



PUBLIC GOVERNANCE & POLICIES

Transparency. Accountability. Real Impact.

PUBLIC-FACING SUMMARY • VERSION 1.0

1. OUR GOVERNANCE COMMITMENT

We operate with a commitment to responsible stewardship, ethical leadership, documented decision-making, lawful operations, and measurable community impact.

The U.S. organization is governed by a Board of Directors. The Nigerian organization is governed through its Nigerian trustee structure and applicable Nigerian law. Where the two entities collaborate, their roles and responsibilities should be documented in writing.

Founder recognition does not create personal ownership of charitable assets or unilateral authority over organizational decisions.

2. BOARD & LEADERSHIP ACCOUNTABILITY

The Board acts collectively and oversees mission, strategy, financial stewardship, compliance, risk, executive leadership, and organizational continuity.

Board meetings, votes, written consents, committee actions, and material decisions should be documented in corporate records.

Officers and designated program leaders operate within authority granted by the Board or applicable governing body.

3. FINANCIAL STEWARDSHIP & INTERNAL CONTROLS

Organizational funds should be maintained in accounts held in the appropriate legal entity's name. Personal accounts are not official organizational accounts.

Financial controls include budgeting, authorized signers, segregation of duties, payment approvals, reconciliations, reimbursement documentation, procurement controls, restricted-fund tracking, grant accounting, and record retention.

Financial reporting should be sufficiently documented to support grants, donor restrictions, regulatory filings, and Board oversight.

4. CONFLICT OF INTEREST & RELATED-PARTY TRANSACTIONS

Directors, officers, trustees, key employees, and designated leaders should disclose actual, potential, or perceived conflicts.

Persons with material conflicts should recuse themselves from voting or influencing the affected decision, except when providing factual information requested by the disinterested decision-makers.

Related-party transactions should be reviewed for fairness, reasonableness, documentation, and organizational benefit.

5. FUNDRAISING & GRANT STEWARDSHIP

Fundraising in the organization's name must be authorized and accurately describe the charitable purpose and intended use of funds.

Grant files should document applications, budgets, award terms, restrictions, reporting obligations, supporting expenditures, outcomes, and closeout.

Unauthorized fundraising, personal collection of charitable funds, falsification of receipts, or misrepresentation of organizational authority is prohibited.



6. SAFEGUARDING & BENEFICIARY PROTECTION

Children, vulnerable adults, patients, students, volunteers, and other beneficiaries must be treated with dignity and protected from abuse, exploitation, harassment, discrimination, and retaliation.

Photography, video, testimonials, health information, and other sensitive information should be collected and used only with appropriate authorization and safeguards.

Serious safeguarding concerns should be escalated and handled under the organization's incident and investigation procedures.

7. ETHICS, ANTI-FRAUD & ANTI-BRIBERY

We prohibit theft, falsification, misuse of charitable resources, improper reimbursement, kickbacks, undisclosed conflicts, unauthorized fundraising, and improper payments or benefits intended to influence decisions.

Good-faith reporting of suspected misconduct should be protected from retaliation.

8. PARTNERSHIPS & INTERNATIONAL OPERATIONS

Material partners should receive proportionate due diligence before approval.

Written agreements should identify the legal parties, program scope, funds, reporting, safeguarding, intellectual property, data responsibilities, termination, and dispute provisions.

State coordinators and local teams do not independently create legal or financial obligations for an organization unless authorized in writing.

9. DATA PRIVACY & DIGITAL COMMUNICATIONS

Personal information should be collected and used for legitimate organizational purposes and protected through reasonable administrative, technical, and physical safeguards.

Official social media and digital communications should be accurate, authorized, respectful, and consistent with privacy, safeguarding, and intellectual-property requirements.

10. COMPLAINTS, GRIEVANCES & NON-RETALIATION

Concerns regarding programs, personnel, safeguarding, financial misconduct, discrimination, harassment, or compliance may be reported through official organizational channels.

Reports should be handled as impartially and confidentially as practicable, subject to applicable law and the need to investigate.

11. DOCUMENT RETENTION & CORPORATE RECORDS

Corporate records include governing documents, Board or Trustee minutes, resolutions, accounting records, grant files, contracts, policies, and other required records.

Records subject to audit, investigation, legal hold, complaint, or known dispute must not be destroyed.

12. PUBLIC DISCLOSURE & DOCUMENT LIBRARY

Public governance documents should identify an approval date, effective date, and version so visitors can distinguish adopted documents from drafts.

We do not publish private donor information, beneficiary records, personal identification numbers, banking credentials, confidential incident reports, trustee declarations, or other protected information merely for transparency.

Public versions of government filings should be reviewed for appropriate redaction before publication.