for a minimum period of one year uninterrupted before the election.
- 2) Every Mbum Europe country group shall send either 1 or 2 delegates for elections to occupy WICUDA Europe

executive posts. WICUDA Europe recognizes one (1) Mbum group per country and the groups must have participated in at least 2 conventions. Mbum groups with a size less than 15 people; shall send 1 delegate and more than 15 people shall send 2 delegates to occupy positions respectively.

- 3) Candidates for the post of President may carry out a campaign in all Mbum country groups before the election date. In an election year, candidates will have at least 75 days and at most 90 days to campaign and present their plan of action to the electorates before the polling day. All campaigns must end on or before six hours (06) hours before the election date. Candidates for the post of President shall each be accorded five (5) minutes for a campaign speech before voting commences to present their plan of action.
- 4) Voting members in absentia into a post of responsibility shall be permitted provided his/her consent is sought with an affirmation.
 - i. In case of a tie, a second-round election shall be conducted for the two in competition.
 - ii. If there is a second tie, a coin shall be tossed by the chairperson of the Electoral Commission.
 - iii. No complaints tabled by an absentee member(s) concerning an elective assembly meeting will affect the validity of any action taken during the meeting if the quorum was attained.

Section 28: Handing Over

At the end of the elections, those who were voted will be officially installed by the Board of Advisers. After the installation of the Bureau members, a formal and official

handing over shall be conducted under the supervision of the Board of Advisers on the same day or within thirty (30) days in case the outgoing officer(s) was not present.

Chapter seven

Finances

Section 29: Finances

WICUDA Europe sources of finances shall comprise of:

- a) Fundraising Activities
- b) Aid and Donations
- c) Contribution from country groups

Section 30: Aid

Aid shall be sought by the Executive Bureau from international bodies, local councils, NGOs and other well-wishers.

Section 31: Donations

Free donations will be requested from benevolent donors whenever the need arises.

Section 32: Fundraising Activities

A Fund-Raising exercise may be organised as the need arises to raise funds for the realisation of any envisaged project(s) approved by the Executive Bureau with Board of advisers. The procedure and modalities shall be defined by them.

Section 33: Banking

- 1) WICUDA Europe Funds shall be saved in a WICUDA Europe bank account opened in a credible and reliable national Banking institution.
- 2) The signatories to the WICUDA Europe bank account shall be the President, Treasurer and Financial Secretary or persons instructed by the Executive bureau.

Section 34: Expenditures

All expenditures for the interest of the Association must be authorised by the President in alignment with the treasurer and/or financial secretary.

Section 35: Remunerations

All the functions and duties of the officials put in place to manage the affairs of WICUDA Europe shall be voluntary.

Section 36: Auditing

The Executive bureau shall appoint a team of two (2) or three (03) auditors every year to audit the finances of the organisation.

- 1) The auditors shall submit a draft copy of their report within 2 months of the financial year end. This report should be submitted to the Executive bureau
- 2) The final audit report shall be made public to the General Assembly.

Chapter eight

Discipline and sanctions

Section 37: Sanctions

- 1) Any acts of indiscipline or wrongdoing as established shall be sanctioned after proper investigation at the level concerned and such sanctions shall be commensurate to the gravity of the offence.
- 2) Sanctions that can be meted out shall include warnings, fines, suspension or exclusion. Such sanctions shall not preclude the initiation of legal action against any defaulter by the Association or any third party. For administrative purposes, the above sanctions shall be executed in writing.
- 3) The following offences shall be liable to sanctions in the manner prescribed below:
 - a) Violation of the constitution.

- b) Embezzlement/misappropriation of Association funds.
- c) Gross misconduct and any other act that goes against the values of the Association.

- a) they contravene the values of the Association
- b) they are proposed in bad faith
- c) they threaten the integrity, existence and continuity of the Association

Section 38: Violation of the constitution by any member may lead to one or more of the following consequences: fines, suspension, or exclusion.

Section 39: Embezzlement

Any member found guilty of embezzlement/misappropriation of the Association's funds shall restitute the funds within a given period plus a penalty to be determined by the general assembly of the Association, failing which he/she shall be prosecuted in the court of law.

Section 40: Gross misconduct

This shall attract sanctions ranging from warning, fines or exclusion depending on the gravity of the act and shall be decided by the General Assembly. Sanctions shall be defined by the Executive board. In certain circumstances, legal proceedings may be initiated.

Chapter nine

Amendments

Section 41: Amendments to this Constitution may be proposed by the Bureau, any country group, or by the GA provided that in the case of the GA, the proposal is supported by at least $\frac{1}{3}$ of its members. The Executive Bureau shall examine and determine the admissibility of proposed amendments prior to submitting it to the GA for deliberation and voting.

Section 42: Amendment proposals shall not be accepted if:

Section 43: Proposed amendments are tabled to the executive bureau which reviews its compliance followed by a GA vote on proposed amendment.

Section 44: For purposes of the vote on proposed amendments a quorum shall comprise 60 % of WICUDA Europe membership.

Section 45: Amendments table for adoption by the GA shall pass with a $\frac{2}{3}$ majority vote.

Section 46: Dissolution

- 1) A motion for dissolving the Association may be tabled before the General Assembly meeting by any country group.
- 2) For the purpose of voting on a motion for dissolution, a quorum shall comprise no less than 60 % of WICUDA Europe membership.
- 3) A motion for dissolution shall pass only when at least $\frac{2}{3}$ s have voted in favour thereof.
- 4) In the event of the voluntary dissolution of the Association by its members, all available assets/liabilities of the Association shall be converted into cash by a dissolution committee that be established
- 5) The committee shall use the cash obtained to support Wimbun initiatives back in Cameroon and in Europe.

Part two

General rules and regulations governing members of Wimbum cultural and development association Europe (WICUDA Europe)

Article 1: Finances

WICUDA Europe sources of income shall comprise:

- a) Aid & Donations
 - b) Fund Raising Activities
 - c) Contribution from country groups
- 1) Funds shall be saved in an account opened in Brussels, Belgium where it is incorporated.
 - 2) The signatories to the WICUDA Europe account shall be the President, Treasurer and Financial Secretary or persons instructed by the Executive bureau.
 - 3) All Mbum Europe groups shall pay their contributions to the WICUDA Europe through their respective Treasurers or assigned person to the WICUDA Europe Treasurer against a receipt.
 - 4) The EU Treasurer shall provide the Mbum groups, individuals and/or donors with WICUDA Europe bank account details or deposit all funds in the group's bank account within a maximum period of forty-eight (48) hours after collection.
 - 5) The Treasurer shall present a quarterly summary report of the cash present in the group's bank account during meeting sessions or as per request of the group's president.

Article 2: Expenditures

Provided there is a net profit from the Convention, the host country receives an amount. The net funds raised at each convention shall be split on 3:1 between WICUDA Europe and the host Mbum

country group respectively. The net funds raised is based on sales profit only (gala tickets and drinks) and excludes donations/funds raised etc. An initial financial report of the Convention shall be prepared 2 months after the Convention. The initial report is followed by a final report.

Article 3: Remunerations

All the functions and duties of the officials put in place to manage the affairs of WICUDA Europe shall be voluntary.

Article 4: Social activities:

WICUDA Europe assumes, the following activities shall be handled by the Mbum country group and enshrined in their respective constitutions:

- a) **Entertainment**
- b) **Social Obligations**
- c) **Sickness or Death of a member**

Where there is death of a registered member in a local Mbum country group and which member has through the said country group subscribed to the values of WICUDA Europe, the Association shall request from each Mbum country group the equivalent of minimum €20 per registered member per group. The entire amount from each Mbum country group will be transferred to WICUDA Europe and presented to the family/next of kin of the deceased member.

Article 5: Discipline

The following offences shall be liable to sanctions:

- Violation of the constitution.
- Embezzlement/misappropriation of Association funds.

1) Violation of the constitution by any member may lead to one or more of the following consequences:

finer, suspension, or exclusion to be determined by at least a two-thirds ($\frac{2}{3}$) majority of the general assembly meeting.

2) Any member found guilty of embezzlement/misappropriation of the Association's funds shall be forced by the use of legal measures for restitution of the funds within a given period plus a penalty to be determined by at least a two-third ($\frac{2}{3}$) majority of the members during the general assembly of the Association, failing which he/she shall be prosecuted in the court of law.