BYLAWS OF MULATAKO

SAWA North America Diaspora Federation of Associations

SYMBOLISM AND CULTURAL SIGNIFICANCE OF MULATAKO

MULATAKO embodies the spirit, unity, and cultural identity of the SAWA peoples of the Atlantic coast of Cameroon—from Campo to Mamfé, a region blessed by the vibrant Wouri River and its world-renowned "Mbea Towe," the unique shrimp that inspired the historic name Rio Dos Camarões, from which the modern name Cameroon derives.

The Mbea Towe symbolizes more than natural abundance. It represents the strength, resilience, and collective prosperity that emerge when communities work together—just as the tides and currents of the Wouri sustain life and prosperity along its banks.

As sons and daughters of this rich coastal heritage, we recognize the Mbea Towe as a living metaphor for the foundation of our federation:

- To unite SAWA associations across North America as one family
- To nurture prosperity through cooperation and innovation
- To safeguard and promote SAWA culture, traditions, and values
- To mobilize diaspora resources toward the development of SAWA communities abroad and in the homeland

Thus, MULATAKO stands not only as a federation of associations but as a symbol of unity, cultural pride, and collective progress, connecting our diaspora to our ancestral homeland.

PREAMBLE

We, the SAWA Associations and Organizations established in the United States of America, Canada, and Mexico, united by a shared heritage and cultural identity, hereby establish the SAWA North America Diaspora Federation of Associations (MULATAKO).

Recognizing the diversity, strength, and potential of our diaspora communities, we create this federation as a coordinated platform for unity, cooperation, leadership, solidarity, and collective development.

Through MULATAKO, we commit to:

- Promoting SAWA cultural heritage and traditions
- Strengthening solidarity among diaspora associations
- Supporting professional and economic advancement of members
- Encouraging knowledge exchange between the diaspora and our homeland
- Contributing to the sustainable development of SAWA communities through shared engagements

ARTICLE I — NAME AND LEGAL STATUS

1. The organization shall be known as the SAWA North America Diaspora Federation of Associations, hereafter referred to as MULATAKO.
2. MULATAKO shall operate as a non-profit, non-political, non-religious, and non-governmental federation.
3. The Federation shall be incorporated under the laws of the designated state of incorporation, Canada and in other jurisdictions where necessary.
4. MULATAKO is a federation of independent SAWA community, cultural, professional, and hometown associations in North America.

ARTICLE II — VISION, MISSION, AND VALUES

Vision

To create a strong and prosperous community that recognizes diversity and unity as core components of its identity, promotes the preservation of the values and culture of the SAWA people in North America, and encourages networking and socio-economic development initiatives.

Mission

To unite SAWA associations across North America under a collaborative platform that strengthens leadership, promotes cultural identity, and collaborates with all SAWA cultural associations willing to work with MULATAKO to advance community development abroad and in the homeland.

Core Values

- **Unity & Solidarity:** We are a people united since ancient times and recognize the necessity of strengthening this unity in North America.
- **Diversity:** The richness of our culture, expressed through language, gastronomy, art, and traditions, is a vibrant testament to our identity.
- **Respect:** We maintain deep respect for our heritage, ourselves, and others through consideration, regard, and kindness in all interactions.
- **Openness:** We embrace differences constructively and stand as champions of harmonious coexistence.
- **Progress:** We adhere to the fair distribution of effort and view collective fulfillment as the foundation of sustainable development.

Motto: *Mboa P̲o̲, Moto M̲ō̲, Ndolo P̲o̲*

ARTICLE III — OBJECTIVES

MULATAKO shall:

1. Support and coordinate activities among SAWA associations across North America.
2. Promote networking, partnerships, and mutual support.
3. Advocate for the interests of SAWA diaspora communities.
4. Support humanitarian, cultural, and development initiatives.
5. Promote youth leadership and empower women's participation.
6. Encourage diaspora investment and knowledge exchange.

ARTICLE IV — MEMBERSHIP

Full Member Association

A legally registered SAWA association comprising at least seven (7) active members.

Rights of Members

Full Member Associations in good standing have the right to:

- Participate in General Assembly meetings and Conventions
- Cast votes on federation matters
- Nominate candidates for leadership roles
- Access federation programs and resources

Responsibilities

Member Associations shall:

- Abide by the federation's bylaws. (Member Associations are encouraged to align their local bylaws with Article IV of these bylaws.)
- One time membership dues as established by the Council of Leaders.
- Actively promote the mission and activities of MULATAKO.

ARTICLE V — GOVERNANCE STRUCTURE

MULATAKO shall operate through three primary governing bodies:

1. General Assembly
2. Council of Leaders
3. General Secretariat

ARTICLE VI — GENERAL ASSEMBLY

The General Assembly is the highest deliberative and decision-making body of MULATAKO, composed of representatives from member associations across North America. It serves as the primary forum for consultation, coordination, strategic direction, and policy ratification.

Key responsibilities include:

- Reviewing and approving major programs and strategic plans.
- Ratifying governing policies, agreements, and constitutional amendments.
- Exercising oversight to ensure administrative transparency and accountability.

ARTICLE VII — COUNCIL OF LEADERS

The Council of Leaders serves as the governing and policy oversight body between Conventions.

Composition

- Current Association Presidents
- Immediate Past Presidents (up to two preceding generations)
- Parliamentarian I (USA)
- Parliamentarian II (Canada)

Responsibilities

The Council of Leaders shall:

- Implement decisions adopted by the General Assembly.
- Establish strategic direction and operational policy oversight.
- Approve annual budgets, financial reports, and program initiatives.
- Appoint and supervise the General Secretary.

ARTICLE VIII — GENERAL SECRETARIAT

The General Secretariat is the executive and administrative body of MULATAKO. It is headed by the General Secretary, who is appointed by the Council of Leaders to manage daily operations and execute organizational policy.

ARTICLE IX — ELECTION PROCEDURES

Election Cycle

Elections shall occur every three (3) years.

Nomination Process

Candidates for elective office must:

- Be nominated by a Full Member Association in good standing.
- Meet established eligibility requirements.
- Submit a formal written statement of intent.

Voting

- Voting shall be conducted by secret ballot.
- Each Full Member Association receives one (1) vote (through the Association's Leader).
- Elections are decided by a simple majority vote of participating member associations.

Terms of Office

- Parliamentarians: Elected every two (2) years.
- General Secretary: Appointed by the Council of Leaders for a three-year (3-year) term, renewable once.

ARTICLE X — REMOVAL AND IMPEACHMENT

Grounds for Removal

Any elected or appointed officer may be removed for:

- Gross misconduct or unethical behavior
- Abuse or misuse of authority
- Financial mismanagement, fraud, or negligence
- Violation of federation by-laws or official policies
- Failure to disclose conflicts of interest
- Persistent non-performance of official duties
- Actions damaging the reputation or integrity of MULATAKO
- Disparagement, insubordination, or unprofessional conduct toward members
- Physical or verbal aggression
- Unauthorized disclosure of confidential information to external entities

Initiation of Proceedings

1. A formal written complaint stating specific allegations and supporting documentation must be submitted to the Council of Leaders.
2. The complaint must be endorsed by at least two (2) Full Member Associations or Council members.

Preliminary Review & Investigation

1. The Council of Leaders shall conduct a preliminary review within fourteen (14) days to evaluate the merits of the complaint.
2. If validated, a formal investigation shall be initiated and completed within thirty (30) days.
3. The accused officer shall receive written notice, access to evidence, and the right to present a defense.

Hearing & Decision

1. A formal hearing shall be held allowing both parties to present evidence and witnesses.
2. Removal requires a two-thirds (2/3) majority vote of the Council members present.
3. Suspensions may be issued as an interim measure during ongoing investigations.

Appeals

1. Appeals must be filed with the Council of Leaders within thirty (30) days of the ruling.
2. The decision of the Council of Leaders upon appeal is final and binding.

ARTICLE XI — FINANCIAL STRUCTURE

Revenue sources for MULATAKO shall include:

- Membership dues: One time registration of $150 USA and $200 CAD
- Fundraising initiatives and convention proceeds
- Grants, corporate sponsorships, and donations

ARTICLE XII — DISPUTE RESOLUTION

Organizational disputes shall be resolved through:

1. Internal mediation led by the Council of Leaders or a designated committee.
2. Binding arbitration by the Council of Leaders.

ARTICLE XIII — CONFLICT OF INTEREST POLICY

Purpose & Scope

This policy ensures decisions are made strictly in the best interest of MULATAKO and applies to all officers, directors, committee members, and volunteers acting on behalf of the organization.

Duty to Disclose & Recusal

Any individual with a personal, financial, or professional conflict of interest must promptly disclose it in writing to the Council of Leaders. Interested parties shall recuse themselves from all deliberations and voting on the matter.

Annual Acknowledgment

All individuals serving in leadership roles shall review this policy annually and affirm their compliance in writing.

ARTICLE XIV — AMENDMENTS

These bylaws may be amended by a simple majority vote of the General Assembly. Proposed amendments must be submitted in writing to the Council of Leaders at least sixty (60) days prior to voting.

ARTICLE XV — DISSOLUTION

Dissolution of MULATAKO requires a unanimous (100%) vote of the Council of Leaders. Upon dissolution, remaining assets shall be transferred to non-profit organizations with similar missions supporting SAWA communities.

ARTICLE XVI — ADOPTION

These bylaws were drafted and approved by the Council of Leaders of MULATAKO on April 11, 2026, in Yonkers, New York, subject to final ratification by the General Assembly (Association members).

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President, Council of Leaders **General Secretary**