



LIVING WITH DIGNITY FOUNDATION, TZ CHARTER

Adopted on December 15, 2025

Location: Bukabile Village, Nyashimo Ward, Busega District, Simiyu Region, Tanzania.

Living with Dignity Foundation, TZ is a non-governmental organization registered under the Non-Governmental Organizations Act, No. 24 of 2002, as amended. This Charter serves as the governing document, outlining the Foundation's framework for operations, in line with Tanzanian laws and the introduction provided by the Busega District Council on November 25, 2025.

1. Purpose/Objectives

The primary purpose of the Foundation is to uplift and empower women, vulnerable children, and youth in rural Tanzanian communities by fostering self-reliance, resilience, and equitable opportunities. This mission draws from the need to address poverty and health challenges in areas like Busega District.

Specific objectives include:

- Providing essential technical proficiencies and vocational guidance in skills such as weaving, embroidery, sewing, beadwork, basketry, pottery, and other handicrafts (e.g., textile work, jewelry, home décor) to enable income generation through local and international markets.
- Facilitating communities out of poverty through training and enterprise development, including selling handicraft products like baskets, scarves, purses, and carvings.
- Cultivating greater communal consciousness on critical issues, including HIV/AIDS prevention, gender equity, and health education via seminars and workshops.
- Building community bonds and skills development among vulnerable groups to ensure every individual has the opportunity to thrive in a just and supportive environment.

2. Principles

The Foundation operates under a set of core principles that guide all activities, decisions, and interactions, ensuring ethical, inclusive, and sustainable practices:

- **Empowerment and Self-Reliance:** Prioritizing initiatives that build long-term skills and independence for women, children, and youth, rather than short-term aid.
- **Equity and Non-Discrimination:** Promoting gender equality, inclusivity for vulnerable groups, and respect for all regardless of tribe, religion, or background, in line with Tanzanian cultural traditions and laws.
- **Transparency and Accountability:** Maintaining open financial and operational practices, with regular reporting to stakeholders and adherence to NGO regulations.

- **Sustainability:** Focusing on environmentally friendly approaches, such as use of natural/recycled materials in handicrafts, to combat climate challenges and support community resilience.
- **Community-Centered Approach:** Involving local participants in planning and execution, fostering bonds through shared activities, and respecting local customs unless they conflict with written laws.
- **Health and Awareness:** Committing to education on HIV/AIDS and other health issues as integral to all programs, ensuring preventive measures and support for affected individuals.

3. Structure/Organs

The Foundation's governance structure ensures effective decision-making, oversight, and implementation. It consists of the following key organs:

General Assembly: The supreme body, composed of all members (founder members, ordinary members, and honorary supporters). It meets annually to review progress, approve budgets, elect the Board, and make major decisions. Emergency meetings can be called by one-third of members. Quorum is half the membership, with decisions by majority vote (chairperson breaks ties).

Board of Directors: Comprising 5-7 elected members (including Chairperson, Vice-Chairperson, Secretary, Treasurer, and 2-3 additional members), serving 3-year terms renewable once. Elected by the General Assembly, the Board oversees policy formulation, strategic planning, resource mobilization, and compliance with laws. It meets quarterly, with a quorum of four members. The Board represents the Foundation externally, signs agreements, and provides annual reports to the Registrar of NGOs.

Executive Committee: Led by an Executive Director (appointed by the Board), this includes department heads for programs (e.g., Vocational Training, Health Awareness). It handles day-to-day operations, project implementation, and staff management. The Committee reports biannually to the Board and ensures activities align with objectives.

Departments: Operational units focused on key areas, such as Handicrafts and Enterprise Development, and HIV/AIDS Education. Each is headed by a coordinator responsible for training, seminars, and market linkages.

All organs adhere to principles of inclusivity, with at least 50% representation from women and vulnerable groups where feasible.

4. Rights and Responsibilities

This section outlines the entitlements and obligations of stakeholders to promote fairness, participation, and accountability.

Members (Founder, Ordinary, and Honorary):

Rights

- i. Attend and vote in General Assembly meetings.
- ii. Access Foundation reports and financial statements.

- iii. Participating in programs and training.
- iv. Nominate or stand for Board positions.
- v. Receive fair hearing in disputes.
- vi. Benefit from skill-building opportunities.

Responsibilities

- i. Respect and defend this, Charter.
- ii. Attend at least three meetings annually (or face potential expulsion).
- iii. Contribute objectives through active involvement.
- iv. Pay minimal membership fees if applicable.
- v. Notify of changes in status.
- vi. Uphold principles like non-discrimination and transparency.

Staff and Volunteers

Rights

- i. Receive fair remuneration or stipends (where funded).
- ii. Access training and safe working conditions.
- iii. Voice concerns through the Executive Committee.
- iv. Protection from discrimination.

Responsibilities

- i. Implement programs diligently.
- ii. Maintain accurate records.
- iii. Report progress weekly/monthly.
- iv. Adhere to ethical guidelines.
- v. Avoid conflicts of interest.
- vi. Promote the Foundation's mission in all actions.

Beneficiaries (Women, Vulnerable Children, and Youth):

Rights

- i. Access free or low-cost training, seminars, and resources
- ii. Receive confidential support for health issues like HIV/AIDS
- iii. Participate in decision-making for programs affecting them
- iv. Fair treatment and protection from exploitation.

Responsibilities

- i. Engage actively in activities.
- ii. Respect community norms and Foundation rules.
- iii. Provide feedback for improvement.
- iv. Use acquired skills for self-reliance and community benefit.

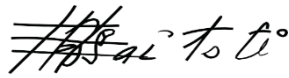
General Provisions

- i. All stakeholders must comply with Tanzanian laws.
- ii. Disputes are resolved first by the Board, then arbitration if needed. The Foundation ensures immunity for good-faith actions by leaders. Changes to this Charter require a two-third vote at the General Assembly and notification to the Registrar of NGOs.

This Charter may be amended as per legal requirements and will be reviewed annually to ensure relevance.
Signed by the Founding Members on behalf of the Living with Dignity Foundation, TZ.

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RAYMOND SAITOTI

Handwritten signature of Raymond Saitoti in black ink.

JAMES MOGUSU

Handwritten signature of James Mogusu in blue ink.