



AL-MANIHA LIVESTOCK EMPOWERMENT INITIATIVE

(ALIVE KENYA)

COMMUNITY-BASED ORGANIZATION CONSTITUTION

CONSTITUTION OF AL-MANIHA LIVESTOCK EMPOWERMENT INITIATIVE (ALIVE KENYA)

PREAMBLE

We, the members of **Al-Maniha Livestock Empowerment Initiative (ALIVE Kenya)**, recognizing the need to promote sustainable livelihoods, economic empowerment, poverty reduction, food security, social welfare, and community development among vulnerable communities, do hereby establish this Constitution as the supreme governing instrument of the Organization.

Inspired by the principles of compassion, self-reliance, community solidarity, responsible stewardship of resources, and sustainable development, we commit ourselves to empowering households through livestock-based livelihood programs, agricultural development, education, environmental conservation, entrepreneurship, and other community development initiatives.

We affirm our commitment to equality, inclusiveness, accountability, transparency, integrity, and respect for human dignity without discrimination based on religion, ethnicity, gender, race, disability, social status, or political affiliation.

Guided by the laws of the Republic of Kenya and the aspirations of communities across Kenya, East Africa, and beyond, we hereby adopt and enact this Constitution for the governance and administration of Al-Maniha Livestock Empowerment Initiative (ALIVE Kenya).

ARTICLE 1: NAME, STATUS AND AREA OF OPERATION

1.1 Name

The name of the Organization shall be:

AL-MANIHA LIVESTOCK EMPOWERMENT INITIATIVE (ALIVE KENYA)

hereinafter referred to as "**the Organization.**"

1.2 Legal Status

The Organization shall be a voluntary, non-profit, non-political, community-based organization established and operated in accordance with the laws of Kenya.

1.3 Nature of the Organization

The Organization shall be:

- a) Community-based and development-oriented;
- b) Non-profit making;
- c) Independent and non-partisan;
- d) Open to all persons who support its objectives and principles;
- e) Inspired by values of compassion, social responsibility, empowerment, and community service.

1.4 Headquarters

The Headquarters of the Organization shall be located in:

Butere Sub-County, Kakamega County, Kenya.

1.5 Area of Operation

The Organization shall operate within:

- a) Butere Sub-County;
- b) Kakamega County;
- c) The Republic of Kenya;
- d) East African Community Partner States;
- e) other countries where the Organization may lawfully establish programs and partnerships.

1.6 Duration

The Organization shall have perpetual existence unless dissolved in accordance with this Constitution and applicable laws.

ARTICLE 2: VISION, MISSION, PHILOSOPHY, MOTTO AND CORE VALUES

2.1 Vision

To build empowered, self-reliant, and economically resilient communities through sustainable livestock-based development and integrated livelihood programmes.

2.2 Mission

To improve the livelihoods of vulnerable households and communities through sustainable livestock development, economic empowerment, education, environmental stewardship, social welfare, and community-driven development initiatives.

2.3 Organizational Philosophy

The Organization is founded on the belief that sustainable development is best achieved by empowering individuals and families with productive assets, knowledge, skills, opportunities, and support systems that enable them to become self-reliant and contribute positively to society.

The Organization shall promote development approaches that:

- a) Preserve human dignity;
- b) Encourage self-reliance rather than dependency;
- c) Strengthen families and communities;
- d) Promote sustainable utilization of resources;
- e) Foster social responsibility and mutual support;
- f) Enhance economic productivity and household resilience;
- g) Encourage community participation in development processes.

2.4 Motto

“Empowering Households, Transforming Communities”

2.5 SLOGAN

“Ten Sheep/ One Cow per family Today, Prosperity Tomorrow”

2.6 Core Values

The Organization shall be guided by the following core values:

a) Integrity

Maintaining honesty, ethical conduct, and moral responsibility in all activities.

b) Accountability

Being responsible and answerable for decisions, resources, and actions undertaken by the Organization.

c) Transparency

Conducting all operations openly and fairly to promote trust among members, beneficiaries, partners, and stakeholders.

d) Inclusiveness

Serving and engaging all people without discrimination based on religion, ethnicity, race, gender, disability, social status, or political affiliation.

e) Compassion

Responding to the needs of vulnerable individuals and communities with empathy and concern.

f) Empowerment

Promoting sustainable solutions that enable individuals and communities to improve their own lives.

g) Professionalism

Maintaining high standards of competence, discipline, and excellence in all organizational activities.

h) Community Participation

Encouraging active involvement of community members in planning, implementation, monitoring, and evaluation of programs.

i) Sustainability

Promoting initiatives that create long-term social, economic, and environmental benefits.

j) Stewardship

Ensuring responsible management and utilization of resources entrusted to the Organization.

2.7 Guiding Principles

In implementing its activities, the Organization shall adhere to the following principles:

- a) Respect for the Constitution and laws of Kenya;
- b) Respect for human dignity and human rights;
- c) Participatory decision-making;
- d) Gender equity and social inclusion;
- e) Environmental responsibility;
- f) Partnership and collaboration;
- g) Evidence-based planning and implementation;
- h) Sustainable community development.

2.8 LEGAL STATUS

This Organization is a Community-Based Organization (CBO) registered under the laws of the Republic of Kenya, operating within Butere Sub-County, Kakamega County, and may extend its operations to other parts of Kenya and beyond.

2.9 OFFICIAL LANGUAGE

The official language of the Organization shall be English and Kiswahili though local languages may be used for community engagement and mobilization.

2.10 REGISTERED OFFICE

The registered office of the Organization shall be located in: Butere Sub-County, Kakamega County, Republic of Kenya. The Executive Committee may establish branch offices in other locations as needed.

ARTICLE 3: OBJECTIVES OF THE ORGANIZATION

3.1 Main Objective

The main objective of the Organization shall be to promote sustainable livelihoods, economic empowerment, poverty reduction, and community development through livestock-based interventions and other socio-economic development initiatives.

3.2 Specific Objectives

To achieve its main objective, the Organization shall pursue the following specific objectives:

A. Livestock Development and Empowerment

- a) To establish and implement the Ten Sheep/ One Cow for Every Household Programme and other livestock distribution initiatives.
- b) To promote sheep, goat, dairy cattle, poultry, rabbit, camel, fish, and other livestock production programs.
- c) To support livestock breeding, multiplication, animal health, and veterinary services.
- d) To improve livestock productivity and household incomes through sustainable livestock management practices.
- e) To establish livestock revolving schemes for vulnerable households and communities.
- f) To promote livestock value addition, processing, marketing, and trade.
- g) To support livestock cooperatives, producer groups, and livestock-based enterprises.

B. Agriculture and Food Security

- a) To promote sustainable agriculture and food production.
- b) To support climate-smart agriculture and modern farming techniques.
- c) To establish demonstration farms and training centers.
- d) To improve household food security and nutrition.
- e) To support irrigation, water harvesting, and agricultural productivity initiatives.

C. Economic Empowerment

- a) To promote entrepreneurship and income-generating activities.
- b) To support micro-enterprises, self-help groups, and community businesses.
- c) To facilitate access to skills, training, markets, and financial opportunities.
- d) To promote savings, investment, and financial literacy programs.
- e) To support youth and women economic empowerment initiatives.

D. Education and Capacity Building

- a) To promote access to quality education and lifelong learning.
- b) To provide scholarships, bursaries, and educational support where resources permit.
- c) To organize training, workshops, seminars, conferences, and mentorship programs.
- d) To promote vocational, technical, and entrepreneurial skills development.
- e) To support research, innovation, and knowledge sharing for community development.

E. Women, Youth and Vulnerable Groups Empowerment

- a) To promote the social and economic empowerment of women.
- b) To support youth development and leadership programs.

- c) To assist orphans, widows, persons with disabilities, elderly persons, and other vulnerable groups.
- d) To promote social inclusion and equal opportunities.

F. Environment and Climate Action

- a) To promote environmental conservation and protection.
- b) To undertake tree planting and afforestation programs.
- c) To support climate change adaptation and mitigation initiatives.
- d) To promote sustainable use of natural resources.
- e) To encourage renewable energy and environmentally friendly technologies.

G. Health, Water and Sanitation

- a) To promote community health awareness and preventive health programs.
- b) To support access to clean and safe water.
- c) To promote sanitation and hygiene practices.
- d) To support nutrition and public health initiatives.

H. Social Welfare and Humanitarian Assistance

- a) To provide support during emergencies, disasters, droughts, floods, conflicts, and other humanitarian crises.
- b) To mobilize resources for community welfare and relief interventions.
- c) To support community resilience and disaster preparedness programs.

I. Partnerships and Resource Mobilization

- a) To collaborate with government agencies, development partners, donors, foundations, research institutions, private sector entities, and other stakeholders.
- b) To mobilize resources for the implementation of organizational programs and projects.
- c) To establish strategic partnerships at local, national, regional, and international levels.

J. Endowment and Sustainability Programs

- a) To establish and manage endowment, waqf, trust, and sustainability initiatives in accordance with applicable laws.
- b) To establish income-generating projects that support the long-term sustainability of the Organization.
- c) To acquire, own, lease, manage, and dispose of assets necessary for achieving the objectives of the Organization in accordance with the law.

3.3 Powers of the Organization

For the purpose of achieving its objectives, the Organization shall have power to:

- a) Receive donations, grants, gifts, subscriptions, endowments, and other lawful contributions.
- b) Organize fundraising activities and resource mobilization campaigns.
- c) Own, lease, purchase, hire, or otherwise acquire movable and immovable property.
- d) Employ staff, consultants, and volunteers.
- e) Open and operate bank accounts.
- f) Enter into contracts, memoranda of understanding, and partnerships.
- g) Establish branches, regional offices, projects, and affiliated structures.

h) Undertake any lawful activity that promotes the objectives of the Organization.

3.4 Flagship Programme

The flagship programme of the Organization shall be:

"Ten Sheep/ One Cow for Every Household Programme"

The programme shall aim to empower vulnerable households through livestock ownership, sustainable income generation, food security enhancement, and community economic development.

The Organization may establish additional flagship or special programmes as approved by the General Assembly or the Executive Committee.

ARTICLE 4: MEMBERSHIP

4.1 Membership

Membership of the Organization shall be voluntary and open to individuals and institutions that support the vision, mission, objectives, and values of the Organization and are willing to abide by this Constitution.

The Organization shall not discriminate on the basis of religion, ethnicity, race, gender, disability, social status, or political affiliation.

4.2 Categories of Membership

The Organization shall have the following categories of membership:

a) Founder Member

A Founder Member shall be a person who conceived, established, and played a significant role in the formation of the Organization.

The Founder Member shall enjoy all rights of ordinary membership and such additional responsibilities as may be provided under this Constitution.

For purposes of this Constitution, the Founder and Custodian of the Organization shall be recognized as a Founder Member.

b) Ordinary Member

An Ordinary Member shall be any person admitted into membership after meeting the prescribed requirements and paying the approved membership fees.

Ordinary Members shall have full voting rights and may contest for elective positions within the Organization.

c) Associate Member

An Associate Member shall be an individual who supports the objectives of the Organization but does not wish to participate fully in governance matters.

Associate Members may participate in activities and meetings but shall not vote or contest for elective positions unless upgraded to Ordinary Membership.

d) Institutional Member

An Institutional Member shall be a registered organization, cooperative, self-help group, community group, educational institution, faith-based organization, company, or other legal entity admitted into membership.

Institutional Members shall appoint one representative to participate in meetings of the Organization.

e) Honorary Member

Honorary Membership may be conferred upon distinguished individuals who have rendered exceptional service to the Organization or society.

Honorary Members shall not be required to pay membership fees and shall not have voting rights unless they also qualify under another membership category.

4.3 Qualifications for Membership

A person shall qualify for membership if he or she:

- a) Is at least eighteen (18) years of age;
- b) Supports the objectives of the Organization;
- c) Agrees to abide by this Constitution and lawful decisions of the Organization;
- d) Completes the prescribed membership application process;
- e) Pays the approved membership fees where applicable.

4.4 Admission of Members

- a) Applications for membership shall be submitted to the Executive Committee.
- b) The Executive Committee shall review and determine applications within a reasonable period.
- c) The Executive Committee may approve or reject an application, provided reasons for rejection are recorded.
- d) An applicant whose membership application is rejected may appeal to the General Assembly whose decision shall be final.

4.5 Rights of Members

Members shall have the right to:

- a) Participate in the activities and programs of the Organization;
- b) Attend meetings in accordance with this Constitution;
- c) Receive information relating to the affairs of the Organization;
- d) Vote and be voted for where eligible;
- e) Inspect approved records of the Organization subject to applicable policies;
- f) Submit proposals and recommendations for consideration.

4.6 Duties and Responsibilities of Members

Every member shall:

- a) Uphold and protect the Constitution, vision, mission, and values of the Organization;
- b) Participate actively in the activities of the Organization;
- c) Pay membership fees and other approved contributions;
- d) Protect the assets, reputation, and interests of the Organization;
- e) Observe ethical conduct and promote unity among members;
- f) Comply with lawful decisions and resolutions of the Organization.

4.7 Membership Fees

- a) The Organization may prescribe registration fees, annual membership fees, subscriptions, and other contributions.
- b) The amounts payable shall be determined by the General Assembly upon recommendation of the Executive Committee.
- c) Membership fees may be revised from time to time.

4.8 Suspension of Membership

A member may be suspended by the Executive Committee for:

- a) Violation of this Constitution;
- b) Misconduct detrimental to the Organization;
- c) Misappropriation of organizational resources;
- d) Bringing the Organization into disrepute;
- e) Persistent failure to fulfill membership obligations.

The affected member shall be given an opportunity to be heard before suspension.

4.9 Termination of Membership

Membership shall cease upon:

- a) Voluntary resignation submitted in writing;
- b) Death of the member;
- c) Expulsion in accordance with this Constitution;
- d) Dissolution of an institutional member;
- e) Failure to meet membership requirements for a period determined by the General Assembly.

4.10 Expulsion of a Member

A member may be expelled by a resolution of the General Assembly upon recommendation of the Executive Committee for serious misconduct, fraud, corruption, criminal conduct, or persistent violation of this Constitution.

The member shall be given adequate notice and an opportunity to defend himself or herself before a final decision is made.

4.11 Register of Members

The Organization shall maintain an up-to-date Register of Members containing the names and relevant details of all members.

The Register shall be maintained by the Secretary and shall constitute the official record of membership.

ARTICLE 5: ORGANIZATIONAL STRUCTURE AND GOVERNANCE

5.1 Organizational Structure

The governance structure of the Organization shall consist of:

- a) The General Assembly;
- b) The Executive Committee;
- c) The Board of Advisors;
- d) The Founder and Project Custodian;
- e) County, Regional and Branch Committees as may be established;
- f) Special Committees and Technical Committees established under this Constitution.

5.2 Supremacy of the General Assembly

The General Assembly shall be the supreme decision-making organ of the Organization and shall exercise authority in accordance with this Constitution.

All organs and officials of the Organization shall be accountable to the General Assembly.

PART A: THE GENERAL ASSEMBLY

5.3 Composition

The General Assembly shall consist of:

- a) Founder Members;
- b) Ordinary Members;
- c) Representatives of Institutional Members;
- d) Members entitled to vote under this Constitution.

5.4 Powers and Functions of the General Assembly

The General Assembly shall:

- a) Determine the general policy direction of the Organization;
- b) Elect office bearers of the Organization;
- c) Approve annual reports and audited financial statements;
- d) Approve strategic plans and major policies;
- e) Approve constitutional amendments;
- f) Approve membership fees and subscriptions;
- g) Consider appeals from members;
- h) Approve dissolution of the Organization;
- i) Exercise any other powers granted by this Constitution.

PART B: EXECUTIVE COMMITTEE

5.5 Establishment

There shall be an Executive Committee responsible for the day-to-day management of the Organization.

5.6 Composition of the Executive Committee

The Executive Committee shall consist of:

1. Chairperson
2. Vice Chairperson
3. Secretary General

4. Deputy Secretary General
5. Treasurer
6. Deputy Treasurer
7. Organizing Secretary
8. Programmes and Projects Coordinator
9. Youth Representative
10. Women Representative
11. Two Committee Members

Total: Twelve (12) Members.

5.7 Functions of the Executive Committee

The Executive Committee shall:

- a) Implement decisions of the General Assembly;
- b) Develop policies and operational plans;
- c) Manage organizational resources;
- d) Mobilize resources and partnerships;
- e) Supervise projects and programs;
- f) Employ and supervise staff where necessary;
- g) Prepare annual budgets and reports;
- h) Ensure compliance with this Constitution.

PART C: BOARD OF ADVISORS

5.8 Establishment of the Board of Advisors

The Organization may establish a Board of Advisors composed of distinguished persons with expertise in areas relevant to the objectives of the Organization.

5.9 Composition

The Board of Advisors shall consist of not less than three (3) and not more than nine (9) members appointed by the Executive Committee and ratified by the General Assembly.

5.10 Functions

The Board of Advisors shall:

- a) Provide strategic advice;
- b) Offer technical guidance;
- c) Assist in resource mobilization;
- d) Support institutional growth and sustainability;
- e) Perform any other advisory role assigned by the General Assembly.

The Board of Advisors shall have no voting powers in the management of the Organization unless its members are elected officials under this Constitution.

PART D: COUNTY, REGIONAL AND BRANCH STRUCTURES

5.11 Branches

The Organization may establish branches, county offices, regional offices, and international chapters as may be necessary.

5.12 County Committees

A County Committee may be established in any county where the Organization has sufficient membership and activities.

5.13 Regional Committees

Regional Committees may be established to coordinate activities within:

- a) Western Kenya;
- b) other regions of Kenya;
- c) East African Community Partner States;
- d) other countries where the Organization operates.

5.14 Branch Responsibilities

Branch structures shall:

- a) Implement programs at local level;
- b) Mobilize members;
- c) Submit reports to the Executive Committee;
- d) Promote the objectives of the Organization.

PART E: SPECIAL COMMITTEES

5.15 Establishment

The Executive Committee may establish standing or ad hoc committees to support the implementation of specific functions.

5.16 Possible Committees

Such committees may include:

- a) Livestock Development Committee;
- b) Finance and Audit Committee;
- c) Membership and Welfare Committee;
- d) Resource Mobilization Committee;
- e) Education and Training Committee;
- f) Women Empowerment Committee;
- g) Youth Development Committee;
- h) Monitoring and Evaluation Committee.

5.17 Technical Experts

The Organization may co-opt technical experts into committees where specialized knowledge is required.

Such experts shall not have voting rights unless they are elected members of the Organization.

ARTICLE 6: LEADERSHIP POSITIONS, ELECTIONS, TENURE, VACANCIES AND REMOVAL FROM OFFICE

6.1 Leadership Principles

All leaders of the Organization shall:

- a) Serve with integrity, accountability, transparency, and professionalism;
- b) Uphold the Constitution and objectives of the Organization;
- c) Act in the best interests of the Organization and its beneficiaries;
- d) Avoid conflicts of interest;
- e) Protect and promote the reputation of the Organization.

PART A: OFFICE BEARERS

6.2 Office Bearers

The elected office bearers of the Organization shall be:

- a) Chairperson;
- b) Vice Chairperson;
- c) Secretary General;
- d) Deputy Secretary General;
- e) Treasurer;
- f) Deputy Treasurer;
- g) Organizing Secretary;
- h) Programmes and Projects Coordinator;
- i) Youth Representative;
- j) Women Representative;
- k) Two Committee Members.

PART B: FUNCTIONS OF OFFICE BEARERS

6.3 Chairperson

The Chairperson shall:

- a) Be the chief elected leader of the Organization;
- b) Preside over meetings of the General Assembly and Executive Committee;
- c) Provide strategic leadership and policy direction;
- d) Represent the Organization in official functions;
- e) Ensure implementation of resolutions and decisions;
- f) Be a signatory to organizational accounts and official documents;
- g) Perform any other duties assigned by the General Assembly.

6.4 Vice Chairperson

The Vice Chairperson shall:

- a) Assist the Chairperson;
- b) Perform the duties of the Chairperson in his or her absence;
- c) Undertake assignments delegated by the Chairperson or Executive Committee.

6.5 Secretary General

The Secretary General shall:

- a) Be responsible for administration and correspondence;

- b) Keep records, minutes, and official documents;
- c) Convene meetings upon authorization;
- d) Maintain the membership register;
- e) Prepare organizational reports;
- f) Be the custodian of organizational records.

6.6 Deputy Secretary General

The Deputy Secretary General shall:

- a) Assist the Secretary General;
- b) Act in the absence of the Secretary General;
- c) Perform duties assigned by the Executive Committee.

6.7 Treasurer

The Treasurer shall:

- a) Oversee financial management of the Organization;
- b) Ensure proper accounting records are maintained;
- c) Present financial reports;
- d) Monitor income and expenditure;
- e) Ensure compliance with financial policies;
- f) Be a signatory to organizational accounts.

6.8 Deputy Treasurer

The Deputy Treasurer shall:

- a) Assist the Treasurer;
- b) Act in the absence of the Treasurer;
- c) Perform duties assigned by the Executive Committee.

6.9 Organizing Secretary

The Organizing Secretary shall:

- a) Coordinate meetings, events, and activities;
- b) Mobilize members and stakeholders;
- c) Support implementation of organizational programmes.

6.10 Programmes and Projects Coordinator

The Programmes and Projects Coordinator shall:

- a) Coordinate project planning and implementation;
- b) Monitor programme performance;
- c) Prepare programme reports;
- d) Liaise with partners and beneficiaries;
- e) Support development of new initiatives.

6.11 Youth Representative

The Youth Representative shall:

- a) Represent youth interests within the Organization;
- b) Promote youth participation in programmes and leadership.

6.12 Women Representative

The Women Representative shall:

- a) Represent women's interests within the Organization;
- b) Promote gender inclusion and women empowerment initiatives.

6.13 Committee Members

Committee Members shall:

- a) Participate in Executive Committee deliberations;
- b) Support implementation of organizational activities;
- c) Undertake assignments delegated by the Executive Committee.

PART C: ELECTIONS

6.14 Eligibility for Election

A member shall be eligible for election if he or she:

- a) Is an Ordinary Member in good standing;
- b) Has complied with membership obligations;
- c) Meets qualifications approved by the General Assembly;
- d) Is not disqualified under this Constitution.

6.15 Election Procedure

- a) Elections shall be conducted during the Annual General Meeting (AGM);
- b) Elections shall be by secret ballot, show of hands, or any transparent method approved by the General Assembly;
- c) The candidate receiving the highest number of valid votes shall be declared elected.

PART D: TENURE OF OFFICE

6.16 Term of Office

- a) Elected officials shall serve for a term of three (3) years.
- b) An elected official may serve a maximum of two consecutive terms in the same office.
- c) A former office bearer may seek election again after leaving office for at least one full term.

6.17 Assumption of Office

Newly elected officials shall assume office immediately after declaration of election results or within thirty (30) days as determined by the General Assembly.

PART E: VACANCIES

6.18 Vacancy in Office

An office shall become vacant upon:

- a) Death;
- b) Resignation;
- c) Expiry of term;
- d) Removal from office;
- e) Permanent incapacity;
- f) Loss of membership.

6.19 Filling of Vacancies

- a) The Executive Committee may appoint an interim office holder until the next General Meeting.
- b) Where more than half of the term remains, a by-election may be conducted.

PART F: REMOVAL FROM OFFICE

6.20 Grounds for Removal

An elected official may be removed from office for:

- a) Gross misconduct;
- b) Violation of this Constitution;
- c) Corruption, fraud, or financial impropriety;
- d) Abuse of office;
- e) Persistent absenteeism;
- f) Conduct that brings the Organization into disrepute;
- g) Incompetence or neglect of duty.

6.21 Procedure for Removal

- a) A written complaint shall be submitted to the Executive Committee.
- b) The concerned official shall be informed of the allegations and given an opportunity to respond.
- c) Investigations shall be conducted fairly and impartially.
- d) The General Assembly may remove the official by a two-thirds (2/3) majority vote of members present and voting.

PART G: CODE OF ETHICS

6.22 Ethical Conduct

All leaders shall:

- a) Act honestly and in good faith;
- b) Avoid personal gain from organizational resources;
- c) Declare conflicts of interest;
- d) Maintain confidentiality where required;
- e) Promote unity and teamwork.

ARTICLE 7: FOUNDER AND PROJECT CUSTODIAN

7.1 Recognition of the Founder

The Organization recognizes the individual who conceived, initiated, and led the establishment of the Organization as the Founder of Al-Maniha Livestock Empowerment Initiative (ALIVE Kenya).

The Founder shall be accorded due recognition for his contribution to the vision, philosophy, and establishment of the Organization.

7.2 Office of Founder and Project Custodian

There shall be an honorary office known as the Founder and Project Custodian.

The office shall serve as the guardian of the founding vision, mission, values, philosophy, and long-term strategic direction of the Organization.

7.3 Purpose of the Office

The purpose of the Founder and Project Custodian shall be to:

- a) Preserve the founding vision and philosophy of the Organization;
- b) Safeguard the integrity and sustainability of the Organization;
- c) Promote adherence to the objectives of the Organization;
- d) Protect the flagship programmes and strategic initiatives established by the Organization;
- e) Provide institutional memory and continuity;
- f) Offer strategic guidance and mentorship to leaders and members.

7.4 Functions of the Founder and Project Custodian

The Founder and Project Custodian shall:

- a) Serve as a Patron and Strategic Advisor to the Organization;
- b) Provide guidance on long-term organizational development;
- c) Participate in meetings of the General Assembly and Executive Committee as an ex-officio member;
- d) Advise on major policy and strategic decisions;
- e) Promote partnerships, networking, and resource mobilization;
- f) Support leadership development and succession planning;
- g) Protect and promote the flagship programmes of the Organization.

7.5 Protection of the Flagship Programme

The Founder and Project Custodian shall act as the principal custodian of the:

"Ten Sheep/ One Cow for Every Household Programme"

and any related livestock empowerment models developed under the Organization.

The Organization shall endeavor to preserve and strengthen these programmes in accordance with its objectives and strategic plans.

7.6 Nature of the Office

The office of Founder and Project Custodian shall:

- a) Be honorary and non-executive in nature;
- b) Not replace elected leadership structures;
- c) Not interfere with the day-to-day administration of the Organization;

d) Operate within the framework of this Constitution.

7.7 Participation in Meetings

The Founder and Project Custodian shall:

- a) Receive notices of General Assembly meetings;
- b) Attend meetings of the Organization;
- c) Address meetings on matters affecting the vision and strategic direction of the Organization;
- d) Participate in deliberations.

Where the Founder is not an elected office bearer, he shall not vote on matters reserved exclusively for elected members unless he is otherwise entitled to vote as a member.

7.8 Succession of Custodianship

In the event that the Founder is unable to continue serving in the office due to resignation, incapacity, or death:

- a) The General Assembly may establish a Council of Custodians or appoint a successor custodian;
- b) Such appointment shall require approval by not less than two-thirds (2/3) of members present and voting;
- c) The successor shall be a person who demonstrates commitment to the founding vision and objectives of the Organization.

7.9 Removal from the Office of Custodian

The Founder and Project Custodian may only be removed from the custodial role upon:

- a) Voluntary resignation;
- b) Permanent incapacity;
- c) Conduct that seriously undermines the objectives and reputation of the Organization;
- d) A resolution supported by at least three-quarters (3/4) of members present and voting at a General Assembly meeting.

7.10 Honorary Status

The Founder and Project Custodian shall remain a respected symbol of the Organization's history, vision, and development and shall be accorded appropriate recognition in official records and events of the Organization.

ARTICLE 8: MEETINGS OF THE ORGANIZATION

8.1 General Principles

Meetings of the Organization shall be conducted in a transparent, orderly, participatory, and accountable manner and shall serve as the primary forum for decision-making and review of organizational affairs.

PART A: GENERAL ASSEMBLY MEETINGS

8.2 Annual General Meeting (AGM)

The Organization shall hold an Annual General Meeting (AGM) once every calendar year.

The AGM shall be the principal meeting of the Organization and shall:

- a) Receive and consider annual reports;
- b) Receive and approve financial statements;
- c) Review organizational performance;
- d) Elect office bearers when elections are due;
- e) Approve plans, policies, and budgets;
- f) Consider constitutional amendments;
- g) Transact any other business properly brought before the meeting.

8.3 Notice of AGM

- a) Notice of the AGM shall be given at least twenty-one (21) days before the date of the meeting.
- b) The notice shall specify:
 - Date;
 - Time;
 - Venue;
 - Agenda of the meeting.
- c) Notice may be given through written communication, electronic communication, public announcements, or any other approved means.

8.4 Special General Meeting (SGM)

A Special General Meeting may be convened:

- a) By resolution of the Executive Committee;
- b) By the Chairperson in consultation with the Executive Committee;
- c) Upon written request by at least one-third (1/3) of registered members.

8.5 Purpose of a Special General Meeting

A Special General Meeting shall consider only the matters for which it was convened.

8.6 Notice of a Special General Meeting

Notice of a Special General Meeting shall be issued at least fourteen (14) days before the meeting. In cases of emergency, the Executive Committee may give a shorter notice period provided reasonable efforts are made to inform members.

PART B: QUORUM

8.7 Quorum for General Meetings

The quorum for a General Assembly meeting shall be:

- a) One-third (1/3) of registered voting members; or
- b) Twenty (20) voting members,
whichever is lower.

8.8 Lack of Quorum

Where a quorum is not attained:

- a) The meeting shall stand adjourned to a date determined by the Executive Committee.
- b) The adjourned meeting shall proceed with members present provided proper notice has been issued.

PART C: EXECUTIVE COMMITTEE MEETINGS

8.9 Executive Committee Meetings

The Executive Committee shall meet at least once every three (3) months.
Additional meetings may be convened whenever necessary.

8.10 Special Executive Committee Meetings

Special meetings of the Executive Committee may be convened:

- a) By the Chairperson;
- b) By the Secretary General upon instruction of the Chairperson;
- c) Upon written request by at least one-third (1/3) of Executive Committee members.

8.11 Quorum for Executive Committee Meetings

The quorum for Executive Committee meetings shall be at least one-half (1/2) of its members.

PART D: VOTING

8.12 Decision-Making

The Organization shall strive to make decisions through consultation and consensus.
Where consensus cannot be achieved, decisions shall be made through voting.

8.13 Voting Rights

Each eligible voting member shall have one vote.

Voting by proxy shall not be permitted unless specifically authorized by the General Assembly through regulations.

8.14 Method of Voting

Voting may be conducted through:

- a) Show of hands;
- b) Secret ballot;
- c) Roll-call vote;
- d) Electronic voting where applicable.

The presiding officer shall determine the appropriate method unless the meeting decides otherwise.

8.15 Ordinary Resolutions

Ordinary matters shall be decided by a simple majority of members present and voting.

8.16 Special Resolutions

The following matters shall require a two-thirds (2/3) majority of members present and voting:

- a) Constitutional amendments;
- b) Removal of elected officials;
- c) Major structural changes;
- d) Any matter designated as requiring a special resolution under this Constitution.

PART E: MINUTES AND RECORDS

8.17 Minutes

Accurate minutes shall be recorded for all meetings.

The minutes shall include:

- a) Date and venue;
- b) Attendance;
- c) Agenda items discussed;
- d) Decisions made;
- e) Resolutions passed;
- f) Signatures of the Chairperson and Secretary General.

8.18 Custody of Minutes

The Secretary General shall maintain and safeguard all meeting records and minutes. Such records shall form part of the official archives of the Organization.

PART F: PARTICIPATION THROUGH TECHNOLOGY

8.19 Virtual Meetings

Meetings may be conducted physically, virtually, or through a hybrid format.

Participation through approved electronic platforms shall constitute valid attendance.

8.20 Electronic Communication

The Organization may utilize email, mobile communication, video conferencing platforms, and other digital technologies for official communication and meetings.

PART G: ORDER AND CONDUCT OF MEETINGS

8.21 Presiding Officer

- a) The Chairperson shall preside over meetings.
- b) In the absence of the Chairperson, the Vice Chairperson shall preside.
- c) In the absence of both, members present shall elect one among themselves to preside.

8.22 Conduct of Members

Members shall:

- a) Observe decorum and respect during meetings;
- b) Respect the authority of the presiding officer;
- c) Avoid disruptive conduct;
- d) Promote constructive dialogue and unity.

8.23 Conflict of Interest

Any member with a direct personal interest in a matter under discussion shall declare such interest and may be required to abstain from voting on that matter.

ARTICLE 9: FINANCE, ASSETS, BANKING, PROCUREMENT AND FINANCIAL MANAGEMENT

9.1 Financial Principles

The financial affairs of the Organization shall be managed in accordance with the principles of:

- a) Accountability;
- b) Transparency;
- c) Prudence;
- d) Integrity;
- e) Value for money;
- f) Proper stewardship of resources.

All funds and assets of the Organization shall be used solely for the achievement of its objectives.

PART A: SOURCES OF FUNDS

9.2 Sources of Funds

The funds and resources of the Organization may be obtained from:

- a) Membership registration fees;
- b) Annual subscriptions;
- c) Donations and gifts;
- d) Grants from government and non-governmental organizations;
- e) Contributions from well-wishers;
- f) Fundraising activities;
- g) Corporate sponsorships;
- h) Income-generating activities;
- i) Endowments, trusts, waqf, and charitable contributions;
- j) Livestock donations and livestock revolving schemes;
- k) Project income and investments;
- l) Any other lawful source approved by the Executive Committee and General Assembly.

9.3 Ownership of Organizational Resources

All money, livestock, equipment, property, investments, vehicles, land, buildings, and other assets acquired by the Organization shall belong to the Organization and not to any individual member. No member shall claim personal ownership over organizational assets by virtue of membership or leadership position.

PART B: BANKING ARRANGEMENTS

9.4 Bank Accounts

The Organization shall open and maintain one or more bank accounts in the name of:

AL-MANIHA LIVESTOCK EMPOWERMENT INITIATIVE (ALIVE KENYA)
at reputable financial institutions approved by the Executive Committee.

9.5 Signatories

The Organization shall maintain at least three authorized signatories:

- 1. Chairperson;
- 2. Secretary General;
- 3. Treasurer.

Any transaction involving withdrawal of funds shall require the authorization of any two (2) signatories.

One of the mandatory signatories shall be the Treasurer.

9.6 Electronic Financial Transactions

The Organization may utilize electronic banking, mobile money services, digital payment platforms, and other lawful financial technologies.

Appropriate controls shall be established to ensure security and accountability.

PART C: BUDGETING AND EXPENDITURE

9.7 Annual Budget

The Executive Committee shall prepare an annual budget for approval by the General Assembly. The budget shall guide all financial operations of the Organization.

9.8 Expenditure

No expenditure shall be incurred unless:

a) It is authorized under an approved budget;

or

b) It is approved by the Executive Committee under exceptional circumstances.

9.9 Emergency Expenditure

The Executive Committee may approve emergency expenditures where immediate action is necessary.

Such expenditure shall be reported to the next General Assembly meeting.

PART D: ACCOUNTING AND RECORDS

9.10 Financial Records

The Organization shall maintain proper books of accounts and financial records, including:

a) Cash books;

b) Bank records;

c) Receipts and payment vouchers;

d) Asset registers;

e) Inventory registers;

f) Livestock registers;

g) Investment records;

h) Any other records required by law.

9.11 Financial Year

The financial year of the Organization shall run from:

1st January to 31st December

or such period as may be approved by the General Assembly.

PART E: AUDIT AND FINANCIAL OVERSIGHT

9.12 Annual Audit

The accounts of the Organization shall be audited annually by:

a) A qualified independent auditor;

or

b) An audit committee appointed by the General Assembly where appropriate.

9.13 Audit Report

The audited financial statements shall be presented to the Annual General Meeting for consideration and approval.

9.14 Financial Inspection

Members may inspect approved financial reports subject to reasonable procedures established by the Executive Committee.

PART F: PROCUREMENT AND ASSET MANAGEMENT

9.15 Procurement Principles

The procurement of goods, services, livestock, equipment, and works shall be guided by:

- a) Fairness;
- b) Transparency;
- c) Competition;
- d) Cost-effectiveness;
- e) Accountability.

9.16 Asset Register

The Organization shall maintain a comprehensive register of all assets including:

- a) Livestock;
- b) Vehicles;
- c) Land;
- d) Buildings;
- e) Equipment;
- f) Office furniture;
- g) Investments;
- h) Any other property.

9.17 Disposal of Assets

Assets may only be sold, transferred, donated, or disposed of with approval of the Executive Committee and in accordance with established policies.

Major assets shall require approval by the General Assembly.

PART G: LIVESTOCK ASSETS AND REVOLVING PROGRAMMES

9.18 Livestock Register

The Organization shall maintain an accurate livestock register indicating:

- a) Type of livestock;
- b) Number;
- c) Beneficiary household;
- d) Date of distribution;
- e) Offspring and multiplication records;
- f) Transfers and replacements.

9.19 Livestock Empowerment Schemes

The Organization may establish livestock empowerment schemes including:

- a) Ten Sheep/ One Cow for Every Household Programme;
- b) Goat Distribution Programme;
- c) Dairy Cow Programme;
- d) Poultry Development Programme;
- e) Other livestock revolving initiatives approved by the Organization.

9.20 Beneficiary Agreements

Beneficiaries participating in livestock distribution programmes may be required to sign agreements outlining:

- a) Responsibilities of beneficiaries;
- b) Animal welfare obligations;
- c) Breeding and multiplication arrangements;
- d) Reporting requirements;
- e) Conditions for participation.

PART H: RESOURCE MOBILIZATION AND INVESTMENTS

9.21 Investments

The Organization may invest surplus funds in lawful and prudent investments consistent with its objectives.

9.22 Income-Generating Activities

The Organization may establish income-generating projects to strengthen financial sustainability.

9.23 Endowment and Sustainability Fund

The Organization may establish an Endowment and Sustainability Fund to support long-term development and continuity of its programmes.

PART I: MISUSE OF RESOURCES

9.24 Prohibition of Misappropriation

Any member or official who misappropriates, misuses, embezzles, or fraudulently deals with organizational resources shall be subject to:

- a) Disciplinary action;
- b) Recovery proceedings;
- c) Removal from office;
- d) Legal action where appropriate.

9.25 Personal Benefit

No member, official, or employee shall use organizational resources for personal gain except for approved remuneration, allowances, or reimbursements authorized by the Organization.

ARTICLE 10: HUMAN RESOURCE MANAGEMENT, STAFF, VOLUNTEERS AND CONSULTANTS

10.1 Human Resource Principles

The Organization shall promote professionalism, integrity, fairness, accountability, merit, and equal opportunity in the engagement and management of its human resources.

10.2 Human Resource Capacity

The Organization may engage:

- a) Employees;
- b) Volunteers;
- c) Interns;
- d) Consultants;
- e) Technical Advisors;
- f) Project Personnel;
- g) Any other personnel necessary for the achievement of its objectives.

PART A: EMPLOYEES

10.3 Employment of Staff

The Organization may recruit and employ staff as may be necessary for the efficient implementation of its programmes and activities.

All appointments shall be made through fair, transparent, and merit-based processes.

10.4 Executive Director

As the Organization grows, the Executive Committee may establish the office of:

Executive Director (ED)

who shall be the Chief Executive Officer of the Organization.

10.5 Functions of the Executive Director

The Executive Director shall:

- a) Be responsible for day-to-day management of the Organization;
- b) Implement policies and decisions of the Executive Committee;
- c) Supervise staff and organizational operations;
- d) Coordinate programmes and projects;
- e) Manage organizational resources responsibly;
- f) Prepare operational plans, budgets, and reports;
- g) Represent the Organization where authorized.

10.6 Appointment of Executive Director

The Executive Director shall be:

- a) Recruited competitively;
- b) Appointed by the Executive Committee;
- c) Accountable to the Executive Committee.

PART B: STAFF RESPONSIBILITIES

10.7 Duties of Employees

Employees shall:

- a) Perform assigned duties diligently;
- b) Observe organizational policies;
- c) Protect organizational assets;
- d) Maintain confidentiality where necessary;
- e) Uphold the reputation of the Organization.

10.8 Performance Management

The Organization may establish systems for:

- a) Performance appraisal;
- b) Staff development;
- c) Capacity building;
- d) Professional growth.

PART C: VOLUNTEERS

10.9 Volunteers

The Organization may engage volunteers in support of its activities.

Volunteers shall play an important role in community mobilization, programme implementation, training, awareness creation, and resource mobilization.

10.10 Rights of Volunteers

Volunteers shall:

- a) Be treated with dignity and respect;
- b) Receive appropriate orientation and training;
- c) Work in a safe environment;
- d) Receive recognition for their contribution.

10.11 Responsibilities of Volunteers

Volunteers shall:

- a) Adhere to organizational values;
- b) Respect beneficiaries and community members;
- c) Safeguard organizational property;
- d) Follow lawful instructions and policies.

PART D: CONSULTANTS AND TECHNICAL EXPERTS

10.12 Engagement of Consultants

The Organization may engage consultants and technical experts where specialized expertise is required.

10.13 Areas of Consultancy

Consultants may be engaged in areas including:

- a) Livestock development;
- b) Veterinary services;
- c) Agriculture;

- d) Finance and auditing;
- e) Strategic planning;
- f) Legal services;
- g) Research and monitoring;
- h) Resource mobilization;
- i) Any other specialized field.

PART E: REMUNERATION AND BENEFITS

10.14 Remuneration

Employees shall receive fair remuneration as determined by:

- a) Employment contracts;
- b) Organizational policies;
- c) Available resources.

10.15 Allowances

The Organization may provide reasonable allowances for:

- a) Travel;
- b) Accommodation;
- c) Training;
- d) Meetings;
- e) Field assignments;
- f) Other approved activities.

10.16 Reimbursement of Expenses

Members, staff, and volunteers may be reimbursed for legitimate expenses incurred on behalf of the Organization in accordance with approved policies.

PART F: DISCIPLINE

10.17 Staff Discipline

Employees shall be subject to disciplinary procedures for:

- a) Misconduct;
- b) Negligence;
- c) Insubordination;
- d) Fraud;
- e) Corruption;
- f) Breach of organizational policies.

10.18 Fair Hearing

No employee shall be disciplined without being given an opportunity to be heard.

10.19 Disciplinary Measures

Disciplinary action may include:

- a) Verbal warning;
- b) Written warning;
- c) Suspension;
- d) Demotion;

- e) Termination of employment;
- f) Legal action where appropriate.

PART G: CONFLICT OF INTEREST

10.20 Conflict of Interest

Staff, volunteers, consultants, and officials shall avoid situations where personal interests conflict with the interests of the Organization.

10.21 Disclosure

Any actual or potential conflict of interest shall be disclosed promptly to the Executive Committee.

10.22 Prohibited Conduct

No person shall:

- a) Use organizational resources for personal benefit;
- b) Award contracts to themselves without disclosure and approval;
- c) Abuse their position for private gain.

PART H: SAFEGUARDING AND PROTECTION

10.23 Protection of Beneficiaries

The Organization shall promote the protection, dignity, and welfare of beneficiaries, particularly:

- a) Children;
- b) Women;
- c) Persons with disabilities;
- d) Elderly persons;
- e) Vulnerable groups.

10.24 Harassment and Abuse

The Organization shall not tolerate:

- a) Harassment;
- b) Exploitation;
- c) Abuse;
- d) Discrimination;
- e) Any form of violence.

Appropriate disciplinary and legal action shall be taken against offenders.

PART I: HUMAN RESOURCE POLICIES

10.25 Human Resource Manual

The Organization may develop a Human Resource Manual and other policies to guide employment and personnel management.

Such policies shall be consistent with this Constitution and applicable laws.

ARTICLE 11: PROGRAMMES, PROJECTS, BENEFICIARY SELECTION AND LIVESTOCK REVOLVING MODEL

11.1 Establishment of Programmes

The Organization shall design, establish, implement, monitor, and evaluate programmes and projects aimed at achieving its vision, mission, and objectives.

Programmes may be implemented directly by the Organization or in partnership with other stakeholders.

11.2 Flagship Programme

The flagship programme of the Organization shall be known as:

"TEN SHEEP/ ONE COW FOR EVERY HOUSEHOLD PROGRAMME"

The programme shall serve as the primary livestock empowerment initiative of the Organization and shall seek to improve livelihoods through sustainable livestock ownership and household economic empowerment.

11.3 Other Programmes

The Organization may establish additional programmes including but not limited to:

- a) Goat Empowerment Programme;
- b) Dairy Cow Development Programme;
- c) Poultry Development Programme;
- d) Youth Economic Empowerment Programme;
- e) Women Economic Empowerment Programme;
- f) Agriculture and Food Security Programme;
- g) Education and Scholarship Programme;
- h) Water, Sanitation and Health Programme;
- i) Environmental Conservation Programme;
- j) Emergency Relief and Humanitarian Support Programme;
- k) Any other programme approved by the Executive Committee and General Assembly.

PART A: BENEFICIARY SELECTION

11.4 Eligibility of Beneficiaries

Beneficiaries of organizational programmes shall be selected fairly, transparently, and without discrimination.

Priority may be given to:

- a) Poor and vulnerable households;
- b) Widows and widowers;
- c) Orphans and child-headed households;
- d) Persons with disabilities;
- e) Unemployed youth;
- f) Women-headed households;
- g) Small-scale farmers and pastoralists;
- h) Other vulnerable groups identified by the Organization.

11.5 Beneficiary Identification

Beneficiaries may be identified through:

- a) Community consultations;
- b) Village committees;
- c) Local leaders;
- d) Field assessments;
- e) Household surveys;
- f) Any transparent process approved by the Organization.

11.6 Approval of Beneficiaries

Final approval of beneficiaries shall be undertaken by the relevant programme committee or authorized organ of the Organization.

PART B: LIVESTOCK REVOLVING MODEL

11.7 Livestock Empowerment Approach

The Organization shall promote sustainable livestock empowerment approaches that encourage:

- a) Self-reliance;
- b) Household income generation;
- c) Asset ownership;
- d) Community solidarity;
- e) Long-term sustainability.

11.8 Revolving Livestock Model

The Organization may implement livestock revolving programmes under which beneficiaries may pass on agreed livestock offspring or equivalent value to support additional beneficiaries.

The specific operational procedures shall be contained in programme guidelines approved by the Executive Committee.

11.9 Programme Agreements

Beneficiaries may be required to sign participation agreements outlining:

- a) Rights and responsibilities;
- b) Livestock care requirements;
- c) Reporting obligations;
- d) Revolving arrangements;
- e) Programme compliance requirements.

11.10 Community Participation

Communities shall be encouraged to participate in programme planning, implementation, monitoring, and evaluation.

PART C: LIVESTOCK WELFARE

11.11 Animal Welfare

All livestock programmes shall promote humane treatment and proper care of animals.

Beneficiaries shall be encouraged to provide:

- a) Adequate feeding;
- b) Clean water;
- c) Shelter;
- d) Veterinary care;

e) Appropriate breeding management.

11.12 Veterinary Support

The Organization may collaborate with veterinary professionals and institutions to promote livestock health and productivity.

PART D: MONITORING AND ACCOUNTABILITY

11.13 Monitoring of Projects

The Organization shall establish mechanisms for monitoring programme implementation and performance.

11.14 Reporting

Beneficiaries and programme officers may be required to submit reports concerning:

- a) Livestock performance;
- b) Project outcomes;
- c) Challenges encountered;
- d) Resource utilization.

11.15 Evaluation

The Organization may conduct periodic evaluations to assess:

- a) Programme effectiveness;
- b) Sustainability;
- c) Beneficiary impact;
- d) Lessons learned.

PART E: PARTNERSHIPS

11.16 Programme Partnerships

The Organization may collaborate with:

- a) Government agencies;
- b) Research institutions;
- c) Universities;
- d) Development partners;
- e) Private sector organizations;
- f) Community groups;
- g) International organizations.

11.17 Technical Assistance

The Organization may seek technical support for programme design, livestock management, research, training, and innovation.

PART F: PROGRAMME SUSTAINABILITY

11.18 Sustainability Measures

The Organization shall encourage sustainability through:

- a) Beneficiary training;
- b) Community ownership;
- c) Livestock multiplication schemes;

- d) Income-generating activities;
- e) Savings and investment initiatives;
- f) Capacity building programmes.

11.19 Programme Guidelines

The Executive Committee may develop detailed programme manuals, regulations, and operational guidelines to support implementation of organizational programmes.

11.20 Intellectual Property and Programme Models

Any programme models, training materials, manuals, innovations, logos, publications, or development approaches created by the Organization shall remain the property of the Organization unless otherwise determined by the Executive Committee.

PART G: TEN SHEEP/ ONE COW FOR EVERY HOUSEHOLD PROGRAMME PRINCIPLES

11.21 Guiding Principles

The Ten Sheep/ One Cow for Every Household Programme shall be guided by the following principles:

- a) Poverty reduction;
- b) Household empowerment;
- c) Dignity and self-reliance;
- d) Community participation;
- e) Sustainability;
- f) Accountability;
- g) Livestock welfare;
- h) Expansion of benefits to additional households.

11.22 Expansion and Replication

The Organization may replicate, adapt, and expand the Ten Sheep/ One Cow for Every Household Programme within Kenya, East Africa, Africa, and other regions of the world in accordance with local laws and circumstances.

ARTICLE 12: PARTNERSHIPS, NETWORKS, AFFILIATIONS, RESOURCE MOBILIZATION AND PUBLIC RELATIONS

12.1 Commitment to Partnerships

The Organization recognizes that collaboration and partnership are essential for achieving sustainable development and maximizing impact.

The Organization shall therefore establish and maintain partnerships with institutions and individuals whose objectives are consistent with its vision, mission, and values.

PART A: PARTNERSHIPS

12.2 Strategic Partnerships

The Organization may enter into partnerships, collaborations, and cooperative arrangements with:

- a) National and County Governments;
- b) Community-Based Organizations (CBOs);
- c) Non-Governmental Organizations (NGOs);
- d) Public Benefit Organizations (PBOs);
- e) Faith-Based Organizations;
- f) Universities and research institutions;
- g) Schools and training institutions;
- h) Private sector entities;
- i) International organizations;
- j) Development partners;
- k) Donor agencies;
- l) Any lawful institution whose activities support the objectives of the Organization.

12.3 Memoranda of Understanding

The Organization may enter into Memoranda of Understanding (MOUs), partnership agreements, consortium agreements, and other lawful arrangements to facilitate cooperation.

12.4 Approval of Partnerships

Major partnerships involving financial commitments, property, strategic obligations, or long-term cooperation shall be approved by the Executive Committee.

PART B: NETWORKS AND AFFILIATIONS

12.5 Membership in Networks

The Organization may join local, national, regional, and international networks, associations, federations, and forums that promote its objectives.

12.6 Affiliations

The Organization may affiliate with institutions engaged in:

- a) Livestock development;
- b) Agriculture;
- c) Community development;
- d) Poverty reduction;
- e) Environmental conservation;
- f) Education;

- g) Humanitarian assistance;
- h) Social enterprise development;
- i) Sustainable development initiatives.

12.7 Independence

Affiliation or partnership shall not compromise the independence, identity, or autonomy of the Organization.

PART C: RESOURCE MOBILIZATION

12.8 Resource Mobilization

The Organization shall actively mobilize resources necessary for the achievement of its objectives.

12.9 Resource Mobilization Strategies

Resource mobilization may include:

- a) Fundraising campaigns;
- b) Grant applications;
- c) Donor partnerships;
- d) Corporate sponsorships;
- e) Charitable contributions;
- f) Endowment and sustainability funds;
- g) Livestock donations;
- h) Crowdfunding initiatives;
- i) Income-generating projects;
- j) Any lawful means approved by the Organization.

12.10 Acceptance of Donations

The Organization may accept donations, grants, gifts, livestock, equipment, land, buildings, services, and other lawful contributions.

12.11 Conditions on Donations

The Organization shall not accept donations that:

- a) Conflict with its objectives;
- b) Compromise its independence;
- c) Violate applicable laws;
- d) Undermine its integrity or reputation.

PART D: PUBLIC RELATIONS AND COMMUNICATION

12.12 Public Image

The Organization shall maintain a positive public image and promote public confidence through transparency, professionalism, and responsible conduct.

12.13 Communication

The Organization may communicate through:

- a) Public meetings;
- b) Printed publications;
- c) Radio and television;

- d) Websites;
- e) Social media platforms;
- f) Electronic communication systems;
- g) Any other lawful communication channels.

12.14 Official Statements

Official statements on behalf of the Organization may be made by:

- a) The Chairperson;
- b) The Secretary General;
- c) The Executive Director;
- d) Any other person authorized by the Executive Committee.

12.15 Publications

The Organization may publish:

- a) Reports;
- b) Research papers;
- c) Training materials;
- d) Newsletters;
- e) Policy briefs;
- f) Books and manuals;
- g) Digital content;
- h) Any other publication relevant to its objectives.

PART E: INTERNATIONAL COOPERATION

12.16 Regional and International Engagement

The Organization may establish partnerships and programmes within:

- a) Kenya;
- b) East African Community Partner States;
- c) Africa;
- d) Other parts of the world.

12.17 International Representation

The Organization may participate in international conferences, forums, exhibitions, exchange programmes, and development initiatives consistent with its objectives.

PART F: BRANDING AND ORGANIZATIONAL IDENTITY

12.18 Name and Logo Protection

The name, logo, motto, publications, programme models, and official identity of the Organization shall be protected and used only for lawful organizational purposes.

12.19 Use of Organizational Identity

No person shall use the Organization's name, logo, branding, or reputation for personal gain or unauthorized purposes.

12.20 Intellectual Property

Any intellectual property developed by the Organization shall belong to the Organization unless otherwise provided by written agreement.

PART G: REPRESENTATION AND ADVOCACY**12.21 Advocacy**

The Organization may undertake lawful advocacy and awareness activities related to its objectives.

12.22 Non-Partisanship

The Organization shall remain non-political and shall not endorse or support any political party or political candidate.

12.23 Public Interest

In carrying out advocacy activities, the Organization shall promote the welfare and development of communities in a non-discriminatory and responsible manner.

ARTICLE 13: RECORDS, REPORTING, MONITORING, EVALUATION, LEARNING AND KNOWLEDGE MANAGEMENT

13.1 Purpose

The Organization shall establish and maintain effective systems for record keeping, reporting, monitoring, evaluation, organizational learning, and knowledge management to ensure accountability, transparency, continuous improvement, and sustainable impact.

PART A: RECORDS MANAGEMENT

13.2 Organizational Records

The Organization shall maintain accurate and up-to-date records including:

- a) Membership records;
- b) Minutes of meetings;
- c) Financial records;
- d) Asset registers;
- e) Livestock registers;
- f) Project records;
- g) Human resource records;
- h) Partnership agreements;
- i) Legal and regulatory documents;
- j) Any other records necessary for the effective operation of the Organization.

13.3 Custody of Records

The Secretary General shall be responsible for maintaining official organizational records. Specialized records may be maintained by designated officers under the supervision of the Executive Committee.

13.4 Access to Records

Members may access organizational records in accordance with approved policies and procedures, subject to confidentiality requirements and applicable laws.

13.5 Preservation of Records

The Organization shall take reasonable measures to preserve and protect records against loss, damage, unauthorized access, or destruction.

PART B: REPORTING

13.6 Organizational Reporting

The Organization shall prepare periodic reports on its activities, programmes, finances, and performance.

13.7 Types of Reports

Reports may include:

- a) Annual reports;
- b) Financial reports;
- c) Programme reports;
- d) Monitoring reports;

- e) Evaluation reports;
- f) Audit reports;
- g) Donor reports;
- h) Any other reports required by the Organization or applicable laws.

13.8 Submission of Reports

Relevant officers, committees, staff, and programme coordinators shall submit reports within the timelines prescribed by the Organization.

PART C: MONITORING

13.9 Monitoring Framework

The Organization shall establish monitoring systems to track progress toward the achievement of its objectives.

13.10 Monitoring Activities

Monitoring activities may include:

- a) Field visits;
- b) Beneficiary follow-up;
- c) Livestock performance tracking;
- d) Project reviews;
- e) Community consultations;
- f) Data collection and analysis.

13.11 Monitoring Responsibility

The Executive Committee, staff, programme coordinators, and designated committees shall be responsible for monitoring activities under their respective mandates.

PART D: EVALUATION

13.12 Evaluation of Programmes

The Organization shall periodically evaluate its programmes and projects to assess:

- a) Relevance;
- b) Efficiency;
- c) Effectiveness;
- d) Impact;
- e) Sustainability;
- f) Lessons learned.

13.13 Independent Evaluation

Where necessary, the Organization may engage independent evaluators or experts to conduct evaluations.

13.14 Utilization of Findings

Findings from evaluations shall be used to improve programme design, implementation, accountability, and organizational performance.

PART E: LEARNING AND KNOWLEDGE MANAGEMENT

13.15 Organizational Learning

The Organization shall promote a culture of continuous learning, innovation, and improvement.

13.16 Documentation of Experiences

The Organization shall document:

- a) Success stories;
- b) Lessons learned;
- c) Best practices;
- d) Innovations;
- e) Research findings;
- f) Community experiences.

13.17 Knowledge Sharing

The Organization may share knowledge through:

- a) Publications;
- b) Conferences;
- c) Workshops;
- d) Seminars;
- e) Training programmes;
- f) Digital platforms;
- g) Community forums.

PART F: RESEARCH AND INNOVATION

13.18 Research

The Organization may undertake or support research related to:

- a) Livestock development;
- b) Poverty reduction;
- c) Community development;
- d) Agriculture;
- e) Environmental sustainability;
- f) Economic empowerment;
- g) Any area relevant to its objectives.

13.19 Innovation

The Organization shall encourage innovation and the development of practical solutions to community challenges.

13.20 Partnerships in Research

The Organization may collaborate with universities, research institutions, government agencies, and other organizations in conducting research and innovation activities.

PART G: DATA PROTECTION AND CONFIDENTIALITY

13.21 Confidential Information

Confidential information obtained through organizational activities shall be protected and used only for lawful and authorized purposes.

13.22 Data Protection

The Organization shall collect, process, store, and use personal information in accordance with applicable laws and ethical standards.

13.23 Privacy of Beneficiaries

The dignity, privacy, and confidentiality of beneficiaries, members, donors, staff, and partners shall be respected at all times.

PART H: IMPACT MEASUREMENT

13.24 Impact Assessment

The Organization shall endeavor to measure and document the social, economic, environmental, and institutional impact of its programmes.

13.25 Key Performance Indicators

The Organization may develop indicators to measure:

- a) Household income improvement;
- b) Livestock growth and productivity;
- c) Food security outcomes;
- d) Employment creation;
- e) Community participation;
- f) Environmental impact;
- g) Organizational growth and sustainability.

13.26 Reporting of Impact

Impact results may be shared with members, communities, donors, partners, government agencies, and other stakeholders as appropriate.

PART I: DIGITAL TRANSFORMATION

13.27 Information Systems

The Organization may establish and maintain digital information systems for administration, finance, programme management, monitoring, communication, and reporting.

13.28 Electronic Records

Electronic records shall be recognized as official records where maintained in accordance with approved procedures and applicable laws.

ARTICLE 14: DISCIPLINE, DISPUTE RESOLUTION, ETHICS, COMPLAINTS AND WHISTLEBLOWER PROTECTION

14.1 Purpose

This Article establishes mechanisms for promoting ethical conduct, accountability, transparency, discipline, dispute resolution, and protection of the rights and interests of members, beneficiaries, staff, volunteers, and stakeholders of the Organization.

PART A: CODE OF ETHICS AND CONDUCT

14.2 Ethical Standards

All members, leaders, staff, volunteers, consultants, and representatives of the Organization shall conduct themselves in a manner that upholds:

- a) Integrity;
- b) Honesty;
- c) Accountability;
- d) Professionalism;
- e) Respect for others;
- f) Fairness;
- g) Responsibility;
- h) Transparency.

14.3 Duty of Loyalty

Every member and official shall act in the best interests of the Organization and shall avoid actions that may damage its reputation, objectives, assets, or operations.

14.4 Respect and Non-Discrimination

All persons associated with the Organization shall be treated with dignity and respect without discrimination based on religion, ethnicity, race, gender, disability, age, social status, or political affiliation.

PART B: MISCONDUCT

14.5 Acts Constituting Misconduct

The following shall constitute misconduct:

- a) Violation of this Constitution;
- b) Abuse of office;
- c) Fraud or corruption;
- d) Misappropriation of funds or assets;
- e) Harassment or intimidation;
- f) False reporting;
- g) Breach of confidentiality;
- h) Conflict of interest not properly disclosed;
- i) Persistent failure to perform assigned duties;
- j) Conduct that brings the Organization into disrepute.

14.6 Gross Misconduct

The following may constitute gross misconduct:

- a) Theft or embezzlement of organizational resources;
- b) Forgery or falsification of records;
- c) Corrupt practices;
- d) Sexual exploitation or abuse;
- e) Serious abuse of authority;
- f) Criminal conduct affecting the Organization;
- g) Deliberate sabotage of organizational programmes or assets.

PART C: DISCIPLINARY PROCESS

14.7 Right to Fair Hearing

No member, official, staff member, volunteer, or consultant shall be disciplined without being informed of the allegations against them and given an opportunity to respond.

14.8 Lodging of Complaints

Complaints may be submitted in writing to:

- a) The Secretary General;
- b) The Chairperson;
- c) The Executive Committee;
- d) Any designated ethics or disciplinary committee.

14.9 Preliminary Review

Upon receipt of a complaint, the Executive Committee or designated committee shall conduct a preliminary review to determine whether further action is required.

14.10 Investigation

Where necessary, an investigation shall be conducted fairly, impartially, and confidentially.

14.11 Disciplinary Decisions

Following investigation, the appropriate authority may:

- a) Dismiss the complaint;
- b) Issue advice or warning;
- c) Require corrective action;
- d) Suspend the individual concerned;
- e) Remove the individual from office;
- f) Expel a member;
- g) Refer the matter to law enforcement authorities where appropriate.

PART D: DISCIPLINARY SANCTIONS

14.12 Types of Sanctions

Disciplinary sanctions may include:

- a) Verbal warning;
- b) Written warning;
- c) Reprimand;
- d) Suspension;
- e) Removal from office;
- f) Expulsion from membership;

- g) Restitution or recovery of losses;
- h) Legal action where appropriate.

14.13 Proportionality

Sanctions shall be proportionate to the nature and seriousness of the misconduct.

PART E: DISPUTE RESOLUTION

14.14 Internal Resolution

The Organization shall encourage amicable settlement of disputes through dialogue, mediation, and reconciliation.

14.15 Mediation

Where disputes arise between members, leaders, committees, beneficiaries, or staff, mediation may be conducted by persons appointed by the Executive Committee.

14.16 Appeals

Any person aggrieved by a disciplinary decision may appeal to the General Assembly within thirty (30) days of receiving the decision.

14.17 Final Internal Authority

The decision of the General Assembly shall constitute the final internal decision of the Organization.

Nothing in this Constitution shall prevent any person from seeking lawful remedies available under the laws of Kenya.

PART F: COMPLAINTS MANAGEMENT

14.18 Complaints Mechanism

The Organization shall establish accessible mechanisms for receiving and handling complaints from:

- a) Members;
- b) Beneficiaries;
- c) Staff;
- d) Volunteers;
- e) Donors;
- f) Partners;
- g) Members of the public.

14.19 Confidentiality

Complaints shall be handled confidentially and with due regard for the rights and dignity of all persons involved.

14.20 Protection from Victimization

No person shall be victimized, threatened, intimidated, or discriminated against for making a complaint in good faith.

PART G: WHISTLEBLOWER PROTECTION

14.21 Whistleblower Protection

Any person who reports misconduct, corruption, fraud, abuse, or other wrongdoing in good faith shall be protected from retaliation.

14.22 Confidential Reporting

The Organization may establish confidential reporting channels to facilitate disclosure of wrongdoing.

14.23 Protection Measures

The Organization shall take reasonable measures to protect whistleblowers from:

- a) Harassment;
- b) Intimidation;
- c) Retaliation;
- d) Unfair treatment.

PART H: ANTI-CORRUPTION AND INTEGRITY

14.24 Zero Tolerance for Corruption

The Organization shall maintain a zero-tolerance policy toward corruption, bribery, fraud, embezzlement, and misuse of resources.

14.25 Declaration of Interests

Leaders, staff, consultants, and committee members shall disclose any actual or potential conflict of interest in matters involving the Organization.

14.26 Gifts and Benefits

No person shall solicit or accept gifts, favors, or benefits that may improperly influence decision-making within the Organization.

PART I: SAFEGUARDING

14.27 Protection of Vulnerable Persons

The Organization shall promote the safety, dignity, and welfare of:

- a) Children;
- b) Women;
- c) Persons with disabilities;
- d) Elderly persons;
- e) Other vulnerable individuals.

14.28 Prohibited Conduct

The Organization prohibits:

- a) Sexual harassment;
- b) Sexual exploitation;
- c) Physical abuse;
- d) Emotional abuse;
- e) Neglect;
- f) Exploitation of beneficiaries.

Any violation shall attract disciplinary and legal action.

14.29 Ethical Culture

The Organization shall promote a culture of integrity, accountability, respect, and responsible leadership at all levels.

ARTICLE 15: AMENDMENT OF THE CONSTITUTION, DISSOLUTION, TRANSITIONAL PROVISIONS AND ADOPTION

15.1 Supremacy of the Constitution

This Constitution shall be the supreme governing instrument of the Organization.

All members, leaders, committees, staff, volunteers, programmes, policies, and activities of the Organization shall be governed by this Constitution.

Any decision, regulation, policy, or action inconsistent with this Constitution shall be null and void to the extent of the inconsistency.

PART A: AMENDMENT OF THE CONSTITUTION

15.2 Power to Amend

The Organization may amend this Constitution whenever necessary to improve governance, operations, and achievement of its objectives.

15.3 Proposal of Amendments

Amendments may be proposed by:

- a) The Executive Committee;
- b) The Founder and Project Custodian;
- c) Any standing committee of the Organization;
- d) At least one-third (1/3) of registered voting members.

15.4 Notice of Amendment

A proposed constitutional amendment shall be circulated to members not less than twenty-one (21) days before the meeting at which it will be considered.

15.5 Approval of Amendments

A constitutional amendment shall be approved by a two-thirds (2/3) majority of members present and voting at a duly constituted General Assembly meeting.

15.6 Registration of Amendments

Where required by law, approved amendments shall be submitted to the relevant registration authorities for approval and registration.

PART B: PERIODIC REVIEW

15.7 Constitutional Review

The Organization may undertake a comprehensive review of this Constitution every five (5) years or at such other time as may be determined by the General Assembly.

15.8 Review Committee

The General Assembly may appoint a Constitutional Review Committee to coordinate the review process.

PART C: DISSOLUTION OF THE ORGANIZATION

15.9 Dissolution

The Organization may only be dissolved by a resolution passed at a Special General Meeting convened specifically for that purpose.

15.10 Notice of Dissolution Meeting

Notice of a meeting to consider dissolution shall be given to members not less than thirty (30) days before the date of the meeting.

15.11 Approval of Dissolution

A resolution to dissolve the Organization shall require approval by at least three-quarters (3/4) of registered voting members present and voting.

15.12 Settlement of Liabilities

Before dissolution, the Organization shall settle all lawful debts, obligations, liabilities, and contractual commitments.

15.13 Disposal of Assets upon Dissolution

Upon dissolution and after settlement of liabilities:

- a) No asset of the Organization shall be distributed among members;
- b) The remaining assets shall be transferred to one or more non-profit organizations, charitable institutions, community development organizations, trusts, foundations, or public benefit organizations with objectives similar to those of ALIVE Kenya;
- c) The recipient organization(s) shall be determined by the General Assembly in accordance with applicable laws.

15.14 Livestock and Programme Assets

Where livestock empowerment programmes are in operation at the time of dissolution, appropriate arrangements shall be made to ensure that programme beneficiaries are not unfairly disadvantaged and that livestock assets are transferred responsibly and lawfully.

PART D: TRANSITIONAL PROVISIONS

15.15 Founding Leadership

The founding office bearers shall serve until the first elections conducted under this Constitution unless otherwise determined by the General Assembly.

15.16 Existing Decisions and Actions

All lawful decisions, actions, commitments, and activities undertaken during the establishment of the Organization shall remain valid unless inconsistent with this Constitution.

15.17 Development of Policies

The Executive Committee may develop policies, regulations, manuals, guidelines, and procedures necessary for implementation of this Constitution.
Such policies shall not contradict the provisions of this Constitution.

PART E: INTERPRETATION

15.18 Interpretation Authority

Any question regarding interpretation of this Constitution shall, in the first instance, be considered by the Executive Committee.

Appeals may be made to the General Assembly whose decision shall be final within the Organization.

15.19 Governing Law

This Constitution shall be interpreted and applied in accordance with the laws of the Republic of Kenya.

PART F: ADOPTION

15.20 Adoption

This Constitution was duly adopted by the members of:

AL-MANIHA LIVESTOCK EMPOWERMENT INITIATIVE (ALIVE KENYA)

at a meeting held at _____

on this _____ day of _____, 20.....

15.21 Commencement

This Constitution shall come into force immediately upon its adoption by the members and approval by the relevant authorities where required.

SIGNATURES OF FOUNDING MEMBERS

Founder and Project Custodian

Name: _____

Signature: _____

Date: _____

Chairperson

Name: _____

Signature: _____

Date: _____

Secretary General

Name: _____

Signature: _____

Date: _____

Treasurer

Name: _____

Signature: _____

Date: _____

SCHEDULE I

ORGANIZATIONAL STRUCTURE AND ORGANOGRAM

1. Governance Structure

The governance structure of AL-MANIHA LIVESTOCK EMPOWERMENT INITIATIVE (ALIVE KENYA) shall be as follows:

Level 1: General Assembly

(Supreme Governing Organ)

↓

Level 2: Founder and Project Custodian

(Guardian of Vision and Strategic Direction)

↓

Level 3: Executive Committee

- Chairperson
- Vice Chairperson
- Secretary General
- Deputy Secretary General
- Treasurer
- Deputy Treasurer
- Organizing Secretary
- Programmes and Projects Coordinator
- Youth Representative
- Women Representative
- Two Committee Members

↓

Level 4: Executive Director (When Appointed)

↓

Level 5: Programme Staff, Volunteers and Consultants

↓

Level 6: County Committees, Branches and Community Structures

↓

Level 7: Beneficiaries and Community Groups

2. Advisory Structure

The Organization may establish:

Board of Advisors

comprising professionals in:

- Livestock Development
- Veterinary Science
- Agriculture
- Economics and Finance
- Community Development
- Law and Governance
- Education and Research
- Fundraising and Partnerships

The Board shall provide advisory support without interfering in elected governance structures.

3. Programme Structure

The Organization may operate through the following programme units:

- a) Ten Sheep/ One Cow for Every Household Programme
- b) Livestock Development Programme
- c) Agriculture and Food Security Programme
- d) Youth Empowerment Programme
- e) Women Empowerment Programme
- f) Education and Skills Development Programme
- g) Environmental Conservation Programme
- h) Humanitarian and Emergency Support Programme
- i) Research and Innovation Programme
- j) Resource Mobilization and Sustainability Programme

4. Geographical Structure

The Organization may establish:

Community Level Units

↓

Village Committees

↓

Ward Committees

↓

Sub-County Committees

↓

County Committees

↓

Regional Committees

↓

National Office

↓

East African Chapters

↓

International Chapters

SCHEDULE II

MEMBERSHIP FEES, REGISTRATION FEES, ANNUAL SUBSCRIPTIONS AND HONORARY MEMBERSHIP

Pursuant to the provisions of this Constitution, the following membership fees and subscriptions shall apply unless revised by the General Assembly.

1. Registration Fees

Every applicant seeking membership shall pay a one-time registration fee as follows:

Membership Category	Registration Fee (KES)
Ordinary Member	500
Youth Member	500
Institutional Member	5,000
Life Member	10,000

2. Annual Membership Subscription

Members shall pay annual subscriptions as follows:

Membership Category	Annual Subscription (KES)
Ordinary Member	1,000
Youth Member	500
Institutional Member	5,000
Life Member	Exempt

3. Life Membership

A person may become a Life Member upon payment of a one-time fee of:

KES 10,000

A Life Member shall:

- a) Enjoy all rights and privileges of Ordinary Membership;
- b) Be exempt from annual subscription fees;
- c) Support the long-term growth and sustainability of the Organization.

4. Institutional Membership

Institutional Membership shall be open to:

- a) Community-based organizations;
- b) Cooperatives;
- c) Self-help groups;
- d) Educational institutions;
- e) Faith-based organizations;
- f) Development organizations;
- g) Other legally recognized entities.

Institutional Members shall nominate one representative to participate in organizational activities.

5. Special Contributions

The General Assembly may approve special contributions, fundraising levies, or development contributions where necessary for organizational growth and sustainability.

6. Review of Fees

Membership fees and subscriptions may be reviewed from time to time by the General Assembly through a resolution passed by a simple majority of members present and voting.

7. Waiver of Fees

The Executive Committee may, for good cause, waive or reduce membership fees for:

- a) Vulnerable persons;
- b) Persons with disabilities;
- c) Students;
- d) Special categories approved by the Executive Committee.

8. Refunds

Membership fees and subscriptions paid to the Organization shall generally be non-refundable unless otherwise determined by the Executive Committee under exceptional circumstances.

9. Membership Arrears

Any member who fails to pay annual subscriptions for two consecutive years may have membership rights suspended until outstanding obligations are settled.

SCHEDULE III

LEADERSHIP OATH OF OFFICE AND CODE OF CONDUCT

PART A: OATH OF OFFICE

Every elected leader shall take the following oath before assuming office:

OATH OF OFFICE

"I, _____, having been elected/appointed to serve AL-MANIHA LIVESTOCK EMPOWERMENT INITIATIVE (ALIVE KENYA), do solemnly swear (or affirm) that I shall faithfully discharge my duties with honesty, integrity, fairness, and diligence.

I shall uphold the Constitution, protect the assets and reputation of the Organization, promote its vision and objectives, and serve the members and beneficiaries without fear, favor, corruption, discrimination, or personal interest.

I further undertake to safeguard the Ten Sheep/ One Cow for Every Household Programme and all other initiatives of the Organization for the benefit of present and future generations.

So help me God."

Signature: _____

Date: _____

PART B: LEADERSHIP CODE OF CONDUCT

All leaders shall:

- a) Uphold the Constitution and policies of the Organization;
- b) Act honestly and transparently;
- c) Avoid conflicts of interest;
- d) Protect organizational resources;
- e) Promote unity among members;
- f) Respect diversity and inclusion;
- g) Maintain confidentiality where appropriate;
- h) Avoid corruption, fraud, and abuse of office;
- i) Promote accountability and good governance;
- j) Act as ambassadors of the Organization.

PART C: DECLARATION OF INTEREST

Every elected official shall annually declare any personal, business, financial, or organizational interests that may create a conflict with the interests of ALIVE Kenya.

SCHEDULE IV

TEN SHEEP/ ONE COW FOR EVERY HOUSEHOLD PROGRAMME CHARTER

1. Establishment

The Ten Sheep/ One Cow for Every Household Programme is hereby recognized as the flagship programme of AL-MANIHA LIVESTOCK EMPOWERMENT INITIATIVE (ALIVE KENYA).

2. Vision

To empower vulnerable households through sustainable livestock ownership, economic self-reliance, and community solidarity.

3. Mission

To improve livelihoods by facilitating access to sheep and other livestock assets while promoting responsible livestock management and community-based development.

4. Core Principles

The Programme shall be guided by:

- a) Human dignity;
- b) Self-reliance;
- c) Community ownership;
- d) Sustainability;
- e) Accountability;
- f) Transparency;
- g) Equity and inclusion;
- h) Livestock welfare;
- i) Poverty reduction.

5. Programme Objectives

The Programme shall seek to:

- a) Increase household asset ownership;
- b) Improve household income;
- c) Enhance food security;
- d) Promote livestock production;
- e) Reduce poverty and vulnerability;
- f) Strengthen community resilience;
- g) Expand opportunities for future generations.

6. Beneficiary Commitment

Beneficiaries shall:

- a) Care for livestock responsibly;
- b) Participate in training activities;
- c) Cooperate with monitoring activities;
- d) Support sustainability measures approved by the Organization.

7. Sustainability

The Organization shall promote livestock multiplication, community participation, training, savings culture, and other sustainability measures to ensure long-term programme success.

8. Expansion

The Programme may be replicated and adapted throughout:

- Kakamega County;
- Kenya;
- East Africa;
- Africa;
- Other regions of the world.

9. Custodianship

The Founder and Project Custodian shall serve as the constitutional guardian of the Programme's vision, philosophy, and long-term development in accordance with the Constitution.