



CONSTITUTION OF THE AFRICAN HEALTHCARE WORKERS ASSOCIATION OF COLORADO (AHWAC)

Founded: 2025

Mailing Address: P.O. Box 440846, Aurora, CO 80044

PREAMBLE

We, the members of the African Healthcare Workers Association of Colorado (AHWAC), united by a shared commitment to professional excellence, mutual support, community service, leadership development, cultural heritage, and the advancement of health and wellness, do hereby adopt and establish this Constitution as the supreme governing document of the Association.

This Constitution shall guide the governance, administration, and operations of AHWAC and shall promote unity, accountability, transparency, and service to members and the broader community.

ARTICLE I - NAME

1. The name of the organization shall be **African Healthcare Workers Association of Colorado**, hereinafter referred to as **AHWAC** or the **Association**.
2. The Association shall operate as a nonprofit organization organized exclusively for lawful charitable, educational, professional, and community-oriented purposes.

ARTICLE II: LEGAL STATUS

1. AHWAC shall be a nonprofit, nonpartisan, and nonsectarian organization.
2. The Association shall be organized and operated exclusively for purposes consistent with applicable nonprofit laws of the State of Colorado and the United States.
3. No part of the net earnings, income, or assets of the Association shall inure to the benefit of any member, officer, trustee, or private individual, except as authorized for reasonable reimbursement, approved grant, compensation, or lawful organizational purposes.
4. The Association shall not engage in activities inconsistent with its nonprofit status.

ARTICLE III: REGISTERED OFFICE AND PRINCIPAL PLACE OF BUSINESS

1. The principal office of the Association shall be located in the State of Colorado.
2. The mailing address, registered office, and any additional offices may be established or changed by resolution of the Board of Trustees or Executive Leadership, in accordance with applicable law.
3. The Association may operate in other states or internationally as necessary to fulfill its mission, provided such operations remain consistent with this Constitution and all applicable laws.

ARTICLE IV: VISION, MISSION, AND CORE VALUES

Section 1. Vision

To build a strong, united, and empowered community of African healthcare workers in Colorado and beyond, advancing professional excellence, community health, and collective impact.

Section 2. Mission

To support, unite, and empower African healthcare workers through professional development, advocacy, networking, community engagement, cultural connection, and strategic partnerships that improve member welfare and promote public health.

Section 3. Core Values

The Association shall be guided by the following core values:

1. Integrity
2. Professionalism
3. Accountability
4. Respect
5. Unity
6. Service
7. Equity
8. Excellence
9. Cultural pride
10. Community impact

ARTICLE V: AIMS AND OBJECTIVES

The objectives of the Association shall include, but not be limited to, the following:

1. To unite African healthcare workers and allied professionals in Colorado under a common platform of professional and social engagement.

2. To promote the welfare, development, advancement, and visibility of African healthcare workers.
3. To provide mentorship, networking, leadership development, and continuing education opportunities for members.
4. To promote community health education, disease prevention, and public health outreach initiatives.
5. To foster partnerships with healthcare institutions, educational organizations, cultural organizations, community groups, and public agencies.
6. To encourage excellence in healthcare leadership, ethics, service delivery, and workforce collaboration.
7. To advocate for the interests, inclusion, and professional growth of African healthcare workers.
8. To support members through programs related to wellness, recognition, benefits, professional support, and emergency welfare assistance, where feasible.
9. To preserve and promote African cultural heritage and community solidarity.
10. To organize conferences, seminars, workshops, outreach events, fundraisers, and other lawful activities that advance the purposes of the Association.
11. To mobilize financial, material, and human resources for charitable, educational, and community-benefit activities.

To establish branches, committees, city coordinators, or affiliated chapters as necessary for the growth of the Association.

ARTICLE VI: MEMBERSHIP

Section 1. Membership Eligibility

Membership in AHWAC shall be open to individuals who support the mission and objectives of the Association and who meet the eligibility criteria established by the Association.

Eligible persons may include:

1. African healthcare workers residing in Colorado;
2. African healthcare professionals, trainees, students, and support personnel in health-related fields;
3. Individuals of African descent involved in healthcare, health education, health administration, research, public health, social services, or allied services;
4. Other individuals, supporters, or institutions approved by the Association.

Section 2. Categories of Membership

The Association may establish the following categories of membership:

1. **Founding Members** - individuals recognized as part of the original formation of the Association.
2. **Board of Trustees** -
3. **Executive Members** -
4. **Regular Members** - eligible individuals admitted as full members.

Section 3. Admission to Membership

This shall be open to anyone who shares the Association's mission, vision, and objectives. To be a qualifying member, the individual must be currently working in a healthcare setting, live in Colorado, and have African roots/origin/heritage.

1. An applicant shall complete the AHWAC membership application form.
2. The applicant shall submit any required supporting documentation and pay applicable membership fees of \$100.00 and monthly dues of \$20.00.
3. Membership shall become effective upon approval by the appropriate membership authority as designated by the Association upon the payment of the membership application fees.
4. The Association reserves the right to accept or deny membership applications in accordance with established criteria and procedures.
5. Upon the denial of a membership application, the fees (\$100.00) would be refunded to the applicant.

Section 3. Good Standing

A member shall be considered in good standing if the member:

1. Has fulfilled required financial obligations to the Association, unless waived;
2. Is not under suspension or disciplinary action;
3. Complies with this Constitution and related policies.

Section 4. Rights and Privileges of Members

Subject to category and good standing, members shall have the right to:

1. Attend meetings and official activities of the Association;
2. Participate in programs, events, and initiatives of the Association;
3. Vote on matters brought before the general membership, where eligible;
4. Contest for office or serve on committees, where eligible;
5. Receive official communication and updates from the Association;
6. Access approved member benefits and opportunities;
7. Propose motions, recommendations, and initiatives in accordance with organizational procedures.

Section 5. Duties and Responsibilities of Members

Members shall:

1. Uphold and comply with this Constitution, bylaws, policies, and lawful decisions of the Association.
2. Promote the mission, values, and reputation of AHWAC.
3. Pay dues, fees, and other approved assessments on time;
4. Participate actively in meetings, activities, and programs where possible;
5. Conduct themselves in a respectful, ethical, and professional manner;
6. Support unity, collaboration, and the welfare of the Association;
7. Avoid actions that may bring the Association into disrepute.

Section 7. Probationary Period

A new member shall be on a 12-month probation and in good standing after joining the association before qualifying for any welfare benefits.

Section 8. Benefits

1. Temporal Disability (such as Hospitalization)
 - In the case of a member being hospitalized for a period of two weeks or more, they would be entitled to a sum of (\$ tbd) to help cater for personal expenses. To qualify for this grant, the individual must present evidence that they worked at a healthcare facility prior to their hospitalization in Colorado.
 - This excludes hospitalization due to elective, plastic, or cosmetic surgeries.
 - All members are entitled to one grant each within a period of a calendar year (366 days).
2. Permanent Disability
 - When a member is deemed permanently disabled by law, where they can no longer work as a healthcare worker, the individual shall be entitled to a one-time grant of (\$ tbd) as a parting benefit from the association. To qualify for this grant, the individual should present qualifying evidence of permanent disability and proof that they worked for a healthcare facility prior to their disability in Colorado.
3. Death
 - Upon the death of a member (in good standing), there shall be a one-time grant of (\$ tbd) to a designated person(s) as indicated by the member on their membership application form as “Next-of-kin”. To qualify for this grant, the individual’s representative should present qualifying evidence, such as a death certificate and proof that they worked for a healthcare facility prior to their death in Colorado.

Section 9. Suspension, Termination, and Resignation

Membership may cease by:

1. Written resignation;
2. Death;
3. Failure to maintain eligibility requirements;
4. Nonpayment of dues beyond a period of six (6) months;
5. Suspension or expulsion for misconduct, after due process;
6. Actions deemed gravely injurious to the Association.

Section 10. Due Process

1. No member shall be suspended or expelled without fair notice of the allegations and an opportunity to respond.
2. The Association shall establish disciplinary procedures consistent with fairness, impartiality, and confidentiality.
3. A member subject to disciplinary action may appeal in accordance with procedures adopted by the Association.

ARTICLE VII: ORGANS OF THE ASSOCIATION

The organs of AHWAC shall include:

1. Board of Trustees
2. Executive Board/Leadership
3. The Standing and Special Committees
4. The Secretariat or Administrative Structure, where established
5. Regional, city-based, or international coordinators, where established

Board of Trustees - Governance.

Section 1. Status and Authority

1. The Board of Trustees shall serve as the supreme oversight and fiduciary body of the Association and shall provide strategic governance, accountability, continuity, and protection of the mission, assets, and long-term interests of AHWAC.
2. The Board of Trustees shall consist of such number of members as the Association may determine, provided that it reflects appropriate skill, integrity, and diversity of experience.
3. The Board shall consist of nine (9) members that may include the Founder, appointed trustees, elected trustees, and ex officio nonvoting members, as approved by the Association.
4. The exact number, qualifications, and appointment or election procedures for trustees may be further defined in the bylaws.

Section 2. Composition

The Board of Trustees may include:

- a) President
- b) Vice President
- c) Secretary (Board Secretary)
- d) Treasurer (Board-level oversight role)
- e) Five (5) Trustees-at-Large

Their role shall be:

1. Strategic Oversight and direction
2. Policy & Compliance
3. Financial Stewardship and Accountability
4. Governance Oversight
5. Leadership Accountability
6. Fundraising and Advocacy
7. Risk Management

Section 3. Core Roles and Responsibilities

1. Strategic Oversight and Direction.
 - Establish and periodically review AHWAC’s vision, mission, and strategic priorities.
 - Provide long-term guidance to ensure organizational growth, relevance, and impact.
 - Approve strategic plans, major initiatives, and expansion efforts.
2. Policy and Compliance
 - Ensure adherence to AHWAC’s Constitution, Bylaws, and policies.
 - Develop and approve governance frameworks, policies, and procedures.
 - Monitor organizational compliance with state and federal nonprofit regulations.
3. Fiduciary Responsibility
 - Provide oversight of the organization’s financial health and integrity.
 - Review and approve annual budgets, financial reports, and audits.
 - Ensure proper use of funds, transparency, and accountability.
 - Safeguard AHWAC’s assets and financial sustainability.
4. Leadership Accountability
 - Appoint, support, and evaluate the Executive Board (President and officers).
 - Ensure leadership actions align with AHWAC’s mission and strategic goals.
 - Provide mentorship and guidance to executive leadership.
5. Resource Development and Fundraising Support.
 - Support fundraising initiatives, sponsorship acquisition, and partnerships.
 - Leverage professional networks to enhance AHWAC’s visibility and resources.
 - Solicit financial and institutional support.

6. Advocacy and Representation
 - Serve as ambassadors of AHWAC within the healthcare, academic, and community sectors.
 - Promote AHWAC’s mission, programs, and public health impact.
 - Strengthen partnerships with stakeholders, institutions, and policymakers.
7. Risk Management and Organizational Integrity
 - Identify and mitigate organizational, financial, and reputational risks.
 - Ensure ethical conduct, transparency, and accountability at all levels.
 - Establish internal controls and governance.
8. Program and Impact Oversight
 - Review and evaluate AHWAC’s programs, initiatives, and outcomes.
 - Ensure alignment with community needs and public health priorities.
 - Promote evidence-based and culturally competent interventions.
9. Approve organizational restructuring and major governance transitions when necessary;
10. Take such lawful actions as are necessary for the sustainability of the Association.

Section 4. Term of Office

The tenure of trustees shall be as provided in the bylaws or resolution of the Association.

Section 5. Vacancies

Vacancies on the Board of Trustees may be filled in accordance with established procedures.

Section 6. Removal

A trustee may be removed for misconduct, incapacity, persistent neglect of duty, conflict of interest violations, or conduct contrary to the mission or governance standards of the Association, subject to due process.

Section 7. Structure of the Board of Trustees

NB: The Board of Trustees shall be of diverse healthcare, geographical, gender-inclusive, and professional backgrounds.

Section 8. Key Governance Principle

The Board of Trustees **governs**, while the Executive Board **manages operations**. This distinction ensures clear accountability, strong checks and balances, and sustainable organizational growth.

Executive Board/Leadership - Operations

Section 1. Status and Authority

The Executive Leadership shall be responsible for the day-to-day administration and implementation of the decisions, programs, and operations of the Association, subject to the Constitution and oversight of the Board of Trustees.

Section 2. Core Roles and Responsibilities

1. Program Implementation
2. Daily Management
3. Member Engagement
4. Events & Partnerships
5. Departments
6. Standing committees.

Section 3. Structure of the Executive Board

1. Composition

The Executive Leadership of the Association shall consist of such officers as the Association may establish, including but not limited to:

1. President (Founder)
2. Vice President
3. Secretary
4. Assistant Secretary
5. Treasurer
6. Financial Secretary
7. Organizing Secretary / Programs Coordinator
8. Public Relations Officer / Director of Communications
9. Other officers as approved by the Association

ARTICLE VIII: DUTIES OF OFFICERS

Section 1. President

The President shall:

1. Serve as the chief executive leader of the Association;
2. Provide strategic and visionary leadership;
3. Preside over meetings of the General Assembly and Executive Leadership;
4. Represent the Association in official functions and engagements;
5. Ensure that the Constitution, policies, and lawful decisions of the Association are implemented;
6. Exercise such other powers as are consistent with the office.

Section 2. Vice President

The Vice President shall:

1. Assist the President in the discharge of duties;
2. Act for the President in the President's absence or incapacity;
3. Perform duties assigned by the President or Executive Leadership;
4. Support oversight of programs, partnerships, or regional coordination, as assigned.

Section 3. Secretary

The Secretary shall:

1. Maintain official records of the Association;
2. Prepare and keep minutes of meetings;
3. Issue notices of meetings and official communications;
4. Manage correspondence and documentation;
5. Maintain the membership register and governance records.

Section 4. Assistant Secretary

The Assistant Secretary shall:

1. Assist the General Secretary;
2. Perform the duties of the General Secretary in the latter's absence;
3. Support documentation, records management, and communication functions.

Section 5. Treasurer

The Treasurer shall:

1. Oversee the financial affairs of the Association;
2. Ensure the safekeeping of funds and financial instruments;
3. Present financial statements and reports;
4. Work with relevant officers and committees to prepare budgets;
5. Ensure sound financial controls and accountability.

Section 6. Financial Secretary

The Financial Secretary shall:

1. Keep accurate records of receipts, dues, assessments, and payments;
2. Issue receipts and maintain financial logs;
3. Track the financial obligations of members;
4. Assist the Treasurer in financial reporting and recordkeeping.

Section 7. Organizing Secretary / Programs Officer

The Organizing Secretary or Programs Officer shall:

1. Coordinate meetings, events, outreach, and programs;
2. Mobilize members for activities;
3. Assist in implementing projects and special initiatives;
4. Support planning and logistics.

Section 8. Public Relations Officer / Communications Officer

The Public Relations Officer shall:

1. Promote the image and public visibility of the Association;
2. Manage media, branding, and public communication;
3. Oversee social media, announcements, and public statements;
4. Support advocacy, awareness, and publicity initiatives.

Section 9. General Functions

The Executive Leadership shall:

1. Implement the policies and decisions of the General Assembly and Board of Trustees;
2. Manage the operational affairs of the Association;
3. Develop annual plans, budgets, and program activities;
4. Coordinate meetings, events, projects, and member engagement;
5. Maintain records and communications of the Association;
6. Present reports on organizational activities and finances;
7. Supervise committees, staff, and coordinators, where applicable;
8. Promote the growth, visibility, and effectiveness of AHWAC.

Section 9. Additional Officers

The Association may establish additional offices and define their responsibilities by bylaw, policy, or resolution.

ARTICLE IX: ELECTIONS, APPOINTMENTS, AND TENURE

Section 1. Elections

1. Officers of the Association shall be elected or otherwise selected in accordance with procedures adopted by the Association.
2. Elections shall be conducted in a fair, transparent, and orderly manner.

Section 2. Eligibility for Office

To be eligible for office, a member shall:

1. Be a member in good standing;

2. Meet any additional qualifications established by the Association;
3. Demonstrate commitment to the mission and values of AHWAC.

Section 3. Term of Office

1. The term of office for elected officers shall be as provided in the bylaws or election guidelines of the Association.
2. Officers may be eligible for re-election unless otherwise restricted.

Section 4. Vacancies

A vacancy in office may arise by resignation, death, removal, incapacity, or abandonment of office, and shall be filled according to established procedures.

Section 5. Removal from Office

An officer may be removed for:

1. Gross misconduct
2. Breach of fiduciary duty
3. Persistent failure to perform duties
4. Violation of the Constitution or policies
5. Conduct injurious to the Association

Removal shall be subject to fair process.

ARTICLE X: COMMITTEES

Section 1. Establishment of Committees

The Association may establish standing, ad hoc, advisory, technical, or special committees as needed.

Section 2. Standing Committees

Standing committees may include:

1. Finance and Fundraising Committee
2. Membership and Outreach Committee
3. Programs and Events Committee
4. Welfare and Benefits Committee
5. Media and Branding Committee
6. Culture and Heritage Committee
7. Governance and Nominations Committee
8. Audit or Compliance Committee
9. Education and Professional Development Committee

Section 3. Functions

Committees shall:

1. Perform functions assigned to them by the Association;
2. Make recommendations to the Executive Leadership or Board;
3. Submit reports on their activities;
4. Operate in a manner consistent with this Constitution.

Section 4. Committee Leadership

Chairs and members of the Committee may be appointed or elected as determined by the Association.

ARTICLE XI: REGIONAL, CITY-BASED, AND INTERNATIONAL COORDINATORS

1. The Association may establish regional, city-based, statewide, national, or international coordinators to support outreach, representation, communication, and member engagement.
2. Such coordinators shall report through the structure determined by the Association.
3. Their roles, scope, and terms shall be defined by policy or resolution.

ARTICLE XII: GENERAL ASSEMBLY

Section 1. Authority

The General Assembly shall be the broad representative body of the membership and shall exercise powers reserved to it under this Constitution.

Section 2. Composition

The General Assembly shall consist of all eligible members in good standing.

Section 3. Powers and Functions

The General Assembly shall:

1. Receive and consider reports from the Board of Trustees, Executive Leadership, and committees;
2. Elect officers or ratify officers as provided in this Constitution;
3. Approve major policy directions of the Association;
4. Approve amendments to this Constitution;
5. Approve annual dues, where required;
6. Consider and approve major strategic matters affecting the Association;
7. Approve dissolution of the Association in accordance with this Constitution;
8. Exercise all other powers lawfully vested in the membership.

Section 4. Meetings

The General Assembly shall hold:

1. Regular Meetings

The Association shall hold regular meetings at such intervals as may be determined.

2. Executive Meetings

The Executive Leadership shall meet as often as necessary for the effective administration of the Association.

3. Board Meetings

The Board of Trustees shall meet at intervals sufficient to fulfill its oversight responsibilities.

4. Electronic Meetings

Meetings may be held physically, virtually, or in hybrid format, provided the method allows meaningful participation and lawful decision-making.

5. Special General Meetings

A Special General Meeting may be called by:

1. The President.
2. The Board of Trustees.
3. The Executive Leadership.
4. A written petition by not less than one-third of eligible voting members, unless otherwise provided by policy.

6. Notice of Meetings

Notice of General Assembly meetings shall be given through appropriate official channels not less than 30 days' notice, except in emergencies.

7. Quorum

The bylaws or policies of the Association shall determine the quorum for meetings of the General Assembly. In the absence of such provision, a quorum shall be set for a reasonable number as may be adopted by the Association (no set number to form a quorum).

8. Voting

- a) Voting shall be made in person.

- b) There shall be no voting by proxy.
- c) Each eligible voting member in good standing shall have one vote.
- d) Unless otherwise specified, decisions shall be made by a simple majority of members present and voting.
- e) Constitutional amendments and dissolutions require a higher threshold as stated in this Constitution.
- f) Voting may be by a show of hands, ballot, or secure electronic method as approved by the Association.

ARTICLE XIII: FINANCIAL MANAGEMENT

Section 1. Sources of Funds

The funds of the Association may be derived from:

- a) Membership dues and fees.
- b) Donations, gifts, and contributions.
- c) Grants and sponsorships.
- d) Fundraising activities.
- e) Partnerships and lawful income-generating activities.
- f) Endowments or other lawful sources consistent with nonprofit purposes.

Section 2. Use of Funds

The funds and assets of the Association shall be used solely for the lawful purposes of the Association and in furtherance of its mission.

Section 3. Banking

- a) All monies of the Association shall be deposited in the name of the Association in approved financial institutions.
- b) The Association shall maintain proper signatory controls and financial procedures.
- c) Authorized signatories shall be designated by the Association.

Section 4. Budget and Expenditures

- a) The Association shall prepare an annual budget.
- b) Expenditures shall be authorized in accordance with approved financial controls.
- c) No officer or member shall commit the Association to financial obligations without proper authority.

Section 5. Financial Records and Reporting

- a) Proper books of account shall be maintained.
- b) Financial reports shall be presented periodically to the appropriate governing bodies.
- c) The fiscal year of the Association shall be determined by the Association.

Section 6. Audit or Financial Review

The Association shall provide for an annual audit, independent review, or financial examination, as appropriate to its size, resources, and legal obligations.

ARTICLE XIV: PROPERTY AND ASSETS

- a) All property, equipment, records, and assets acquired by the Association shall belong solely to the Association.
- b) No member shall claim personal ownership over the property or assets of the Association by reason of membership or office.
- c) The acquisition, disposal, transfer, or encumbrance of significant assets shall require proper authorization.

ARTICLE XV: CODE OF CONDUCT, ETHICS, AND DISCIPLINE

Section 1. Standard of Conduct

All members, officers, trustees, volunteers, and representatives of the Association shall uphold high standards of ethics, integrity, professionalism, civility, and respect.

Section 2. Prohibited Conduct

Misconduct may include:

- a) Fraud or misappropriation.
- b) Abuse of office.
- c) Harassment, intimidation, or discrimination.
- d) Defamation or acts that harm the reputation of the Association.
- e) Breach of confidentiality.
- f) Conflict of interest violations.
- g) Conduct inconsistent with the mission or values of the Association.

Section 3. Disciplinary Measures

Disciplinary measures may include:

- a) Verbal warning.
- b) Written warning.
- c) Suspension.
- d) Removal from office.
- e) Expulsion from membership.
- f) Any other lawful and proportionate sanction.

Section 4. Fair Process

Discipline shall be administered through fair procedures that provide notice, an opportunity to respond, and a right of appeal where applicable.

ARTICLE XV: CONFLICT OF INTEREST

1. Officers, trustees, committee members, and others acting on behalf of the Association shall disclose any personal, professional, or financial interest that may conflict with the interests of the Association.
2. A person with a conflict of interest shall not improperly influence deliberations or vote on the matter in question.
3. The Association shall adopt policies and procedures for conflict disclosure, management, and documentation.

ARTICLE XVI: RECORDS AND REPORTING

1. The Association shall maintain accurate and complete records of:
 - a) Membership
 - b) Minutes
 - c) Finances
 - d) Governance actions
 - e) Policies
 - f) Assets
 - g) Official correspondence
2. Records shall be kept securely and made available for lawful inspection by authorized persons.
3. The Association shall comply with required reporting and filing obligations.

ARTICLE XVII: SEAL, LOGO, AND OFFICIAL IDENTITY

1. The Association may adopt an official seal, logo, emblem, letterhead, and brand identity.
2. Use of the Association's name, logo, insignia, or identity shall be subject to approval and policy.
3. No person shall use the name or identity of AHWAC for unauthorized personal, commercial, political, or misleading purposes.

ARTICLE XVIII: AFFILIATIONS, PARTNERSHIPS, AND CHAPTERS

1. The Association may affiliate, partner, or collaborate with organizations whose goals are compatible with its mission.
2. The Association may establish local branches, chapters, or special networks as needed.
3. Any affiliated body or chapter shall remain subject to this Constitution and to approved governance requirements.

ARTICLE XIX: AMENDMENT OF THE CONSTITUTION

1. This Constitution may be amended by a two-thirds vote of eligible members present and voting at a duly convened meeting called for that purpose, unless a higher threshold is prescribed by law.
2. Notice of any proposed amendment shall be given to members within a reasonable period before the meeting.
3. Amendments shall take effect upon adoption unless otherwise stated.

ARTICLE XX: DISSOLUTION

1. The Association may be dissolved only by a duly approved resolution passed by not less than two-thirds of eligible members present and voting at a meeting convened specifically for that purpose, or by such higher threshold as may be required by law.
2. Upon dissolution, and after payment of all lawful debts and liabilities, the remaining assets of the Association shall be distributed to one or more nonprofit organizations with purposes similar to those of AHWAC and shall not be distributed to any member, trustee, or officer.
3. Dissolution shall be carried out in accordance with applicable law.

ARTICLE XXI: INTERPRETATION

1. This Constitution shall be the supreme governing document of the Association.
2. Any question regarding the interpretation of this Constitution shall be determined by the appropriate governing authority of the Association, subject to applicable law and the intent of the mission.
3. In the event of ambiguity, interpretation shall favor the nonprofit, professional, and community-serving purposes of the Association.

ARTICLE XXII: TRANSITIONAL PROVISIONS

1. Upon adoption of this Constitution, the founding leadership of the Association shall continue in office until the first formal election or transition conducted under this Constitution, unless otherwise resolved.
2. Existing policies, structures, and actions of the Association shall remain in force to the extent that they are not inconsistent with this Constitution.
3. The Association may adopt bylaws, policies, manuals, and regulations to implement this Constitution.

ARTICLE XXIII: BYLAWS AND SUPPLEMENTARY GOVERNANCE DOCUMENTS

1. The Association may adopt bylaws, manuals, policies, procedures, committee charters, codes, and regulations to further define and implement this Constitution.
2. Such supplementary governance documents shall be subordinate to this Constitution.
3. In the event of conflict, this Constitution shall prevail.

ARTICLE XXIV: ADOPTION

This Constitution of the African Healthcare Workers Association of Colorado (AHWAC) was adopted by the founding members of the Association on this _____ day of _____, 20, and shall take effect immediately upon adoption.

SIGNATURES

Founder / President:

Name: _____

Signature: _____

Date: _____

Vice President:

Name: _____

Signature: _____

Date: _____

Secretary:

Name: _____

Signature: _____

Date: _____

Treasurer:

Name: _____

Signature: _____

Date: _____

Witness / Board Representative:

Name: _____

Signature: _____

Date: _____

OPTIONAL SCHEDULES / APPENDICES

You may attach the following as appendices:

- Membership categories and dues schedule
- Election guidelines
- Board Charter
- Conflict of Interest Policy
- Code of Conduct
- Financial Controls Policy
- Organizational Structure Chart
- Committee Terms of Reference

