

CONSTITUTION

Of The



"I AM BLACK" MINISTRIES

2026

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IAB LOGO

The Map of Africa

The Map of Africa symbolizes our shared identity, heritage, and destiny as a Pan-African people. It reflects our commitment to reconnecting Black people across Africa and the diaspora while affirming the dignity, value, and contributions of African peoples throughout history.



The Colors of Africa

The colors of the African map reflect the spirit of Pan-Africanism and the shared journey of African peoples.

1. Red symbolizes the sacrifices, struggles, and resilience of our ancestors in the pursuit of freedom and justice.
 2. Gold symbolizes the richness, promise, and God-given potential of Africa and her people.
 3. Green symbolizes the land, hope, renewal, and future flourishing of African peoples.
- Together, these colors remind us of our history, our strength, and our collective future.

The Freedom Fist

The raised fist symbolizes freedom, courage, resistance to oppression, and the determination of Black people to pursue dignity, justice, and self-determination. It reflects the resilience of African peoples and the ongoing struggle for liberation and human flourishing.

The Black Stars

The Black Stars symbolize Black people across Africa and the diaspora and the enduring connection between African peoples worldwide. Inspired by the Pan-African vision of Marcus Garvey and the symbolism of the Black Star, they represent unity, self-determination, hope, and the shared destiny of Black people. The prominent **Black Star** represents the living generations who continue to carry forward this vision, while **the faded star** honors the ancestors whose sacrifices, struggles, and resilience paved the way for future generations.

The Cross

The cross signifies the Gospel and the Church. It affirms our belief that all people are created in the image of God and reminds us that God stands with the oppressed and calls us to pursue justice, reconciliation, faithful stewardship, and human dignity. The cross also reflects our commitment to Black Christian spirituality and a faith that liberates, restores, and transforms communities (Black Theology).

TOP VALUES

BLACK: Blackness, Liberation, African, Christian, Kenosis

MOTTO

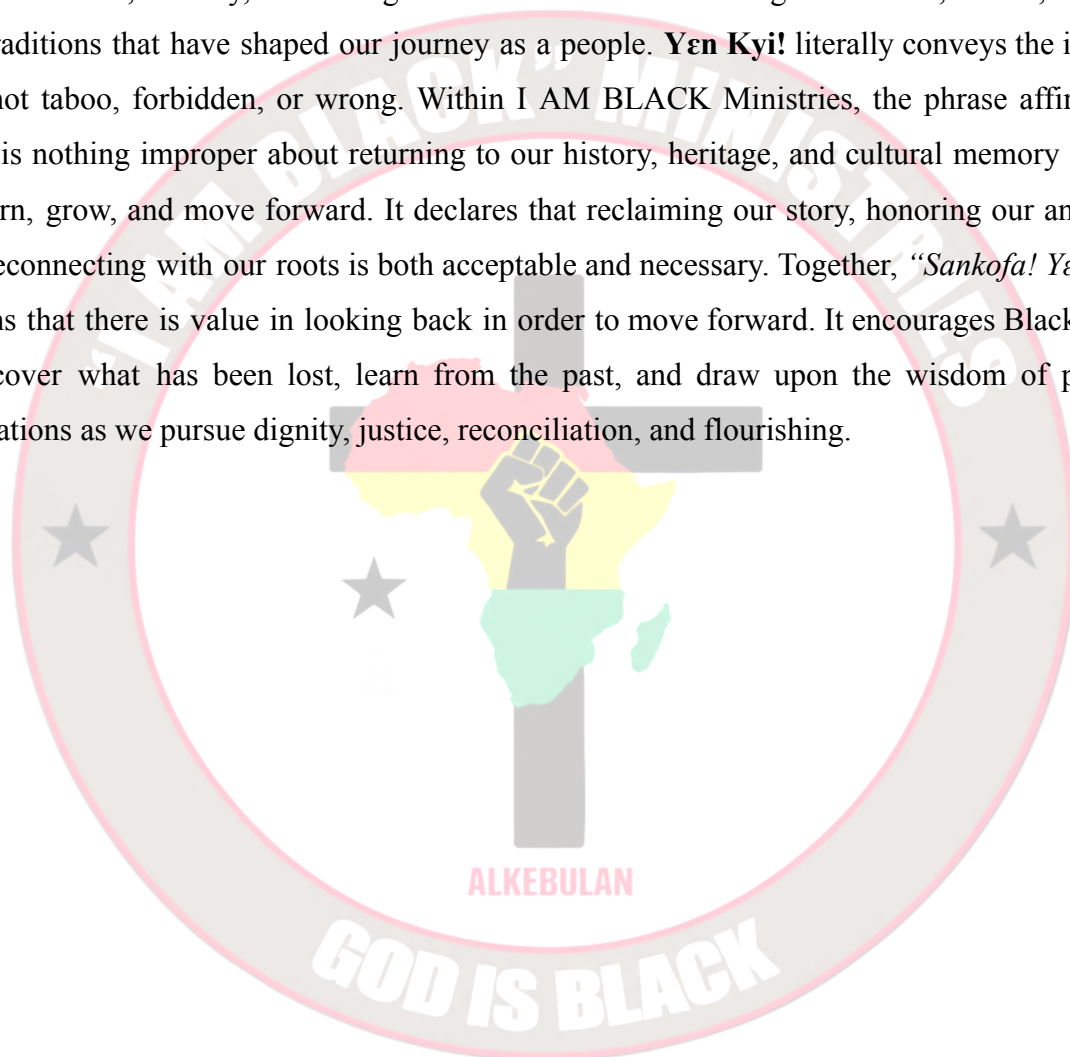
Rooted in Faith, Anchored in Heritage: This motto reminds us both of who we are and whose we are. It affirms our commitment to remaining grounded in our faith while drawing strength, wisdom, and identity from our Pan-African heritage.

SLOGAN

ALKEBULAN! GOD is Black! **Alkebulan** is an ancient name traditionally associated with Africa and is often interpreted as "Mother of Mankind" or "The Garden of Eden." While historians debate its precise origins and usage, the term has become an important symbol within Pan-African thought, representing Africa's historical significance as the cradle of humanity and civilization. I AM BLACK Ministries uses the term Alkebulan to affirm the dignity, worth, and enduring legacy of African peoples. It serves as a reminder that Africa's story did not begin with slavery, colonialism, or oppression, but with rich civilizations, cultures, knowledge systems, and spiritual traditions that contributed significantly to human history. The declaration **"God Is Black"** is rooted in the tradition of Black Theology. It does not claim that God possesses a biological race. Rather, it affirms that God identifies with the oppressed, stands in solidarity with those whose humanity has been denied, and calls for justice, liberation, and reconciliation. The phrase challenges distorted images of God that have historically been used to justify oppression and affirms that Black people are fully created in the image of God. Together, *"Alkebulan! God Is Black!"* is a declaration of identity, dignity, faith, and liberation. It reminds us of who we are,

whose we are, and our responsibility to reconnect, reconcile, and resource Black people through Pan-African heritage, faithful stewardship, and God-centered solidarity.

SANKOFA! YEN Kyi!: **Sankofa** is an Akan principle meaning “go back and retrieve it.” It teaches that understanding our past is necessary for building a stronger future. Sankofa reminds us that wisdom, identity, and strength can be found in recovering the lessons, values, histories, and traditions that have shaped our journey as a people. **Yen Kyi!** literally conveys the idea that it is not taboo, forbidden, or wrong. Within I AM BLACK Ministries, the phrase affirms that there is nothing improper about returning to our history, heritage, and cultural memory in order to learn, grow, and move forward. It declares that reclaiming our story, honoring our ancestors, and reconnecting with our roots is both acceptable and necessary. Together, “*Sankofa! Yen Kyi!*” affirms that there is value in looking back in order to move forward. It encourages Black people to recover what has been lost, learn from the past, and draw upon the wisdom of previous generations as we pursue dignity, justice, reconciliation, and flourishing.



The Preamble

We acknowledge the enduring effects of colonization, the transatlantic slave trade, racism, neo-colonialism, imperialism, and systemic injustices that have shaped the historical and present realities of Black African people globally. These forces have fractured identity, distorted narratives, and undermined dignity, giving rise to the need for intentional reconnection, reconciliation, and restoration. While affirming Christianity as a source of spiritual hope and faith for African Christians, we recognize that it has often failed to function as a liberating force for Black and African peoples. This failure calls for a faithful re-engagement with the gospel—one that affirms the dignity of all people created in God's image and speaks truthfully to Black suffering, resilience, and hope.

We honor the legacy of Black and African heroes across Africa, the Americas, the Caribbean, and the global diaspora who resisted oppression, reclaimed dignity, and labored toward justice and freedom. Many of their stories remain silenced, particularly among Black children and youth, while contemporary systems continue—often unconsciously—to perpetuate the very injustices they opposed.

Standing in continuity with these struggles and visions, **I AM BLACK Ministries** exists to reconnect Black people with their cultural and spiritual roots, to reconcile fractured histories and relationships, and to resource communities through a Pan-African, God-centered solidarity. Guided by the principles of Black Theology, Pan-Africanism, cultural stewardship, and reconciliation, we seek the liberation and flourishing of Black and African peoples and the transformation of society at large.

We, the members of **I AM BLACK Ministries**, united by shared heritage and diverse experiences, hereby establish this constitution as the foundation for our governance, collaboration, and collective mission. Rooted in African heritage and grounded in the belief that all people bear God's image, we commit ourselves to unity, justice, peace, and the pursuit of a liberated Pan-African future. In witness thereof, we dedicate ourselves to the principles and purposes of this constitution, trusting that together we may stand as a beacon of hope, dignity, and reconciliation for present and future generations.

Article I: Name, Vision, Mission, Core Belief & Values

The name of this organization shall be "I AM BLACK" Ministries, hereinafter referred to as the "Organization" or "IAB."

Vision Statement: A liberated Pan-African people, affirming dignity and justice for all in God's image.

- A. Mission Statement:** To reconnect, reconcile, and resource Black people through Pan-African heritage, faithful stewardship and God-centered solidarity.
- B. Core Belief:** We believe God is calling Blacks and Africans to reconnect with our roots and rethink our faith as a liberating force for our communities and beyond.

C. Values:

1. Blackness (Reconnecting): *We believe God is Black*

We affirm Blackness as a sacred expression of God's image—often forgotten and devalued in the world. We believe God stands with the oppressed, and therefore we are called to stand with one another in solidarity and dignity.

2. Liberation (Resourcing): *We educate to Liberate*

We commit to educating Black children and youth to become faithful stewards of their history, culture, and heritage—equipping them to reclaim identity, resist erasure, and shape liberated futures.

3. Africa (Reconciling): *We are Africans and Pan-Africans.*

We affirm Black and African people as one shared family and embrace the heritage of Pan-Africanism. We honor Africa—Alkebulan—as the ancestral home of humanity and the foundation of our shared heritage.

4. Christ (Reforming): *We affirm Christ our liberator*

We are a Christian community rooted in the gospel and shaped by Black theology, affirming Christ Jesus as Liberator—who confronts oppression, restores dignity, and reforms both hearts and systems.

5. Kenosis (Renewing): *We practice Kenosis as God's humble Stewards*

We commit to lives of humility, mutual care, and shared responsibility—living in harmony with one another and as faithful stewards of God's creation.

Article II: Goals, Programs & Projects

A. The goals of **I AM BLACK Ministries** are to:

1. **Reconnect:** To unite Black and African people across the continent and diaspora around a shared Pan-African identity, fostering belonging, solidarity, and collective purpose.
2. **Resource:** To equip Black and African individuals—especially children and youth—with education, consciousness, and skills to steward their history, culture, and heritage for liberation and leadership.
3. **Reform:** To reinterpret the Christian faith and challenge unjust social, economic, and political structures, advocating for justice, dignity, and equity for Black and African communities and beyond.
4. **Reconcile:** To express compassionate love through presence, care, and restorative action within Black and African communities and beyond, especially among the vulnerable and marginalized.
5. **Renew:** To cultivate informed, reflective, and empowered individuals who contribute to the cultural, spiritual, and intellectual renewal of Black and African communities and beyond.

Programs & Projects

I AM BLACK Ministries pursues its goals through established and evolving programs, initiatives, and partnerships, including but not limited to the following:

1. **Heritage Hour:** Educational platforms dedicated to teaching Black history, culture, theology, and heritage, with particular focus on children and youth.
2. **Heritage Tours:** Immersive educational journeys designed to reconnect participants with African history, memory, and lived realities across the continent and the diaspora.
3. **Heritage Summit:** Forums that foster Pan-African consciousness, dialogue, and collective identity among Black and African peoples.
4. **Hearts for Kids (IAB Hearts 4 Kids):** Community-centered initiatives focused on supporting, educating, and nurturing vulnerable Black and African children.
5. **Emerging Stewards Program (ESP):** Formation program aimed at resourcing, mentoring, and equipping emerging IAB stewards.

6. **Heritage Projects:** Ministry projects aimed toward building Black and African communities, improving the lives of people toward liberation, justice, reconciliation, and systemic reform.
7. **Heritage Retreats:** Regular retreats, spiritual exercises, and communal practices that integrate faith and culture, nurturing spiritual depth and reminding participants of who they are and whose they are.



Article III: Organization Membership

Membership in I AM BLACK Ministries is open, regardless of race or background, to individuals who affirm and support the Ministry's Black-centered, Pan-African Christian Vision, Mission, Core Belief, and Values and who satisfy the membership requirements established under this Constitution.

A. Membership Categories:

1. *Regular Members*: Individuals actively participating in the organization's activities and initiatives. Regular Members shall be considered Full Members for purposes of participation, affirmation, and voting as defined in this Constitution.
 - a. Regular Membership shall be open to any individual who affirms the Vision, Mission, Core Belief, and Values of I AM BLACK Ministries and completes the membership process established by the Board of Directors. Regular Membership shall become effective upon recognition of the individual as a member in accordance with such process.
 - b. A Regular Member shall be considered in good standing when the member remains duly recognized by the Ministry, is not under suspension or disciplinary restriction, and continues to uphold the Constitution, Vision, Mission, and Values of IAB. The Board may establish reasonable policies governing membership records and active status, provided such policies do not unlawfully restrict the constitutional rights of members.
 - c. All members may participate in the consultative, educational, fellowship, and discernment life of the Ministry as appropriate to their membership category. Only Regular Members in good standing shall exercise voting rights or hold such governance authority as is expressly reserved to the Membership by this Constitution.
 - d. Membership may end by resignation, death, or removal for material violation of this Constitution or conduct substantially inconsistent with the Mission and Values of IAB. Before involuntary suspension or removal, the member shall receive notice of the concern and a reasonable opportunity to respond. Procedures for membership discipline may be established by the Board consistent with principles of fairness, reconciliation, and this Constitution.

2. *Supporting Members*: Individuals providing financial or in-kind support to the organization without active participation. Supporting Members are not eligible for governance roles.
3. *Honorary Members*: IAB, through its leadership, may grant Honorary Membership Status to desirable persons who strongly believe in the Ministry's vision, mission, and values through advocacy, service, or partnership. Honorary Members are not eligible for governance roles.

B. Rights and Responsibilities:

1. All members have the right to participate in **consultative and discernment-based decision-making processes**, attend events, and access organizational resources.
2. Members are expected to uphold the values of Blackness, Liberation, Africanness, Christianity, and Kenosis outlined in the constitution.

C. Membership Engagement: Membership engagement in I AM BLACK Ministries is expressed through active participation, formation, and shared responsibility. Members engage meaningfully in the life of the Ministry by:

1. **Growing as Learner-Stewards**, rooted in knowledge, faith, and culture, who intentionally challenge and reform oppressive systems.
2. **Participating in a Community of Stewards**, where members—despite limited resources—empower one another and their communities through collective action.
3. **Developing as Leaders and Changemakers**, committed to reclaiming, preserving, and reshaping Black and African narratives with truth and dignity for future generations.
4. **Contributing Gifts and Experience**, by sharing talents, skills, wisdom, and lived experiences for the growth and well-being of the community.
5. **Engaging Faith for Liberation**, equipping Christian leaders and theologians to proclaim the gospel through the lens of liberation and Black Theology for transformative impact.

Article IV: Organizational Leadership

Board of Directors, and Executive Leadership & Staff

A. Leadership Structure

The leadership of I AM BLACK Ministries shall consist of the **Board of Directors, Executive Leadership and Staff**, and **Stewards**, each serving distinct but complementary roles in advancing the mission, vision, values, and goals of the Ministry.

B. Board of Directors

1. The Board of Directors is the governing body of I AM BLACK Ministries between meetings of the Membership and exercises governance, fiduciary oversight, policy direction, and strategic leadership on behalf of the Regular Members. The Board remains accountable to the Membership and shall faithfully steward the authority entrusted to it under this Constitution.
2. The Board safeguards the theological, cultural, and Pan-African integrity of the Ministry and ensures that all programs and initiatives remain aligned with its Constitution.
3. The Board of Directors shall consist of thirteen (13) Directors, comprising:
 - (a) **Portfolio Directors**, who hold offices established by this Constitution; and
 - (b) **Directors-at-Large**, who serve as members of the Board without assignment to a specific portfolio but participate fully in the governance of the Ministry.
4. Portfolio Directors shall serve in designated portfolios that reflect the operational and missional needs of the Ministry. Directors-at-Large shall serve on Standing Ministries, committees, or special assignments as determined by the Board of Directors.
5. Any member of the Board of Directors or any Chair of a Standing Ministry who is absent from **four (4) consecutive regular meetings** of the Board of Directors or the Standing Ministry to which they are assigned, **without prior notification and without reasonable cause**, shall automatically forfeit his or her office.
6. For the purposes of this Article, reasonable cause may include serious illness, bereavement, military service, unavoidable employment obligations, or other exceptional circumstances communicated to the President or Executive Director before the meeting whenever reasonably possible.

C. Election of Directors: The Nominating Committee shall identify, interview, and prayerfully discern qualified candidates for service on the Board of Directors. The Committee shall submit its recommendations to the Board of Directors. The Board shall review the recommendations and approve a slate of candidates for election by the Regular Members. Candidates receiving the highest number of valid votes for the available vacancies shall be declared elected, provided they receive not less than a simple majority of the votes cast. Where the number of approved candidates equals the number of vacancies, the Members may elect the slate collectively by majority vote. Where the number of candidates receiving a majority is fewer than the number of vacancies, additional ballots shall be conducted among the remaining candidates until the vacancies are filled or the meeting determines to leave a vacancy to be filled in accordance with this Constitution.

D. Portfolio Directors and their Responsibilities

The Portfolio Directors may include, but not limited to, the following portfolios:

1. **Executive Director:** Provides overall leadership and vision for the Ministry, implements Board decisions, oversees staff and programs, and represents the Ministry publicly and strategically. The Executive Director serves both as a member of the Board and as the chief executive officer of the Ministry, with distinct governance and management responsibilities as defined in this Constitution.
2. **Policy Coordination:** Oversees policy development, governance frameworks, and strategic alignment to ensure organizational coherence and accountability.
3. **Resource Advisory:** Provides guidance on resource mobilization, partnerships, and strategic use of human, financial, and institutional assets.
4. **Missions & Outreach Coordination:** Oversees missional outreach, partnerships, and faith-based engagements that advance the Ministry's Pan-African and justice-oriented vision.
5. **General Secretary:** Responsible for records, documentation, internal communication, and official correspondence of the Board and the Ministry.
6. **Financial Secretary:** Oversees financial accountability, reporting, budgeting, and stewardship of the Ministry's financial resources.

7. **Programs Coordination:** Coordinates the implementation and integration of the Ministry's programs and projects across platforms and regions.
8. **Welfare Coordination:** Oversees member care, community support initiatives, and compassionate response efforts, particularly for vulnerable populations and members.

The Board may create, modify, or merge portfolios as necessary to meet the evolving needs of the Ministry, provided such changes remain consistent with this Constitution.

E. President of the Board

1. **Selection of the President/Chair:** The Board of Directors shall elect a **Chair of the Board** who shall serve as the **President** from among its members, in accordance with procedures established by the Board.
2. **Role of the President:** The President of the Board shall:
 - a. Provide leadership to the Board in the fulfillment of its governance responsibilities
 - b. Preside over meetings of the Board and the Annual General Meeting, where appropriate
 - c. Work collaboratively with the Executive Director to support the mission and strategic direction of the Ministry
 - d. Ensure effective communication and accountability within the Board
3. **Term of Service:** The Chair shall serve for a term determined by the Board and may be re-elected, provided such service remains consistent with the term limits established for Board members.
4. **Vacancy or Removal:** In the event of a vacancy, the Board shall elect a new Chair from among its members to serve the remainder of the term or a new term, as appropriate.

F. Executive Leadership and Staff

1. The Executive Director shall serve as the chief executive officer of the Ministry. He/she shall provide servant leadership, foster the spiritual and organizational life of the

Ministry, and ensure the faithful implementation of the mission, vision, and policies of I AM BLACK.

2. Staff and Coordinators operate under the supervision of the Executive Director and carry out assigned operational, administrative, and programmatic responsibilities.
3. Staff roles are non-governing and serve the mission through execution rather than policy-making.
4. **Vacancy or Removal:** A vacancy in the office of the Executive Director shall occur upon resignation, removal, death, incapacity, or the expiration of the Executive Director's term.
 - a. During a vacancy in the office of the Executive Director, the Board of Directors shall oversee the administrative affairs of the Ministry and may designate an Interim Executive Director or assign administrative responsibilities as necessary to ensure the continuity of the Ministry's operations.
 - b. Upon the occurrence of a vacancy, the Board of Directors shall establish a **Search and Discernment Committee** to conduct a search for qualified candidates for the office of Executive Director.

G. The Search and Discernment Committee shall:

1. advertise or solicit qualified candidates as appropriate;
2. receive and review applications or nominations;
3. interview prospective candidates;
4. conduct appropriate reference and background checks;
5. prayerfully discern the candidate best suited to lead the Ministry; and
6. recommend one or more qualified candidates to the Board of Directors.
7. The Board of Directors shall review the recommendations of the Search and Discernment Committee and approve a final slate of qualified candidates. Ordinarily, the slate shall consist of not fewer than two (2) candidates. Where, after a diligent search, only one qualified candidate is available, the Board may present that candidate to the Membership with a statement explaining the circumstances.

8. The approved slate shall be presented to the Regular Members at the Annual General Meeting or at a duly convened Special General Meeting. The Executive Director shall be elected by the Regular Members. The candidate receiving a majority of the valid votes cast shall be declared elected. Where no candidate receives a majority on the first ballot, the two candidates receiving the highest number of votes shall proceed to a second ballot.

H. Committees

1. **Authority to Establish Committees:** The Board of Directors, in consultation with the Executive Director where appropriate, may establish **standing and ad hoc committees** to support governance, programs, and strategic initiatives of the Ministry.
2. **Governance Committees:** Committees established for purposes of governance, oversight, nominations, or policy shall operate under the authority of the **Board of Directors** and shall be accountable to the Board. The following Governance Committees may be established as required:
 - a. **Nominating Committee:** The Board of Directors shall establish a **Nominating Committee** responsible for identifying, discerning, and recommending qualified individuals for service on the Board of Directors and other committees, as directed by the Board.
 - b. **Constitutional Review Committee:** Responsible for reviewing the Constitution and recommending amendments, revisions, or clarifications to the Board of Directors.
 - c. **Hearing and Inquiry Committee:** Responsible for investigating complaints referred by the Board, conducting hearings in accordance with principles of procedural fairness, and submitting findings and recommendations to the Board of Directors.
 - d. **Search and Discernment Committee:** The Board of Directors may establish a Search and Discernment Committee whenever a vacancy occurs in the office of the Executive Director or such other office as the Board may determine. The Committee shall identify, evaluate, and recommend qualified candidates to the Board of Directors.

3. **Operational Committees:** Committees established to support the standing ministries, programs, projects, administration, or community engagement shall operate under the authority of the **Executive Director** and shall be accountable to the Executive Director.
4. **Scope and Function:** Committees serve in an advisory, preparatory, or implementation capacity, according to their mandate, and shall exercise only the authority delegated to them by the body under which they are constituted.
5. **Administrative Support:** The Executive Director may assign staff or stewards to support committee work and ensure coordination with the Ministry's operations.

I. Terms of Reference

1. **Board of Directors – Term of Service:** Members of the Board of Directors shall serve a term of **three (3) years** and may be re-elected for **one additional consecutive term**, not exceeding **two (2) consecutive terms** in total.
2. **Executive Director – Tenure and Review:** The Executive Director shall be elected by the Regular Members in accordance with this Constitution for a term of **five (5) years**. The Executive Director shall be eligible for election to an additional term following a satisfactory performance review by the Board of Directors. Upon completion of the review, the Board may recommend the Executive Director to the Regular Members for re-election in accordance with the voting requirements of this Constitution.
3. **Continuity and Succession:** The Board of Directors shall ensure leadership continuity through timely succession planning, reappointments, or interim arrangements when terms expire or vacancies arise.

J. Leadership Ethos

All leaders, staff, and stewards shall serve with humility, accountability, faithfulness, and a commitment to collective flourishing, recognizing leadership as sacred stewardship rather than personal power.

Article V: The Senior Steward

*There shall be an **Office of the Senior Steward** of I AM BLACK Ministries (IAB).*

1. The Senior Steward shall serve as the principal spiritual and theological steward of the Ministry and custodian of its founding vision, mission, values, heritage, theological identity, and God-centered Pan-African identity.
2. The Office shall be distinct from the governance responsibilities of the Board of Directors and the administrative and managerial office of the Executive Director.
3. The Senior Steward shall provide spiritual, theological, missional, and institutional guidance but shall not be responsible for the day-to-day administration of the Ministry.
4. The Senior Steward shall receive reasonable notice of meetings of the Board of Directors and may attend and participate in deliberations concerning theological, spiritual, missional, cultural, or institutional identity, with voice but without vote, unless separately elected as a Director in accordance with this Constitution. The Board may enter executive session without the Senior Steward when addressing confidential personnel, legal, disciplinary, compensation, or other matters for which the Senior Steward's presence would be inappropriate or create a conflict of interest.

A. Responsibilities of the Senior Steward: The Senior Steward shall:

1. Provide spiritual and theological leadership to the Ministry;
2. Guard, interpret, articulate, and faithfully develop the theological, spiritual, cultural, and missional identity of IAB in continuity with its founding Vision, Mission, Values, Constitution, Christian faith, Black theological commitments, and God-centered Pan-African heritage;
3. Encourage the Ministry to remain faithful to its commitment to reconnect, reconcile, and resource Black people through Pan-African heritage, faithful stewardship, and God-centered solidarity;
4. Teach, preach, and provide theological reflection at conferences, retreats, Heritage Hours, and other appropriate ministry gatherings;
5. Provide spiritual counsel and theological guidance to the Board of Directors, Executive Director, Stewards, and leadership of the Ministry;
6. Mentor and spiritually form emerging Stewards and leaders;

7. Foster Christian fellowship, theological dialogue, and spiritual solidarity with churches, Christian leaders, theologians, educational institutions, and other appropriate partners;
8. Preside over or participate in commissioning services and other spiritual ceremonies of the Ministry; and
9. Undertake other spiritual, theological, ceremonial, and mission-stewardship responsibilities consistent with this Constitution.

B. Theological and Missional Counsel:

Where the Senior Steward reasonably determines that a proposed policy, partnership, program, public position, or institutional action presents a substantial conflict with the Christian faith, theological identity, Vision, Mission, Values, or Pan-African heritage of IAB, the Senior Steward may submit written theological or missional counsel to the Board of Directors. The Board shall prayerfully consider such counsel before taking final action and shall record its response. Where the matter concerns a fundamental question of the identity or mission of IAB and cannot be resolved through consultation, the Board may refer the matter to the Regular Members for discernment and appropriate action in accordance with this Constitution.

C. Succession of the Senior Stewardship:

1. The Office of the Senior Steward shall continue by succession to preserve the spiritual heritage, theological identity, institutional memory, and founding vision of IAB.
2. Succession shall not be automatic by family relationship, employment, seniority, wealth, social position, administrative office, or personal association.
3. A successor shall be selected on the basis of demonstrated Christian character, spiritual maturity, theological discernment, commitment to the mission and vision of IAB, understanding of its Pan-African identity, knowledge of its history and heritage, and capacity to steward its spiritual life faithfully.

D. Designation and Confirmation of a Successor:

1. The serving Senior Steward may identify, mentor, and recommend one or more persons for consideration as a future successor. Such recommendation shall not by itself confer the Office.

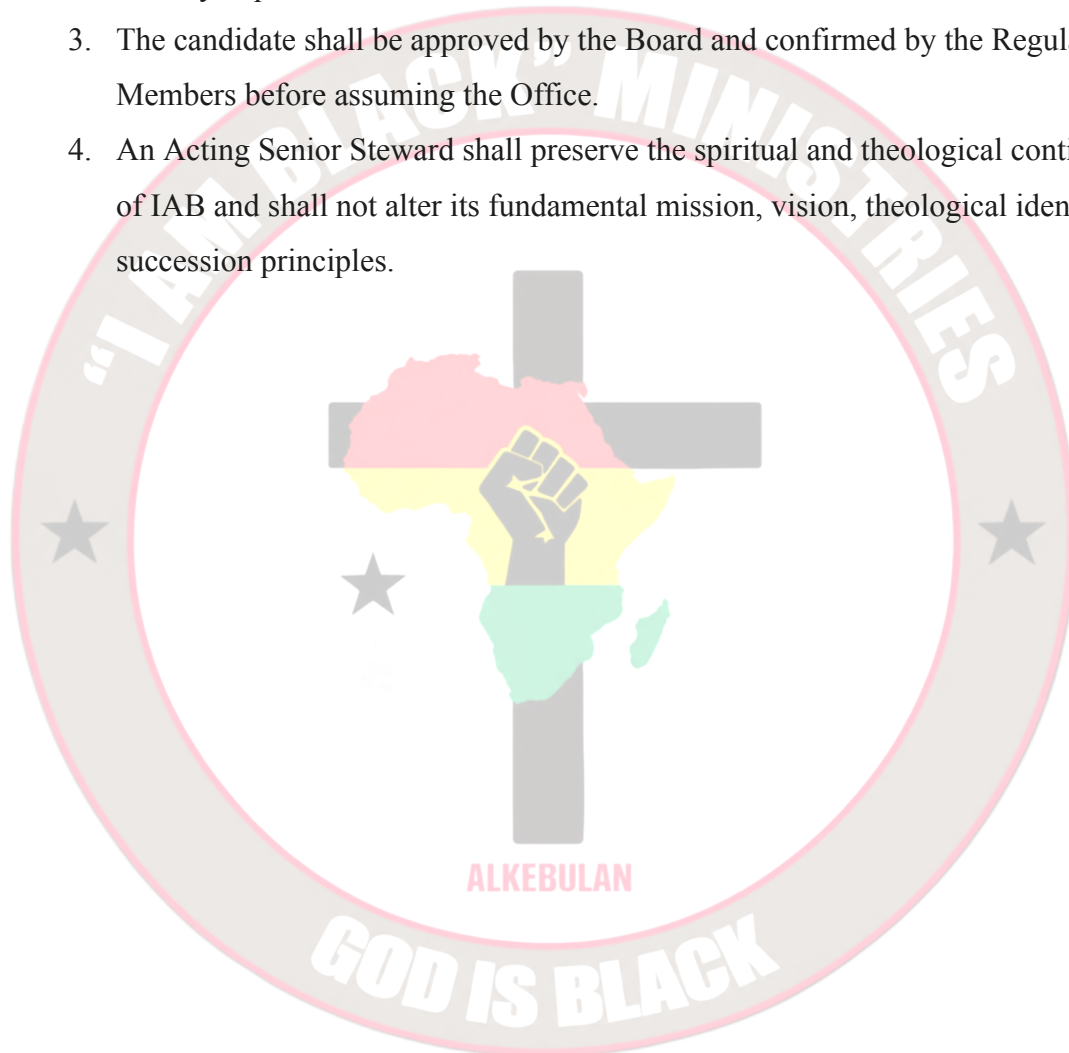
2. Whenever practicable, a prospective successor shall undergo a period of spiritual formation, mentorship, theological preparation, and familiarization with the history, Constitution, mission, vision, values, and institutional heritage of IAB.
3. A recommended successor shall assume the Office only upon approval by the Board of Directors and confirmation by at least **two-thirds (2/3) of the Regular Members present and voting** at an Annual General Meeting or Special General Meeting.
4. Upon confirmation and the occurrence of a vacancy, the successor shall be formally commissioned as Senior Steward.

E. Tenure, Accountability, and Removal

1. The Senior Steward shall ordinarily continue in Office until voluntary resignation, retirement or voluntary relinquishment of the Stewardship, permanent incapacity, removal for serious misconduct or substantial violation of this Constitution, abandonment of the Christian faith or fundamental mission of IAB, or death.
2. For purposes of this Article, permanent incapacity shall be determined by at least a two-thirds (2/3) vote of the Board of Directors upon reliable and appropriate evidence that the Senior Steward is unable to discharge the substantial responsibilities of the Office on a continuing basis. Before such determination, the Senior Steward shall, where reasonably possible, receive notice and an opportunity to respond. The Board shall act with confidentiality, dignity, pastoral care, and due regard for applicable law.
3. The Senior Steward shall remain accountable to this Constitution and the spiritual, ethical, and missional commitments of IAB.
4. Removal shall require appropriate investigation, a reasonable opportunity for the Senior Steward to respond, a two-thirds (2/3) vote of the Board of Directors, and confirmation by two-thirds (2/3) of the Regular Members present and voting at an Annual General Meeting or Special General Meeting.
5. The Senior Stewardship shall not constitute an entitlement to administrative employment, salary, Board membership, or appointment as Executive Director.

F. Vacancy and Interim Stewardship

1. If the Office becomes vacant and a constitutionally confirmed successor is available, that successor shall assume the Senior Stewardship.
2. If no successor has been confirmed, the Board of Directors shall appoint an **Acting Senior Steward** and establish a Search and Discernment Committee to identify a qualified successor in accordance with this Article.
3. The candidate shall be approved by the Board and confirmed by the Regular Members before assuming the Office.
4. An Acting Senior Steward shall preserve the spiritual and theological continuity of IAB and shall not alter its fundamental mission, vision, theological identity, or succession principles.



Article VI: Standing Ministries

A. Establishment: To advance the mission, vision, and strategic objectives of I AM BLACK Ministries, the Ministry shall maintain Standing Ministries as its permanent operational ministries responsible for the oversight, coordination, planning, and implementation of its core ministry areas. The Standing Ministries shall operate under the leadership of the Executive Director and remain accountable to the Board of Directors.

B. Purpose: The Standing Ministries shall:

1. Provide leadership and strategic oversight for their assigned ministry areas;
2. Develop, implement, and evaluate ministry programs and initiatives;
3. Mobilize Directors, Stewards, volunteers, and staff in fulfilling the mission of the Ministry;
4. Recommend policies, budgets, and strategic priorities to the Board of Directors through the Executive Director;
5. Submit regular reports on ministry activities to the Executive Director and the Board of Directors.

C. Standing Ministries: The Ministry shall maintain the following Standing Ministries:

1. Heritage Learning Ministry: The Heritage Ministry shall have responsibility for:

- a. Heritage Hour
- b. Heritage Tour
- c. Heritage Summit

The Ministry may also oversee additional heritage, educational, and cultural initiatives assigned by the Board of Directors. The **Programs Coordinator** shall ordinarily serve as Chair of the Heritage Ministry.

2. Stewards Outreach Ministry: The Stewards Outreach Ministry shall have responsibility for:

- a. Emerging Stewards Program (ESP)
- b. Heritage Youth Outreach
- c. Heart for Kids

The Ministry may also oversee additional Heritage Projects, and outreach and community engagement initiatives assigned by the Board of Directors. The **Missions & Outreach Coordinator** shall ordinarily serve as Chair of the Stewards Outreach Ministry.

3. Stewardship & Development Ministry: The Stewardship & Development Ministry shall have responsibility for:

- a. Heritage Fund
- b. Annual Giving Campaigns
- c. Membership Development
- d. Other Fundraising Initiatives
- e. Partnerships
- f. Sustainability Initiatives

The **Financial Secretary** shall ordinarily serve as Chair of the Stewardship & Development Ministry.

4. Faith & Ministry Life: The Faith & Ministry Life Ministry shall have responsibility for:

- a. Heritage Retreats
- b. Faith & Heritage Reflections
- c. Faith & Heritage Dialogue

The Ministry shall also oversee worship, prayer, member care, fellowship, and other faith and ministry life initiatives assigned by the Board of Directors. The **Welfare Coordinator** shall ordinarily serve as Chair of the Faith & Ministry Life Ministry.

D. Leadership of Standing Ministries: Portfolio Directors holding the corresponding portfolio shall ordinarily serve as Chair of the respective Standing Ministry. Where circumstances require, the Board of Directors may, upon the recommendation of the Executive Director and in consultation with the President, appoint another qualified Director to serve as Chair of the respective Standing Ministry for such period as the Board may determine. Such appointment shall not affect the individual's office as a Portfolio Director or membership on the Board of Directors.

E. Responsibilities of Standing Ministries: Each Standing Ministry shall:

1. Provide leadership and oversight for its assigned ministry areas.
2. Develop strategic plans for its ministry.
3. Coordinate the implementation of approved programs in collaboration with the Executive Director and Ministry staff.
4. Recruit, mentor, and support Stewards and volunteers serving within its ministry.
5. Monitor and evaluate the effectiveness of its ministries.
6. Prepare recommendations, annual plans, and budget proposals for consideration by the Executive Director and the Board of Directors.
7. Submit regular reports to the Executive Director and the Board of Directors.

F. Membership: Each Standing Ministry shall consist of:

1. The Chair;
2. Directors assigned by the Board of Directors;
3. The Executive Director, who shall serve as an ex-officio member of all Standing Ministries;
4. Such Stewards, ministry members, staff, volunteers, or subject-matter experts as may be appointed by the Executive Director in consultation with the Chair.

G. Relationship to Staff: Staff assigned to a ministry area shall work collaboratively with the relevant Standing Ministry but shall remain administratively accountable to the Executive Director.

H. Ministry Teams and Working Groups: The Executive Director, in consultation with the appropriate Chair, may establish ministry teams, task groups, or committees under any Standing Ministry as necessary to accomplish the work of the Ministry. Such ministry teams shall report to the respective Standing Ministry and shall not constitute independent governing bodies.

Article VII: Ministry Stewards

A. Purpose: The Ministry shall establish a body of committed members known as **Stewards** who, having successfully completed the Ministry's leadership formation process, demonstrate a commitment to the mission, vision, values, and Christian witness of I AM BLACK (IAB). Stewards shall serve as ambassadors, servant leaders, and partners in advancing the work of the Ministry.

B. Eligibility: A member shall be eligible to become a Steward upon:

1. Being a member in good standing of the Ministry;
2. Successfully completing the Emerging Stewards Program (ESP);
3. Demonstrating Christian character, commitment to the mission of the Ministry, and willingness to serve;
4. Affirming the Steward's Covenant; and
5. Being formally commissioned by the Ministry.

C. Formation: The formation of Stewards shall ordinarily include:

1. Orientation into the mission, vision, values, and governance of the Ministry;
2. Participation in the Emerging Stewards Program;
3. Active participation in Ministry life and service opportunities;
4. Participation in the annual Heritage-Stewards Retreat;
5. Any additional formation requirements approved by the Board of Directors.

D. Commissioning: Persons who successfully complete the Emerging Stewards Program shall be commissioned during an official gathering of the Ministry in a service of prayer, affirmation, and dedication. Commissioning shall signify the individual's readiness to serve as a Steward of the Ministry.

E. Responsibilities of Stewards: Stewards shall:

1. Uphold the Christian faith and values of the Ministry.
2. Support the mission, vision, and strategic objectives of the Ministry.
3. Participate actively in the life and ministries of I AM BLACK.

4. Serve faithfully on ministry teams, Standing Ministries, committees, task groups, or special assignments when called upon.
5. Demonstrate integrity, servant leadership, and Christian witness.
6. Encourage reconciliation, unity, and Pan-African solidarity.
7. Support the Ministry through prayer, service, advocacy, and stewardship of resources.

F. Rights and Privileges: Stewards shall be eligible to:

1. Serve in leadership positions within the Ministry.
2. Serve on Standing Ministries and committees as appointed.
3. Facilitate Heritage Hour and other approved educational initiatives.
4. Be considered for Heritage Tours, scholarships, sponsorships, and other leadership development opportunities offered by the Ministry.
5. Represent the Ministry in approved engagements.

G. Good Standing: A Steward shall remain in good standing by:

1. Maintaining active participation in the life of the Ministry;
2. Upholding the Steward's Covenant;
3. Demonstrating Christian conduct consistent with the values of the Ministry;
4. Fulfilling assigned responsibilities faithfully.

H. Steward's Covenant: Every Steward shall affirm the Steward's Covenant as a condition of commissioning and continued service as a Steward of I AM BLACK Ministries. The Steward's Covenant shall set forth the spiritual, ethical, and missional commitments expected of all Stewards and shall be adopted and amended by the Board of Directors. A material violation of the Steward's Covenant may constitute grounds for disciplinary action in accordance with this Constitution.

I. Discipline of Stewards: A Steward may be subject to disciplinary action for a material violation of the Constitution, the Steward's Covenant, or the policies of the Ministry. No disciplinary action shall be taken until the matter has been investigated by a **Hearing and Inquiry Committee** appointed by the President in consultation with the Executive Director.

The Hearing and Inquiry Committee shall:

1. Receive and investigate the complaint;
2. Notify the Steward of the allegations;
3. Afford the Steward a reasonable opportunity to respond and present evidence;
4. Hear such witnesses or receive such evidence as it considers necessary; and
5. Submit its findings and recommendations in writing to the Board of Directors.

The Board of Directors shall consider the report of the Hearing and Inquiry Committee and may, by a two-thirds (2/3) vote of members present and voting, impose such disciplinary action as it deems appropriate, including admonition, suspension, or revocation of Steward status. No member of the Hearing and Inquiry Committee who has a direct personal interest in the matter shall participate in the investigation or recommendation.



Article VIII: Meetings. Elections & Decision-Making

A. Board of Directors Meetings

1. The Board of Directors shall meet **regularly**, at least once every three months, or at intervals determined by the Board, to conduct the business of the Ministry and provide strategic oversight.
2. Special or emergency meetings of the Board may be requested by the Executive Director or be called by the Chair of the Board or by a majority of Board members, with reasonable notice.

B. Executive and Committee Meetings

1. The Executive Director shall convene meetings of staff, stewards, and operational committees as necessary for the effective administration of the Ministry.
2. Committees shall meet according to their mandates and reporting lines, as established by the Board of Directors or the Executive Director.

C. General Membership Meetings

1. General meetings of the membership may be convened periodically for purposes of information sharing, consultation, learning, and collective discernment.
2. Such meetings may be called by the Executive Director and may be held in person or virtually.

D. Quorum and Decision-Making

1. A quorum for meetings of the Board of Directors and Regular members shall consist of a **simple majority** of its members, unless otherwise specified by this constitution.
2. Decisions shall be made through prayerful discernment, dialogue, and consensus where possible, or by majority vote when necessary.

E. Records and Transparency

1. Minutes shall be kept for all official meetings of the Board of Directors and committees as appropriate.
2. Records of meetings shall be maintained in a manner that promotes accountability, transparency, and institutional memory.

F. Annual General Meeting (AGM)

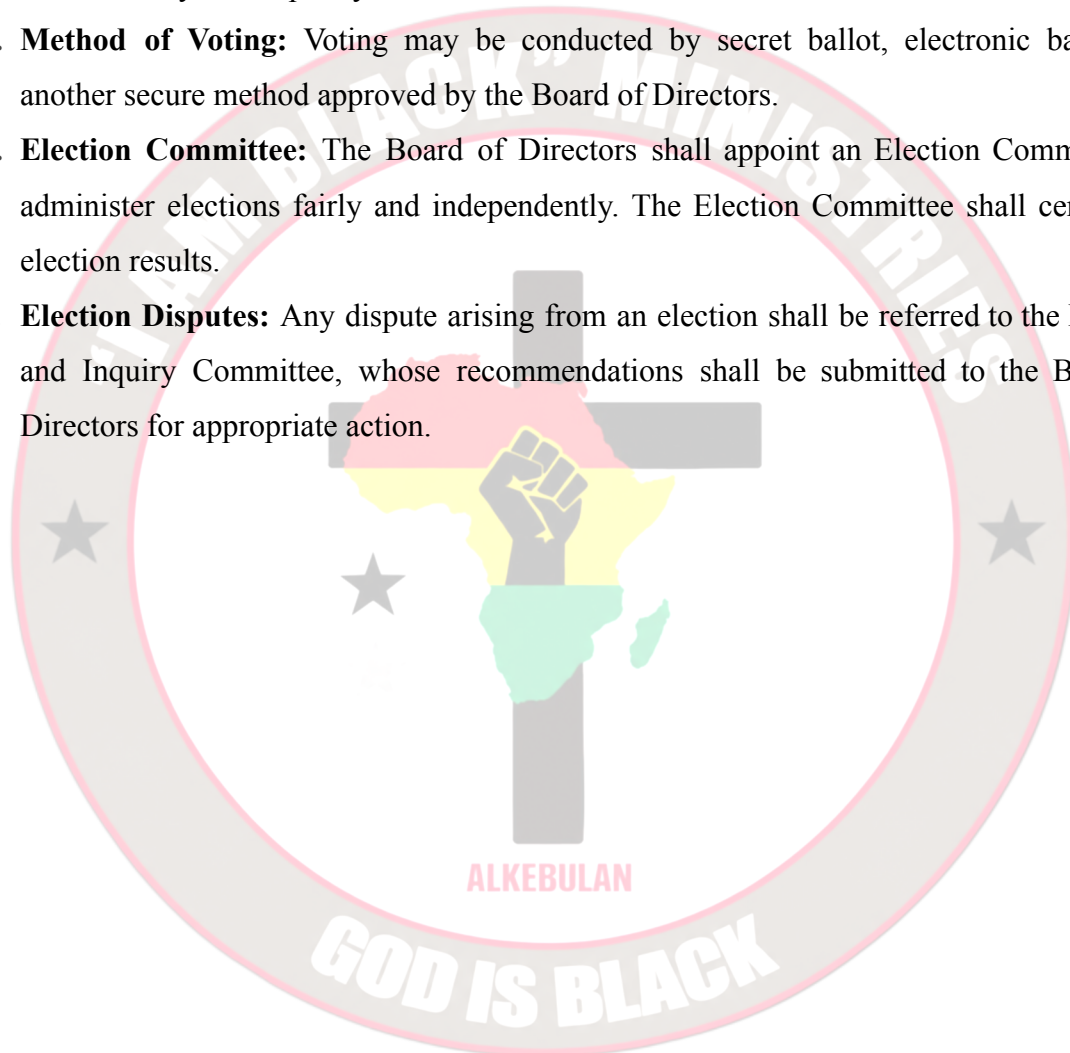
1. I AM BLACK Ministries shall convene an **Annual General Meeting (AGM)** at least once each calendar year.
2. The Annual General Meeting shall be convened by the Board of Directors through the President, in consultation with the Executive Director. If the office of President is vacant or the President is unable to act, a majority of the Board may authorize another Director to convene the meeting.
3. Regular Members shall receive written notice of the Annual General Meeting not less than 30 days before the meeting. Notice may be delivered electronically or by any other reliable means approved by the Board and shall include the date, time, meeting format or location, and matters requiring Membership action.
4. The AGM shall serve as a gathering for accountability, formation, transparency, and communal discernment, where members:
 - a. Receive reports on the Ministry's programs, activities, and finances
 - b. Engage the Board of Directors and Executive Leadership through questions, dialogue, and constructive feedback
 - c. Reflect collectively on the Ministry's vision, values, and direction
 - d. Celebrate achievements and reaffirm shared identity and purpose
5. **Governing Authority of the Membership:** Regular Members assembled at a duly convened Annual General Meeting (AGM) or Special General Meeting (SGM) shall constitute the highest governing authority of I AM BLACK Ministries. The Members shall exercise this authority by:
 - a. Electing members of the Board of Directors from candidates recommended by the Board of Directors.

- b. Electing the Executive Director from qualified candidates recommended by the Board of Directors.
 - c. Approving the annual budget and receiving the annual financial report.
 - d. Approving amendments to this Constitution.
 - e. Considering any other matter referred to the Membership by the Board of Directors.
- Except as otherwise provided in this Constitution, authority delegated to the Board of Directors shall not diminish the ultimate governing authority of the Regular Members.
- f. A Special General Meeting may be called by the President with approval of the Board of Directors, by a majority of the Board of Directors, or upon written request of not less than 25% of the Regular Members in good standing. Written notice stating the date, time, place or electronic means, and purpose of the meeting shall be provided at least two weeks in advance. Only matters stated in the notice may be finally acted upon at the Special General Meeting.

4. Voting Thresholds: Except where otherwise provided in this Constitution:

- a. Election of Directors shall require a simple majority of the valid votes cast.
 - b. Election of the Executive Director shall require a simple majority of the valid votes cast.
 - c. Approval of the annual budget shall require a simple majority of the valid votes cast.
 - d. Constitutional amendments shall require the voting threshold prescribed in Article XI. Abstentions shall not be counted as votes cast.
5. Membership votes shall be conducted in a transparent and orderly manner during the AGM or through other means approved by the Board.
6. The AGM may be held **in person, virtually, or in hybrid form**, as determined by the Board of Directors.

- A. Elections:** Elections shall be conducted in a fair, transparent, orderly, and impartial manner consistent with the principles of Christian stewardship and good governance.
- B. Voting Rights:** Only Regular Members in good standing shall be entitled to vote in elections and on matters reserved to the Membership by this Constitution. Each Regular Member shall have one vote. Voting by proxy shall not be permitted unless expressly authorized by Board policy.
- C. Method of Voting:** Voting may be conducted by secret ballot, electronic ballot, or another secure method approved by the Board of Directors.
- D. Election Committee:** The Board of Directors shall appoint an Election Committee to administer elections fairly and independently. The Election Committee shall certify the election results.
- E. Election Disputes:** Any dispute arising from an election shall be referred to the Hearing and Inquiry Committee, whose recommendations shall be submitted to the Board of Directors for appropriate action.



Article IX: Financial Stewardship

- A. Oversight and Administration:** The financial affairs of I AM BLACK Ministries shall be governed by the **Board of Directors**. Day-to-day financial administration shall be carried out by the **Executive Director**, in collaboration with designated financial officers.
- B. Use of Funds and Non-Private Benefit:** All funds, assets, and resources of the Ministry shall be used exclusively to advance its Vision, Mission, Values, and goals. No part of the Ministry's income or assets shall inure to the private benefit of any individual.
- C. Budgeting and Financial Accountability:** The Ministry shall operate on an annual budget approved by the Board of Directors and regular members of the ministry. Accurate financial records shall be maintained, and financial reports shall be presented to members at the Annual General Meeting for transparency and accountability. Necessary expenditures not included in the approved budget may be authorized by the Executive Director within limits established by the Board. Expenditures exceeding such limits shall require prior approval of the Board of Directors and, where appropriate, revision of the approved budget.
- D. Authorized Financial Signatories:** All bank accounts and financial instruments of the Ministry shall require a **minimum of two (2) authorized signatories**.
- E. Eligibility of Signatories:** Authorized financial signatories shall include:
- a. The **Executive Director**,
 - b. The **Financial Secretary or Treasurer**, and
 - c. Any other officer or Stewardship & Development-designated person approved by the **Board of Directors**.
- F. Alternate Signatories:** In the event that the Executive Director is temporarily unavailable, including while outside the country, the Executive Director may, by a written, dated, and signed authorization, designate another authorized officer of the Ministry to act on his or her behalf as a financial signatory for the period specified in the authorization. In the event that the Executive Director is unable to make such designation due to incapacity, death, resignation, or other inability to act, the Board of Directors may appoint two (2) Directors to serve as authorized signatories together with the Financial Secretary until the Executive Director resumes office or a successor is appointed.

G. Dual Authorization Safeguard: Under no circumstances shall any single individual have unilateral authority to authorize, withdraw, or disburse the financial resources of the Ministry.

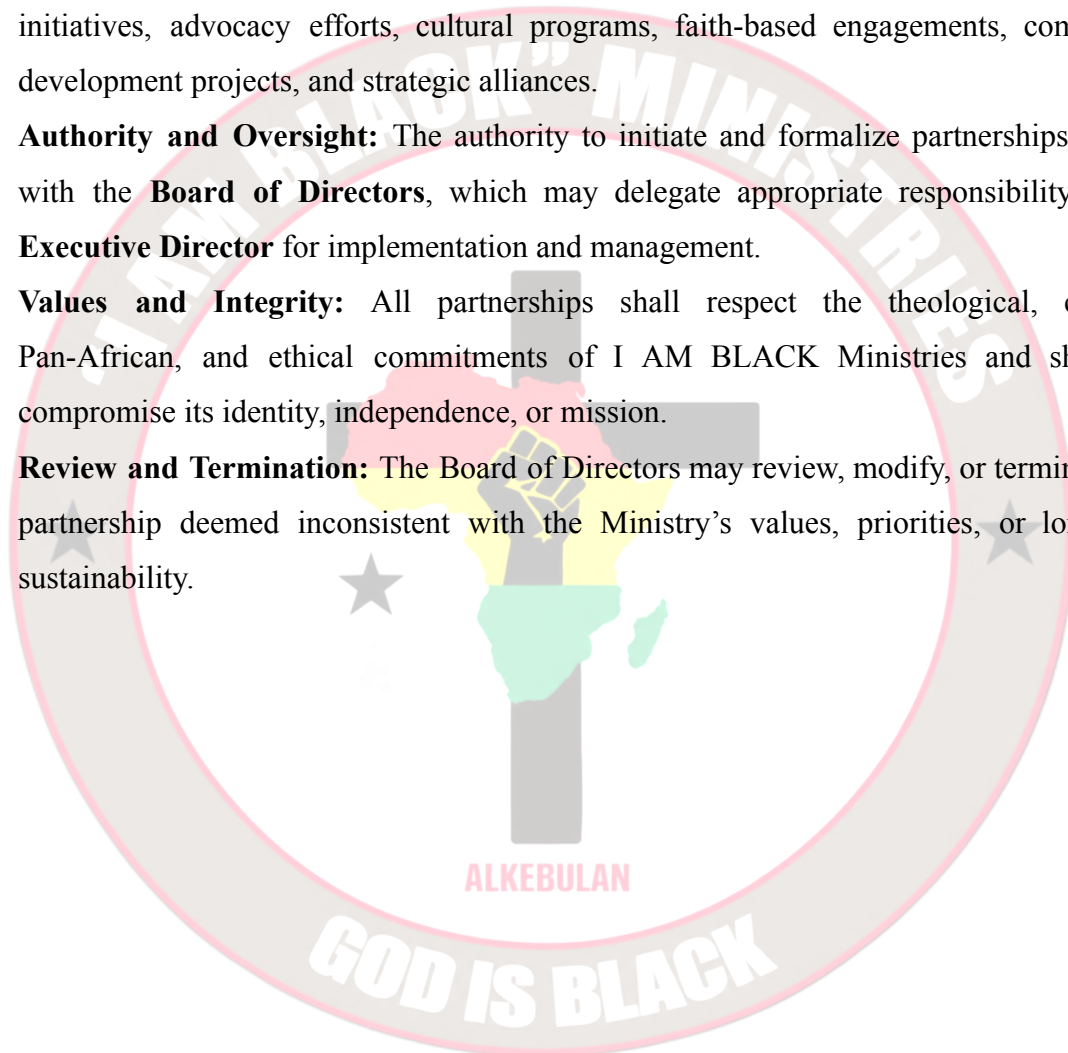
H. Board Approval and Review: The appointment, removal, or modification of financial signatory authority shall require approval by the Board of Directors. The Board shall periodically review financial controls to ensure integrity, continuity, and compliance.

I. Legal and Ethical Compliance: All financial activities of the Ministry shall be conducted in accordance with applicable laws, regulatory requirements, and sound financial and ethical practices in all jurisdictions where the Ministry operates.



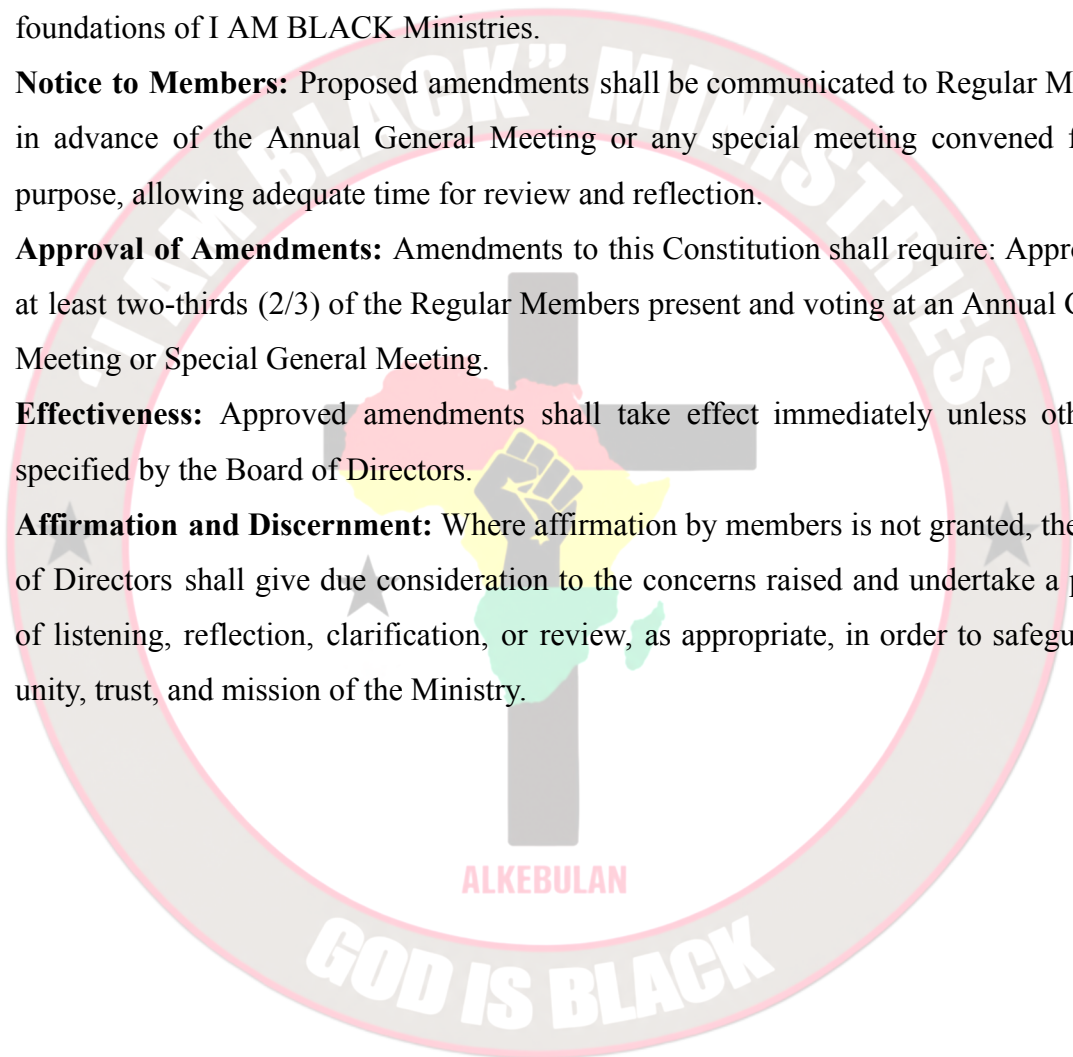
Article X: Partnerships and Collaborations

- A. Purpose of Partnerships:** I AM BLACK Ministries may enter into partnerships and collaborative relationships with organizations, institutions, and movements that align with its Vision, Mission, Values, and goals.
- B. Scope of Collaboration:** Partnerships may include, but are not limited to, educational initiatives, advocacy efforts, cultural programs, faith-based engagements, community development projects, and strategic alliances.
- C. Authority and Oversight:** The authority to initiate and formalize partnerships resides with the **Board of Directors**, which may delegate appropriate responsibility to the **Executive Director** for implementation and management.
- D. Values and Integrity:** All partnerships shall respect the theological, cultural, Pan-African, and ethical commitments of I AM BLACK Ministries and shall not compromise its identity, independence, or mission.
- E. Review and Termination:** The Board of Directors may review, modify, or terminate any partnership deemed inconsistent with the Ministry's values, priorities, or long-term sustainability.



Article XI: Amendments

- A. Authority to Propose Amendments:** Amendments to this Constitution may be proposed by the **Board of Directors** or through a process authorized by the Board.
- B. Review and Recommendation:** All proposed amendments shall be reviewed by the Board of Directors to ensure alignment with the Vision, Mission, Values, and theological foundations of I AM BLACK Ministries.
- C. Notice to Members:** Proposed amendments shall be communicated to Regular Members in advance of the Annual General Meeting or any special meeting convened for this purpose, allowing adequate time for review and reflection.
- D. Approval of Amendments:** Amendments to this Constitution shall require: Approval by at least two-thirds (2/3) of the Regular Members present and voting at an Annual General Meeting or Special General Meeting.
- E. Effectiveness:** Approved amendments shall take effect immediately unless otherwise specified by the Board of Directors.
- F. Affirmation and Discernment:** Where affirmation by members is not granted, the Board of Directors shall give due consideration to the concerns raised and undertake a process of listening, reflection, clarification, or review, as appropriate, in order to safeguard the unity, trust, and mission of the Ministry.



Article XII: Dissolution

A. Decision to Dissolve: I AM BLACK Ministries may be dissolved only upon:

1. A resolution adopted by at least two-thirds (2/3) of the Board of Directors present and voting; and
2. Approval by at least two-thirds (2/3) of the Regular Members present and voting at an Annual General Meeting or a Special General Meeting convened for that purpose.
3. No resolution to dissolve the Ministry shall take effect unless approved by both the Board of Directors and the Regular Members.

B. Notice to Members: Written notice of any proposed dissolution shall be provided to all Regular Members at least sixty (60) days before the meeting at which the proposal will be considered. The notice shall include:

1. the reasons for the proposed dissolution;
2. the financial position of the Ministry;
3. the proposed disposition of the Ministry's assets; and any other information necessary to enable informed discernment by the Membership.

C. Disposition of Assets: Upon dissolution, and after satisfaction of all lawful debts and obligations, the remaining assets of the Ministry shall be transferred to one or more nonprofit, charitable, educational, or faith-based organizations whose purposes substantially align with the Vision, Mission, and Values of I AM BLACK Ministries. No part of the assets shall inure to the benefit of any Director, officer, Steward, staff member, or individual Member.

D. Designation of Recipient Organizations: The Board of Directors shall recommend one or more recipient organizations for approval by the Regular Members as part of the dissolution Resolution.

E. Final Accountability: Before dissolution is completed, the Board of Directors shall ensure that:

1. all legal and financial obligations have been satisfied;
2. all required governmental filings have been completed;

3. organizational records have been preserved in accordance with applicable law;
and a final report has been presented to the Regular Members.



Article XIII: Adoption

COMMENCEMENT DATE

*Upon adoption of this Constitution, **Apostle Nathan Adu-Gyamfi** shall be recognized and confirmed as the first Senior Steward of I AM BLACK Ministries and shall thereafter hold the Office subject to Article V of this Constitution.*

This Constitution was duly adopted by the Regular Members of **I AM BLACK Ministries** at a duly convened Founding General Meeting held on the ____ day of _____, 2026, upon the recommendation of the Board of Directors, and is hereby promulgated as the supreme governing document of the Ministry. It shall take effect immediately upon its adoption.

Certified by:

.....
Executive Director

Attested by:

.....
General Secretary

