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# **ETHIOPIAN IDIR IN GREATER VANCOUVER**

## **An Improved Version of the Society's Bylaws -- 3rd Edition**

In any society, the functions of a community could not be successful through the efforts of individuals working in isolation. Instead, those individuals seek out others who would support them. In this spirit, we, Ethiopian residents of this city have come together for a common purpose of supporting one another during good and bad times, and have set up IDIR (which is a grass root organization through out Urban Ethiopia). Hence, we follow this practice & stablished this Idir.

We come from a cultural background that values cooperation and coming together for a common purpose. In order to tackle many of the issues we face as a community, we have organized ourself into a cooperative society. Our aim is also helping our members to settle in their new country successfully, and to cooperate with those of similar cultures for a common good and support one another during difficult times of sorrow and times of joy

### **Chapter 1. Article 1. Purpose and Goals of the Society:**

The Society will foster love, support, unity and cooperation among the membership, regardless of differences of religion, gender, ethnicity, political affiliation, and the like. We aim to assist all members equally, in matters of material, financial and moral assistance, and emotional support in time of dire needs such as illness, death & to rejoice with them in times of happiness.

We have been implementing such constitution for several years. However, we have come to realize that it is time to amend and improve our by-law for the third time.

### **Chapter 1. Article 2. Name of the Society:**

The name of the Society is Ethiopian Idir in Greater Vancouver City.

## **Chapter 1. Article 3. Emblem and Seal**

IDIR has its own emblem and seal approved by the General Assembly of the membership.

## **Chapter 1. Article 4. Address**

The address of the IDIR will be the address of the Chairman or the Secretary. The IDIR has also a Post Office Box:

The PO Box is: Fraser P.O 5965 Fraser Street,  
Vancouver, B.C. V5W 3A0

## **Chapter 1. Article 5. Name and Administration**

IDIR is a charitable, non-profit organization its primary objective is to support its members in accordance to the Society Act of British Columbia.

Leadership is a group of seven individuals who are selected by the General Assembly of the membership consisting of governing committee and an auditor.

Members are those who are 18 years or older, who voluntarily accepted the constitution, filled out an application form for membership, paid their monthly membership dues.

The Leadership Committee is a body consisting of six standing and one alternate member elected by the general assembly: the chairman, vice-chairman, secretary, Treasurer-Cashier, Accountant, and two other members, including an auditor, who are elected once a year. They are tasked with the duties of society in accordance to the Society Act of British Columbia and they report to the general assembly.

Sub-committees, which are selected by the leadership are permanent and temporary in nature, and the leadership has the right to set up or dismantle such sub-committees.

Family are the members' natural or adopted children, mother, father, sister and brother. If the member is married the spouse's family, i.e. the in-laws are included in the definition of family.

## **Chapter 2. Article 1. Membership Rights**

### **Members Rights:**

2-1-1 Members are required to give a helping hand in times of joy and sorrow, upon request by the leadership or a member in accordance with the constitutional provisions.

2-1-2 They have the right to obtain membership cards.

2-1-3 They have the right to elect and be elected.

2-1-4 They have the responsibility and privilege to safeguard the property of the Society.

## **Chapter 2. Article 2. In times of happiness**

2-2-1 When a member or a member's family is getting married, the Society will give the member \$2,000.00 (Two Thousand Dollars) dollars.

## **Chapter 2. Article 3. In times of sickness**

2-3-1 When a member is reported to be sick, it is important that members respond and support the person as soon as possible by visiting in person, offering assistance & ensuring that the member feels comfortable. Depending upon the member preference, members can communicate using telephone, messaging apps or email.

2-3-2 If the sickness required anything beyond what the Canadian health care system covers, the leadership will coordinate to raise the necessary financial support to the member.

## **Chapter 2. Article 4 IDIR members bereavement payment**

2-4-1. If a member's family, a spouse, a child dies and the body exit from the member's residence, Idir will pay \$10,000 (Ten Thousand dollars) to cover the member's family.

2-4-2. The IDIR will also collect \$100 from each member and deposits it in the IDIR's bank account.

2-4-3. If the member's father or mother passes away, Idir will pay the member \$5,000.00 (Five Thousand dollars). The IDIR will then collect \$75.00 (Seventy-five dollars) from each member and deposit the money in the IDIR's bank account.

2-4-4. If a guest passes away in the members house, Idir will pay \$3,000.00 to the member. The IDIR will then collect \$30.00 (Thirty dollars) from each member and deposit it in the IDIR's bank account.

2-4-5. If the member's father, mother, and child earn income, then section 2-4-4 above, will come into effect.

2-4-6. If a member learns death of a family member outside of Canada (Merdo), Idir will pay \$400.00 (Four Hundred dollars) to the grieving member.

2-4-7. When the leadership issues a check payable to the bereaved member, a form is prepared and signed by the receiver, and the form or receipt is then passed on to the chief accountant. The chief accountant keeps the receipt on file. He has the responsibility to show it to the Auditor and other authorized members upon request.

2-4-8. The leadership committee shall not disburse any funds out of the IDIR's bank account without the express consent of the IDIR's general assembly. Failure to comply with this rule will have legal consequences.

## **Chapter 2. Article 5 Obligations of Members**

2-5-1. To pay their monthly contributions on time.

2-5-2. To take part in various duties

2-5-3. To provide comfort and emotional support to members who grieve a loss.

2-5-4. To effectively support by providing support and resources during wedding, birth events, and similar joyous occasions.

2-5-5. To strengthen the IDIR by providing financial, material and knowledge resources.

2-5-6. To carry out their assignment in terms of their role to help out as needed by a bereaved member.

2-5-7. To offer the needed emotional support when a member is bereaved due to loss of a family member here, or when they receive an announcement of death from elsewhere.

## **Chapter 2. Article 6 Removal of a Member**

The following can be causes for the termination of membership.

2-6-1 Failure to pay membership dues for 3 consecutive months without sufficient reason.

2-6-2 If the member has contravened the constitution and its provisions.

2-6-3 If the member has caused the willful destruction of the IDIR's property. The IDIR may also take legal action in addition to membership termination against the member.

2-6-4 If a member is removed as a result of the above stated reasons, they would forfeit the right to share in the financial and material wealth distribution wealth acquired and accumulated by the IDIR up to that point and beyond.

2-6-5 If a member willingly renounces their membership in the IDIR or moves away from where the IDIR is located, they forfeit their right to

share in the financial and material wealth accumulated by the IDIR to that point and thereafter until they rejoin the IDIR by renewing their membership.

Even though the terminated member may be in another location, the member can still take part in various occasions happening in the IDIR such as during happy and sad occasion using telephone or email. They are not obliged to contribute financially anymore.

## **Chapter 2. Article 7 Registration of new Members**

2-7-1 New members are required to pay a registration fee of \$1,000.00 (one Thousand Canadian dollars). This shall be modified by the general assembly from time to time as needed.

2-7-2 If a new member is not able to pay the entire amount, an instalment payment plan will be arranged by the leadership

2-7-3 In addition to the initial registration fee, a new member has the responsibility to pay membership dues every month.

2-7-4 Once the new member has paid the membership fee and monthly fees, the person will be eligible to have all the rights and benefits of membership.

2-7-5 It will be the responsibility of the leadership to screen identity and background of new members. Those who have blood relations with the member are eligible to be members, and their privileges and obligations will be like any other members.

## **Chapter 2. Article 8 Monthly Contributions**

2-8-1 The yearly contribution of the IDIR is \$300.00 (Three Hundred dollars); it would be \$25 per month.

2-8-2 The amount of monthly contribution can be modified by the leadership from time to time as needed.

2-8-3 The leadership of the IDIR has the responsibility of collecting all fees from members using appropriate forms and receipts and

depositing the money in the bank

## **Chapter 3. Article 1**

### **The Ethiopian Idir establishment and administration in British Columbia**

3-1-1 It will hold a general assembly with all members present

3-1-2 It will have leadership body elected by members

3-1-3 The leadership has the right to establish & remove sub-committee members.

3-1-4 Individual leaders will be elected by the general assembly once a year. They can be elected to stay in their position for second time as deemed necessary by the general assembly. However, they cannot be elected for more than two years. In rare cases, where there is shortage of qualified new leaders, the general assembly may allow the leaders to continue in their position for one year only. This should be carried out in a way that would not adversely affect the welfare of the IDIR.

## **Chapter 3. Article 2 Authority of the General Assembly**

3-2-1 The general assembly is the governing body of the IDIR. The general assembly would be responsible for final decisions regarding the major affairs of the IDIR such as in matters of property, finances, rights, and the like. It has the responsibility of making sure that its decisions are always in line with the Society ACT. If the decision is found to be in conflict with the Society's ACT, it would not be implemented.

3-2-2 It elects and dismisses the IDIR's leadership

3-2-3 It approves the by-laws of the IDIR, annuls and improves it as needed

3-2-4 It evaluates the works of the Leadership, hears, corrects,

improves, rejects, opposes, and approves.

3-2-5 It makes the final decision regarding the IDIR

3-2-6 It safeguards controls the IDIR's property, its wealth, and its existence,

3-2-7 It determines the tenure of the general assembly

3-2-8 When urgent meetings are called for, it presents itself and conducts the meetings

3-2-9 When members call for meetings, it accommodates the members requesting the meetings and has the responsibility to listen and address their concerns

3-2-10 Meetings are to be conducted by the Chairman, his deputy, or the Secretary in accordance to their hierarchy. If they are not available at the time, the Chairman can name someone that would represent him.

3-2-11 The assembly's decision will be approved by the majority votes.

3-2-12 If quorum is not met in a meeting, the meeting would be postponed.

3-2-13 If quorum is not met on the second attempt, then the meeting can be carried out with the members present. The decision will stand as final, despite the limited number of participants present.

3-2-14 Members can participate by Proxy. The representative can vote on behalf of himself and the one he is representing. The member who wants this arrangement should inform the secretary, in person, about his intention two days in advance.

### **Chapter 3. Article 4 Functions of the IDIR's Leadership**

3-4-1 It presents reports the IDIR's activities, makes plans and

implements decision when approved by the general assembly.

3-4-2 It makes certain that the IDIR's bylaws are adhered to, and ascertains that the functions of the IDIR are properly followed, and makes sure they are implemented.

3-4-3 It also follows up that the bylaws of the IDIR are complied with by the leadership itself, by all members and branches and takes the necessary action and submits its finding to the general assembly.

3-4-4 It calls for regular emergency meetings as needed

3-4-5 It keeps records of names of members and related forms through the secretary

3-4-6 IDIR's money will be deposited in a legally recognized bank. Records of all properties will be registered and kept. The Chief accountant will keep bank records.

3-4-7 Accounts report should be presented from time to time. They will be audited.

3-4-8 It oversees various smaller departments, leads, supervises, names and dismisses.

3-4-9 It makes certain the all properties of the IDIR are property maintained

3-4-10 Conducts regular meetings of leadership to make sure that activities are being done as planned, it oversees, supervises, implements.

3-4-11 Leadership meeting can be done when four members are present. Decisions will be made in accordance with majority votes. Proxies are not allowed in leadership meetings.

3-4-12 When voting is conducted during Leadership meetings or general assemblies, and the votes are equally divided between two sides, the chairman's vote will be used as a tie-breaker.

### **Chapter 3. Article 5 Roles of the Chairman**

3-5-1 The Chairman chairs both the General Assembly and the leadership meetings. He represents the IDIR as a spokesperson in all official undertakings, performs all relevant correspondence in cooperation with the secretary, follows up and oversees their implementation.

3-5-2 Along with the Chief Accountant he Chairman signs on financial documents and directs matters as needed.

3-5-3 The Chairman presents a report regarding the state of the General Assembly.

### **Chapter 3. Article 6 Roles of the Vice-Chairman**

3-6-1 The vise-chairman acts as an advisor to the conductor of assemblies

3-6-2 Upon request of the Chairman, he vise-chairman acts on behalf of the Chairman.

3-6-3 The vise-chairman performs other duties assigned by the leadership

### **Chapter 3. Article 7 Roles of Secretary**

3-7-1 The secretary takes and keeps minutes of meetings.

3-7-2 The secretary registers names of members and keeps the membership files.

3-7-3 In times of a members' needs, in events of sadness or joy, the Secretary shall present the file of the member to the Chairperson, the Treasurer, and the accountant to make sure that request falls within the constitutional provision.

3-7-4 Ascertains that all written communication reaches their intended destination, and follows up on the communication.

## **Chapter 3. Article 8 Roles of Treasurer**

3-8-1 The treasurer collects dues contributed by the IDIR members, and issues appropriate receipts.

3-8-2 The treasurer is responsible for keeping all account receipt's and present them to the Auditor upon request. Submits to auditing activities as needed.

3-8-3 The treasurer maintains all income and expense records of the IDIR.

3-8-4 When requested to cover expenses by the Chairperson in writing, the treasurer shall make the funds available after making sure that the requested disbursements fall within the constitutional guideline.

3-8-5 The treasurer makes sure that all expense requests are within the constitutional guidelines by comparing notes with the chief accountant. If the request is not within the guidelines, he has the responsibility to notify the leadership and get things corrected. If no action is taken by the leadership to rectify the situation, then he escalates the case the General Assembly by way of the Auditor. He has a special right to request the General Assembly to convene in such cases. The leadership shall deal with the issue and comes up with its own opinion and compares it to the Auditor's opinion on the matter, and attempts to correct the things that need correction, otherwise it would have the responsibility to refer the matter to the General Assembly for final decision.

## **Chapter 3. Article 9 Roles of Accountant**

3-9-1 The accountant keeps ledgers of the organization's income and expenses. He shall see to it that all income and expenses conform to the constitutional provisions. In the event when they do not conform to the constitutional provisions, he/she shall bring this to the attention of the Leadership.

3-9-2 The accountant registers and makes sure that members have paid their dues and also properly registers all other contributions made to the Society. By following up on those who failed to contribute

their dues, he will take the necessary corrections.

3-9-3 The accountant signs on disbursement checks, and controls all income.

3-9-4 The accountant sees to it that all taxes and other expenses owed to the Government are paid out in time.

### **Chapter3. Article 10 Roles of the Auditor**

3-10-1 The Auditor reports to the General Assembly and conducts the following duties.

3-10-2 The auditor presents annual reports to the General Assembly.

3-10-3 The auditor makes sure that the leadership is meeting its responsibilities. When corrections are warranted, he notifies them to the elected individuals, and ascertains that the IDIR's rules and regulations are appropriately followed.

3-10-4 The auditor examines the IDIR's income and expense documents

3-10-5 The auditor follows up on members' safety and participation of activities and relationships

3-10-6 The auditor supervises and screens registration of new members and follows up as needed.

3-10-7 The auditor oversee the appropriate upkeep of properties of the IDIR

3-10-8 The auditor observes the conduct of members and follows up decorum.

3-10-9 When there is anything that would negatively affect the IDIR, the auditor directs the leadership to alert the General Assembly for further follow up and examination. If the leadership fails to cooperate

with him, he can directly report matter to the General Assembly.

### **Chapter 3. Article 11 Fines**

3-11-1 The leadership is responsible for creating internal rules governing implementation of fines.

3-11-2 Fines are imposed on those who fail to attend meetings without enough reasons.

3-11-3 On those who fail to perform their assigned duties.

3-11-4 On those who are not punctual

3-11-5 On those who fail to pay their dues (contributions) on time.

### **Chapter 4. Election and IDIR's Source of Income**

4.1 The General Assembly will select the Leadership

4.2 The main source of income of the IDIR is the monthly contribution of members

4.3 To generate various sources of income such as renting out equipment, bonuses, can be looked into.

This improved bylaw is approved by the General Assembly and will be in force as of today \_\_\_\_\_ 20

Vancouver, British Columbia  
CANADA