

ZIVA GLOBAL CONSTITUTION (VERSION 2.0 – 2026)

Zimbabwe Voluntary Association UK (ZIVA)



Motto: More Hands, Less Weight

Contents

1. EVOLUTIONARY PHILOSOPHICAL FOUNDATIONS	2
2. NAME, IDENTITY & OFFICIAL COMMUNICATIONS.....	3
3. THE ZIVA LEGACY & FOUNDATIONAL AMNESTY (ALUMNI STATUS)	3
4. BRANCH STRUCTURE & EXECUTIVE MANAGEMENT	4
5. MEMBERSHIP & VOLUNTARY SUPPORT TIERS	5
6. FINANCIAL MECHANICS & SURPLUS REDISTRIBUTION.....	6
7. ADMINISTRATIVE CONDUCT, ELECTIONS & REMOVAL	7
8. STRATEGIC SOCIAL MISSION & COMMUNITY DEVELOPMENT	7
9. DATA PROTECTION & DIGITAL INFRASTRUCTURE	8
10. VERIFICATION & FRAUD PREVENTION	8
11. MEETINGS & DECISION-MAKING	8
12. DISSOLUTION	9
13. COMMENCEMENT.....	9

1. EVOLUTIONARY PHILOSOPHICAL FOUNDATIONS

1.1 Origins and Ethos ZIVA was founded in 2020 on the principle of Ubuntu — “*More Hands, Less Weight.*” This Constitution (Version 2.0, 2026) marks ZIVA’s evolution from reactive crowdfunding toward a **structured, voluntary mutual-aid ecosystem**.

1.2 Cultural Continuity ZIVA modernises the traditional Zimbabwean concept of *Chema*, preserving its spirit while removing the punitive elements found in older models (e.g., mandatory subscriptions, membership removal for non-payment).

1.3 Purpose of ZIVA 2.0 ZIVA exists to:

- alleviate the financial and emotional burden of bereavement
- strengthen cultural cohesion
- build economic resilience
- create a sustainable, non-profit community infrastructure

1.4 Voluntary Participation ZIVA is not built on compulsion. It is built on **willingness, solidarity, and shared humanity**.

2. NAME, IDENTITY & OFFICIAL COMMUNICATIONS

2.1 Name The organisation is formally known as **ZIVA Global**, operating nationally as the **Zimbabwe Voluntary Association UK**.

2.2 Legal Direction ZIVA is in the process of formalising as a **Community Interest Company (CIC)** limited by guarantee.

2.3 Digital Presence Official website: **www.zivaglobal.co.uk** Official email: **contact@zivaglobal.co.uk**

2.4 Central Oversight The Leicester administrative team monitors the central email and manages the core digital portal for all ULeicestershire branch.

3. THE ZIVA LEGACY & FOUNDATIONAL AMNESTY (ALUMNI STATUS)

Effective 1 January 2026

3.1 Principle of Gratitude ZIVA recognises that its foundation was built by early members — many of whom have since moved outside Leicestershire. Removing them would contradict the spirit of Ubuntu.

3.2 Granting of Alumni Status All members on the Leicester roster before 1 January 2026 who now reside outside the county are granted **Alumni Status**.

Alumni Rights:

- Full participation
- Full access to grants
- No removal due to address changes

3.3 Strategic Border Security (Future Rule) To protect branch independence:

- Leicester will no longer accept new registrations from outside Leicestershire.
- The digital portal will automatically reject non-Leicester addresses.
- This amnesty is a **one-time historical recognition**, not a precedent for nationwide membership.

3.4 Legacy Ambassadors Alumni are recognised as **Potent Ambassadors** who:

- carry ZIVA's values into new counties
- help spark new branches

- demonstrate that the ZIVA model works

Members outside active counties are encouraged to contact admins for help forming new branches.

3.5 Future Application Any future branch that begins with mixed-county membership may adopt a similar Foundational Amnesty.

4. BRANCH STRUCTURE & EXECUTIVE MANAGEMENT

4.1 Founder's Office The Executive Management operates from the Founder's Office in Leicester. Responsibilities include:

- national strategy
- training regional admins
- monitoring branch performance
- ensuring consistency across the federation

4.2 County Branch Independence ZIVA operates as a **federation**. Each county (e.g., Leicestershire, Nottinghamshire, Derbyshire) is a **separate branch** with:

- its own admins
- its own registers
- its own funeral calls
- its own levy collections

4.3 Centralisation Clause The current structure is decentralised. However, if circumstances change (e.g., legal, financial, operational), the Founder's Office reserves the right to centralise operations.

4.4 Executive Prerogative for National Activities The Executive may coordinate national initiatives such as:

- festivals
- fleet vehicle insurance
- loyalty shopping discounts
- national fundraising drives
- retirement homes and diet needs

The Executive must:

- present merits and risks
- support the majority
- seek “midway solutions” for minorities where viable

5. MEMBERSHIP & VOLUNTARY SUPPORT TIERS

5.1 Voluntary Nature ZIVA is strictly voluntary. No member is removed for inability to contribute — only downgrading to level 2 or deactivation from digital register, whilst still ensuring any Zimbabwean and their family will be supported by the minimum chema of £2 per member, (currently).

5.2 Two-Level Support Model Financial assistance is **not fixed or guaranteed**; it depends on group strength.

Tier	Qualification	Support Level
New Member	Joined recently; has not yet contributed to two funerals	Up to £2 per member
Established Member	Has contributed to two funerals	Up to £10 per member

5.3 Retirees & Hardship Support

Retiree Waiver

Retirees are exempt from £10 contributions and pay the minimum tier (currently £2).

Hardship Income Solutions

Members facing financial distress may receive:

- temporary contribution relief
- community-organised income opportunities (e.g., car wash days, deliveries, gardening)
- support within legal boundaries

5.4 Family Coverage Rules Covered:

- couples (count as one member)
- children living with the member
- direct offspring

Not covered:

- adult children (18+, working, not in school) unless they join separately

5.5 Full Membership Status A member becomes a **Full Member** after contributing to **two consecutive funerals**.

5.6 Two-Strike Rule Missing two consecutive contributions results in removal from digital register (but never from the WhatsApp group) and loss of Level 1 status.

5.7 Re-Entry Conditions Returning members may face:

- re-entry as Level 2
- up to 10-year ban (admin discretion)

6. FINANCIAL MECHANICS & SURPLUS REDISTRIBUTION

6.1 Annual Software Levy A levy is raised annually to cover:

- website
- software
- digital tools
- compliance costs

6.2 Surplus Subsidy Model If surplus exists, it reduces next year's levy.

Example: Annual cost: £1,400 Raised: £2,800 Surplus: £1,400 → next year's levy halved.

6.3 Efficiency Goal As membership grows, admins aim to:

- halve individual contributions, or
- maintain them to increase the grants pot

6.4 Advertising Fees Members may advertise businesses or events for a fee. 100% of these fees support:

- hardship cases
- community upliftment
- branch development

7. ADMINISTRATIVE CONDUCT, ELECTIONS & REMOVAL

7.1 Elections & Rotation Admins are elected by branch members. Terms last **two years** (or one year depending on branch policy). Rotation ensures fresh leadership.

7.2 Grounds for Removal Admins may be relieved of duty for:

- persistent obstinacy
- refusal to follow collective decisions
- negligence
- actions costing the community time or money
- breach of confidentiality
- misuse of funds

A fair hearing is required.

8. STRATEGIC SOCIAL MISSION & COMMUNITY DEVELOPMENT

8.1 Non-Profit Community Goals ZIVA's forward-looking goals are **social mission activities**, not profit-making ventures.

These include:

- cultural festivals
- networking events
- youth empowerment
- senior care initiatives
- collective bargaining (fleet insurance, retail discounts)
- community training workshops

8.2 Grants & Formalisation The Executive will pursue:

- CIC registration
- FCA alignment
- GDPR compliance

- government and social mission grants

8.3 **Economic Upliftment** ZIVA will explore ways to uplift members through:

- skills exchange
- micro-opportunities
- community-organised work programmes

9. DATA PROTECTION & DIGITAL INFRASTRUCTURE

9.1 ZIVA uses secure platforms (e.g., Stripe, JoinIt).

9.2 ZIVA will register with the ICO.

9.3 Only vetted admins may access sensitive data.

9.4 All financial handoffs are automated; admins never see bank details.

10. VERIFICATION & FRAUD PREVENTION

10.1 All claims require verification:

- death certificate
- coroner report (if applicable)
- police report (if applicable)

10.2 Fraudulent claims result in:

- permanent removal
- loss of benefits
- possible legal reporting

11. MEETINGS & DECISION-MAKING

11.1 AGM held annually in August.

11.2 Members receive 14 days' notice.

11.3 SGM may be called by:

- Executive
- Founder
- 10% of members

11.4 Amendments require a **two-thirds majority**.

12. DISSOLUTION

12.1 Requires **three-quarters majority**.

12.2 Remaining assets go to a **Zimbabwean community charity**.

13. COMMENCEMENT

This Constitution comes into effect on **1 January 2026 as a revised version 2 of the original version of January 2020**.