



1 June 2014

**Founder's Intent and Charter to guide People4Sudan  
during the interim period to 31 December 2014**

**Introduction**

1. As Founder of People4Sudan (P4S) I give the following directions which, taken as a whole, constitutes the interim founding charter of P4S. It takes effect on 1 June 2014.
2. My intention and the overarching value belief that underpins P4S is that it must be led by the Sudanese themselves for the benefit of Sudanese through mobilising the capacities and resources of the Sudanese, and with the support of the friends of the Sudanese people. I ask all well-intentioned friends to respect these values and give their wholehearted backing to building up the leadership of the Sudanese themselves for change and progress within their own country, and not to compete with or undermine them.
3. Accordingly, I hand over the direction and management of the P4S initiative through the interim arrangements described here. My further role is then advisory only as per the provisions of specific relevant paragraphs 23, 28, 33, and 34 of this charter and if otherwise requested or needed by the appointed governance and management of the initiative.

**Timescale and Scope of this charter**

4. The directions outlined here constitute the interim arrangements for governance and management of P4S during the interim period. During this interim period, no changes may be made in these arrangements without my prior consent.
5. The Interim Board of P4S must finalise the longer-term arrangements and bring them into force no later than 1 January 2015. The interim period may be shortened if the interim Board is able to finalise the longer-term arrangements before then.

**Founder's policy direction**

6. The following represents my policy direction for the future of P4S and applies till the end of the interim period after which it may be modified as considered best by the Board for the final arrangements that follow this interim period.
7. P4S is a global citizen initiative for democratic change in Sudan. It does this by bearing witness to the mass atrocities and crimes against humanity being committed there, promoting justice and accountability, and by providing direct humanitarian help to relieve the suffering of its peoples. It mobilises the Sudanese diaspora and other international capacities to assist local civil society groups to help their own most marginalised communities in Darfur, Nuba Mountains, Blue Nile, and elsewhere in Sudan, as well as Sudanese refugees.



8. P4S is necessary now because world governments and international institutions have failed to end Sudan's agony. A decade after the start of the current conflict in Darfur – recognised as the first genocide of the 21<sup>st</sup> century – people there continue to be killed, raped, tortured, imprisoned, and displaced. Indeed, ethnically targeted violence, perpetrated by the government of President El Bashir (indicted by the International Criminal Court) has expanded to affect some 7 million people - with similar crimes against humanity committed in the Nuba Mountains and Blue Nile regions. The rest of Sudan is also not immune from daily oppression. Furthermore, the problems inside Sudan threaten wider African peace and human security through the proliferation of arms, crimes, hateful ideologies, fomenting violence in neighbouring countries including through terrorism, allowing the spread of diseases of public health importance, and subverting and corrupting regional institutions.

9. P4S seeks to expose the true dimensions of the crisis so that complacent ignorance or misinformation are corrected, help is given directly to the suffering, and greater public concern and political attention are generated to tackle root causes and find more effective solutions.

10. The core belief that underpins P4S is that human rights advocacy without also striving utmost to relieve human suffering is possibly unethical. Thus, humanitarianism and human rights are two faces of the same coin. And we must keep up the morale of the most marginalised and hardest to access people in Sudan so that they survive these dark times and remain resilient and strong to work for the change that must come from within their own country.

11. P4S has two interrelated components that must be developed together in a balanced manner:

- The **Sudan Humanitarian & Human Rights Observatory** is a countrywide system for tracking & analysing trends in atrocities and their human impact. This will be web-based, utilise direct ground reporting, best feasible IT & standard epidemiological methods. It will provide credible material for advocacy. (See the Note from the Technical Workshop held in New York City on 2 May 2014).
- The **Sudan Humanitarian Assistance Facility** establishes a mechanism for enabling the Sudanese diaspora and other friends of Sudan to contribute towards meeting urgent humanitarian needs in Sudan, and of refugees. “Smart aid” approaches will be used to ensure correct delivery, going through most trusted local groups whose capacity will be strengthened during the process.

12. P4S has a direct practical approach. It works to achieve the following objectives/outcomes:

- **No one is left unheard** i.e. the atrocities committed are registered, and the pain and suffering of individuals and communities given respectful expression through human rights advocacy for justice, accountability, and restitution.



- **No one goes to sleep hungry** i.e. there is at least one meal a day being eaten by suffering people.
- **No one dies from a preventable cause** i.e. essentials of primary healthcare are made accessible, mothers do not die in pregnancy, children survive, and injuries inflicted by the war are treated.
- **No child grows up without learning** i.e. basic education is provided so that oppressed communities do not lose the self-knowledge and culture essential for their future (which is often an aim of those embarking on genocide).

13. Please consult the fuller concept note for People4Sudan that is available on its website.

### **Governance**

14. The interim headquarters of the organisation will be in Geneva, Switzerland, and subject to Swiss law.

15. An Interim Board of up to 11 people will be created of which at least 7 must be of Sudanese origin. The Sudanese members will be broadly representative of the population distribution of Sudan. Gender equality considerations are vital. The CEO is an additional ex-officio non-voting member of the Board and will be responsible for keeping a written record of the meetings and decisions of the Board.

16. Regional and National chapters may be created subject to prevalent national laws but they will be subsidiary to the global organisation for the purposes of accountability. There will be a European and African Chapter consisting of supporters resident in Europe and Africa (residents in Asia and Pacific may belong here until they create their own chapters) and an American Chapter consisting of supporters in USA, Canada, and Latin America/Caribbean. These two chapters will be governed by those who come from there and are members of the overarching P4S Governing Board (see below)

17. All Board members will be appointed to serve in their personal capacity and not as representatives of any other interests. While each Board member is free to express their own political beliefs elsewhere, their involvement in P4S shall be non-partisan. Each Board member is expected to bring specific knowledge, skills, resources and capacities, and make appropriate time available so that they can make an effective contribution. If they are unable to make appropriate useful inputs, they may be requested to leave by the Board so as to make space for others.

18. To be eligible for Board membership, individuals must meet the criterion of individual membership of P4S as defined at para 25.

19. The Board will meet at least monthly by teleconference, and more often as necessary. Each member has one vote with the chair exercising a casting vote if necessary. The quorum for any Board meeting shall be at least 6 members participating of whom at least 4 must be Sudanese.



20. The terms of reference of the Board are to:

- Mobilise the Sudanese community and the friends of the Sudanese people, acting always in the founding spirit of this initiative
- Provide overall direction to P4S in pursuit of its objectives
- Mentor and support the CEO in his/her work
- Pursue growth and development through promoting P4S and developing partnerships with compatible individuals and organisations
- Ensure accountability including in financial, legal, and reporting matters
- In consultation with the CEO, devise any operating rules and procedures necessary for the day-to-day running of P4S
- Consult appropriately and finalise future arrangements for after the end of the interim period.

21. Mr Abdelbagi Jibril is appointed as Chair of the Interim Board. The terms of reference for the Chair are to:

- Provide leadership to the Board, and to also discharge the other terms of reference for all Board members (indicated above)
- Mentor, support, and manage the CEO
- Represent P4S as necessary

22. Ms Olivia Warham is appointed as Treasurer. Her terms of reference are to:

- Exercise scrutiny over all aspects of the finances of P4S, ensuring that these are conducted in a prudent and transparent manner.
- Act as the approving officer for all expenditure incurred including the issuance of instructions to the fiscal sponsors to disburse funds.
- Ensure that the books of P4S are kept in good order in line with internationally accepted accounting standards.

23. I authorise Mr Jibril to take Chairman's action to ensure, after consultation with me, that the remaining members are appointed no later than 15 July 2014.

### **Management**

24. With the consent of the Chair of the Interim Board, Ms Zeinab Blandia is appointed as Interim Chief Executive Officer (CEO). She will report to the Board through the Chair. Her terms of reference are to:

- Represent P4S and manage the daily work of P4S in pursuit of its objectives, and under the direction of the Board
- Manage and further develop the digital footprint of the initiative including through its website and social media.
- Lead the mobilisation of resources and promote growth and development including developing partnerships with compatible individuals and organisations, in the spirit of the founding of the initiative.



- Ensure support for the Board's accountability function including in financial, legal, and reporting matters
- In consultation with and agreement of the Board, devise any operating rules and procedures necessary for the day-to-day running of P4S
- Advise the Board as it develops future arrangements for after the end of the interim period.

### **Membership**

25. P4S is a membership organisation consisting of individual and institutional members.

- Individual members are those who have paid, during 2014, an annual subscription of at least US\$100. By doing so, they are also indicating their agreement to the values and objectives of the P4S initiative. (The chair of the Board has discretionary authority to reduce or waive membership subscription fees for those individuals whose nationality and residence are BOTH of a country that appears on the OECD category II list).
- Institutional members are those who have paid, during 2014, an annual subscription of at least US\$1000. By doing so, they are also indicating their agreement to the values and objectives of the P4S initiative. (The chair of the Board has discretionary authority to reduce or waive membership subscription fees for those institutions that are based in a country that appears on the OECD category II list, and that do not receive total annual funding exceeding \$100,000 from supporters in category I countries).

26. The CEO will maintain a list of members who meet the above criterion. The Board will set membership subscription rates for has discretion in denying membership to anyone who, in their collective opinion, is not compatible with the values of the initiative or whose membership would pose a reputational risk. The Board also has the power to expel a member that in its collective opinion has acted in a way to bring disrepute to the initiative. The decision of the Board to admit or suspend members is final.

27. Membership confers the following rights:

- To be kept informed on the activities of the P4S initiative through periodic communications from the CEO or/and Board Chair with a minimum of at least one newsletter every two months.
- To be enrolled in an Interim Advisory Group of Members (AGM)

28. The AGM is an advisory/consultative body. In the interim period it will be chaired by the Board Chair himself. The terms of reference of the AGM are to:

- Act, individually or collectively, as a sounding board for advice to the Board and CEO
- Provide further resources, knowledge and skills, as appropriate
- Support and promote the work of P4S with stakeholders, in the spirit of the founding of the initiative.



**PEOPLE4SUDAN**

People-to-people initiative to advance human rights through humanitarian action

29. The meetings of the AGM may be held through teleconferencing or via email correspondence with a record maintained by the CEO of key points of conclusions and recommendations.

### **Support arrangements**

30. With appreciation for its willingness to act in this role, Sudan Sunrise is appointed as the fiscal sponsor of P4S.

31. A Technical Advisory Group (TAG) will be appointed by the 15 July 2014 the chair of which will be a person of Sudanese origin. TAG may have a flexible maximum number of members with a minimum of five experts. These members – Sudanese and non-Sudanese - will be academics and others with particular knowledge and expertise in managing and analysing information on developments in Sudan.

32. The TAG may meet electronically and will report to the Board through its chair to the Chair of the Board. A written record will be kept by the CEO of its key conclusions and recommendations. The terms of reference of the TAG are to:

- Track and analyse information on the humanitarian and human rights situation and provide expert commentaries
- Provide other professional technical advice as needed.
- Oversee the design and staged implementation of the Sudan Humanitarian and Human Rights Observatory.

33. The governance and management of P4S will welcome support from other friends of Sudan (Sudanese and non-Sudanese) who wish to provide voluntary support to them for the delivery of their functions. In particular, a Senior Development Mentor is will be appointed by the CEO to establish and advance her functions. Other Development Associates may be appointed by the CEO for specific functions.

34. If any issues emerge during the interim period that are not covered in this charter, the chair of the Board has discretion to decide appropriately in consultation with the Board. Where such issues impact on the fundamental provisions of this charter, I will be consulted before a decision is made.

#### **Contacts:**

The interim CEO, Zeinab Blindio may be contacted on [zeinab@people4sudan.org](mailto:zeinab@people4sudan.org)  
The interim Chair, Abdelbagi Jibril may be contacted on [Abdelbagi@darfurcentre.ch](mailto:Abdelbagi@darfurcentre.ch)  
The interim Treasurer, Olivia Warham may be contacted on [oliviawagingpeace@hotmail.co.uk](mailto:oliviawagingpeace@hotmail.co.uk)  
For general queries contact [people@people4sudan.org](mailto:people@people4sudan.org)

Please also find us on our website [www.people4sudan.org](http://www.people4sudan.org)  
And on Facebook [www.facebook.com/people4Sudan](http://www.facebook.com/people4Sudan) and on Twitter [www.twitter.com/people4sudan](http://www.twitter.com/people4sudan)

**Mukesh Kapila**  
Executed in Geneva, Switzerland on 1 June 2014