

Wembley To Soweto Foundation Governance Policy

1. Purpose

The purpose of this governance policy is to establish clear guidelines for the effective governance, accountability, and decision-making processes of The Wembley To Soweto Foundation.

2. Board of Directors

- The foundation will have a Board of Directors responsible for overall governance, strategic direction, and oversight.
- The Board will be composed of individuals with diverse skills, experience, and a commitment to the foundation's mission.

3. Roles and Responsibilities

- Clearly defined roles and responsibilities will be established for the Board, committees, and executive leadership.
- Responsibilities will include strategic planning, financial oversight, and adherence to legal and ethical standards.

4. Meetings and Communication

- The Board will meet regularly to discuss strategic matters, review financial reports, and ensure alignment with the foundation's mission.
- Communication channels will be established to keep all stakeholders informed about the foundation's activities and decisions.

5. Decision-Making

- Decision-making processes will be transparent, inclusive, and well-documented.
- Major decisions, such as changes to the mission or organizational structure, will require Board approval.

6. Conflict of Interest

- A clear policy on conflicts of interest will be in place to ensure that the interests of the foundation are prioritized.
- Board members and key staff will disclose any potential conflicts, and appropriate measures will be taken to manage them.

7. Code of Conduct

- The foundation will establish a code of conduct outlining expected behavior for Board members, staff, and volunteers.
- Ethical standards, confidentiality requirements, and professional integrity will be emphasized.

8. Financial Management

- The foundation will maintain sound financial management practices, including budgeting, financial reporting, and internal controls.
- Annual audits will be conducted to ensure transparency and accountability.

9. Succession Planning

- Succession plans will be developed for key leadership positions to ensure continuity and a smooth transition in the event of vacancies.

10. Stakeholder Engagement

- The foundation will engage with stakeholders, including donors, beneficiaries, and the community, to gather input and ensure accountability.
- Regular feedback mechanisms will be established.

11. Evaluation and Continuous Improvement

- Regular evaluations of the Board's performance, policies, and organizational effectiveness will be conducted.
- Recommendations for improvement will be implemented to enhance governance practices.

12. Legal Compliance

- The foundation will comply with all applicable laws and regulations governing nonprofit organizations, including reporting requirements.