THE CONSTITUTION OF THE WOMEN LEADERS NETWORK FOR DEVELOPMENT - RESEAU DES FEMMES LEADERS POUR LE DEVELOPPEMENT (RFLD)

CONTACTS OF THE ORGANIZATION

- Organization Coverage: Regional (Sub Saharan Africa)
- Headquarter : Accra, Ghana
- Email : admin@rflgd.org – programs@rflgd.org - communications.info@rflgd.org
- Website : www.rflgd.org
- Facebook : www.facebook.com/rfldorg
- LinkedIn: https://www.linkedin.com/company/rfld
- Twitter : https://x.com/RfldOrg
- YouTube Channel: https://www.youtube.com/@rfldorg/videos

PREAMBLE

The Women Leaders Network for Development – Réseau des Femmes Leaders pour le développement (RFLD) is a women-led organization working to end discrimination, violence against women and girls, and promote gender equality and human rights across the Sahel, West, Central, and Southern Africa.

RFLD's theory of change for Gender Equality and Social Inclusion (GESI) in Sub-Saharan Africa emphasizes the importance of tackling both structural and individual barriers to achieve lasting progress. We aim to build strong effective alliance about GESI principles within communities, promoting greater tolerance and inclusion. Additionally, we encourage individuals working on the frontlines to develop a deeper sensitivity towards GESI issues, which encompass gender, ethnicity, religion, disability, sexual orientation, and other factors that contribute to social inequalities. By fostering a collective desire for transformation and addressing these interconnected aspects simultaneously, RFLD strives to create a holistic environment conducive to achieving lasting GESI goals in Sub-Saharan Africa.

VISION STATEMENT

A Subsaharan Africa where women and youth are recognized as equal partners in development, leading the way towards sustainable peace, prosperity, and gender equality.

MISSION STATEMENT

To empower women and youth across Subsaharan Africa, fostering an inclusive and equitable future where their rights are protected, voices are heard, and they actively participate in shaping the decisions that impact their lives.

CORE VALUES

- Observe the principles of accountability, transparency, honesty, fairness and firmness in all areas of work.
- Proactivity and innovation
- Uphold and promote rights of women and children
- Promote gender equality and equal opportunities.
- Commitment to the principles of social justice and good governance.

ARTICLE 1

INTERPRETATIONS

In this Constitution, unless the context otherwise requires-

"RFLD" means the members of the Women Leaders Network for Development

"Chairperson" means the Chairperson of the RFLD Board of Directors

"Secretariat" means the administrative organ of the RFLD

1.1 Expressions referring to writing shall, unless the contrary intention appears, be construed as including references to printing, lithography, photography, other modes of representing or reproducing words in a visible form.

1.2 Unless the context otherwise requires, words or expressions contained in this Constitution shall bear the same meaning as in the Act or any statutory modification thereof in force at the date at which these Articles become binding on the RFLD.

ARTICLE 2

NAME AND LOCATION

2.1 The Network established by this Constitution shall be called "**The Women Leaders Network for Development"** herein called RFLD.

2.2 The RFLD Secretariat shall be headquartered in Porto Novo, the Republic of Benin.

ARTICLE 3

LEGAL STATUS

The RFLD shall possess full juridical personality and in particular to:

3.1 Acquire, hold and dispose of movable and immovable property.

3.2 Institute and defend legal proceedings.

3.3 Do all such things connected with or incidental to the foregoing.

ARTICLE 4

OBJECTIVES

The objectives of the RFLD shall include:

4.1 Applying rights-based approaches to gender mainstreaming to foster inclusive and equitable societies.

4.2 Advocating for equal opportunities and access to resources for women and girls across all spheres of life.

4.3 Addressing the disproportionate impact of climate change on women and communities, advocating for sustainable and equitable solutions.

4.4 Empowering individuals and communities to make informed choices about their sexual health and reproductive rights.

4.5 Strengthening the capacity of women's rights organizations to advocate effectively for change.

4.6 Shaping policies that advance women's and girls' rights across various sectors

4.7 Eradicating harmful traditional practices that violate human dignity and rights.

ARTICLE 5

STRUCTURE AND ORGANS

The following Organs shall constitute the Women Leaders Network for Development.

1. The Executive Committee (referred to as **Project Coordinating Committee**).
2. The Secretariat

ARTICLE 6

COMPOSITION OF THE STRUCTURES OF NGBV

7.1 The Executive Committee shall comprise representatives from main RFLD Main headquarters in Benin.

7.2 The National Secretariat shall be the administrative arm of the RFLD and shall be responsible for the day to day administrative affairs of the RFLD.

ARTICLE 7

COMPOSITION OF THE EXECUTIVE COMMITTEE

The Executive Committee shall constitute the following members who shall be Nominated by RFLD Main headquarters in Benin.

a) Chairperson.

b) Vice Chairperson

c) Treasurer

d) Coordinator, as Secretary and ex-officio member

e) Other six members

ARTICLE 8

FUNCTIONS OF THE EXECUTIVE COMMITTEE

The Executive Committee shall:

a) Be responsible for governance issues

b) Be responsible for the approval of the annual programme and budget of the Network.

c) Hold regular quarterly meetings to discuss and deal with matters related to the affairs and functioning of the RFLD.

d) Provide technical support to the Secretariat as and when necessary.

11.1 The Quorum for meetings of the Executive Committee and for any Ad-hoc, Standing or Specialised Committee established by the Executive Committee, shall be by two-thirds of the members

ARTICLE 9

TERMS OF OFFICE FOR THE EXECUTIVE COMMITTEE

Members of the Executive Committee may hold office for 3 years and can be eligible for a second and final term.

ARTICLE 10

COMPOSITION AND FUNCTIONS OF THE SECRETARIAT

The Secretariat shall be the implementing arm of RFLD and as well be responsible for the day to day administration of the affairs of the network.

The Secretariat shall compose of the following:

13.1 The Director

13.2 Programme Officer(s)

13.3 Administrative Secretary

13.4 Accountant / Finance Officer

13.5 Support staff (driver/messenger, cleaner, security officer)

ARTICLE 11

FUNCTIONS OF THE DIRECTOR

The Director shall:

a) Serve as the Secretary to the Executive Committee

b) Be the head of Secretariat and be answerable to the Executive Committee

c) Coordinate and supervise all the activities and functions of the Secretariat and report to the Executive Committee and Secretariat.

d) In consultation with the Chairperson of the Executive Committee convene meetings of the Executive Committee.

e) Be responsible for the production of annual progress reports

f) On the approval of the Executive Committee, enter into and sign contracts on behalf of the RFLD.

ARTICLE 12

FUNCTIONS OF THE ADMINISTRATIVE SECRETARY

The Administrative Secretary shall:

a) Serves as Principal Assistant to the Director

b) Be responsible for all administrative matters, general services handling and documentation of all correspondences,

c) Supervise the functions of the support staff.

ARTICLE 13

FUNCTIONS OF THE ACCOUNTANT

The Accountant shall:

a) Be responsible for the financial management of the RFLD.

b) Prepare and submit quarterly financial reports to the Executive Committee.

c) Facilitate external annual audit processes.

MANAGEMENT (GOVERNANCE PRINCIPLES AND STRUCTURE)

- Oversight (board and staff) – RFLD has an experienced Board that provides strategic thinking and general oversight. The day-to-day management of the organization has been delegated to RFLD's Global

Executive Director and management team who provide guidance and leadership in the implementation of RFLD's programmes. The Board and managers' profiles are provided in the supporting documentation.

- Cash-flow and budget management – as part of the financial monitoring process monthly internal financial management reports are produced and circulated to all budget holders. This ensures that the budget holders are aware of any variances and take corrective action as required. The proposed programme will be regularly reviewed and monitored in line with the organizational budget management processes. In addition, the Senior Finance Manager monitors cash flow on a weekly basis, using electronic banking facilities, to ensure that there are sufficient funds in the organizational bank accounts to pay for operations and other running costs and that anticipated funds have been received.
- Audit processes – RFLD has statutory audits that are performed by external auditors. On an annual basis the auditors review RFLD' internal control environment and provide assurance that the accounts prepared are true and fair. The proposed programme will be audited alongside RFLD' annual audit and a programme specific audited financial statement and report will be produced in addition to the organization's annual audit.
- Anti-corruption and bribery policy– RFLD has an anti-corruption policy and a personnel policy where bribery is highlighted that governs the work that we do. These policies, which form part of the staff on-boarding and are regularly reviewed with staff, are easily accessible via the RFLD intranet.
- Procurement policy – RFLD has a detailed procurement policy which is communicated to all staff and partners. There are two procurement officers within RFLD to make sure all procurement is done in line with the policy. The RFLD procurement policy is also shared with subgrantees as

an annex to the sub partnership agreement where a procurement policy is absent. Partners are expected to use their own institutional procurement policies which are reviewed by RFLD to ensure they are available.

- Sub-granting – RFLD' grant management manual guides its funding relationships with its partners. The grant management manual is set up to, amongst others, provide funding for sub-grantees to advance human rights work within the sub-region, ensure transparency and fair access in project sub-granting processes, and ensure proper management and accountability of funds at international accounting standards level.

RFLD (1) assess its partners who plan to administer sub-grants with programme funds to ensure that they have systems and processes in place that align with RFLD' sub-granting management requirements, (2) provide sub-granting guidelines and supporting documentation (e.g., procurement policy, anti-corruption policy, travel guidance etc.) that are specific to the proposed programme in terms of eligibility (target stakeholders, locations, selection criteria, etc.) and compliance in line with Donor's conditions of support, (3) review and approve sub-granting activities as part of the annual planning and budgeting process, and (4) create a process for notifying consortium partners before sub-grants are administered to promote transparency, accountability, knowledge-sharing and coordination. Furthermore, the funding relationship with consortium partners who receive programme funds via RFLD will be governed according to the processes and procedures outlined in the RFLD' sub-grant management manual. Sub-partnership agreements with consortium partners will be entered upon the inception of the programme and amended on an annual basis to reflect any additional sub-granting activities approved during the annual planning and budgeting process (subject to the review and approval of required reporting, including programme-specific audits).

MONITORING, EVALUATION, AND LEARNING (MEL)

RFLD uses a Developmental Evaluation approach to monitor and evaluate its progress, generating learning. This approach facilitates regular feedback to programme stakeholders and staff, creating a continuous development loop.

- **Monitoring**

The MEL system uses a mixed method approach with both primary and secondary data sources to assess changes. We employ Outcome Harvesting as our primarily qualitative methodology for monitoring and developmental evaluation, thereby expanding our theory of change and deepening our understanding of the change we expect to see for the different stakeholder groups. Quantitative data are tracked through monitoring of output and outcome indicators. Joint sense making exercises are held annually to triangulate quantitative and qualitative data, assess progress, and facilitate learning about results achieved and their implications on the programme's theory of change.

- **Evaluation**

The evaluation utilizes a gender lens in data collection and analysis. Endline results will support sustainability amongst CSO partners and service providers.

- **Learning**

RFLD invests in learning initiatives that aim to inform programme strategies and decisions. Any adjustment made in the programme will be aligned with lessons learned about cross-collaboration, enabling the programme to develop coordination mechanisms and approaches that are fit-for-purpose and suit the current context of implementation. Given the complex environment in which the RFLD programme operates, we practice ongoing monitoring for changes in the context and adapt to constant social, economic, structural, political, and environmental changes as a component of MEL. RFLD uses the lessons learned,

monitoring and evaluation data, and regular contextual analyses to inform adaptations. We produce cross-country research, tools, approaches, and learning from practice including media materials that are developed based on our learning agenda.

- **Reporting processes, content, and timeline**

To facilitate quality reporting standards, RFLD holds quarterly MEL meetings to review progress in activity implementation and spending levels. Quarterly data quality reviews will be conducted to ensure Donors report requirements are met. Reports will include information on the status of activity implementation based on the annual plan, analysis of outputs (based on quantitative and qualitative indicators), successes and failures, thematic lessons learnt, feedback provided, and human-interest stories. During cross learning and reflections on the results achieved, lessons and recommendations will be shared and where revisions/adaptations are required.

RISK ASSESSMENT AND MANAGEMENT

Risk management is an integrated part of the programme cycle and closely linked to our guiding principle of agility and flexibility and our approach of adaptive management. Risk management is not only about minimizing risk, but also balancing the risks against opportunities and potential results, or alternatively the negative consequences of not providing support.

We have considered three main categories of risks: (i) contextual risk concerning general risk and fragility factors; (ii) programmatic risk concerning risk in regard to achievement of programme outcomes and objectives; and (iii) institutional risks.

Risk	Mitigation Measures
Contextual	
Unequal access to the internet and digital technologies and infrastructure including hardware and software licenses (i.e., digital divide) and availability of electricity and/or internet (i.e., internet shutdowns, rising internet costs).	➔ Diagnostic assessments to understand infrastructure challenges and adjust activities appropriately. ➔ Provide back-up batteries to ensure available electric power to partners and HRDs. ➔ Use hack-a-thons to innovate new technologies and tools that minimize the digital divide and provide offline content. ➔ Alternative tech and solutions for offline contexts to address infrastructure/access gaps (e.g., software) and ensure the realities of local and technical collaborators, and inform their global advocacy efforts for greater inclusion.
Increased incidences of targeted repression (offline and online), including, intimidation, physical or cyber attacks, harassment,	➔ Robust safety and security procedures including intersectional and differentiated risk analysis that inform measures to protect and defend partners and participants. ➔ Regular cyber "health checks" ➔ Use of protonmail and encrypted digital spaces for collaboration/data storage. ➔ Risk mitigation activities co-designed with affected groups to embed in (emergency) support and human rights mechanisms. ➔ Build the capacity of local partners to reduce security

arbitrary arrest and detention.	risks, including the capacity to use alternative dispute resolution and dialogue tools. ➔ Engage HRD diaspora so that work can continue as safely as possible (remotely) in times of crises.
Conflict, environmental disaster and/or economic decline triggering rise in vulnerability, which disproportionately negatively affects our impact groups.	➔ Sharing of lessons learnt from other programming contexts where there has been a rapid rise in conflict / instability. ➔ Work with consortium members, partners, to adjust timelines and activities, as needed. ➔ Use of multiple ways and forms of delivering capacity development initiatives that are inclusive of members from low-resource or disaster-affected environments (e.g., move activity to another safe location; explore digital options).
Institutional	
Challenges with compliance and reporting, both for consortium members and partners.	➔ Curated learning and development opportunities to ensure successful financial and risk management and programme delivery. ➔ Clear communications channels and accountability mechanisms that enable capacity gaps and implementation issues to be identified and addressed. ➔ Strengthen sub-granting due diligence checks to reduce financial risks ➔ Formal MoUs between partners from the outset to delineate responsibilities and compliance requirements. ➔ Regular dialogues with Donors on risk sharing and appropriate flexible donor compliance and reporting

	requirements will take place.
Mismanagement or misuse of financial resources, including fraud or corruption.	➔ Annual reviews and institutional strengthening plans, as required of partners that host support mechanisms, ensuring checks and balances in accounting, distributed responsibilities. ➔ Strengthening of governance and accountability mechanisms of partners
Withdrawal of funding, insufficient diversity and long-term availability of funding sources, or issues with bankruptcy that inhibit the ability to financially sustain the programme.	➔ Sustainability strategy review with staff to assess progress to-date and lessons learned that can inform future strategic directions for resourcing and sustainability. ➔ Members and partners supported to develop their resource mobilization capacity, while also continuing to advocate for improved civil society resourcing practices.
Staff turnover, leaving an absence of institutional knowledge and resulting in implementation or reporting delays or	➔ Clear organogram/structure of required capacity (both staff and partners) with related tasks, so potential gaps are easily visible/reallocation is practical. ➔ Regular internal capacity assessments with appropriate response and budget for institutional capacity strengthening as needs are identified.

misunderstandings.	
Programmatic	
Limitation of impact groups to access/process information or participate in events or campaigns.	➔ Prioritization of our "people first" and "language justice" principles and related practices to ensure inclusion, substantive participation, and learning. ➔ Work with local partners who represent groups speaking diverse local languages to ensure programming can be contextually relevant. ➔ Provide language translations / interpretations during online and offline engagements and in training materials and other resources.
Harmful social norms and cultural practices that discriminate against specific populations – e.g., women, minorities, youth – that limit their inclusion and influence and their participation in programming.	➔ Require minimum inclusion of traditionally excluded populations in activities and organize separate activities specifically for these groups. ➔ Disaggregation of demographic data in monitoring and reporting to inform programme adaptations to be more inclusive. ➔ Engage local power holders that act as reference groups for the maintenance of harmful social norms (e.g., husbands, fathers, community leadership) to shift behaviors and reprisals. ➔ Directly collaborate with organizations representing marginalized groups and support partners to take an intersectional approach to identify the groups most excluded to prioritize and develop specific plans for outreach and engagement and relationship building with

	them. ➔ Build in extra resources and time to enable inclusion of the hardest to reach populations (e.g., covering the costs of care responsibility to support young women & minority persons to be trained). ➔ Utilize alternative venues that are accessible and/or safe spaces for different groups, working with women's group leaders, and meeting at times that are convenient for youth and women.
Poor accountability for loose coalitions due to their unregistered status that inhibits enforcement of compliance mechanisms.	➔ Concentrate longer-term engagement with formal coalitions and support loose coalitions on an activity basis only, closing the partnership when the activity/sub-granting ends. ➔ Prioritize engagement of loose coalitions for those representing our harder to reach impact groups, especially those that may not be able to formally register based on their focus or status (e.g., minority groups) ➔ Prepare and agree on a separate accountability mechanism for loose coalitions that requires the bare minimum of data and offers opportunities for reporting through simple mechanisms.
Banking or other regulations that limit the ability to transfer or use funds.	➔ Diversification of types of funds, using alternative mechanisms for formal and informal groups and organizations and activists to receive funds (especially activists and groups such as sexual minorities that may have to operate discreetly).
Physical and	➔ Regular review of safeguarding and protection plans,

psychological risks to RFLD staff, partners, and participants due to working in repressive countries or with high-risk populations.	including a 'do no harm' policy, across multiple levels of implementation. ➔ Check-ins with consortium members and partners (especially high-risk groups) and wider local stakeholders at regular intervals during and after implementation (bi-annually and after the work) to assess any unintended negative consequences from their engagement with the program. ➔ Well resourced psychosocial support structures developed, including services provided through host partners and third party referrals.
Restrictions on travel or gatherings due to health or environmental emergencies or other external factors (e.g., inability to obtain visas, etc.) making in-person activities and travel difficult/not possible.	➔ Host partners will monitor and relay news of restrictions related to health or other emergency factors making in-person activities and travel difficult/not possible, and be supported to apply safe practices, or if necessary (according to government and/or global authority) postpone or translate activities into virtual-only formats. ➔ Practice valuable lessons learned during the Covid pandemic to host meaningful virtual engagements. ➔ Innovate with new tech to reach people, even in low bandwidth situations, with alternative engagement opportunities.

IMPACT ASSESSMENT FOR WORK IN FRAGILE STATES

When partners are operating in fragile states – where state building is on the agenda, it undertakes: (a) a risk analysis to identify where strategic objectives contradict state building objectives; and (b) an impact assessment to identify how its programmatic work (whether action or inaction) risks doing harm to state building processes.

Factors	Questions	Impact (if any)
Political processes	How do existing state organizations relate to civil society?	Possibility of consultation and persuasion, or possibility of coercion and threats
Political settlement	Who is included and excluded from state organizations?	Inclusion or exclusion of certain groups in decision-making processes
State-society relations	What capacities exist within civil society to exercise voice and put pressure on the state?	Capacity of civil society to put demands on the state, and possibility of cooperation between state and civil society
State legitimacy	What are the different sources of state legitimacy?	Legitimacy of state among diverse social groups, or elites
Social expectations of the state	What are competing normative views on what the state should do among diverse social groups?	Increasing expectations enough to put pressure on the state to perform, or increasing expectations beyond what state can deliver

We are committed to reducing our environmental impact, and continually improving our environmental performance as an integral part of our business strategy and operating methods.

The coordination team will ensure that the following activities are undertaken in the implementation of the proposed programme interventions:

1. Travel for planned meetings/convenings to be reduced
    - Budget holders to establish whether the number of team members attending can be minimized, and/or local partners can attend in their stead.
    - Meeting alternatives such as e-mail or video/online/phone conferencing to be promoted where possible.
    - Prioritize less environmentally vulnerable countries as meeting venues.

2. Flights to be planned in accordance with environmental policy
    - Length of flight to be weighed up in conjunction with cost; reasonably cost direct flights should be favored over longer trips.
    - Where infrastructure exists, and trips can be completed within a single working day, or are shorter than 400 km, staff/partners/participants should use public transport (trains, buses, etc.) instead of flights.
    - Where infrastructure exists, staff/partners/participants should use public transport (trains, buses, etc.). If this is not a possibility, staff/partners/participants should aim to share transportation/motor vehicles as far as possible.

ARTICLE 14

FINANCES OF RFLD

RFLD may draw its financial and other resources from the following sources:

1. Service Contracts and Grants form UN agencies and donor organisations, other governments and Personal donations, as well as donations from similar or Sister-Institutions / Organisations at the Global level).
2. Any other source of income recognised as lawful and permissible under, the Laws of Benin and under International Legal systems and Financial Regulations.

ARTICLE 15

BANK ACCOUNTS

RFLD shall open an account or accounts with any of the Banks / Financial Institutions currently operating in Benin or elsewhere, in accordance with the laws of Benin and the laws of the country where such an account is opened as well as with International banking Regulations.

ARTICLE 20

SIGNATORIES TO THE ACCOUNT

The Secretary General, the Chairperson and Treasurer of the Executive Committee shall be signatories to the Bank Accounts of RFLD and any two of the three officials may sign cheques of the RFLD Accounts.

ARTICLE 21

AUDITING OF THE ACCOUNTS

1. The Executive Committee shall at the end of every Financial Year, cause for the accounts and financial activities of RFLD, to be properly audited by an Independent Audit Firm.
2. Any Audit Firm contracted to audit the accounts and financial activities of RFLD, shall submit to the Executive Committee, a comprehensive and impartial report reflecting the true and exact current state of affairs of the accounts, finances and financial activities of RFLD.

ARTICLE 22

DECISIONS OF THE EXECUTIVE COMMITTEE

1. In any meeting of the Executive Committee, decisions shall be taken by consensus or by a vote of the simple majority of members present and voting.
2. In any meeting of any Committee established by the Executive Committee, decision shall be taken by consensus or by a vote of the simple majority of the total number of members of the Committee concerned.
3. The decision of the Executive Committee on matters where there is a consensus that they are within the legitimate mandate of the RFLD, shall be binding on the secretariat.

ARTICLE 23

REGISTRATION

The RFLD herein created shall be registered with the Registrar of Companies at the Attorney General's Chambers as provided for under the provisions of the Companies' Act 1955, amended in 1990, Laws of Benin as well as with the NGO Affairs Agency

ARTICLE 24

ENTRY INTO FORCE

This Constitution shall enter into force as soon as it is endorsed either by consensus or by a vote of Two-Thirds (2/3) majority of the total number of members of the Co-founders present at its Maiden Meeting.

ARTICLE 25

BY-LAWS

RFLD shall make such by-laws as are necessary for the proper and efficient operation of the Organization.

ARTICLE 26

AMENDMENTS

a) Amendments to the Constitution may be proposed by the Executive Committee
b) Draft proposal to amend this constitution shall be sent to the Director no later than thirty (30) days before it is to be deliberated upon by the Executive Committee
c) The Director shall cause the said draft proposal to be an item on the agenda of the Executive Committee.
d) Subject to the provisions of (a) and (b) above, an amendment to the Constitution shall be endorsed by a consensus or by a vote of two-thirds

(2/3) majority of members present and voting at such a Executive Committee where the proposed amendment is discussed.

e) No amendments may be made which would have the effect of making the RFLD cease to exist.

ARTICLE 27

MISCELLANEOUS

a) The Executive Committee shall have the powers to interpret this Constitution, in part or in full.

b) This Constitution shall be supreme in relation to all instruments and tools that are developed for the smooth running of RFLD.

c) Nothing in Constitution shall prevent or prohibit members from having or developing their own constitutions.

d) Where any part or provision of this Constitution is found be inconsistent with the provision of any existing law of Benin, that part or provision of this Constitution shall, to the extent of the inconsistency, be void.

ARTICLE 28

DISSOLUTION

a) Subject to the provisions of any law in force in the Republic of The Benin, RFLD shall be dissolved upon a resolution for the dissolution of RFLD passed by four-fifths majority of the Executive Committee at any Committee Meeting **PROVIDED** that the petition for the dissolution of the RFLD shall, prior to the meeting Committee, be an item on the agenda of the said Assembly.

b) The dissolution shall take effect 90 days from the day when the resolution is passed.

c) The assets of the RFLD Gambia Chapter shall, upon the dissolution of RFLD, to be used to meet the RFLD debts and other financial obligations and the remaining balance shall be handed over to any charity or charitable Organizations as may be agreed upon by RFLD prior to the dissolution.

Adopted and established on October 18, 2014.

RFLD