

BCA-USA Leadership Summit
North Carolina
Saturday December 10th, 2022

Meeting was called to order at 9:34am by the president Ba Fomukong

Mamon Lilian Fomunung prayed to start the meeting. She asked for God's grace and guidance during the meeting. She asked the lord for traveling mercies. She implored the lord to look after all BCA-USA members this year.

The president thanked members for making the time to attend the leadership summit. He thanked the Caroinas for hosting a welcome party, especially the President for opening his residence for the event. He asked the group to look at the meeting agenda for adoption. Ma Kuna suggested that the breakout sessions be taken out of the agenda due to time and the number of participants. Ba Nkom Gwanbidbila suggested a roll call on all the executive team. Only Ni Patrick Nyuga and the president were present. The president shared the various excuses from his executive members who could not make it. He also shared that some of the excuses came via phone calls as he was at the

airport heading to the summit. Several members spoke up as they saw the absence of the executive team as dereliction of their duties. The agenda was moved by Ma Kuna and seconded by Ma Lilian.

There were self introductions by the members present. The president thanked all those in attendance again, especially all the past presidents, board members, executive members who were present. He thanked returning members and new members. He encouraged everyone to be fully present and to participate and suggest ideas to move the organization forward.

He shared that the cost of going to New Orleans made it difficult to take the leadership summit out there. He thanked the Eastern chapter for hosting the convention right after the pandemic. He said we cannot go through every item that we might like but encouraged that we look at the few items that he has suggested so that we can zero in on a few items that can make an impact. He wanted the group to pay particular attention to the fact that even when we disagree, we can still work together and move forward. He then invited the board chair to make some remarks. Ba Nkom thanked everyone present and introduced the idea of moving the headquarters of BCA from Atlanta to DC and moving the address from a residential address to an office address. He

suggested the office of Ni Edwin Foham. He acknowledged the presence and attendance of Dr. Sam Dinga for attending the summit for the first time. He shared that Dr. Wob Fomunung has always shared that no matter how busy his schedule turns out to be, he made sure to keep the month of May free to make sure that he can attend the convention. Finally, he expressed his disappointment about all the executive members who could not attend.

The president took responsibility for the mix-up about the different dates for the summit and he apologized for the mixup.

Ni Wob asked for clarification that the meeting in December is a one off and stressed that we need to cement a fixed weekend on the calendar for the summit.

Ba Nkom asked Ni Wob to take a few minutes to share the history and background of the leadership summit.

Ni Wob shared that the first summit was in OK. Historically, the leaders would meet during the convention and that was not convenient and was not fruitful. So the concept of the leadership summit away from the convention was to create a space that members and leaders can plan and set the direction of the organization. Another reason was to bring visibility to struggling or new chapters. A good example is what happened in OK and MN and what these chapters have become today. Nkapntod is

another great idea that morphed from the summit. The creation of the Fon's committee to help invite the fon of Bali to the convention and the bulk of the funds raised for that visit came from the leadership summit.

Dr. Chris added that the summit has always been something that leaders and other members looked forward to attending. He encouraged the group to develop a structure to better advertise the leadership summit. He asked the group to select a more convenient date for future summits .

Ma Lilian, added that the convention was usually launched at the summit. She pointed out that Houston is not present at the summit to hype the convention. She was disappointed that members of the executive were not present at this summit and would like to look in the constitution to see if it was possible to pass a vote of non confidence to all the execs not present.

Ni Patrick Nyuga, shared why the leadership summit came to MN and affirmed the importance of the summit going to any of the locations. He suggested we can select six months after the convention and take it to North Dakota to help energize the Bali population out there.

Ma Kuna added that we have done well with the 3rd weekend in October. She lamented that the organization has made money and does not care about the people any more. She wanted

potential host cities to request to host. She said zoom is not the best way of doing this meeting since it has been a time to meet face to face. She made a motion that we meet in October.

Dr. Kennedy shared that he expressed on vibe that the publicity about the summit was poor. He was disappointed that executive members are not here and would like to take action.

Ma Cindy encouraged us to make it mandatory that executive members should all attend the leadership summit.

The president wanted us to look at the location to hold the summit: he said that historically it is to go somewhere where we can work to incentivise the chapter and have fun. That means the chapter is supposed to be involved.

Ba Nkom shared that we can do both: have fun and work. He said in one year go to a chapter that needs us and one year go to a place where we can work and have fun.

Ba Co took the floor and thanked everyone for attending. He said we have to be responsible as leaders and not be lying to ourselves. He expressed doubts about some of the excuses of the execs not attending the summit.

Na Jalla said we have to continue to motivate the leadership team. She did not believe that the mere change of date affected about 80% of the execs. She said when people are motivated to work, they will do the work. She warned against convincing

people to accept leadership positions when they are not ready to do the work.

Ni Edwin shared that as an organization, we do not have a clear direction on how to recruit and empower the youth to take over.

Ba Nkom supported that fact and encouraged that we should include that to the agenda.

Motion 1. by: Ma Kuna made a motion that the leadership summit will take place every 3rd weekend of October. Seconded by Ma Edna and Na Jalla. The motion passed unanimously.

Ni Sama Janga proposed that there should be criteria on where to host the summit.

Motion 2. by: Dr. Kennedy made a motion that the leadership summit for 2023 be hosted at North Dakota. Seconded by Ma Lilian and it was voted unanimous.

Ba Nkom shared that it should be both the local chapter and national organization that needs to advertise the leadership summit. Ni Paddy shared that the transition from whatsapp and vibes might have been an issue. Ma Kuna informed the group that

whatsapp has increased the number of people who can be on whatsapp.

The president encouraged Ni Paddy to use every platform to advertise.

CEC:

Ma Kuna stressed that we must have bylaws before the next convention.

Ni Edwin said all the other standard operating procedures (SOP) have been completed except for that for the CEC. He stressed that they are not making laws, just interpreting. They waited with the CEC's SOP because they suspected that there would be a lot of suggestions that needed to be addressed after the leadership summit.

Ma Kuna expressed the board's disappointment of the fact that the CEC has not completed its own SOP when it is the area that faced a lot of issues at the last convention during the elections.

Ni Edwin shared that there was a letter from CEC to the president and the BOD copied and there was no response. The president said he acknowledged receipt but did not respond to the content of the letter.

Ba Nkom said BOD did not receive said letter and requested that we look at where the letter was sent. He said as a BOD chair, he did not get any email. The president shared his response email.

Ma Kuna realized that the email went to Ma Marie Fongwa because of a poor transition.

Ni Edwin said CEC met and discussed things that were not done correctly and drafted a letter to the president and copied BOD. He expressed frustration that the president acknowledged receipt but did not address the content of the letter.

The president said we do not have the structure for a smooth transition within BCA-USA. "When is the first day of the new government to take office?" He wondered.

Ni Wob said he was surprised that this is still an issue. He said BOD was created with the hopes that this group would represent a continuation of the government and assist in the transition of one government to another. He said if we don't have that function as a role of the board, it should be added.

Ba Nkom expressed that Ni Julius Ndangam made a great transition when Ba Nkom assumed the leadership. He created and handed over a file of all passwords and usernames. He suggested that we make a decision to create a transition plan moving forward. Ba Co suggested that we need two system admins and asked if the current admin position is a paid position or volunteer position. (Arthur's note: Ba Co's question was never answered).

Ma Kuna suggested that on the day of the election, all the members of the committee team should bring their folders before the election.

Ni Sam Dinga suggested that we pay a nonmember admin to be incharge of all of the admin items and secondly suggested that we can buy a CRM software to manage our membership and other documents. Ba Nkom pushed back about paying a member. Ni Sam clarified that it does not need to be a member of BCA. Dr. Kennedy suggested the use of Google drive. Ba Co suggested that we create a sub committee to come up with ideas on how to move to the digital world.

Back to CEC: Ni Edwin shared that the president does not have viewing rights to the organization's bank account. The president said he has not been able to view the account. Ni Edwin expressed the danger of the president not being able to view the accounts and wonder how the president is running the organization.

Ma Kuna wondered why the president comes to the BOD meeting once a month and does not bring this to the board? Why is he waiting to bring this to the summit and why is the CEC involved in this matter? Ni Edwin shared that during the process of working on the SOPs, they asked questions and realized that the

president does not have the viewing rights. Dr. Chris asked when the president knew he did not have viewing rights and what did he do? He suggested that we create a standard for handing over passwords and equipment. The president shared that he is working with his team to create the access/viewing rights.

Ni Wob asked how the organization has been running so far? The president said he can only view one account: MPC account.

Ba Nkom shared that he did not have access to the accounts during his reign but after bringing up the matter at the leadership summit, he was granted viewing rights to all the different accounts. The president assigned Ni Julius to help transition all the committee chairs. Ma Kuna suggested that the assembly should vote on a resolution to address the viewing rights issue.

Motion 3: by Ni Edwin: There should be a transition SOP for all committees and executives by CEC.

second Ni Augustine and Ma Cyndy. Passed unanimously.

The Letter:

Back to the topic of the letter from CEC to the president and BOD.

Ni Edwin read the letter in its entirety.

Ma Kuna expressed that it is dishonorable for CEC to express at the general assembly that the bylaws were not approved and later

on send a letter to the president using the same bylaws as the bases of their argument as if the same bylaws had been approved. Ba Nkom accused that this was done as a political maneuver to not have people like Ni Collins to run for office. Ni Wob suggested that this letter might have affected the participation of about 80% of the executive at the summit. Ba Nkom cited the function of the president article 3, 5B1 about leadership summit and convention, article 7 about the Bylaws. He suggested that the bylaws have not been approved so far because it is “impregnated with bias”. He stressed that the constitution and the bylaws are very important and he encouraged the members to get acquainted with the organization’s constitution and bylaws.

Suggestion: The constitution committee should become an elected committee

Ni Edwin cautioned the group that CEC as it is is just an advisory committee and once it is elected, it will become another group with authority to make decisions.

Dr. Kennedy questioned why this committee is a permanent committee. He suggested that it should be a temporary committee that can be dissolved at any time.

The president said when he got the letter, he wanted to spend some time talking to some of his advisers about the content

before addressing CEC. He also suggested making all the organization emails generic so that it remains the name of the position and not the name of the person doing the work.

Ba Nkom stressed that we should pay attention to the first fifteen pages of the bylaws. Ni Edwin shared that CEC is working on the bylaws and will be sharing that information with NEC by February 20th to review and send it to BOD by the end of February.

Motion 4: by Ma Kuna: The draft bylaws should be completed by February 20th and could be extended for 10 days. Failure to meet this timeline, the work of the bylaws will be moved to the NEC and BOD.

Second by Na Jalla the motion was voted unanimously.

Nkapntod:

After the convention in Virginia, the president put together a committee to look at the Nkapntod program i.e complete a stress test and make suggestions that can make the program stronger. The committee is working and will share their findings before the convention.

Ni Emmanuel had two questions: There are people who are members of Nkapntod who are not active in any activities in their chapters.

Secondly, the energy and time spent on collecting Nkapntod is makes it very difficult for anyone to want to be involved in that process: He suggested that participants should pay \$150 so that the \$50 should go to their occurrence contributions instead of paying every time there is an occurrence.

Ba Nkom suggested Nkapntod should be taken out of the administration and handed over to a committee that should be independent with its own chair instead of the VP of BCA or an elected member.

Ba Co asked why the VP is in charge of Nkapntod. The president said there were two resolutions to make every chapter president be a member of Nkapntod and the second is that Nkapntod should be audited. He answered Ba Co that he wanted to work with people who will be able to do the work and has been able to read and understand the documents about the program. He stressed that he will wait on the report of the committee before making any changes. He appointed the VP as an individual who already understands the program.

To answer Ni Emmanuel's question, Ni Edwin shared that from an economic standpoint, it makes sense to allow registered BCA members to participate in Nkapntod. He said that even though the president can appoint a chair and create such an independent committee, that will require a constitutional amendment.

Ma Kuna warned that when the clause about the beneficiaries signing was taken away, this will one day affect the program. Ni Edwin suggested that there should be a resolution sent to that ad hoc committee stating that:

Motion 5 by Ba Nkom: The Nkapntod ad hoc committee should continue working on the improvement of Nkapntod processes to include the recommendation that a chair shall not be a member of the Executive, BOD or NEC. This work should be completed no later than February 20th.

Seconded by Ma Cindy, Ni Collins. Vote was unanimous

Education:

The president asked what we can do to support education in Bali. Ba Co suggested that this should be taken back to the educational committee. Ba Nkom shared that the BOD suggested that we should look at what areas we can improve in Bali and suggested that we should look at education as an item to make a difference. Ba Co shared that some of the kids do not have birth certificates and suggested we should look into helping them. Ni Sam Dinga shared that we should find a way of working with organizations on the ground as partners instead of BCA-USA doing the work on the ground. Examples would include working with Nkumu Fed-Fed, Makah Foundation, FADI etc.

Na Jalla shared what Nkumu Fed-Fed did in a successful back to school drive. She suggested that we can work on a program to help school dropouts and support trades or farming or help them to go back to school.

Dr. Kennedy reminded the group that education is not just sitting in class. He said we have other organizations in Bali who are assisting kids in Bali that BCA can partner with such as FADI that supports handicaps in poverty alleviation and economic empowerment.

The president charged Na Jalla and Nkumu Fed-Fed to bring a recommendation to BCA and operate within the confines of the MOU between the two organizations.

Making BCA-USA friendly:

Ideas from participants

- Communication
- Apology
- Transparency
- Open to positive criticism
- Be polite how we correct and talk to each other
- Fair to every chapter
- Empower every chapter
- Be honest

- Lead by example

Ni Sam Dinga shared his experiences with BCA-USA and suggested that this organization needs to apologize to folks who have been abused in one way or the other.

Na Jalla shared her experiences of running for the BOB. She is however happy to serve.

Dr. Kennedy shared how folks told him not to join the organization. He talked about working with the former president about partnering with Makah Foundation to provide clean water.

Ni Sama Jangha shared that after listening to folks at the leadership summit, he feels optimistic about the organization.

Ma Kuna talked about who gets in free at the convention and needs to be revisited. She added that awards are now used for things that were not designed for. We will need to grow together but we need to grow honestly.

Motion 6. by Ba Nkom: MPC funds should be frozen until the president reopens the MPC project.

Second by Ma Kuna. Passed unanimous

Convention Theme:

The president suggested that we should select a theme that will guide the planning and running of the convention for example culture, education etc.

Motion by Ni Edwin: Mindful of article 5B3 of the constitution, all resolutions arrived at during the leadership summit of December 10, 2022, shall be implemented within the timeframe in the resolution as stipulated. Failure to do so will result in resolutions being forwarded to BOD and NEC for action. So moved Ma Kuna, second by Dr. Kennedy. Voted unanimous

Adjourn at 7:05.

Minutes captured by Sam Dinga

Northern Chapter President

Addendum:

- Extension of the free entry to BCA-USA events by chapter presidents.
- Relocating BCA-USA headquarters to Maryland.

These items will need to be voted and adopted at a later meeting.