

HOUSE RULES/BYLAWS
OF
NAATH KEE NHIAM
A CLUBHOUSE SOCIAL MEDIA PLATFORM

THE PREAMBLE:

Naath Kεε Nhiam House's preamble bylaws in wholesome and in part aims to create an atmosphere of unity of purpose geared towards promoting good image, history, respect and tolerance, compromise, and basic political and social orientations in correcting the mediocrities, defense through analytical understanding of our social affairs, identifying the positive and distorted narratives by social media campaigns from others. Responding and/or supporting social media campaigns that might be knowingly or unknowingly meant to target the Nuär people. Create awareness in the areas of our diverse political, social, cultural, and economic spectrum with respect to all our inherited historical and modern S. Sudan, and the geopolitical past and current potential strategic and communal alliances within current geographical disposition. Make serious efforts to organize and unite all Nuer communities, subcommunities and various political groups/factions through dialogue, political orientation, and education. This, however, is exceptionally a voluntary task taken up inclusively by all Nuär society members at home and abroad to achieve a perfect unity of purpose in the Naath Kεε Nhiam house.

ARTICLE I: NAME AND PURPOSE

Section 1: Name: The name of the organization will be Naath Kεε Nhiam. The name is a catchy phrase, widely unifying, easily memorable, and self-explanatory, which the majority of the Naath Kεε Nhiam members have endorsed.

Section 2: Purpose: Naath Kεε Nhiam is organized exclusively for charitable, cultural, social, political, and education purposes. It will be an interest-based organization with voluntary membership.

The purpose of this organization is to:

- A. Promote peace and unity through dialogue by providing inclusive environment for Naath irrespective of their communal or political affiliations.
- B. Protect, advance, and advocate for Naath interests in South Sudan, Ethiopia, and diaspora. Vital Naath interests include safety and security of Naath people back home and abroad, food and economic security, and availability of key resources and critical infrastructure such as clean water, transportation, electricity, commerce, etc. in Naath homeland.
- C. Mobilize resources and knowledge necessary to carry out political orientation to increase political awareness in Naath society.
- D. Research and clearly identify Naath communal and political problems and address those problems immediately.
- E. Coach and mentor Naath youths and Naath future leaders.

ARTICLE II: MEMBERSHIP

Section 1: Recruitment

- A. Membership will be inclusive and voluntary for all Naath members from the ages of 18 and above. Some exceptions may be granted based on circumstances.
- B. Membership will only be accessible through application, nominations or invites from current members.
- C. Membership financial contributions will be decided by the assembly in due time.

Section 2: New Members

- A. Will go through greet and meet procedures. Will first be introduced by the individuals who invited them to the house, followed by the chairperson.
- B. Will be given a chance to briefly introduce themselves with their full legal name, county of origin, and political view, if they have any political affiliation.
- C. Will be required to read and familiarize themselves with the rules and regulations, and mostly importantly, the Code of Conduct under Article X.

Section 3: Members have privilege and right to.

- A. Share their ideas and opinions.
- B. Be informed and actively engaged in all aspects of the platform.
- C. Participate in an environment free of all forms of sectional/clannish discrimination and harassment.
- D. Be treated fairly, equally, and have their privacy and confidentiality respected.

ARTICLE III: EXECUTIVE LEADERSHIP: NUMBER, APPOINTMENT, TERM, AND COMPENSATION.

Section 1: Number

- A. Will consist of five (5) or seven (7) officers.
- B. Vacancy will not prevent the leadership from conducting business.

Section 2: Appointment or election: the general assembly will.

- A. Nominate leaders and officers in NKN general assembly meeting.
- B. Will elect or appoint Chairperson, Vice Chairperson, Secretary, Treasurer, Information and Public Relations Officer, NSRC Head, and NAC Head.

Section 3: Term and compensation

- A. Executive members shall serve for one (1) year. This does not preclude any member from being reappointed.
- B. The executives will serve voluntarily without compensation.
- C. Their work is considered voluntary and may be rewarded in the future if they demonstrate high quality of leadership, and the organization is successful.

Section 4: Leadership Functions

- A. Executes plan and decisions made by the general assembly.
- B. Enforces the House Rules and issues disciplines
- C. Decides on important matters.

ARTICLE IV: ROLES, RESPONSIBILITIES AND REMOVAL

Section 1: Chairperson

- A. Welcomes and introduces new members and guests.
- B. Helps prepare agendas, gets through the agenda on time, and guides conduct of meetings.
- C. Prevents anyone from taking over and dominating discussions.
- D. Sums up problems, points, decisions, and ensures decisions are carried out.
- E. Presides over the executive leadership team and approves documents.
- F. Builds unity of purpose, tries to promote consensus, and ensures sufficient consideration of issues.
- G. Pursues the mission and vision of the organization.
- H. Knows and understands the house rules and enforces them.
- I. Delegates tasks.
- J. Represents group to the outside world.

Section 2: Vice Chairperson

- A. Assumes the roles and responsibilities of the chairperson in their absence.

Section 3: Gen. Secretary

- A. Prepares an agenda in consultation with the chairperson.
- B. Arranges time and books a suitable venue for the meeting and guest speaker if necessary.

- C. Sends notice of the meeting and agenda to all members so that they will receive it at least a week before the meeting is arranged. These should always be sent out even if they are held at the same time and place each week or month.
- D. Keeps a complete, approved and signed up-to-date set of minutes.
- E. Attends to all incoming and outgoing correspondence.
- F. Makes phone calls and gathers information.
- G. Maintains minutes and records in an accurate filing system.
- H. Keeps diary of forthcoming events and records apologies of absence.
- I. Keeps a record of everyone attending the meeting or collects their names in an attendance book.
- J. Ensures a quorum of at least two-thirds (2/3) is present before any business is conducted.
- K. Reads, at the meeting, minutes of the previous meeting (unless already sent out) and obtains the chairperson's signature for the official copy.
- L. Reads out, at the meeting, all correspondence received and reports any action taken since the last meeting, and ensures the chairperson is supplied with all necessary papers and information relevant to the meeting.
- M. Organizes, prepares, and keeps records/archives safe and confidential.
- N. Manages schedule and keeps the executive leadership posted about the previous meetings' resolutions.

Section 4: Treasurer

- A. Operates a clear and accurate bookkeeping system and be able to handle figures.
- B. Be responsible for proper handling of the finances of the organization, but not the actual raising of money.
- C. Be one of three office bearers of the executives authorized to draw out money.
- D. Prepares a financial report before each meeting.
- E. Checks members have paid and collects their contribution.
- F. Ensures all approved bills are paid.
- G. Presents, at the meeting, a report of money paid into the account.
- H. Brings all account books to the meeting so that he or she can answer any questions.
- I. Advises the group on the amount of money available for the group's work and highlights any possibility of excess spending.

- J. Prepares, at the Annual General Meeting (AGM), a financial statement for audit prior to the AGM.
- K. Presents the balance sheet and financial statement at the AGM after they have received audited accounts.
- L. Be one of three office bearers of the executives authorized to draw out money.
- M. Prepares a financial report before each meeting.
- N. Checks members have paid and collects their contribution.
- O. Ensures all approved bills are paid.
- P. Presents, at the meeting, a report of money paid into the account.
- Q. Brings all account books to the meeting so that he or she can answer any questions.
- R. Advises the group on the amount of money available for the group's work and highlights any possibility of excess spending.

Section 5: Information and Public Relations Officer

- A. Informs the members about the events and makes information available to them when needed.
- B. Serves as media spokesperson for the organization

Section 6: Removal. An officer will be removed if:

- A. Does not meet the goals and objectives of the organization.
- B. Seen colluding with Naath adversaries or betraying Naath interests stipulated in Article I Section 2.
- C. Mismanages or embezzles public funds.

ARTICLE V: NUER ADVISORY COUNCIL (NAC)

Section 1: Name, Purpose, and Number

- A. Name: Nuer Advisory Council
- B. Purpose: To safeguard, advise, direct, and hold NKN leaders in each department accountable and to the highest standards.
- C. Number: Will consist of four (4) to seven (7) officers (Chair, Vice, Secretary, Treasurer or more if necessary) and additional board members as needed.
- D. The Chair, deputy chair and secretary of executive leadership shall be members of the NAC and NSRC.

Section 2: Election, Term, Responsibilities, and Removal

- A. Election: Elects by simple majority present at the assembly meeting.
- B. Term: Serves for two (2) years and can be reappointed for up to 5 terms.
- C. Responsibilities: Meets bi-weekly to review and measure the successes and failures of the organization, plan/strategize, and make recommendations to the leadership.
- D. Removal: Removes by two-thirds (2/3) of the assembly vote if violation occurred or failed to meet responsibilities.
- E. Produces department operational policy detailing responsibilities of each officer and department goals.

ARTICLE VI: NUER STUDIES AND RESEARCH CENTER (NSRC)

Section 1: Name, Purpose, and Number

- A. Name: Nuer Studies and Research Center (NSRC).
- B. Purpose: To perform research on Nuer culture, social order, history, political aspiration, and community challenges, and to collect important data to disseminate for public education and social and political orientation.
- C. Number: Will consists of four (4) to seven (7) officers (Chair, Vice, Secretary, Treasurer or more if necessary) and additional board members as needed.
- D. Updates the executive and advisory board regularly.
- E. The executive and advisory board shall not interfere with the activities of the NSRC.

Section 2: Leaders' election/hiring, term, responsibility, and resignation.

- A. Election/Hiring: Be qualified experts with relevant experience and be elected/hired by simple majority present at the meeting.
- B. Term: Serve for two (2) years and up to 5 terms.
- C. Responsibilities: Serves as a committee or appoint an external committee for political and community reconciliations. Ensures smooth operation and success of NKN community. Produces department operational policy detailing responsibilities of each member, goals, research strategies, etc.
- D. Resignation: Resigns if violated Article X, failed to meet responsibilities, or with a vote of no confidence of at least Two-Thirds (2/3) of the assembly.

ARTICLE VII: NAATH KEE NHIAM.

Section 1: Daily discussions

- A. Members have privilege to start a room or post a topic.
- B. Each speaker will be given 5 minutes to speak, 7-10 minutes maximum if allowed by the moderators.

- C. The Head Moderator (with green on the top left) will be responsible for giving more greens or assigning roles to fellow moderators.

Section 2: Weekly leadership meeting

- A. Will be conducted every Friday at GMT-5 US, GMT+10 Melbourne, GMT+01 UK.
- B. Leadership topics will be picked and moderated by the leadership.

Section 3. Meeting with political guest.

- A. The leadership will facilitate the invitations and set schedule with hand-raise feature enabled (if available) in NKN House setting.
- B. There will be brainstorming session ahead of the meeting and four (4) important questions will be selected for the moderators to ask before the rest of the audience are given the opportunity to ask their questions.
- C. The Chairman will open the meeting with open remarks, highlighting the expectations and giving directions.
- D. The guest speaker(s) will be given 15-20 minutes open remarks to give general overview.
- E. The Q & A and comment session will follow and will consist of three (4) sets of four (4) questions; first set of four (4) from the moderators and other three (3) sets of four (4) from the audience (16 questions total). The guest speaker may allow more questions if he/she has more time.
- F. The speaker will conclude the briefing with answers to the last four (4) questions plus final remarks.
- G. The meeting will be concluded with closing remarks by NKN leadership.

ARTICLE VIII: THE NUER HOUSE

Section 1: Weekly Rooms

- A. Will be held in English, Arabic, and Nuer language.
- B. Will be run by moderators selected by the Naath Kεε Nhiam assembly.
- C. Host one room per week.
- D. Moderation will follow Article VII, section 2.
- E. Will be used to educate the public and dispute false propaganda and allegations labeled on the Naath.
- F. Will run on non-conflicting schedules.
- G. Participants will abide by the Code of Conduct X.

ARTICLE IX: ADMIN AND MODERATOR

Section 1: Admins

- A. Will be three (3) admins, plus one (1) founder and four (4) leaders.
- B. Will change the House settings in consultation with the house members, fellow admins, and executive leadership.
- C. Will remove or ban members from the house in case of violations.
- D. Privileges will be determined by the assembly.
- E. Will keep the assembly up to date with the changes in room settings and updates.
- F. Important changes in the house settings will be first approved by the assembly.
- G. Will follow the code of conduct X.

Section 2: Moderators with greens

- A. Will be limited to three (3): Head, Lead, and Facilitator. The moderators will decide together who will take each role.
- B. Are the leaders of the room and have the power to implement the house rules and code of conduct.
- C. Must not argue or use their power to punish or intimidate house members.
- D. Will respect the members' rights and act within the code of conduct.
- E. The Head Moderator will understand the house rules and use them to guide the discussions.
- F. The Lead Moderator will monitor the queue and direct members who jumped the queue, or showed up with greens to first "move to just listening" and then rejoin the queue to be placed in line.
- G. The Facilitator will give chances, manage the time, and keep the discussions on the topics.
- H. If a moderator leaves, the person next in the queue will become the next moderator unless declined the offer.
- I. Will allow only three (3) contributors on the podium at a time.
- J. Will report back to the leadership any concern or disagreement while moderating.
- K. In case of serious disagreements, members may be asked to "move to just listening" to calm down the situation. A member who is unable to move down within five (5) minutes may be moved down by the moderators or removed from the room (not house) depending on the situations.
- L. If a moderator decides to leave the room for the day/night, he/she will first join the audience and then exit the room. If a moderator exited the room and returned later with a green, he/she shall first join the audience before rejoining the podium.

M. Have the right to delete any post or comment in the room without warning or notice.

ARTICLE X: CODE OF CONDUCT.

All members must comply with the rules and ethics laid forth by these bylaws.

Section 1. Treating others with respect and dignity

- A. Always be open-minded and respectful to fellow members.
- B. Refrain from controversial or potentially inflammatory conversations or subjects, including but not limited to insulting, bullying, or offensive images on profile because of deferring political views.
- C. Avoid hostile or harassing communications or comments that could be viewed as abusive, offensive, or derogatory. Harassment is any offensive conduct based on a person's political affiliation, gender, identity, disability, place of origin, age, sexual orientation, marital status, religion, or any other status.
- D. Long lectures and off-topic speeches are discouraged.
- E. No interruption or interjection while a member or guest is speaking.
- F. Private rooms are not to be shared externally in social media platforms (Clubhouse, Facebook, Twitter, etc.). Violation of this article may amount to automatic removal or termination of membership. Only the waitlist link may be shared externally with interested individuals or groups.

Section 2: Naath interest.

- A. All topics or random discussions must align with the purpose of the house or Article I, section 2, A-E.
- B. Refrain from the politics of polarizing communities and creating further division amongst our beloved communities.
- C. Avoid conflict of interest and undermining of Nuer community and sub-community hierarchies and their respective leaderships under Nuer as institutions and all their identified lacks, divisions and other sensitive issues plaguing their communities, which might be of interest to individuals in this room for discussion/debate, or that might come up during light moments discussions.
- D. Nuer community or NCDS issues are not to be discussed here, neither randomly, officially, nor addressed as tasks to be resolved by this room and its leadership or random members unless brought and tabled for discussion by authorized personnel and approved by room leadership and members.
- E. Nuer community members are seriously discouraged from defaming, criticizing, or belittling fellow community members, leaders, or political leaders, while engaging in discussions in Naath Kεε Nhiam, Nuer Houses or S. Sudanese Houses, since such criticisms and defamatory languages have been known to create animosities and rifts in our already fragile Nuer communities and its subsections. If a member decides to criticize constructively, he/she should expect a pushback from members with differing views. If failed to redirect the room or de-escalate the situation, he/she may be held responsible for starting a controversial conversation and failing to de-escalate the situation.

Section 3. Justice and accountability

- A. Persistent violations of this Code of Conduct will result in members being suspended or completely banned from the house/room.
- B. 1st occurrence will be one (1) verbal warning.
- C. 2nd occurrence will be 1-week suspension.
- D. 3rd occurrence will be 1-month suspension.
- E. 4th occurrence will be termination of membership.
- F. The leadership will keep track of all the occurrences, study each situation in leadership meetings and avoid making unilateral decisions.
- G. If a member has a concern, feels mistreated, or discriminated against, he/she shall follow appropriate reporting procedures by addressing his/her concern through... 1) the Executive Leadership, 2) Advisory Board if not satisfied, 3) General Assembly if still not satisfied.

ARTICLE XI: AMANDMENT

These bylaws/House Rules may be amended when necessary 2/3 majority of the assembly.

Certification

These bylaws/House Rules were approved at a meeting of the assembly by a 2/3 majority vote on June 2, 2023.

Signature: _____

Date_____

NKN Leadership Model

