

NMDHR's Board Meeting| Dated 6th September 2017|

Location: 8 Sawi Drive off King Harman Road Freetown.

Minute of NMDHR'S Board meeting held on Wednesday 6th September 2017 in the office of the Boards Chairperson at National Elections Watch (NEW).

In attendance were,

- Mrs. Marcella S. Sesay; Board Chairperson
- Mr. Salieu T Kamara; member
- Mr. Ambrose James; member
- Mr. Abdul Karim Habib; staff, NMDHR
- Mr. Nabieu Kamara; Staff NMDHR

The meeting started with an individual prayers followed by the opening remarks of the board chairperson **Mrs. Marcella S. Sesay**. In her opening remarks, she emphasized that the purpose of the meeting was to see how best the board will take a strategic recommendations and to provide NMDHR with a possible solution to stabilise the programs of the organization, and communicate that with staff and other members of the organization.

She said NMDHR has been a proactive organization in Sierra Leone considering the role it has played in key national issues since it establishment. But added that there is need to take a robust measure to restructure the leadership of the organization in order to maximize future progress in its core priority operations, she said one key thing that they must do as a responsible board is to see that they give special attention to the organization to ensure that they build the necessary leadership structure and provide the organization with capacity building machinery so that the organization will be well functioned.

She reiterated that during the last two year, the board has been receiving complaints from the programs department that the leadership is ineffective due because the head of the organization is leading more that three organizations and hardly have time to work for the organization, though the board has been working relentlessly to see that they bridge the gap between the head of the organization and the programs in order to have a credible operations in the organization. She asked colleague board members to make their contribution and or recommendation on the status of the organization as the they have decided to make a shift in their leadership structure

Mr. Salieu T Kamara the deputy board chairperson responded by suggesting that despite the fact that the board has been receiving correspondence with regards difficulties in the leadership of the organization but he would like the programs manager to give concise statement on what has been happening before so far.

Mr. Ambrose James also interjected by asking if either Mr. **James Matthew** the erstwhile National Coordinator was invited for the meeting. I that light, the chairperson responded that Mr. James Matthew was not invited for the meeting because he vehemently defied the boards order to organize a meeting and of which he promised to organize a meeting on three occasions which never happen and i am

getting tired of going around him for this transition thing. I have been luring and encouraging him just to have genuine records on how the transition will look like for evidence purpose. But he never showed up and that was why the board meeting was an extraordinary board meeting to take an urgent decision and communicate that with relevant authorities Mrs. Sesay said.

Mr. Habib in his brief statement, he asked colleague and members of the board to have a minute silent prayer for the death of former board member **Ms. Alice M. Lahai**. After which he went straight to the point to give some analysis on the problems in the organization. He said the National Coordinator has not been committed to the organization for the past four years and in January 2017, the National Coordinator came in the office and briefed him that he has not been coming to the office because of an employment offer from the government of Sierra Leone as performance analyst in the office of the Chief of Staff (COS) after which the management of the organization took up the task to write him a letter of concern and copy the board Mr. Habib said.

He also mentioned the in house meeting that was held in the organization where the decision of writing the donor about the shift of leadership came from the erstwhile National Coordinator himself and He also throw lights on the status of the organization with regards finances and project implementation. He further that the organization relied strongly on the board to see that they help them in fund raising opportunities in order to equip the organization

Ambrose James, in his statement he made mentions of two things, one is the leadership and the other is the fund raising mechanism. He said the organization is owned by members not by individual and James Matthew need to make it clear to the board if he is going to come back to work for the organization or he is leaving for good he need to communicate that with the board, for the reason that he did not write any formal letter to the board that he was leaving and also, he did not leave any handing over note to show case that the decision is in line with the best practices since those are all the implications on the decision that the board is going to take in as much as to salvage the situation. He reiterated that the board need to take up the decision to write the donor and confirming that the board is aware of the shift in leadership and has endorse that, whether it will be a temporal or permanent decision of which the board will further seek to clarify.

Mr. Salieu Kamara the board need to communicate with all donor and development partners that they have endorsed the shift of leadership and suggested that if the board is going to endorse the shift of leadership then Mr. James Matthew is going to be relieve of some of his responsibilities

Mrs. Marcella S. Sesay pleaded to colleague board members that they really need to find time to see how best they will help to fix the leadership structure of the organization and that was the reason why she was encouraging heads of the organization to keep track of best practices and lead a healthy transition

Mr. Ambrose James also suggested for oversight reasons, there is greater need for the board chairperson and the newly appointed National Coordinator to act as temporal signatory to the organizations account in order to save the credibility of the organization to the donor community. He also suggested that the board chairperson should call Mr. James Matthew and have a discussion with him on his take on the board decision let him be honest with the board whether he is going to come back or he has gone for real.

NEXT STEP/ ACTION

Action	Date to be done
The chairperson to communicate with all donor (OSIWA) about the change in leadership	by 30 th September
Mr. Habib to act as acting National Coordinator until board next meeting	Until next board meeting
Mr. Nabieu Kamara to act as Programs Manager until next board Meeting	Until next board meeting
To develop fund raising plan for the organization	By October 31 st 2017
Capacity building for volunteers and staffs	