

The Mitto Project | Constitution

Preamble

The Executive Committee and the General Membership of The Mitto Project in Sydney establish this Constitution to unite our organisation around the highest principle of alleviating inequity in service to underprivileged peoples in all corners of the world.

The Mitto Project exists to fulfill a dual mission of supporting communities experiencing hardship, disadvantage, or exclusion, while empowering young people with a platform to drive meaningful change. We hold that equality is non-negotiable, that service must be driven by compassion rather than for recognition, and that youth are capable of creating lasting impact when provided the opportunity.

This Constitution affirms our commitment to a governance framework that safeguards our organisation, recognises the contributions of our volunteers, and guarantees continuity beyond any single individual.

The Mitto Project is not-for-profit, impartial, and community-focused. Our work will be guided by service, empathy, and unity above all. In adopting this Constitution, we commit to upholding these principles, acting solely for the common good and benefit of all people, and faithfully advancing the mission of The Mitto Project.

Section 1: Provisions, Amendments, and Mandates of the Constitution

1.1 Superiority of the Constitution

This Constitution will be the superior governing instrument of The Mitto Project. It will not be suspended, overridden, or disregarded by any resolution, directive, custom, or practice, except by amendment as prescribed within this document.

1.2 Obligation to Act Within Provisions

All members of the Executive, Committee, and General Membership are bound by this Constitution and must act within the provisions, duties, and limitations of it. Any action taken outside these conditions will be invalid and of no effect.

1.3 Requirement for Amendment

Any amendment, replacement, or repeal of this Constitution, in whole or in part, will require a two-thirds (2/3) supermajority vote, subject to a quorum of at least twenty (20) members drawn from any branch of The Mitto Project. The process must be transparent, verifiable, and thoroughly documented.

1.4 Continuity and Security of The Mitto Project

It is the responsibility of the Executive Committee to ensure the long-term continuity and security of The Mitto Project. The mission, legitimacy, and operations of the organisation must never depend upon any single individual. It is therefore the responsibility of the General Membership to elect a representative, competent, and principled Administration.

Section 2: The Executive Committee, Nomination, and Election Mechanisms

2.1 Definition of the Executive Committee

The Executive Committee (EXCO) will be the central administrative body of The Mitto Project.

2.2 Terms and Dissolution of the Executive Committee

- 2.2.1 All elected members of the Executive shall serve an initial term of six (6) consecutive months from the date of their certification.
- 2.2.2 Between thirty (30) and fourteen (14) days prior to the conclusion of the initial six (6) month term, the Committee shall vote on a motion to grant a six (6) month extension to the incumbent Executive. Passage of this extension requires a two-thirds (2/3) supermajority vote of the Committee.
- 2.2.3 If the motion for extension fails to achieve a two-thirds (2/3) supermajority, or is not sought, the entirety of the Executive shall be recalled, and an election of the Executive Branch shall be called immediately.
- 2.2.4 The Committee shall serve a fixed, uninterrupted term of twelve (12) consecutive months. The Committee shall remain unchanged for its entire 12-month tenure regardless of Executive extension votes, early Executive dissolution, or mid-term Executive elections.
- 2.2.5 No Executive Committee shall serve beyond twelve (12) consecutive months without contesting a general election. At the exact conclusion of twelve (12) consecutive months from certification, the Executive Committee shall automatically be recalled.

2.3 Electoral Administration and Electoral Officer

- 2.3.1 At least two (2) months prior to a scheduled election, the Executive Committee will appoint an independent Electoral Officer to administer the electoral process. The Electoral Officer must remain impartial and must not stand as a candidate in any election they administer.
- 2.3.2 The Electoral Officer holds the duty to make all reasonable efforts to maximise voter participation.
- 2.3.3 All members in good standing on the Electoral Register retain equal rights to vote and nominate candidates for any elective position.

2.4 Nomination Mechanics

- 2.4.1 At least one (1) month prior to an election, the Electoral Officer must open a nomination ticket accessible to all eligible members.
- 2.4.2 The nomination ticket must remain open for a period of up to seven (7) days from the date of opening, after which no further nominations may be accepted.

2.5 Election Mechanisms

- 2.5.1 The positions subject to direct vote by the General Membership are the Executive Director, Deputy Director, and Committee Members.
- 2.5.2 The Electoral Officer must notify the General Membership immediately upon the opening of a ballot. Voting shall remain open for a minimum of seven (7) consecutive days.
- 2.5.3 Candidate names for each contested office shall appear on the ballot in alphabetical order by last name.
- 2.5.4 Elections will be conducted using a preferential voting system by default. Where two (2) or fewer candidates contest a single position, the election for that position shall revert to a simple majority vote.

2.6 Election Outcomes

- 2.6.1 At the conclusion of the election, the Electoral Officer shall certify the election of the Executive Director, Deputy Director, and Committee Members.
- 2.6.2 Immediately or on the day following certification, the elected Executive Director must appoint their Executive (including Assistant Directors, Coordinators, and Officers).
- 2.6.3 The elected Committee Members shall assume their duties immediately upon certification. The Electoral Officer must open a nomination ticket for a period of twenty-four (24) hours, during which any certified Committee Member may nominate for the position of Committee Chair. The election of the Committee Chair shall be conducted strictly among the certified Committee Members using a preferential voting mechanism.

2.7 Inconsistent Platforms of the Executive and the Committee

Where the platforms of the Executive are inconsistent with the platforms of the Committee, the Executive shall temporarily succeed to ensure uninterrupted operation. The ruling will remain in effect only until the Committee can convene to consider and vote on a motion to resolve inconsistencies.

Section 3: The Executive

3.1 Composition and Purpose of the Executive

- 3.1.1 The Executive shall be led by the Executive Director and may include a Deputy Director, Assistant Directors, Coordinators, and Officers.
- 3.1.2 The Executive Director holds sole authority to make appointments to non-elective Executive roles to establish an appropriate administrative team.
- 3.1.3 The purpose of the Executive is to execute the directives of The Mitto Project, manage daily operational and financial matters, and provide direction to rank-and-file members.

3.2 Appointment and Succession

- 3.2.1 The Executive Director shall serve until voluntary resignation, expiration of term under Clause 2.2 (Terms and Dissolution of the Executive Committee), or removal under Clause 3.3.3.
- 3.2.2 Upon an unexpected vacancy of an Executive Director outside an election cycle, the Executive Committee must convene to select and certify a caretaker Executive Director by simple majority vote.
- 3.2.3 All other non-elective Executive positions are appointed at the discretion of the Executive Director based on merit, voluntary service, and alignment with the mission of The Mitto Project.

3.3 Accountability and Oversight

- 3.3.1 The Executive Branch is not above this Constitution. Any member of The Mitto Project may petition the Committee if they believe an Executive action violates Clause 1.2 (Obligation to Act Within Authority).
- 3.3.2 The Executive must submit a summary of activities to the General Membership at least once every six (6) months.
- 3.3.3 Any Executive member may be removed from their position prior to term completion if a motion of No Confidence is passed by a three-quarters (3/4) supermajority vote of the Committee.
- 3.3.4 To maintain objective governance, no elected member of the Executive Branch may hold a voting position on the Committee.

Section 4: The Committee

4.1 Purpose and Composition

- 4.1.1 The Committee shall be the representative and review branch of The Mitto Project. Its purpose is to represent the wider membership, scrutinise executive decisions, and propose new initiatives.
- 4.1.2 The Committee shall consist of ten (10) Committee Members and one (1) Committee Chair who is elected from among the ten (10) Committee Members. The Committee Chair shall be responsible for chairing meetings, setting the agenda in consultation with the Committee, and acting as the bridge between the Committee and the Executive.
- 4.1.3 No elected member of the Executive Branch may serve on the Committee. A Committee Member must resign their seat immediately upon accepting an Executive appointment, and vice versa.
- 4.1.4 The Committee shall discuss and vote on all motions raised by its members.
- 4.1.5 Five (5) of ten (10) members of the Committee must not have had a position on the Executive or a past Committee.

4.2 Accountability and Removal

- 4.2.1 Each Committee Member serves a twelve (12) month term by default, subject to the mechanics defined in Section 2. At the conclusion of a term, general nominations shall open for all positions.
- 4.2.2 Any member of The Mitto Project in good standing may nominate for a Committee position. Outgoing Committee Members remain eligible to re-nominate.
- 4.2.3 Upon nomination, every candidate must affirm that they do not represent, and are not acting on behalf of, the executive or governing bodies of any external organisation.
- 4.2.4 A Committee Member may be removed from their position prior to term completion by a three-quarters (3/4) supermajority vote of the Committee.
- 4.2.5 Where a Committee seat becomes vacant prior to term completion due to resignation, removal, or disqualification, an Electoral Officer shall immediately organise an election for that specific seat(s) in accordance with Section 2. The member elected to fill a casual vacancy shall serve for the remainder of the unexpired term of the vacated seat.

4.3 Ordinary Meetings and Meeting Mechanisms

- 4.3.1 The Committee shall meet whenever convened by the Committee Chair, requested by the Executive, or at a minimum of once every two (2) months.
- 4.3.2 Any Committee Member holds the right to introduce a motion for the Committee's consideration regarding organisation activities, policy, or executive actions.

- 4.3.3 To ensure clear and accountable governance, every motion must be framed strictly as a "Yes" or "No" question. Committee Members not willing or able to vote shall have their vote recorded as an abstention.
- 4.3.4 A Committee Member who is unable to attend a meeting may assign their voting right to another Committee Member present at said meeting by submitting written notice to the Committee Chair prior to the commencement of the meeting. No attending Committee Member shall hold or exercise more than one (1) proxy vote on behalf of an absent member during any single session.
- 4.3.5 A meeting is valid only if a quorum of at least five (5) Committee Members, whether present in person, online, or represented via valid proxy, is satisfied.
- 4.3.6 In the event of a tied vote, the Committee Chair shall hold an additional vote to resolve the motion.
- 4.3.7 The Executive Director or a designated Executive Officer must review all passed motions and provide a response or implementation plan to the Committee within fourteen (14) days of passage.
- 4.3.8 The meetings of the Committee will be regulated by the Rules, Regulations and Standing Orders of the Committee.

Section 5: Membership, Policies, and Procedures

5.1 Membership Eligibility

- 5.1.1 All young individuals between and inclusive of the ages of thirteen (13) and twenty-three (23) years must be afforded the right to access membership of The Mitto Project, provided they remain in good standing with the organisation, without delay.
- 5.1.2 The Executive will maintain a Register of Members.
- 5.1.3 Members in good standing possess the right to participate in general activities, nominate for elective positions, and vote in general elections.

5.2 Rules and Regulations of The Mitto Project

- 5.2.1 Every member must act in good faith, promote the best interests of The Mitto Project, and refrain from improper conduct.
- 5.2.2 As an impartial organisation, no member shall represent personal, political, or external agendas under the name of The Mitto Project.
- 5.2.3 The Executive Committee may create a document of Rules and Regulations to govern the conduct of members, provided they reflect the principles of the Constitution, are fair, and accessible.

5.3 Procedures for Misconduct and Due Process

- 5.3.1 A member may face disciplinary action if they infringe on the rules and regulations of the Constitution, violate the policies of the Executive Committee, or engage in improper conduct.

- 5.3.2 Any misconduct claimed by the Administration must be known to the individual.
- 5.3.3 The Administration must provide a method of review through a vote of the Committee.
- 5.3.4 The Administration may:
 - (a) Issue warnings;
 - (b) Suspend the member's right to participate for a specified period; or
 - (c) Cancel the membership of the individual.