



The Golden ROLE Africa - CAC/IT/NO 144822

# The New Nigeria Ubuntu (NNUBUNTU) Community

## **THE OPERATIONAL FRAMEWORK**

*of*

– The NNUBUNTU Community –



*Love is Life, Character is Wealth, Community is Strength.*

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## 1. Introduction

The New Nigeria Ubuntu (NNUBUNTU) Community is a network of Nigerians who understand, strongly believe, and live out the principles of genuine Humanity as reflected in the UBUNTU philosophy, as their way of life. This principle is typically based on practical Love and care for one another. We have come to terms that the best and only way to describe the New Nigeria and Africa vision is through actions purely based on the UBUNTU principles (selfless service to each other).

## 2. Vision

- A New Nigeria and Africa with Strong Values for Self-Discovery, Equity, and Human Dignity

## 3. Mission

- To revive and restore the true African values of Humanity among African Citizens.

## 4. Motto

- Love is Life, Character is Wealth, Community is Strength.

## 5. Brief History of Ubuntu

Ubuntu, a Zulu/Xhosa word, is an ancient African Philosophy believed to have emanated and practiced by the Zulu people of Nguni ethnic community, living mainly in the KwaZulu – Natal province of South Africa. The Zulu people also spreads across many nearby countries such as Botswana, Lesotho, Malawi, Eswatini, and Mozambique.

## 6. Values of Ubuntu

Ubuntu has been interpreted in many ways but still points to one central value – HUMANITY TO OTHERS. Most of the meanings includes, “I am, because you are”, “I am what I am because of who we all are”, “No me, without us” and the rest. It has also been interpreted in many values of life which includes the following:

1. Respect
2. Helpfulness
3. Integrity
4. Sharing
5. Community
6. Caring
7. Trust
8. Selflessness
9. Gentleness
10. Empathy
11. Generosity
12. Compassion

13. Deep Kindness

14. Hospitality

## 7. The Conceptualization and Inspiration of NNUBUNTU

Truly, nothing is scarce in this world, except Virtuous and Honest people. Resources and even money is more available to find than upright and trustworthy people, given rise to the increase in moral decadence and dehumanization in most of the societies in the World. This could explain the untold hardship in Nigeria and Africa at large.

Hence, a group of Nigerian citizens have decided that it is time to become a practical solution to the current human decadence, beginning in Nigeria by breathing life into the African Ubuntu ideology as the foundational pillar of the New Nigerian dream. Theories and Talks are over, now is the right time to live and fully resurrect our most prized ancient concept that truly defines the African Spirit even before the western colonization. By this way, we create a new wave of restored culture and community of love, trust, integrity, and oneness beginning in Nigeria and help the rest of the African communities to follow suit, and the rest of the world will have a better option to choose a better life of true human civilization from Africa. “We Are One” campaign begins with the NNUBUNTU community in Nigeria.

This beautiful Africa concept of Life and Happiness seems to be going into extinction due to the overload of political and media pressure to adopt a lot of strange or foreign values as the modern civilization of life. We Love and admire some foreign cultures and technological advancement as a meaningful contribution to humanity, but we also Love and admire our African original positive way of life as the best or near perfect human civilization. What is the meaning or value of any human development or advancement without love and character? That is useless and of no value to humanity. We have missed our ways but are committed to reviving and restoring our ancient life mines in our generation beginning in Nigeria. This is simply the New Nigerian Dream. We want to prove to our critics that something good can come out of Nigeria. We want to rewrite the history of our Nation and Africa and redefine how the world sees us. We shall use all our various individual and collective gifts and professions to tell the story of Nigeria and Africa differently.

## 8. About the NNUBUNTU Community

NNUBUNTU is technically visioned and designed as an organic model community of Human Civilization founded on the Ubuntu philosophy in which there is absolute expression and practice of the 14 values / character of Ubuntu and the New Nigeria creed. Thus, members are fervent believers and custodians of the Ubuntu characters and have no evident records of grievous questionable characters in any public and private domain. However, we shall welcome members with doubtful characters who strongly demonstrate their willingness to transform to the Ubuntu civilization, not for what they will gain, but for what they will offer to consolidate humanity in the community.

NNUBUNTU community is envisioned by the Golden ROLE Africa. The community is the epitome of the New Nigeria and Africa, and moral civilization in all spheres of livelihood and operations. Members are willing to hold the welfare and dignity of humanity to high esteem above all other quests. We look after each other with our values and character (not necessary in monetary values). Our character is our money and wealth, we serve each other selflessly with little or no monetary attachment as the case demands. Service to others is the driving force of the NNUBUNTU. We do not seek opportunities to receive or benefit from others, rather we seek opportunities to be of service to others. We find joy in adding value to the community, hence, making others happy in promotion of the ubuntu mantra that, "I am, because you are." NNUBUNTU is a global and perfect example of human civilization of LOVE and SELFLESS SERVICES. We shall uphold the perfect value of Leadership found is serving others with joy.

We accept that there is no ethnic and religious difference among us besides our humanness first and then, Nigerianness. Our Ethnicity is Humanity, our Tribe is Nigeria, and our Religion is Love. We deal with members with highest respect, trust, and integrity. There is no social or educational class. Members are equal in their humanness and treat each other as one. Members accommodate each other anywhere and whenever members sincerely need hospitality; members are available to support. Members shall gladly and confidently engage or seek the services of members with great Trust.

It is our responsibility that nobody goes to bed hungry or with basic needs so long as the person is demonstrating added-values to others. We share and engage with helpless members to avoid extreme hunger and inequality among hardworking members.

We employ and engage with paid or professional services provided by members based on COMPETENCE and absolute TRUST. Any breach of Trust shall be investigated thoroughly by the appropriate service commission in [section 9](#), and Justice is served accordingly as recommended in [section 16](#) below.

We are not interested in material or social status competitions of riches and affluence, that is completely prohibited in any form. We only compete in our individual Ubuntu Character and the collective HAPPINESS of all members. That is our utmost interest.

Members are duly registered online with valid identification under the initial supervision and management of the mother initiative - The Golden Rule of Leadership Africa - popularly known as the G-ROLE Africa and registered with the Nigerian government as The Golden ROLE Africa Initiative / CAC/IT/NO 144822. All personal identification data shall be validated from the appropriate sources. All data are actively and duly secured and shall only be used for the purpose of the New Nigeria UBUNTU community. Members shall be assigned membership number for easy identification among members. This operational responsibility resides with AMCO as described in [section 9](#) below.

The community is managed virtually but operates or relates physically as a traditional community in Nigeria and beyond. Every member, besides our senior citizens and physically disadvantaged, MUST have a professional, vocational, or technical value or services to offer the community as eligibility for membership described in more details in [section 20](#) below.

## 9. Service Commissions (SCs)

NNUBUNTU reflects the functioning model of a body system in which every citizen or member will be a leading functional cell (based on member's self-identified passion, strength, and ability) and belong to a functional service commission of the family/community. Considering the community as a functional body system and you as a functional cell in the body, what body organ would you be most associated with - the lungs, liver, heart, kidney, bones, eyes, brain, skin, nose, legs or what? Every cell in the human body has a function; thus, supports the entire body selflessly. No cell is a burden unto others except cancerous cells, you know what I mean. So, the services under the service commissions shall be completely voluntary and an opportunity to demonstrate our service and selfless spirits in the interest of the community. In order to facilitate a sound and inclusive management and administration of the community, the Community shall constitute important arms of the administration in the following commissions:

### i. **Social and Legal Justice (SOLEJ) Commission**

This commission provides all judicial and legal services (active, passive, and advisory) to the community. They shall perform and provide justice in line with the core values of the community and framework of the justice / Equity. It conducts transparent virtual/online sessions for appealed cases referred to the commission by the CIRCOM (See CIRCOM for details of this). SOLEJ spells out the details of their responsibilities under this main function.

SOLEJ shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members (both active and non-active service members) only in order to coordinate and facilitate their functions to the general community.

### ii. **Administrative and Management Commission (AMCO)**

This commission provides all administrative and management services to the community. This includes review, verification, and processing of applications and determine applicants' qualification based on the eligibility as stated in [section 20](#). AMCO holds the central coordination and management of the operational and service affairs of the community and among the service commissions. Its primary role is to ensure smooth set-up, running, administration, and stability of the community based on the Operational Framework. The commission shall spell out the details of their

responsibilities under this main function, including periodic review of the operational framework based on prevailing circumstances and needs in the community.

It shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for all its members only in order to coordinate and facilitate their functions to the general community.

**iii. Health and Fitness Commission (HAFCOM)**

This commission provides all enlightenment and information services (active, passive, and advisory) with respect to public and individual health and Fitness promotions. It creates and reviews all intended enlightenment promotion programs and posts for authenticity to improve ORGANIC HEALTH and FITNESS in the community. It researches and share valid and reputable procedures from both African and non-African organic health as the community promises to align more with improved health based on natural balance, and age more in the path of natural process with natural ending. Members shall contact the SC for verification of information, immediate first aid health needs, and advice where and when needed, particularly when hospital attention is not readily available. HAFCOM shall spell out the details of their responsibilities under this main function.

It shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**iv. Environment and Sanitation Commission (ESACO)**

This commission provides all developmental and support services (active, passive, and advisory) in the area of environment friendliness and preservation. This includes providing and posting environment-friendly orientation in order to protect and promote our natural environment and cleanliness as members of the NNUBUNTU and citizens of the New Nigeria. The SC reviews all intended educational and information promotion posts intended to support and develop our attitude toward a friendly natural physical environment. It spells out the details of their responsibilities under this main function.

ESACO shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.



**v. Education Commission (EDUCOM)**

This commission provides all educational and information services (active, passive, and advisory). It reviews all intended educational and information promotion posts intended to support and develop the cognitive and intellectual capacity of the community. It oversees the development of educational materials intended for mental and intellectual development of the community in the context of African ubuntu values and character.

We believe that the core essence of education is to discover and develop one's inherent aptitudes and use them to add values and meaning to the life around them; hence fulfilling the purpose of one's life to humanity. Unfortunately, as Africans, the education handed to us are such that makes us desire to become someone else and work against ourselves. The education that teaches us a lot about other people's ability and the need to depend entirely on others and not work to add value to others. Hence, making us not fitting for our environment, culture, and African spirit. How can a lion be taught how to swim to catch fishes in the river for food, yet he does not know how to hunt games under his nose in the forest for food. We also believe that what we have is education without character. The reason we are taught how to hunt selfishness to destroy others and not selflessly to make others. In the new NNUBUNTU Education system, education without character is a disaster to the society.

So, that education culture and system that helps us discover ourselves, our gifts, talents, and environment for the purpose of lifting others is the responsibility of the EDUCOM, with support from the ACOR. EDUCOM shall spell out the details of their responsibilities under this main function. EDUCOM shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**vi. Agricultural and Land Resource (AGROLAR) commission**

This commission provides all enlightenment and support services (active, passive, and advisory) required to encourage members in Agricultural practices within the African context. It reviews all programs and promotion posts intended to support members with ideas to encourage domestic farming that could ensure food security among members. The commission is also the hub for sharing Agricultural ideas and advisory consultations. We are blessed to be the food basket of the world, yet it is in news that our beloved go to bed hungry.

AGOLAR is charged to lift the NNUBUNTU community out of hunger and be self-sufficient; hence leading the way to food security for the rest of the Nigerian and African citizens. The commission shall spell out the details of their responsibilities under this main framework. AGOLAR shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**vii. Finance Commission (FINCOM)**

The NNUBUNTU community is designed to depend more on the kind services and support of members to each other as an organic community; thus, less dependent on money. However, there may be occasions where members with financial capacity may wish to support certain exceptional needs and projects with finance, especially if such services are not readily available in kind from the community or around the location of the needs. For such foreseen situations and the likes, the FINCOM is responsible to review, approve, and account all financial expenses of the community. The commission is the sole commission to formally indicate the need for finances and initiate a free-will donation programme for specific projects or programme for the community. It provides all administrative and management services with respect to finances and shares financial reports and bank statements publicly with the community on quarterly basis through designated platforms for transparent reviews and scrutiny by members.

At the moment, the community runs an account under the established banking account and facility created by the mother host (the Golden ROLE Africa) within its banking facilities, but with time, the commission may decide to create a sperate financial and banking system. The commission shall spell out the details of their responsibilities under this main function.

FINCOM shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**viii. Social Welfare Commission (SOWCOM)**

As stated earlier, financial support will be highly restricted, but value support services highly promoted. This is a model that promises to promote the Ubuntu principles. Hence, the SOWCOM reviews all social welfare needs and situations from underprivileged or needy members for eligibility toward community support through SOWCOM. Members are encouraged to provide social support to each other without passing through SOWCOM; however, SOWCOM may identify special needs beyond

individual members capacity and call for planned or urgent collective support actions. Such cases are not the types in which members arbitrarily seek financial aids. Such cases include court cases needing legal aid team for justice, education issues needing enrollments, police matters needed arbitrations, accident cases needing emergency aids or bills to save life, security situations needing government attention, and the likes.

For any situation needing financial support, the SOWCOM reviews them and sends recommendations to FINCOM who provides final assessment and approval for disbursement. Members who have no good transparent records of character and supporting others in kind services may not be eligible for such benefits; however, such members may present thorough and convincing evidence to SOWCOM to be eligible for SOWCOM interventions. SOWCOM shall spell out the details of their responsibilities under this main framework.

SOWCOM shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**ix. Attitude and Character Orientation and Resolution (ACOR) Commission**

This commission is the hub of all orientations, enlightenments, advisories, and personality support services (active and passive) required to encourage members in developing and strengthening their attitude and character rooted in Ubuntu values. ACOR provides advisories and counselling to members, especially the youths, needing help with mental, behavioural, and emotional support and advisories that enhance their healthy relationships with people and the society at large. They may also work with CIRCOM in reviewing civil matters associated with general attitudes and relationships with other members and proffer suggestions or resolutions directly to members or through CIRCOM. They shall spell out the details of their responsibilities under this main function.

ACOR shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**x. Civil Investigation and Peace Resolution Commission (CIRCOM)**

CIRCOM receives and addresses all civil cases or cases of breakdown and distrust in relationship between or among members of the community. Members who have any issues of betrayal or trust, suspected fraud, dissatisfaction in business relationships, and

the likes are encouraged to report to the CIRCOM for review, investigation, and adjudication and judgement in the fairest and unbiased state of mind. CIRCOM could resort to ACOR for attitude interpretations between parties in question and request their opinions and recommendations to guide CIRCOM's resolutions.

Members are strongly encouraged to attempt to resolve cases privately and avoid public / community attention. However, if cases cannot be resolved privately among members and brought to CIRCOM's attention, CIRCOM attempts to swiftly resolve the cases between parties within one (1) week, with parties accepting CIRCOM's resolution. However, when this initial attempt does not work for the parties / members involved, CIRCOM shall fix a transparent / public virtual hearing session via Zoom or any video conferencing application set up by ICTCOM for public attendance. The date of the session shall be communicated through PRAM.

In the public hearing session, the parties shall air their cases and the final resolution and decision on the case shall be provided by the CIRCOM leadership. All virtual cases shall be live, recorded, stored, and uploaded to the NNUBUNTU Community Youtube Channel created by the ICTCOM for future references.

However, to ensure high level of fairness and acceptability of the NNUBUNTU community justice system, if any party (member or group) in the case is not happy with the decision of the CIRCOM, the member is encouraged to appeal to SOLEJ for another review of CIRCOM's arbitration and decision. SOLEJ sets a date for their transparent and public judgment through PRAM, and makes another open judgement in a virtual session as CIRCOM.

SOLEJ is not a supreme judgment in any case but to bring more confidence in the Justice system. So, in situation of agreement with the CIRCOM, the resolutions become final and executed as judged. But in situations of disagreement between CIRCOM and SOLEJ, the community who followed the cases shall openly cast votes of Judgement (VOJ) in such cases in the platform. The ELECOM shall conduct this poll and the decisions of the people announced publicly in the community, and this becomes the final resolution/judgement in case.

Any party found guilty shall be referred to the DCOM for restitution and disciplinary actions based on the recommendations of the justice commissions.

**NOTE:** Judgements and resolutions in this community does not replace the justice system of our beloved country, Nigeria. So, members are free to take up their cases beyond the NNUBUNTU community justice system. However, all decisions in the

community stands, so long as members wish to remain part of the community, and we work to ensure that members are loved and cared for with the best justice rooted in great sense of responsibility and humanity.

CIRCOM shall spell out the details of their responsibilities under this main framework. The commission shall provide hotlines for members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**xi. Disciplinary Commission - DCOM**

DCOM implements, executes, and monitors all disciplinary actions and restitutions recommended by the CIRCOM and SOLEJ if any case is held publicly and member is eventually found guilty. In addition to implementing the disciplinary actions as recommended by CIRCOM or SOLEJ, DCOM has the power to review the actions for better restitutions; hence, the commission can review downwards, upwards, or accept the recommendations of the CIRCOM and/or SOLEJ to accurately reflect the severity of the threat of the act to the community and improve restitution that ensures more Peaceful co-existence and safety of the community members. In all, all our judgements and proposed restitutions and disciplinaries shall be issued with human face in the tenets of the Ubuntu values that bind us together as a community. The DCOM shall spell out the details of their responsibilities under this main framework.

DCOM shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**xii. ICT commission (ICTCOM)**

This commission shall be in charge of the management, execution, and provisions of all Information and Communication Technology (ICT) ideas toward the effective and efficient administration and coordination of the community. ICT shall provide enlightenment, orientation, ideas, contents, developments, and practical services (active and passive) on the safe use of ICT to enhance and facilitate the operations of the community through online and offline system applications, and provide advice and services toward an improved virtual community management, but in a way that improves our trust and efficiency in physical relations.

We believe we have more than enough technology in the world now to make human beings happy, yet we are not. There is still so much strife and insatiability among

humans. With more technology, we become less humans and more animalistic in our instincts. So, now, we need more technology than ever to make life more human than being easy. We need technology to help us become more humans by becoming more selfless, patient, forgiving, tolerant, supportive, loving, humane, sacrificial, respectful, compassionate etc. Now, the ball is on the court of the ICT commission to create ideas and applications that will help the community members become better humans than before. That is what the operational framework is all about. The commission shall spell out the details of their responsibilities under this main function.

ICTCOM shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**xiii. Technical and Vocational Services Commission (TAVOCOM)**

This commission shall be the hub of trustworthy and honest vocational and technical services (mostly Artisan services) available in the NNUBUNTU community. Any member who needs any such services within his/her physical area or environment could contact the TEVOCOM for recommendations. It is the responsibility of members to provide feedback on the satisfaction in the quality of services received from their members for records and future recommendations. TAVOCOM provides expert professional and trusted services (Not pro bono except decided by the service provider) in all technical and vocational services such as auto-mechanic, furniture work, building and construction services (mason, tiling, labourers, painting, etc.), catering, fashion and designing, beauty services, etc. TAVOCOM also supports members with pro bono technical advice to inform their best decisions in their choices of solutions in their service needs.

The commission shall spell out the details of their responsibilities under this main function. TAVOSER shall provide hotlines for members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**xiv. Society and Culture Commission (SACCOM)**

SACCOM shall provide enlightenment, orientation, and other support services (active, passive, and advisory) toward the promotion of core African culture in the community. This commission is occupied by members who are passionate about the African culture and heritage and love to nurture and promote those values. Africa is our identity. Our original way of life as Africans and Nigerians was beautiful, though not perfect. However,

if nature did not deny us our heritage, technology and modern foreign civilization should not. They should actually appreciate our nature and nurture as Africans. So, we look forward to greater opportunities to learning about Nigerian diversified and beautiful culture and our heritage and the beauty of a Nation with different beautiful colours from SACCOM. We welcome the gracious promotional services and programmes from SACCOM.

They shall spell out the details of their responsibilities under this main function. SACCOM shall provide hotlines for members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions in to general community.

**xv. Public Relations and Media (PRAM) Commission.**

This commission is the official Town Crier of the NNUBUNTU community. It is the link between the NNUBUNTU Community and the World. It is the mouth piece of the community for official and formal communication to the members of the community and the external communities including the conventional and social media world. Every official communication believing to represent the NNUBUNTU community's view and position shall pass through PRAM after reviews and approval by the AMCO and the relevant commission directly concerned with the communication. PRAM shall also be responsible for NNUBUNTU magazine publications, documentaries, media reports, and any other services that projects our public and global image whenever required.

The commission shall also provide creative graphic designs, animations, videos, or images to tell our stories better and promote our public image and relations. Any communications from individual members or commissions that does not pass through PRAM only reflects the views and positions of the individuals or commissions concerned. PRAM shall spell out the details of their responsibilities under this main function.

It shall also provide hotlines to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**xvi. Electoral Commission (ELECOM)**

This commission conducts all electoral and polling functions required by the community. Polling services range from simple opinion polls among members of the community about certain decisions or operations to significant electoral operations to choose a chief serving member (CSM) among nominated members for the service positions in every

commission. The CSMs direct and coordinate the services of their SCs with his/her fellow key serving member (KSM) and other members of the respective commissions.

In the context of service from the SCs (service commissions), there are three types of members in each commission – the regular members (RMs), KSMs, and the CSM. All the member types are equal but have different responsibilities which are rotatory to ensure that every member has equal chance and opportunity to happily serve others in the commissions they belong.

There shall be ten (10) KSMs in each service dispensation in every commission. RMs of each commission shall nominate members for KSM responsibilities. If more than 10 RMs are nominated, the service commission will invite ELECOM to conduct a transparent poll for them to identify 10 KSMs through election in the service commission. A designated member of the ELECOM shall be given administrative right to conduct the poll and announce the winner in the SCs, after which the ELECOM member shall be disengaged from the groups' administrative team.

Similarly, the ELECOM conducts elections for the choice of CSMs in all the service commissions. All the commissions' RMs, not only the KSMs, shall vote for their CSMs. Every KSM is automatically eligible to serve as a potential CSM; hence, all KSMs shall stand for election as potential CSMs by the RMs of the commission.

Each service team of the commissions, except the AMCOM, shall serve for a maximum of two (2) years before another service team is democratically nominated and elected. Due to the sensitivity and security of handling members sensitive information and to ensure that all developmental mission of the community is fully set-up and stabilized, the pioneer AMCO KSMs shall run for the first 4 years to be able to train and develop the right attitudinal capacity and sufficient confidence in the upcoming KSMs to maintain the stipulated level of integrity and vision required to drive this commission. After the first 4 years, the commission shall reverse to the usual 2-year service period like other commissions.

In all commissions, any RM who has served as a KSM is not eligible to be nominated for service again until after 4 years. However, in rare occasions in which there is strong call-back of any KSM by the service commission RMs to serve another 2-years, subject to the KSM's acceptance, the KSM can serve another 2-years before stepping down for another 4 years. Strong call-back is defined by 70% support poll by RMs. But the KSM shall be allowed to accept and decline the community call and whichever he/she chooses, becomes the final action taken on that.



Members are nominated in key services for honorary responsibilities and services based on their demonstrations and evidence of the Ubuntu Character and Attitude toward others.

In a situation of incapacitation or disability to serve by a current CS or KS, the same process of nomination for replacement and election will be repeated accordingly.

Similarly, ELECOM is invited to conduct simple opinion polls in any service commission and in the general platform for affairs and opinions of significant importance to the larger community. Its functions are also extended to the structural operational commissions such as States and Local Governments communities whenever those are ready to be set up. Any such election or collective opinion not conducted by the ELECOM shall not be recognized.

ELECOM shall spell out the details of their responsibilities under this main framework. It shall also provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**xvii. Planning and Events Commission (PECOM)**

PECOM provides all planning, organization, and logistics services (active and passive) and all advisory services associated with this role. PECOM shall be physically involved in the planning and assessment of all event items and vendor services associated with planning, particularly of the state, national, and international conferences when we grow to hold international conference with other UBUNTU communities in the African continent. PECOM shall spell out the details of their responsibilities under this main function.

PECOM shall provide hotlines to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**xviii. Monitoring and Evaluation Commission (MECCOM)**

MECCOM provides very important function in monitoring the integrity and formation of the operations of the community and functionality of the various service commissions. It shall monitor and assess the functionality of the service commissions in accordance to their responsibilities and operational framework guiding their services.

MECCOM assess the fidelity and operations of commissions and share reports and recommendations with the service commissions only. MECCOM also assess and validate reports of exceptional Ubuntu services shared by members about other members through the online [CHAIR](#) reports. MECCOM is the process accountability arm of the community. MECCOM is the authentic record keeper of members integrity profiles and the diary for community historical data and events. Members can contact MECCOM for authentic information about information with regards to the above.

The commission designs their approach and processes, as well as spell out the details of their responsibilities under this main framework. It shall provide hotlines for NNUBUNTU community members to reach the commission via calls or Instant Social Media chats when necessary. The commission shall create a designated work media platform for its members only in order to coordinate and facilitate their functions to the general community.

**xix. Structural and Operational Communities – (States and LGAs) – STATELOC**

There shall be State and LGA sub-communities to step-down the services and benefits of the community to sub community levels that will help bring the community closer to members and give members enhanced sense of belonging. The STATELOC communities operate in equal functionality and responsibility as the Overall National community. States and LGAs are based on States and LGAs of Residence and not origin. Areas of residence is preferred to promote physical cooperations and relations of members within their areas of current existence; hence, the communities could request for or provide support within the areas a members' current residence and not origin where he or she may not exist at the occasions of need.

STATELOCs mimics the functional structure of the general community; hence, forming same service commissions and protocols at same state and LGA levels. A STATELOC is ripe to be formed when their residents are up to 100 members. AMCO shall monitor this population size and advise when the NNUBUNTU community is eligible for extension into a STATELOC. The pioneer KS and CS shall be nominated and elected immediately, following electoral protocols as described above under ELECOM, and their KS teams continue to coordinate other setup of the STATELOC as stipulated in this framework.

Each KSM of each service commissions shall be assigned to support 3-4 states; hence, each KSM is also part of the administrative team of 3 – 4 states. So, the State Administrative team shall constitute the state coordinator from the AMCO and seventeen (17) other KSMs from other service commissions. In total, each State Administrative team is made up of 18 members. Main eligibility for state assignment is residency in the state.

Every NNUBUNTU member shall belong to at least one service commission in which he/she finds passion, and from where they provide their expert services to the community. All members of each commission shall be experts and professionals or trained artisans in that field.

No political authority shall be involved besides our hearts of gold to love and care for others in service. Service members shall enjoy the respect of the community earned through their diligent and humble services.

## 10. Benefits Among Members

The core benefits of members are living in a peaceful community of human beings with considerable, if not utmost, level of sanity, love, trust, and care for one another. A community with no segregation, no social status, utmost respect, and communal protection for just being a human being created by God. Few instances of such care and support are as follows:

1. **Urgent Help in Distress:** Members are extremely willing and committed to providing comfort and humanitarian services to members in distress and needs urgent help. For instance:
  - a. As a member, if you have a problem on the road with your vehicle or stranded in a strange place, raise a distress call (SOS) in the national or state platform for help. A helping member who is available and moved to help you will private-chat you for other details such as your GPS location or detailed description of location. Your situation will be a prioritized by members staying in that area to come to your rescue no matter the hours of the day and night. If members do not have the capacity to offer help, they will connect with the appropriate government institution/agency for help.
  - b. If you or any member of your family have a problem with health that demands an emergency conveyance to the hospital and emotional support. Indicate as above in the community platforms and available members will reach out to you. Members who stay around you shall rally around to provide you with the needed support.
  - c. If you are also arrested unruly or maltreated by overzealous security officers of the government. Simply share your stories and be honest with your stories if you know you are innocent. Members with the official capacity shall attend to you for justice. If it means seeking justice in court, the community will provide the needful support to ensure that members are treated fairly to the best of our capacity.

- d. If you travel or are stranded in a strange land or area in Nigeria and need some hospitality to help you put through momentarily, indicate for help in the community and good-hearted members will reach out to you.
2. **Extreme Trust in Business Relations:** If you need any TRUSTED paid services from a vendor or client with a human face and heart, all you need is to indicate your need and location, and members with the right services will contact you with offer. Patronage of services from members on the basis of Trust and Integrity is a top benefit for members with skilled labour and profession. However, your interest for attracting patronage to your businesses should not be your attraction to join this community, but your desire to showcase Ubuntu to others through your business and services, and make a difference in their life.
3. **Expert and Trusted Guidance and Information:** Members can seek expert opinions and guidance on all diverse dimensions of life from the appropriate community service commissions or individual experts, and members shall be happy to support members with appropriate information.
4. **Pro Bono Services based on Common Needs of the Community:** Members may arrange to offer free physical or virtual services such as holding academic classes, orientation webinars, or tutorials to familiarize members with important concepts, systems, or processes around the community common needs in order to improve the quality of life of the community. Such support could aid the attainment of certain achievements. All of such educational sessions or services will secure approvals of the EDUCOM (for educational) and ACOR (for public orientation) services to ensure quality and integrity.
5. **Companionship:** In the current era of intense distrust and dishonesty in the human society, NNUBUNTU Community offers members opportunities to identify and physically connect with honest and decent like-minds around them or within their neighbourhoods with whom they can confidently relate with for mutual care and trust.
6. **No Direct Financial Help, But...:** Seeking direct financial help will not be encouraged to discourage possibility of reckless and undue exploitations of members' kindness. Exchange of kind services is highly valued, promoted, and encouraged among the NNUBUNTU family members. Finances MAY ONLY be involved in situations that a member desperately needs to acquire such services to avert a horrible situation and there are no members who are readily available to provide such services in kind, or no member has the capacity in the area of the need.

However, members may decide to offer their services to needing members either on pro bono basis (free of charge), on discounted rates, or full payments. Any of these are acceptable depending on the situations and circumstances demanding the support. For

instance, if a member needs services to support a business venture, members shall pay for such services from members at discounted or full pay through a fair and transparent business negotiation between members.

However, if members need support services or aid in a distress situation or for truly non-business or non - profit oriented ventures, members are encouraged to provide pro bono services to such members. But, if support members, say hospital owners or qualified health professionals for example, decide to provide their services for pay, such members are considered as Service Provider Members (SPMs). They should quickly make their offers through the SOWCOM for consideration.

The commission reviews the distress situation and service offers made to them. Once the SOWCOM concurs with the situation and offer, they make recommendation to the FINCOM for funding (subject to availability of funds) if the members in need place aid request through SOWCOM. FINCOM engages and negotiates with the SPMs for direct payment to offer the described services to the needy member. If fund is available, all full payment will be made to the SPM on trust that he holds the values of NNUBUNUTU as a member. This policy is to ensure that share of monies among members is not exploited, but share of selfless spirits, the powerful drive of the community according to our core values.

Members who wish to support another member with financial support privately or anonymously for extremely urgent need are encouraged to do so. However, members are highly discouraged to contact other members privately for money. This is considered a misconduct. All such possible needs must pass through the SOWCOM vetting. This is to determine the genuineness of such distress call and advise the community accordingly through the stated process. If community is advised to support the need financially, kind-hearted members are encouraged to deliver their supports through the SOWCOM processes.

Nevertheless, on very extreme cases, members could be advised to support privately at will, if they feel more comfortable to do so. We want to avoid the temptation of building our community around direct monetary benefits and tempt members into taking undue advantage of that for self-gratifications.

We want to discourage the aggressive dependence on money. We are not here to make money, but to make people and prove that character is wealth and community is strength. Money actually depends on us, and not vice versa. So, money is good but we do not need money to survive, we only need each other.

All transactions and communications of this sort shall be made open in the platforms where the SOS calls were raised for every member to see and follow, if interested. If discussions are made between service commissions or members in the private to aid the process, the outcomes and resolutions must be shared in the platforms before actions are implemented, to encourage transparency and inclusiveness.

### **Support to Bereaved and Celebrating Members**

Members can share their moments of griefs or anniversaries with their state NNUBUNTU communities individually or through the SOWCOM key service member assigned to their state administrative team for prayers and good wishes. However, there shall be no mandated open monetary contributions or of any sort for bereaved members or goodwill messages for social events (birthdays, weddings, child dedications, anniversaries etc.) in any general platforms (Central, states, or LGAs).

Any financial support or consolatory messages to bereaved members or goodwill messages to celebrating members shall be based on good personal relationships with the rest of the community, hence, absolutely voluntary and private or direct to the members who need them and not publicly. This is to avoid congesting the virtual community spaces or platforms with supposedly private messages, thereby minimize distractions and message traffics. Members who wish to support a bereaved or celebrating member financially should request the account details directly from the members. The Administrative team or SOWCOM shall not post any such in the platforms.

### **Greeting Style**

We greet each other by simply reciting our motto. So, we initiate greetings by reciting the first or second phrase of our motto: Love is Life or Character is Wealth, and we respond with the last phrase: community is strength. As follows:

**Greet:** Love is Life; **Response:** Community is Strength

**Greet:** Character is Wealth; **Response:** Community is Strength

### **11.Character and Integrity Ratings (CHAIR)**

Members CHAIR shall be used to rate or reflect members strength of character and attitude in the community. NNUBUNTU star reflects the soundness of character and attitude of members based on the Ubuntu values they demonstrate in their affairs and relationships within the community.

Members are encouraged to share good works and stories of both common and exceptional UBUNTU services received among members for the members to be appreciated by the community. Beneficiaries of selfless services and quality professional services from community members are strongly encouraged to review and rate (NNUBUNTU star) the service providing members online through the Members Character and Integrity Rating (CHAIR) tab.

Quarterly records of the CHAIR reports shall be downloaded by the ICT team and shared with the MECCOM for review, analysis, and documentation for Award conferences when the reports shall be used to select the appropriate Awardees for Recognition. Similarly, businesses or paid services conducted or provided satisfactorily with Trust, Integrity, fairness, and Professionalism or unsatisfactorily are also encouraged to be reported for records sake for appreciation or orientation and encouragement by the ACOR.

**Note:** It is a highly encouraging attitude and of extreme importance and responsibility of members who receive kindness and support from members to report that they are recipient of the community kindness and appreciate the members that provided them with the kind services in the community forum. This is a way of encouraging others, and not to seek or offer fame for public notice, as may be wrongly attributed. Hence, it is considered a misconduct to receive aid without sharing the news for community appreciation in the Spirit of Ubuntu. In addition, NNUBUNTU awardees during the NNUBUNTU physical annual conferences shall be selected from the Members CHAIR report by the MECCOM as indicated in section 25.

## 12.Members Identity Mark

We do not have to flag uniforms or ID cards or any external feature for the world to identify or recognize us. Our greatest identity feature and our PRIDE is our attitudes which reflects our belief and value system in Ubuntu. The common identifying expressions of those in the practical sense among many others includes:

- i. We do not beat the traffic rules and respect other road users.
- ii. We do not give or take bribes no matter the situation (we seek community help in dire situations that is pressing us beyond our control to compromise)
- iii. We respect the purchase queues and orderliness in all situations.
- iv. We are kind, gentle, and patient with people in their weaknesses and ready to forgive to free our hearts
- v. We are compassionate and willing to help any Nigerian around us who needs help within the capacity we could offer
- vi. We talk to people very respectfully irrespective of their social status, religion, and tribe because we see God in every living soul. The satchet water seller is as important to us as the President of Nigeria.
- vii. We do not litter the roads and our immediate environment with trashes from our vehicle, homes, and offices.
- viii. We always attempt to add values wherever we are - schools, work places, business places, worship centers, neighbourhoods, residential areas, etc.

- ix. We easily recognize our weaknesses and imperfections as humans in our mistakes in occasional possible irrational actions and decisions, hence, are very ready to always apologize and take responsibility for our actions.
- x. We always do everything possible to obey the Laws of the land not because they are Laws and enforced, but because they are right. Such attitudes align with our belief and value system as human beings and members of the NNUBUNTU community.

Any Nigerian who comes in contact with you with these attitudes might be tempted to ask if you are a member of the NNUBUNTU community without seeing any physical identifier on you. However, if you are asked, be proud to tell anyone that you do what you do, not because of the Law or your membership in NNUBUNTU community, but because you are a human being and your conscience tells you it is the right thing to do.

#### 14. Raising Financial Resources.

This is to reemphasize that this organic model community is not and will not be built on or around money. It is built on the Ubuntu character – members' kind and selfless services to the community through their skills, talents, time, encouragements, moral support, and other inherent resources. Recall the functionality of the body system again and find out how the cells, organs, systems co-exist without paying money to each other. Imagine a small community of farmers, health workers, teachers, security personnel, furniture makers etc. These people agree to always add values to the each other (community) when in need by selflessly looking after each other with their abilities in Trust and Love for each other (humanity). So, they do not need money to be a happy family, right? Since the universe was not created with money but with the power of love, it is possible for human beings to exist without money but love. Sounds difficult, right? Yes, I know. Money can aid certain interactions but we depend more on people, not on money. People created money as an instrument to support their co-existence. So, if people use money to obtain the services and goods people produce, so, they should be able to use money and not allow money to use them.

Nevertheless, the need for money may arise on exceptional situations when there is need for certain goods and services in the community and those are not readily available in-kind services and provisions from members, or members decide to provide those goods and services in discounted or full rates (it is allowed), or the only option of meeting those needs is from outside the community in full paid rates from external vendors (such as meeting halls and conference logistics). Then, we use money to obtain them. This is the only situation that the community may need money. We want, as much as possible, to remove financial burden from members. Remember our motto which implies that our character in services is our Wealth.

So, for those exceptional situations, those who are genuinely blessed with money and chose to be generous for this cause may willingly make contributions with love to a common purse either for an emergency need or for no particular need at hand but to take care of future possible emergencies that may arise among our members when no immediate kind services and goods



are available from the community. However, with kind goods and services willingly available in sufficiency through our skills, talents, time, goods, and services, moral support, and the rest, we may never have need to spend money to grow and be happy together. This way, we learn and are encouraged to serve or give for Love and care for others, with or without money.

### **Exceptions:**

The above indication of pro bono services is particularly required at the community administration or management level to support a charity or community cause/need. Again, at individual (member to member) levels where charity relationships with members in true need exist, we encourage members to release their full Ubuntu spirit as much as they can to grace needing members.

However, at members individual business relationships, members, at their discretion, can always provide professional pro bono (free), discounted, or full-paid services to each other in business relations. But whatever be members choice of provision, in all business relations highest level of integrity (Honesty), genuineness, and quality are strongly encouraged. This implies that we may not entirely do without money, but we need to learn how to be mature with money and allow money serve us in the community, rather than members serving it.

## **15. Challenges Ahead- Preparedness for Test.**

We must assure each other one thing; no society is perfect and none has ever been formed without its character and tenacity being tested by challenges and oppositions. So, expect that the NNUBUNTU will pass through the test of time and people, but this is to assure members that those tests will make us better and stronger. Those challenges are there to form our values and character as individuals and community into some formidable walls and bonds that will hold us together much stronger. They will help us tell our stories better to the next generations. So, expect that weeds will want to grow with us and seek opportunities to take advantage of us. But do not worry, we shall identify them and give them a chance to grow well with us. But if they abuse those chances for their selfish exploits, we shall weed them politely with love and wish them well outside the community.

There will also be moments when we battle with controversies and disagreements from both suspecting and unsuspecting members who mean good or bad for the community. Those moments are part of the tests. In those times, we shall resort to our core values which include sacrifice and service to others. Most disagreements root from selfishness as against selflessness. So, in moments of disagreements about principles and practices of the community, we refer them to ACOR to determine a better way for the community and advise us. To ensure that such suggestions or decisions are acceptable by the majority of the people, there shall be open social media polls organised by the ELECOM to determine the acceptability by majority. If simple majority (more than 50% of voters) does not accept it, then ACOR revises the resolution and come up with another, based on perceived majority opinion and best practices in the interest of

the general community. All resolutions shall be subjected to public polls by the ELECOM for fairness and acceptance through majority opinions.

However, any controversial issue resolved by majority poll will be executed or run for 2 years and reassessed for fidelity. Every 2 years, another opinion poll shall be conducted by ELECOM to ensure that such measures and practices as recommended by ACOR is still relevant, otherwise will be recommended for change to meet the demands of the community at the time.

## 16. Conflict and Dispute Resolution between/among Members

We do not envisage too many disagreements/disputes among members if we are strongly guided by the NNUBUNTU core values of service to others. If I live for you, and you live for me, peace and trust shall always thrive. However, we are humans and may still be struggling with the inherent weaknesses of humans - the tendency of self. In such cases, we encourage the parties in question to settle amicably in the spirit of NNUBUNTU. If such cases are settled among the parties amicably without bringing it up to community notice, that is excellent and encouraged.

However, in occasion of any violation of any humanitarian principle as upheld by the community; or if parties refuse to agree and settle, perhaps one or some parties nurse strong sense of injustice and lack of fairness in a dealing with another member, any party or member is encouraged to file a complaint report through the online Complaint Report Form (CREF) to the CIRCOM. The aggrieved member in such act is encouraged to send a report to CIRCOM for investigation using the online Complaint Report Form (CREF).

The ICTCOM will receive it and send it to the CIRCOM for review and appropriate actions. The ICTCOM is advised to check for submitted CREF twice a week (Wednesdays and Saturdays) and notify the CIRCOM (also AMCO and MECCOM for records and monitoring purposes). CIRCOM is expected to address any CREF sent to them within ONE week from receipt from the ICTCOM. If any case requires a formal process and attention, such case shall be addressed within TWO WEEKS from the time a decision is taken to address it formally by both or any member or party in the case.

CIRCOM attempts to review and resolve the case and advise the members for resolution in the spirit of NNUBUNTU.

If case constitutes criminal elements, CIRCOM shall adjudicate the case, with the support of ACOR, and refer the case to DCOM disciplinary actions and execution of punitive measures to ensure the offender serves his/her disciplinary actions or restitution to restore peace between members and in the community.

The DCOM, in some rare occasions through a thorough review, may introduce additional punitive measures to ensure efficient execution plan and restitution by the offender. However, such decisions must be thoroughly documented and consistent with past and future similar

cases. It is more preferable that DCOM advises the CIRCOM on commensurate disciplinary actions to ensure consistency and discourage the complexity and subjectivity that may be associated with upward review of CIRCOM's punitive measures. However, the DCOM reserves the power to decide on most appropriate disciplinary measures for any offender depending on the level of threat the offense poses to the community. So, DCOM can accept CIRCOM's and SOLEJ's recommendations or review them to commensurate with the severity of the act convicted.

In addition, if the offender feels unfairness in CIRCOM's adjudication, then he or she is encouraged to file appeal to the SOLEJ. SOLEJ is not a supreme judgment in any case but to bring more confidence in the Justice system. So, in situation of agreement with the CIRCOM, the resolutions become final and executed as judged. But in situations of disagreement between CIRCOM and SOLEJ, the community who followed the cases shall openly cast votes of Judgement (VOJ) in such cases in the platform. The ELECOM shall conduct this poll and the decisions of the people announced publicly in the community, and this becomes the final resolution/judgement in case.

Every member has up to three chances to be reoriented and pardoned after which the DCOM shall advise a disciplinary suspension period for the member to give the member time for personal sober reflections and retreat for inward transformation. After the suspension period, the member is eligible to reapply for reintegration and consideration by the DC through the AMCO.

However, every member has only three (3) chances of reintegration into the community, after which the culprit may be permanently withdrawn from the community network.

**Note:** This system of justice and dispute resolution does not surpass or disregard the government system. This system is to ensure that the community does its best to resolve issues based on the values that bind us together and accord all members the fairness and healing they deserve, before it leaves the shores of the NNUBUNTU community if the parties or any party desires so. We only attempt to handle community matters as family, but if any member desires the government way, such decision will not be aborted; however, it is highly recommended and encouraged that we resolve family matters in a family way and be happy for each other.

## 17. Rules and Laws

Every society is governed by Rules and Laws. But in NNUBUNTU, our Laws is our conscience and character. Members shall live above the Law. This means that members are not expected to do things that are right because the Nigeria Law or NNUBUNTU framework of activities indicates so, but because our common human conscience says your actions are the right things to do because you consider the consequences to others (and not self only) in such circumstances. This is another way of saying that the laws are already written in our consciences as citizens

except we do not have the moral lead and chose to seek help or guidance from the appropriate commission - ACOR.

Our focus will not be in keeping the Rules and Laws because it is believed that we are already laws ourselves by our actions. The laws and the operational framework are there to remind and encourage us to stay on track. So, our focus will be to see that members find joy in life and feels the warmth of collective Ubuntu around them. Whatever it takes, we do it.

Our relationships will be absolutely based on TRUST and Consideration for others. However, because we are not perfect yet and still struggle with the frailties of human nature, we have the appropriate commissions to use both the NNUBUNTU principles and Nigerian Laws to help us stay focused and on track as at when necessary. On extreme cases, suspensions and other disciplinary measures may apply as considered by the appropriate commissions.

We do not judge none members or deviants of the rules as bad citizens; No! We rather look forward to helping them get better and appreciate the transformation cause to the New Nigeria of our dream.

## 18. Enforcement of Law

There shall be NO ENFORCEMENT of Rules or Law or a Task Force team to enforce any Law or the Operational Framework. We believe that our conscience is the law. However, the CIRCOM and ACOR commission shall be happy to support and guide any member who nurses any doubt in demonstrating the NNUBUNTU attitudes and character. The member only needs to seek their orientation and support services as a guide and moral support.

## 19. Relationship with the Government

While we expect and shall continue to encourage the Nigerian GOVERNMENT to live up to its responsibilities to the nation according to the constitution of the Federal Republic of Nigeria, we will not depend on the government to be a happy people. We depend on each other to enjoy a good and happy life together as a family even in the worst conditions of life. This idea is also born from the fact that the best way to chart a change course is to begin to love ourselves and become the change ourselves, among the members of NNUBUNTU, because the government is from among us. We shall not depend on a perceived fragmented entity called – the GOVERNMENT. No! We are part of the Government and shall always be supportive in ensuring that the Government rules through services and its responsibilities as stated in the Nigerian constitution. We shall also be a civic and civil advisory body to the Nigerian Government. We lead and live by examples for others to emulate. So, we shall support and encourage the Government in many sensible and civil ways we can to do what is Right for the People.

## 20. Eligibility for Membership in the NNUBUNTU Community

- i. Eighteen (18) years old and above. This means you are responsible for your choices and decisions.

- ii. Citizenship in Nigeria (with National Identification Number) and obedience to the Law and Constitution of Nigeria.
- iii. Strong and Passionate connection with the UBUNTU values as listed above under Ubuntu Values. It means that the Ubuntu values also form your personal Values, Character and Principles that drive your attitude toward people.
- iv. Strong and passionate belief in the New Nigeria Dream and it's possibility in our generation and life time. The Belief is embedded in these creeds as stated: <https://newnigeriaispossible.org/our-vision/>
- v. Desire to be part of solutions in building a model and exemplary Community of human beings based on the principles of Humanity (LOVE and TRUST) and as upheld in the Ubuntu principles
- vi. Strong mindset of selflessness (sacrifices and living for others) against selfishness
- vii. Concurrence to share your verifiable Personal Identifiable Data when demanded by the community for security checks and purposes.
- viii. Acquisition of at least one professional, vocational, and technical skills relevant to the human livelihood, hence, in order to support the livelihood and sustenance of community members in your capacity.
- ix. Ability and willingness to selflessly and voluntarily serve the community in at least one commission as listed above during your membership period.
- x. Convincing familiarity with the content and principles of the community values as stated and described in the NNUBUNTU Operational Framework (NOF). You MUST read, review, and assimilate the NOF as a vital requirement of being a member. You Must indicate this during your application, so we assume that all members fully understand the implications of their membership and actions, hence will not be associated with ignorance to the set operational guidelines of the community. You should not be in a hurry to register. We strongly advise that you take your time, no matter how long to digest the content of the NOF before making a decision to join us or not.

We are not inviting only members who are already perfect and incorrupt, and are examples of Ubuntu in their life styles, but also members who acknowledge their weaknesses in being selfless for others and doing the right things, and have taken this ONE DECISION to be part of this Historical transformation by seeking to do and act right for others. They shall be supported by the family toward total transformation if they are willing and humble enough.

## 20. Invitation to the NNUBUNTU community

Invitation to the community is not an open or public invitation, but a personal or private invitation between and among friends or persons of Ubuntu like-minds. You are reading about

the NNUBUNTU right now because you might have been invited by a close or distant friend and a member who is a testament of your attitude and character in your past or current relationship or business with him or her. This is the way we grow in each other. We identify all those whom we have related with or known in any formal or informal way and have identified the UBUNTU values demonstrated in their attitude to us or others and considered them a potential member for this community of Love.

So, we are ONE BIG FAMILY, although we are not biologically related or geographically connected in one area, we are connected by our Ubuntu values and way of life for ONE Purpose – a New and Happy Community of Love.

Now, you may consider if you are eligible based on the criteria stated above and take an important decision. We also urge you to invite others in your life whom you think that meets this eligibility as reflected in your experience of their personality and values.

Please, disregard the invitation if you saw it in a public forum. You do not have to do any other thing about it, but ignore.

## 21. How to Join the Community

As a matter of emphasis, admission into the community is FREE, but through invitations or recommendations as described above. A member of the community invites potential members whom they could attest to their character, personality, or willingness to grow with the NNUBUNTU by sharing the NNUBUNTU weblink to the invitee to access and read online or download a copy of the NNUBUNTU OPERATIONAL FRAMEWORK (NOF) to read offline.

You are STRONGLY encouraged to first review and be familiar with all the contents of the NNUBUNTU OPERATIONAL FRAMEWORK (NOF). This is to ensure that, even if you are recommended or invited by a member of NNUBUNTU or someone else, your choice is personal, fully independent, and well informed and guided by your acceptance of the values and stipulated operations in the community in order to guide your expectations. It also ensures that the driving spirit (UBUNTU) of the community as clearly stipulated in the NOF resonates with your personal values. Hence, it is mandatory to thoroughly go through the NOF before making any decision.

It is okay and equally honourable to take your time while reading the NOF before you take any decision. It is also okay to decline the invitation as much as it is to accept it.

So, if you are fully connected with the philosophy of NNUBUNTU as spelled out in the NOF, then complete your **REGISTRATION online**.

Note that your National Identity Number (NIN) is a requirement for identification as a Citizen of Nigeria, hence, make it handy. The protection of all your data is secured with high level of integrity and shall ONLY be used for the purpose of protecting and improving the community which you will also be among, if you join. However, if you are not comfortable with this, it is okay to decline the invitation.

After successfully completing and submitting the forms, the forms will take between 1 – 2 weeks for thorough verification of information and assessment of eligibility before admission into the community. Once considered for admission, a mail will be sent to the prospective member with an NNUBUNTU Membership Identification number, and afterwards admitted into our Social Group platform (WhatsApp or Telegram) as may be determined by then.

Admission into the NNUBUNTU will happen in phases or batches of 1,000 members. First 1,000 members will run a pilot period of 6 months to strengthen the systems and close the obvious gaps before subsequent batches of 1,000s are admitted in 3 - month period intervals as the NNUBUNTU family stabilizes and improve with greater strengths and ideas in supporting each other.

## 22. Inclusion of Non-Online or Computer Compliant Eligible Citizens

The community is aware that there are many good citizens who are not computer compliant or do not have smart phones; thus, not in any social media or online and may not be able to receive online invitation. We recommend that such persons can be recommended and registered by a member. The Member's ID MUST be indicated in the Application form and this recommendation must be confirmed through the member for approval. It is the responsibility of the recommending member to carry the recommended along as the case may be, and become the link between the community online platforms and the recommended when admitted.

## 23. Community Social Media Platforms

Every member shall indicate their membership Identity number (MID) as part of their names. The group chat will obviously be the first test of character and respect for others. We believe that any member who violates the integrity of the group chat/communication platforms will certainly have questionable character in dealing with bigger situations of character; just we know that he who does not obey the common traffic rules as a driver will not obey the Rule of Law as a President.

In the group chat, we prohibit posting of any irrelevant content that does not in any way promote the Ubuntu values among us and encourage members who are weak to find strength and inspirations to become better. We acknowledge the following:

- i. No bullying
- ii. No assaults
- iii. No religious posts or any sort since our religion is Love
- iv. No comedy posts
- v. No controversial political posts that condemn or praise any political party or individual.

This is to avoid subtle distractions that seem innocent but very distracting. We urge that most main posts should come from the various functional commissions for enlightenment, orientations, and advice, while members could react and respond. It is not necessary for

members to make posts on individual basis, but if one must post, simply make posts that reflect the commission you serve from and show love to others. We welcome only posts that edify and restore the dignity of humanity in our community, Nigeria, and Africa. However, members can ask question or make distress posts with reference to the appropriate commission.

For more urgent actions, you can make distress (SOS) calls to the community but to appropriate commissions through their hot lines as provided by the commissions.

## 24. Meetings

Meetings, like no other, shall primarily aim at physical familiarization among members and discussing and reviewing the progress of the community and the general quality of life of members toward the vision and mission of the community. Many of our pivotal elements as described in this document shall be reviewed and discussed continually for clarity, and to identify our strengths and weaknesses as a community in those contexts; then proffer solutions for way forward. In major meetings, every service commission shall have the opportunity to present the experiences and progress in their services to the people and share way forward.

For meeting plan, we shall hold National general online meetings (Zoom or Twitter) once a quarter and state based online meetings once a month (for any established State NNUBUNTU based on the set guidelines in [section 9.XiX](#), as determined by the National and state coordinators, to provide regular platform for members to share their experiences in the community, ask questions for clarifications, and recommend solutions for improvement toward our main purpose and goal of the community.

We shall conduct state based annual physical conferences of members once every year, and National physical conferences once in two years, hosted by various states in Nigeria as determined by the appropriate service commissions – PECOM and AMCO.

Members who demonstrated exceptional Ubuntu character and attitude (exceptional sacrifices for others) in the course of the previous years shall be nominated and honoured with National and State Awards/Rewards in the conferences. See section 25 below for details of the Awards and Recognition System.

## 25. Reward System through Awards and Recognitions

Biennial (Two-yearly) National Conferences shall be held to review and appreciate the progress we have in meeting our purpose toward living and promoting the Ubuntu values of humanity and drawing closer to our National Dream as a community. We believe that every good work deserves appreciation and recognitions. Hence, among the giant programmes for our Biennial conferences is to recognize the Ubuntu Champions in our midst who have pulled significant weights toward our goal in the previous 2 years. These are members who demonstrated extraordinary or exceptional selfless services to support other members in times of great needs. Such services eligible for award goes far beyond financial support or contributions, but amazing demonstration of kind and selfless services to support or improve lives of members.



The awardees shall be nominated by community members based the reflection of the Members CHAIR report in the two reporting years preceding the conference. The MECCOM shall conduct the review and selection of the determined number of members rating top in the CHAIR NNUBUNTU star chart. In addition, some extraordinary or exceptional acts as indicated by the ACOR and the required number selected through opinion polls conducted by ELECOM shall be awarded too.

The following awards shall be given

**i. NNUBUNTU Hall of Humanity (HOH) Award**

Exceptional demonstration of selflessness and compassion in service to the community members in the reporting years. Their stories shall also be published in the NNUBUNTU Hall of Humanity (HOH) magazines and their names be written in marble in the NNUBUNTU Gallery as a memorial for posterity, whenever that will be constructed in the Future.

**ii. NNUBUNTU Selfless Services Award**

High number of NNUBUNTU star ratings from M-CHAIR ratings for selfless, kind, and consistent services and relationships with members of the community during the reporting years. Their names shall be published in the Heroes and Heroines of the NNUBUNTU biennial magazines

**iii. NNUBUNTU Generous Heart Award**

High number of NNUBUNTU star ratings from M-CHAIR ratings for demonstration of high level of generosity in financial and gift donations to the needs of the community during the reporting years. Their names shall be published in the Heroes and Heroines of the NNUBUNTU biennial magazines

**iv. NNUBUNTU Friendliness Award**

High number of NNUBUNTU star ratings from M-CHAIR ratings for high demonstration of exceptional friendliness and kindness in their relationship with the community during the reporting years. Their names shall be published in the Heroes and Heroines of the NNUBUNTU biennial magazines.

**v. NNUBUNTU Servant Leadership Award**

High number of NNUBUNTU star ratings from M-CHAIR ratings for high demonstration of exceptional selfless, creative, and active service to the community through the service commissions during the reporting years. Their names shall be published in the Heroes and Heroines of the NNUBUNTU biennial magazines.

**vi. NNUBUNTU Pro Bono Professional Service Award**

High number of NNUBUNTU star ratings from M-CHAIR ratings for high quality professional Discounted services to the community with exceptional integrity and professionalism during the reporting years. Their names shall be published in the Heroes and Heroines of the NNUBUNTU biennial magazines.

**vii. NNUBUNTU Discounted Professional Service Award**

High number of NNUBUNTU star ratings from M-CHAIR ratings for high quality professional Discounted services to the community with exceptional integrity and professionalism during the reporting years. Their names shall be published in the Heroes and Heroines of the NNUBUNTU biennial magazines

**viii. NNUBUNTU Paid Professional Service Award**

High number of NNUBUNTU star ratings from M-CHAIR ratings for high quality professional paid services to the community with exceptional integrity and professionalism during the reporting years. Their names shall be published in the Heroes and Heroines of the NNUBUNTU biennial magazines.

## 26. Addendum/ Conclusion

NNUBUNTU community members are not perfect people, but we acknowledge and appreciate the need and opportunity to grow and become better humans for each other. Our community does not need crowd, but character. We all have natural gifts and talents and we have decided and agreed to use the gifts to serve one another.

We are not trying to seek fame or favour with our kind deeds to each other but to be original and make a statement that truly love is life, character is wealth, and community is strength.

We want to discourage the aggressive dependence on money. We are not here to make money, but to make people and prove that character is wealth and community is strength. Money actually depends on us, and not vice versa. So, money is good but we do not need money to survive, we only need each other.

We are not only commissioned to be kind and nice to the community members only, but to the larger world around us because Ubuntu has become our life style and way of life, and not a prescription for segregation. Ubuntu knows no social boundaries.

## 27. Caution

Please, do not deal with any member who claims membership of the community with no NNUBUNTU MID. In the moment of doubt, contact the AMCO for verification before dealing with any alleged member. Soon, the ICTCOM shall work out accessible online platform for members to verify and review membership validity and Integrity profiles of members they wish to relate with.

Given [section 15](#) above, the AMCO, under whose function lies the responsibility here forth, shall do all that is possible within its capacity to ensure the identity, validity, security, and sanity of members of the community. However, AMCO, any community commission, or the community in entirety shall not be held responsible for any outcome from the dealings and relationships among members. The choice of relationships and dealings is entirely that of individual member's.

To prevent and resolve possible situations, the community has established, in [section 16](#), a system of identifying, supporting, helping, dealing with, and managing members who demonstrate questionable and upsetting character that threatens the security and sanity of other members or community at large. So, we encourage members to take advantage of that system with Love in the spirit of Ubuntu that holds us together, and we grow and improve together happily.

Hence, the AMCO or any functional arm/commission of the community is indemnified and absolved of any risks or outcomes of dealing with any unverified member of the community before relating with the member or even with a verified member whose outcomes do not meet community expectations.

However, where applicable and demonstrated that members observed all diligent steps and responsibilities in dealing with a verified member, yet incurred significant losses in those relationship / dealings, the appropriate commissions shall address the matter to recover or abate such losses from the culprit. In the absence of full recovery from the culprit/offender, the culprit shall be counselled, oriented, suspended, or membership completely withdrawn as adjudged by the appropriate commission(s); and community members shall be encouraged to support the victim in the NNUBUNTU spirit to recover or abate the losses. This is one of the ways we lift each other up in down times.

Members are strongly advised to relate only with verified members of the community to minimize the risks of unwanted outcomes.

## 28. For More Enquiries and Clarifications

Thank you for reading and reviewing the NOF. If you have any questions or need more clarifications, please send your queries via chat to **+234 7037800218** or email to [infodesk@thegroleaffrica.org](mailto:infodesk@thegroleaffrica.org). We promise to respond to your queries as soon as possible within 7 working days due to the numerous traffic of emails to the contacts.

