



NTHUSE FOUNDATION

Your skills development partner.

Non-Profit Organisation No: 123-728
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31 July 2013

NTHUSE FOUNDATION CONSTITUTION

1. NAME

- 1.1 The organisation hereby constituted will be **called Nthuse Foundation**.
- 1.2 Its shortened name will be **Nthuse** (hereinafter referred to as the organisation).

The organisation shall:

- Exist in its own right, separately from its members.
- Continue to exist even when its membership changes and there are different office bearers.
- Be able to own property and other possessions.
- Be able to sue and be sued in its own name.

2. Objectives

(a) The organisation's main objectives are to:

1. To raise funds towards skills development for youth with disabilities and from previously disadvantaged communities in SA
2. To Advance skills development and Capacity Building for the youth with accredited training providers who provide a high standard of education (certificate to diploma level)
3. To project manage these students effectively and to endeavour to create a successful outcome once studies have been completed

(b) The organisation's secondary objectives will be to:

3. Income and property

- 3.1 The organisation will keep a record of everything it owns.
- 3.2 The organisation may not give any of its money or property to its members or office bearers. The only time it can do this is when it pays for work that a member or office bearer has done for the organisation. The payment must be a reasonable amount for the work that has been done.
- 3.3 A member of the organisation can only get money back from the organisation for expenses that she or he has paid for or on behalf of the organisation.

4. Membership and General Meetings

- 4.1 If a person wants to become a member of the organisation, she or he will have to ask the organisation's management committee. The management committee has the right to say no.
- 4.2 Members of the organisation must attend monthly general meetings.

5. Management

- 5.1 A management committee will manage the organisation. The management committee will be made up of not less than **3 members**. They are the office bearers of the organisation.
- 5.2 Office bearers will serve for one year, but they can stand for re-election for another term in office after that. Depending on what kind of services they give to the organisation, they can stand for re-election into office again and again. This is so long as their services are needed and they are ready to give their services.
- 5.3 The management committee will meet once a month. More than half of members need to be at the meeting to make decisions that are allowed to be carried forward. This constitutes a quorum.
- 5.4 Minutes will be taken at every meeting to record the management committee's decisions. The minutes shall be confirmed as a true record of proceedings, by the next meeting of the management committee,
- 5.6 All members of the organisation have to abide by decisions that are taken by the management committee.

6. Powers of the organisation

- 6.1 The management committee may take on the power and authority that it believes it needs to be able to achieve the objectives that are stated in point number 2 of this constitution. Its activities must abide by the law.
- 6.2 The management committee has the power and authority to raise funds or to invite and receive contributions.
- 6.3 The management committee does, however, have the power to buy, hire or exchange for any property that it needs to achieve its objectives.



6.4 The management committee has the right to make by-laws for proper management, including procedure for application, approval and termination of membership.

6.5 The management committee has the right to dismiss other members with immediate effect, should they not be working effectively towards the running of the NPO OR should they be found doing unethical business practices which could harm the NPO, its beneficiaries and the other members

7. Meetings and procedures of the committee

7.1 The management committee must hold monthly meetings.

7.2 Minutes of all meetings must be kept safely and always be on hand for members to consult.

7.3 The minutes of meetings must be sent to the Department of Social Development along with the financials and the Narrative report

8 Finance

8.1 Mr Anton Botes is Nthuse Foundation accounting officer his duty is to put management accounts together, audit and handle all finances of the organisation.

8.2 The treasurer's job is to control the day to day finances of the organisation. The treasurer shall arrange for all funds to be put into a bank account in the name of the organisation. The treasurer must also keep proper records of all the finances.

8.3 The financial year of the organisation runs from 1st March to 28th February of each year

8.4 The organisation's accounting records and reports must be ready and handed to the Director of Non profit Organisations (Department of Social Services) within six months after the financial year end.

8.5 If the organisation has funds that can be invested, the funds may only be invested with registered financial institutions. These institutions are listed in Section 1 of the Financial Institutions (Investment of Funds) Act, 1984. Or the organisation can get securities that are listed on a licensed stock exchange as set out in the Stock Exchange Control Act, 1985. The organisation can go to different banks to seek advice on the best way to look after its funds.

9. Changes to the constitution

9.1 The constitution can be changed by a resolution. The resolution has to be agreed upon and passed by not less than two thirds of the members who are at the annual general meeting or special general meeting. Members must vote at this meeting to change the constitution.

9.2 Two thirds of the members shall be present at a meeting ("the quorum") before a decision to change the constitution is taken. Any general meeting may vote upon such a notion

9.3 No amendments may be made which would have the effect of making the organisation cease to exist.

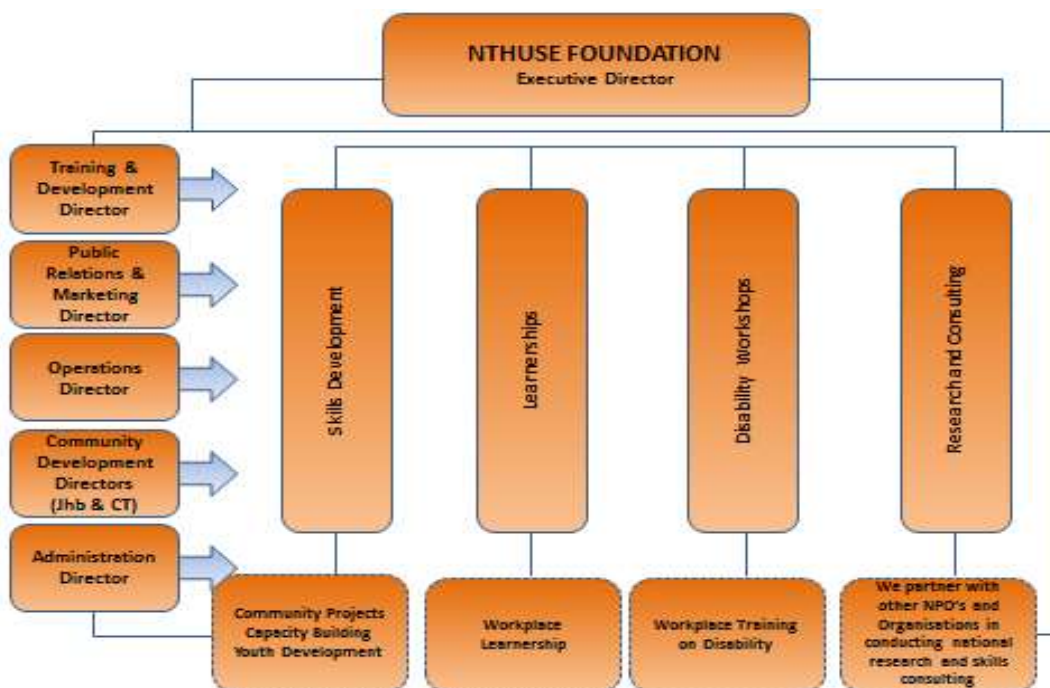


10. Dissolution/Winding-up

- 10.1 The organisation may close down if at least two-thirds of the members present and voting at a meeting convened for the purpose of considering such matter, are in favour of closing down.
- 10.2 When the organisation closes down it has to pay off all its debts. After doing this, if there is property or money left over it should not be paid or given to members of the organisation.

11. Adoption of the constitution

This constitution was approved and accepted by members of



NTHUSE FOUNDATION DIRECTOR PROFILES

Operational / Fundraising Director - Amos Maziba



- Disability specialist in awareness programs since 2003
- Training for Nthuse Diversity management Solutions cc
- Has been involved in Facilities management and done environmental and workstation audits for various organizations Nationally
- Has been involved in health and safety and implementation of policies around all aspects of these issues
- Amos works as an independent disability consultant

Administration /Treasurer - Kim Krynauw



- Recruitment and Selection for over 10 years,
- Disability specialisation in recruitment, training and Learnerships for over 9 Years
- Owner and founder of Nthuse Diversity Management Solutions CC in 2003
- Runs various disability awareness programs for HR, EE, Line managers and staff for various organisations
- Involved in setting up disability policies and assisting organisations with disability integration
- Worked with the Presidency on setting up disability policies, conference programs etc.
- Involved in environmental and workstation audits for the Presidency and various Organisations Nationally
- Co-ordinated and facilitated ACSA disability expo in Gauteng from 2005 to 2007 and the Independent Healthy living and disability expo at NASREC in 2008
- In 2010 Started a successful skills development program for previously disadvantaged and students with disabilities. Is the founder of Nthuse Foundation

Public Relations & Marketing Director (Gauteng)– Gina Khoza Bishop



Gina is currently working as a disability consultant. She was employed by the Association for the Physically Disabled / Barrier Breakers as a Marketing and Sales Representative. She works with people with disabilities as well as advocating for them. Gina is also involved in the staff recruitment and team building exercising as well as raising funds for the organization.





Community Development Director (Cape Town) – Elizabeth Maphike

Elizabeth possesses enormous skills in Community Development. Years working as an educator in life skills have taught her the value of youth Development and sheer determination.

She is involved in mobilizing the youth and interviewing and recruiting candidates for training and development.

Contact Details:

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