

CONSTITUTION of Micah Projects Limited

Australian Company Number (ACN) 620 134 787

Australian Business Number (ABN) 76 409 721 192

A charitable not for profit public company limited by guarantee



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Preliminary

1. Replaceable rules excluded

The replaceable rules contained in the Corporations Act do not apply to the **company**.

2. Name of the company

The name of the **company** is Micah Projects Ltd (the **company**).

3. Type of company

The **company** is a not for profit public company limited by guarantee which is established to be, and to continue as, a charity.

4. Limited liability of members

The liability of members is limited to the amount of the guarantee in clause 5.

5. The guarantee

Each member must contribute an amount not more than the greater of the membership fee or \$1.00 (the guarantee) to the property of the **company** if the **company** is wound up while the member is a member, or within 12 months after they stop being a member, and this contribution is required to pay for the:

- (a) debts and liabilities of the **company** incurred before the member stopped being a member; or
- (b) costs of winding up.

6. Definitions

In this constitution, words and phrases have the meaning set out in clauses 76 to 78.

Charitable purposes and powers

7. Objects

7.1 The **company's** object is to pursue the following charitable purpose(s):

- (a) provide assistance, financial and non-financial, to people experiencing poverty and financial hardship;
- (b) provide quality ethical services to disadvantaged and marginalised people experiencing poverty and financial hardship;
- (c) enable people to create justice and to respond to injustice at the personal, social and structural levels in church and society;
- (d) network in the wider community and identify grassroots activities which can be supported and resourced by the **company**;
- (e) advocate with people with lived experience of poverty and inequality, violence and trauma to bring about a more just and equitable society;
- (f) initiate and lobby for structural change to bring about a more just and equitable society; and
- (g) develop community education by reflecting with people who have lived experience of poverty and inequality, violence and trauma to highlight injustice and discrimination that is experienced in church and society.

7.2 The **company** must pursue charitable purposes only and must apply its income in promoting those purposes.

8. Powers

Subject to clause 9, the **company** has the following powers, which may only be used to carry out its purpose(s) set out in clause 7:

- (a) the powers of an individual; and
- (b) all the powers of a company limited by guarantee under the **Corporations Act**, but does not have the power to issue shares.

9. Not-for-profit

9.1 The **company** must not distribute any income or assets directly or indirectly to its members, except as provided in clauses 9.2 and 75.

9.2 Clause 9.1 does not stop the **company** from doing the following things, provided they are done in good faith:

- (a) paying a member for goods or services they have provided or expenses they have properly incurred at fair and reasonable rates or rates more favourable to the **company**; or
- (b) making a payment to a member in carrying out the **company's** charitable purpose(s).

10. Amending the constitution

10.1 Subject to clause 10.2, the members may amend this constitution by passing a **special resolution**.

10.2 The members must not pass a **special resolution** that amends this constitution if passing it causes the **company** to no longer be a charity.

Members

11. Membership and register of members

11.1 The members of the **company** are:

- (a) the **initial members**;
- (b) any other individual that applies to be, and whom the directors allow to be, a member, in accordance with this constitution;

11.2 Additional categories of members, and the rights adhering to such membership, if and as recommended by the directors, may be created from time to time by the members in **general meeting**.

11.3 The **company** must establish and maintain a register of members. The register of members must be kept by the **company** and must contain:

- (a) for each current member:
 - i. name;
 - ii. address;
 - iii. any alternative contact details nominated by the member for the service of notices;
 - iv. the date the member was entered on to the register.
- (b) for each individual who stopped being a member in the last seven years:
 - i. name;
 - ii. address;
 - iii. any alternative contact details nominated by the member for the service of notices; and
 - iv. the dates the membership started and ended.

11.4 Information that is accessed from the register of members must only be used in a manner relevant to the interests or rights of members.

12. Who can be a member

12.1 An individual who supports the purposes of the **company** is eligible to apply to be a member of the **company** under clause 13.

13. How to apply to become a member

13.1 An individual (as defined in clause 12.1) may apply to become a member of the **company** by completing a membership form stating that they:

- (a) want to become, and agree to become, a member, if the membership application is accepted;
- (b) support the purpose(s) of the **company**; and
- (c) agree to comply with the **company's** constitution, including paying the guarantee under clause 5 if required.

13.2 The application for membership must be signed by the prospective member.

13.3 An application for membership must be accompanied by the annual membership fee, as set by the **company**.

14. Directors decide whether to approve membership

14.1 The directors must consider an application for membership within a reasonable time after the **company** receives the application.

14.2 If the directors approve an application, the **company** must as soon as possible:

- (a) enter the new member on the register of members; and
- (b) write to the applicant to tell them that their application was approved and the date that their membership started (see clause 15).

14.3 If the directors reject an application, the company secretary must write to the applicant as soon as possible to tell them that their application has been rejected, but does not have to give reasons and will return any membership fee offered.

14.4 For the avoidance of doubt, the directors may approve an application even if the application does not state the matters listed in clauses 13.1(a), (b) or (c). In that case, by applying to be a member, the applicant agrees to those three matters.

15. When an individual becomes a member

15.1 Other than **initial members**, an applicant will become a member when they are entered on the register of members.

16. When an individual stops being a member

16.1 An individual immediately stops being a member if they:

- (a) die;
- (b) fail to pay their membership fee for a period of 12 months;
- (c) resign, by writing to the company secretary;
- (d) are expelled under clause 18; or
- (e) have not responded within three months to a written request from the company secretary that they confirm in writing that they want to remain a member.

Dispute resolution and disciplinary procedures

17. Dispute resolution

- 17.1 The dispute resolution procedure in this clause applies to disputes (disagreements) under this constitution between a member or director and:
- (a) one or more members;
 - (b) one or more directors; or
 - (c) the **company**.
- 17.2 A member must not start a dispute resolution procedure in relation to a matter which is the subject of a disciplinary procedure under clause 18 until the disciplinary procedure is completed.
- 17.3 Those involved in the dispute must try to resolve it between themselves within 14 days of knowing about it.
- 17.4 If those involved in the dispute do not resolve it under clause 17.3, they must within 10 days:
- (a) tell the directors about the dispute in writing;
 - (b) agree or request that a mediator be appointed; and
 - (c) attempt in good faith to settle the dispute by mediation.
- 17.5 The mediator must:
- (a) be chosen by agreement of those involved, or
 - (b) where those involved do not agree:
 - i. for disputes between members, a person chosen by the directors; or
 - ii. for other disputes, a person chosen by either the Commissioner of the Australian Charities and Not-for-profits Commission or the president of the law institute or society in the state or territory in which the **company** has its registered office.
- 17.6 A mediator chosen by the directors under clause 17.5(b)(i):
- (a) may be a member or former member of the **company**;
 - (b) must not have a personal interest in the dispute; and
 - (c) must not be biased towards or against anyone involved in the dispute.
- 17.7 When conducting the mediation, the mediator must:
- (a) allow those involved a reasonable chance to be heard;
 - (b) allow those involved a reasonable chance to review any written statements;
 - (c) ensure that those involved are given natural justice; and
 - (d) not make a decision on the dispute.

18. Disciplining members

- 18.1 In accordance with this clause, the directors may resolve to warn, suspend or expel a member from the **company** if the directors consider that:
- (a) the member has breached this constitution; or
 - (b) the member's behaviour is causing, has caused, or is likely to cause harm to the **company**.
- 18.2 At least 14 days before the directors' meeting at which a resolution under clause 18.1 will be considered, the company secretary must notify the member in writing:
- (a) that the directors are considering a resolution to warn, suspend or expel the member;
 - (b) that this resolution will be considered at a directors' meeting and the date of that meeting;

- (c) what the member is said to have done or not done;
 - (d) the nature of the resolution that has been proposed; and
 - (e) that the member may provide an explanation to the directors, and details of how to do so.
- 18.3 Before the directors pass any resolution under clause 18.1, the member must be given a chance to explain or defend themselves by:
- (a) sending the directors a written explanation before that directors' meeting; and/or
 - (b) speaking at the meeting.
- 18.4 After considering any explanation under clause 18.3, the directors may:
- (a) take no further action;
 - (b) warn the member;
 - (c) suspend the member's rights as a member for a period of no more than 12 months;
 - (d) expel the member;
 - (e) refer the decision to an unbiased, independent person on conditions that the directors consider appropriate (however, the person can only make a decision that the directors could have made under this clause); or
 - (f) require the matter to be determined at a **general meeting**.
- 18.5 The directors cannot fine a member.
- 18.6 The company secretary must give written notice to the member of the decision under clause 18.4 as soon as possible.
- 18.7 Disciplinary procedures must be completed as soon as reasonably practicable.
- 18.8 There will be no liability for any loss or injury suffered by the member as a result of any decision made in good faith under this clause.

General meetings of members

19. General meetings called by directors

- 19.1 The directors may call a **general meeting**.
- 19.2 If members with at least five per cent of the votes that may be cast at a **general meeting**, or 10 members who are entitled to vote at a **general meeting**, whichever shall be the greater, make a written request to the **company** for a **general meeting** to be held, the directors must:
- (a) within 21 days of the members' request, give all members notice of a **general meeting**; and
 - (b) hold the **general meeting** within two months of the members' request.
- 19.3 The percentage of votes that members have (in clause 19.2) is to be worked out as at midnight before the members request the meeting.
- 19.4 The members who make the request for a **general meeting** must:
- (a) state in the request any resolution to be proposed at the meeting;
 - (b) sign the request; and
 - (c) give the request to the **company**.
- 19.5 Separate copies of a document setting out the request may be signed by members if the wording of the request is the same in each copy.

20. General meetings called by members

- 20.1 If the directors do not call the meeting within 21 days of being requested under clause 19.2, 50 per cent or more of the members who made the request may call and arrange to hold a **general meeting**.
- 20.2 To call and hold a meeting under clause 20.1 the members must:
- (a) as far as possible, follow the procedures for **general meetings** set out in this constitution;
 - (b) call the meeting using the list of members on the **company's** member register, which the **company** must provide to the members making the request at no cost; and
 - (c) hold the **general meeting** within three months after the request was given to the **company**.
- 20.3 The **company** must pay the members who request the **general meeting** any reasonable expenses they incur because the directors did not call and hold the meeting.

21. Annual general meeting

- 21.1 A **general meeting**, called the annual **general meeting**, must be held:
- (a) in the calendar year of the **company's** registration; and
 - (b) after the first annual **general meeting**, at least once in every calendar year.
- 21.2 Even if these items are not set out in the notice of meeting, the business of an annual **general meeting** may include:
- (a) a review of the **company's** activities;
 - (b) a review of the **company's** finances;
 - (c) an auditor's report;
 - (d) the election of directors; and
 - (e) the appointment and payment of auditors, if any.
- 21.3 Before or at the annual **general meeting**, the directors must give information to the members on the **company's** activities and finances during the period since the last annual **general meeting**.
- 21.4 The chairperson of the annual **general meeting** must give members as a whole a reasonable opportunity at the meeting to ask questions or make comments about the management of the **company**.

22. Notice of general meetings

- 22.1 Notice of a **general meeting** must be given to:
- (a) each member entitled to vote at the meeting;
 - (b) each director; and
 - (c) the auditor (if any).
- 22.2 Notice of a **general meeting** must be provided in writing at least 21 days before the meeting.
- 22.3 Subject to clause 22.4, notice of a meeting may be provided less than 21 days before the meeting if:
- (a) for an annual **general meeting**, all the members entitled to attend and vote at the annual **general meeting** agree beforehand; or
 - (b) for any other **general meeting**, members with at least 95 per cent of the votes that may be cast at the meeting agree beforehand.

- 22.4 Notice of a meeting cannot be provided less than 21 days before the meeting if a resolution will be moved to:
- (a) remove a director;
 - (b) appoint a director in order to replace a director who was removed; or
 - (c) remove an auditor.
- 22.5 Notice of a **general meeting** must include:
- (a) the place, date and time for the meeting (and if the meeting is to be held in two or more places, the technology that will be used to facilitate this);
 - (b) the general nature of the meeting's business;
 - (c) if applicable, that a **special resolution** is to be proposed and the words of the proposed resolution;
 - (d) a statement that members have the right to appoint proxies and that, if a member appoints a proxy:
 - i. the proxy does not need to be a member of the **company**;
 - ii. the proxy form must be delivered to the **company** at its registered address or the address (including an electronic address) specified in the notice of the meeting; and
 - iii. the proxy form must be delivered to the **company** at least 48 hours before the meeting.
- 22.6 If a **general meeting** is adjourned (put off) for one month or more, the members must be given new notice of the resumed meeting.

23. Quorum at general meetings

- 23.1 For a **general meeting** to be held, at least five per cent of members (a quorum) must be present (in person or by proxy) for the whole meeting. When determining whether a quorum is present, a person may only be counted once (even if that person is a proxy of more than one member).
- 23.2 No business may be conducted at a **general meeting** if a quorum is not present.
- 23.3 If there is no quorum present within 30 minutes after the starting time stated in the notice of **general meeting**, the **general meeting** is adjourned to the date, time and place that the chairperson specifies. If the chairperson does not specify one or more of those things, the meeting is adjourned to:
- (a) if the date is not specified – the same day in the next week;
 - (b) if the time is not specified – the same time; and
 - (c) if the place is not specified – the same place.
- 23.4 If no quorum is present at the resumed meeting within 30 minutes after the starting time set for that meeting, the meeting is cancelled.

24. Auditor's right to attend meetings

- 24.1 The auditor (if any) is entitled to attend any **general meeting** and to be heard by the members on any part of the business of the meeting that concerns the auditor in the capacity of auditor.
- 24.2 The **company** must give the auditor (if any) any communications relating to the **general meeting** that a member of the **company** is entitled to receive.

25. Using technology to hold meetings

- 25.1 The **company** may hold a **general meeting** at two or more venues using any technology that gives the members as a whole a reasonable opportunity to participate, including to hear and be heard.
- 25.2 Anyone using this technology is taken to be present in person at the meeting.

26. Chairperson for general meetings

- 26.1 The **elected chairperson** is entitled to chair **general meetings**.
- 26.2 The **members present** and entitled to vote at a **general meeting** may choose a director or member to be the chairperson for that meeting if:
- (a) there is no **elected chairperson**; or
 - (b) the **elected chairperson** is not present within 30 minutes after the starting time set for the meeting; or
 - (c) the **elected chairperson** is present but says they do not wish to act as chairperson of the meeting.

27. Role of the chairperson

- 27.1 The chairperson is responsible for the conduct of the **general meeting** and, for this purpose, must give members a reasonable opportunity to make comments and ask questions (including to the auditor (if any)).
- 27.2 The chairperson does not have a casting vote.

28. Adjournment of meetings

- 28.1 If a quorum is present, a **general meeting** must be adjourned if a majority of **members present** direct the chairperson to adjourn it.
- 28.2 Only unfinished business may be dealt with at a meeting resumed after an adjournment.

Members' resolutions and statements

29. Members' resolutions and statements

- 29.1 Members with at least five per cent of the votes that may be cast at a **general meeting**, or 10 members who are entitled to vote at a **general meeting**, whichever shall be the greater, may give:
- (a) written notice to the **company** of a resolution they propose to move at a **general meeting** (members' resolution); and/or
 - (b) a written request to the **company** that the **company** give its members a statement about a proposed resolution or any other matter that may properly be considered at a **general meeting** (members' statement).
- 29.2 A notice of a members' resolution must set out the wording of the proposed resolution and be signed by the members proposing the resolution.
- 29.3 A request to distribute a members' statement must set out the statement to be distributed and be signed by the members making the request.
- 29.4 Separate copies of a document setting out the notice or request may be signed by members if the wording is the same in each copy.
- 29.5 The percentage of votes that members have (as described in clause 29.1) is to be worked out as at midnight before the request or notice is given to the **company**.

- 29.6 If the **company** has been given notice of a members' resolution under clause 29.1(a), the resolution must be considered at the next **general meeting** held more than two months after the notice is given.
- 29.7 This clause does not limit any other right that a member has to propose a resolution at a **general meeting**.

30. Company must give notice of proposed resolution or to distribute statement

- 30.1 If the **company** has been given a notice or request under clause 29:
- (a) in time to send the notice of proposed members' resolution or a copy of the members' statement to members with a notice of meeting, it must do so at the **company's** cost; or
 - (b) too late to send the notice of proposed members' resolution or a copy of the members' statement to members with a notice of meeting, then the members who proposed the resolution or made the request must pay the expenses reasonably incurred by the **company** in giving members notice of the proposed members' resolution or a copy of the members' statement. However, at a **general meeting**, the members may pass a resolution that the **company** will pay these expenses.
- 30.2 The **company** does not need to send the notice of proposed members' resolution or a copy of the members' statement to members if:
- (a) it is more than 1000 words long;
 - (b) the directors consider it may be defamatory;
 - (c) clause 30.1(b) applies, and the members who proposed the resolution or made the request have not paid the **company** enough money to cover the cost of sending the notice of the proposed members' resolution or a copy of the members' statement to members; or
 - (d) in the case of a proposed members' resolution, the resolution does not relate to a matter that may be properly considered at a **general meeting** or is otherwise not a valid resolution able to be put to the members.

31. Circular resolutions of members

- 31.1 Subject to clause 31.3, the directors may put a resolution to the members to pass a resolution without a **general meeting** being held (a circular resolution).
- 31.2 The directors must notify the auditor (if any) as soon as possible that a circular resolution has or will be put to members and set out the wording of the resolution.
- 31.3 Circular resolutions cannot be used:
- (a) for a resolution to remove an auditor, appoint a director or remove a director;
 - (b) for passing a **special resolution**; or
 - (c) where the **Corporations Act** or this constitution requires a meeting to be held.
- 31.4 A circular resolution is passed if all the members entitled to vote on the resolution sign or agree to the circular resolution, in the manner set out in clause 31.5 or clause 31.6.
- 31.5 Members may sign:
- (a) a single document setting out the circular resolution and containing a statement that they agree to the resolution;

- (b) or separate copies of that document, as long as the wording is the same in each copy.
- 31.6 The **company** may send a circular resolution by email to members and members may agree by sending a reply email to that effect, including the text of the resolution in their reply.

Voting at general meetings

32. How many votes a member has

- 32.1 Each member has one vote.

33. Challenge to member's right to vote

- 33.1 A member or the chairperson may only challenge a person's right to vote at a **general meeting** at that meeting.
- 33.2 If a challenge is made under clause 33.1, the chairperson must decide whether or not the person may vote. The chairperson's decision is final.

34. How voting is carried out

- 34.1 Voting must be conducted and decided by:
- (a) a show of hands;
 - (b) a vote in writing; or
 - (c) another method chosen by the chairperson that is fair and reasonable in the circumstances.
- 34.2 Before a vote is taken, the chairperson must state whether any proxy votes have been received and, if so, how the proxy votes will be cast.
- 34.3 On a show of hands, the chairperson's decision is conclusive evidence of the result of the vote.
- 34.4 The chairperson and the meeting minutes do not need to state the number or proportion of the votes recorded in favour or against on a show of hands.

35. When and how a vote in writing must be held

- 35.1 A vote in writing may be demanded on any resolution instead of or after a vote by a show of hands by:
- (a) at least five **members present**;
 - (b) **members present** with at least 5% of the votes that may be passed on the resolution on the vote in writing (worked out as at the midnight before the vote in writing is demanded); or
 - (c) the chairperson.
- 35.2 A vote in writing must be taken when and how the chairperson directs, unless clause 35.3 applies.
- 35.3 A vote in writing must be held immediately if it is demanded under clause 35.1:
- (a) for the election of a chairperson under clause 26.2; or
 - (b) to decide whether to adjourn the meeting.
- 35.4 A demand for a vote in writing may be withdrawn.

36. Appointment of proxy

- 36.1 A member may appoint a proxy to attend and vote at a **general meeting** on their behalf.
- 36.2 A proxy does not need to be a member.
- 36.3 A proxy appointed to attend and vote for a member has the same rights as the member to:
- (a) speak at the meeting;
 - (b) vote in a vote in writing (but only to the extent allowed by the appointment); and
 - (c) join in to demand a vote in writing under clause 35.1.
- 36.4 An appointment of proxy (proxy form) must be signed by the member appointing the proxy and must contain:
- (a) the member's name and address;
 - (b) the **company's** name;
 - (c) the proxy's name or the name of the office held by the proxy; and
 - (d) the meeting(s) at which the appointment may be used.
- 36.5 A proxy appointment may be standing (ongoing).
- 36.6 Proxy forms must be received by the **company** at the address stated in the notice under clause 22.5(d) or at the **company's** registered address at least 48 hours before a meeting.
- 36.7 A proxy does not have the authority to speak and vote for a member at a meeting while the member is at the meeting.
- 36.8 Unless the **company** receives written notice before the start or resumption of a **general meeting** at which a proxy votes, a vote cast by the proxy is valid even if, before the proxy votes, the appointing member:
- (a) dies;
 - (b) is mentally incapacitated;
 - (c) revokes the proxy's appointment; or
 - (d) revokes the authority of an agent who appointed the proxy.
- 36.9 A proxy appointment may specify the way the proxy must vote on a particular resolution.

37. Voting by proxy

- 37.1 A proxy is not entitled to vote on a show of hands (but this does not prevent a member appointed as a proxy from voting as a member on a show of hands).
- 37.2 When a vote in writing is held, a proxy:
- (a) does not need to vote, unless the proxy appointment specifies the way they must vote;
 - (b) if the way they must vote is specified on the proxy form, must vote that way; and
 - (c) if the proxy is also a member or holds more than one proxy, may cast the votes held in different ways.

Directors

38. Number and composition of directors

- 38.1 The **company** must have at least five and no more than 12 directors, one of whom may be an **executive director**.
- 38.2 After the first annual **general meeting**, the **company** must have at least five and no more than 10 directors, one of whom may be an **executive director**.
- 38.3 After the second annual **general meeting**, the **company** must have at least five and no more than nine directors, one of whom may be an **executive director**.

39. Election and appointment of directors

- 39.1 The **initial directors** are the people who have agreed to act as directors and who are named as proposed directors in the application for registration of the **company**.
- 39.2 Subject to clause 38.1, 38.2 and 38.3, the directors may appoint an **executive director** of the **company**.
- 39.3 Apart from the **initial directors**, and any director appointed under clause 39.2, the members may elect a director by a resolution passed in a **general meeting**.
- 39.4 Each of the directors must be appointed by a separate resolution, unless:
- (a) the **members present** have first passed a resolution that the appointments may be voted on together; and
 - (b) no votes were cast against that resolution.
- 39.5 A person is eligible for election as a director of the **company** if they:
- (a) have been a member of the **company** or the **Association** for 12 months before the election or have made a significant contribution to support the objects of the **company**, and have the appropriate skill set that may be required by the **company** at a particular time;
 - (b) are nominated by two members entitled to vote (unless the person was previously elected as a director at a **general meeting** and has been a director since that meeting);
 - (c) are recommended as suitable to be a director by the **nominations committee**;
 - (d) give the **company** their signed consent to act as a director of the **company**; and
 - (e) are not ineligible to be a director under the **Corporations Act** or the **ACNC Act**.
- 39.6 Subject to the provisions of clause 39.5, the directors may appoint a person as a director to fill a casual vacancy or as an additional director.
- 39.7 If the number of directors is reduced to fewer than five or is less than the number required for a quorum, the continuing directors may act for the purpose of increasing the number of directors to five (or higher if required for a quorum) or calling a **general meeting**, but for no other purpose.

40. Election of chairperson

- 40.1 The directors must elect a director as the **company's elected chairperson**.

41. Term of office

- 41.1 Subject to clause 38.2 the **initial directors** hold office until the second annual **general meeting**.
- 41.2 Subject to clause 41.1, at each annual **general meeting**:
- (a) any director appointed by the directors to fill a casual vacancy or as an additional director must retire; and
 - (b) at least one-third of the remaining directors must retire.
- 41.3 The directors who must retire at each annual **general meeting** under clause 41.2(b) will be the directors who have been longest in office since last being elected. Where directors were elected on the same day, the director(s) to retire will be decided by lot unless they agree otherwise.
- 41.4 Other than a director appointed under clause 39.7, a director's term of office starts at the end of the annual **general meeting** at which they are elected and ends at the end of the annual **general meeting** at which they retire.
- 41.5 Each director must retire at least once every three years.
- 41.6 A director who retires under clause 41.2 may nominate for election or re-election, subject to clause 41.7.
- 41.7 A retiring director is eligible for re-election without the necessity of giving any previous notice of his or her intention to submit himself or herself for re-election.
- 41.8 A director who has held office for a continuous period of nine years or more may only be re-appointed or re-elected by a **special resolution**.

42. When a director stops being a director

- 42.1 A director stops being a director if they:
- (a) die;
 - (b) give written notice of resignation as a director to the **company**;
 - (c) are removed as a director by a resolution of the members;
 - (d) stop being a member of the **company**;
 - (e) are absent for three consecutive directors' meetings without approval from the directors; or
 - (f) become ineligible to be a director of the **company** under the **Corporations Act** or the **ACNC Act**.
- 42.2 An **executive director** stops being a director if his or her appointment as an employee of the **company** ceases.

Nominations committee

43. Nominations committee

- 43.1 The **company** will establish a **nominations committee**.
- 43.2 The **nominations committee** will act in an advisory role, providing recommendations to the members at each annual **general meeting** in respect of the suitability of candidates for election or re-election as a director.
- 43.3 The members of the **nominations committee** will consist of:

- (a) two directors of the **company**; and
 - (b) three members of the **company**.
- 43.4 A person is eligible for election as a member of the **nominations committee** if he or she:
- (a) is nominated by two members entitled to vote; and
 - (b) is recommended as suitable to be a member of the **nominations committee** by the directors.
- 43.5 The directors must endeavour to recommend candidates as suitable for election that have a sound level of knowledge in corporate governance.
- 43.6 A person is not eligible for election as a member of the **nominations committee** if that person is an employee of the **company**.
- 43.7 At each annual **general meeting** the members will elect the members of the **nominations committee**.
- 43.8 The members of the **nominations committee** will elect a chair for the **nominations committee** from their number.
- 43.9 Each member of the **nominations committee** is appointed until the conclusion of following annual **general meeting**.
- 43.10 If there is a casual vacancy the directors may appoint a person as a member of the **nominations committee** to fill that vacancy.
- 43.11 A member of the **nominations committee** may nominate for election or re-election.

Powers of directors

44. Powers of directors

- 44.1 The directors are responsible for the governance and management of the activities of the **company** to achieve the purpose(s) set out in clause 7.
- 44.2 The directors may use all the powers of the **company** except for powers that, under the **Corporations Act** or this constitution, may only be used by members.
- 44.3 The directors must decide on the responsible financial management of the **company** including any suitable written delegations of power under clause 45.2.
- 44.4 The directors cannot remove a director or auditor. Directors and auditors may only be removed by a members' resolution at a **general meeting**.

45. Delegation of directors' powers

- 45.1 The directors may delegate any of their powers and functions to a committee, a director, an employee of the **company** (such as the **executive director**) or any other person, as they consider appropriate.
- 45.2 The delegation must be recorded in the **company's** records.

46. Payments to directors

- 46.1 Subject to clause 46.2, a director may be paid remuneration for services as a director and may be reimbursed out of the funds of the **company** for their reasonable

travelling, accommodation and other expenses incurred when travelling to and from meetings of directors or a committee or when otherwise engaged in the affairs of the **company**.

- 46.2 The **company** may:
- (a) pay a director for work they do for the **company**, other than as a director, if the amount is no more than a reasonable fee for the work done; or
 - (b) reimburse a director for expenses properly incurred by the director in connection with the affairs of the **company**.
- 46.3 Any payment made under clause 46.2 must be approved by the directors.
- 46.4 The **company** may pay premiums for insurance indemnifying directors, as allowed for by law (including the **Corporations Act**) and this constitution.

47. Execution of documents

- 47.1 The company may execute a document without using a common seal if the document is signed by:
- (a) two directors of the **company**; or
 - (b) a director and the company secretary.

Duties of directors

48. Duties of directors

- 48.1 The directors must comply with their duties as directors under legislation and common law (judge-made law), and with the duties described in governance standard 5 of the regulations made under the **ACNC Act** which are:
- (a) to exercise their powers and discharge their duties with the degree of care and diligence that a reasonable individual would exercise if they were a director of the **company**;
 - (b) to act in good faith in the best interests of the **company** and to further the charitable purpose(s) of the **company** set out in clause 7;
 - (c) not to misuse their position as a director;
 - (d) not to misuse information they gain in their role as a director;
 - (e) to disclose any perceived or actual material conflicts of interest in the manner set out in clauses 49 and 50;
 - (f) to ensure that the financial affairs of the **company** are managed responsibly; and
 - (g) not to allow the **company** to operate while it is insolvent.

Directors' interests

49. Conflicts of interest

- 49.1 A director must disclose the nature and extent of any actual or perceived material conflict of interest in a matter that is being considered at a meeting of directors (or that is proposed in a circular resolution):
- (a) to the other directors; or

- (b) if all of the directors have the same conflict of interest, to the members at the next **general meeting**, or at an earlier time if reasonable to do so.
- 49.2 The disclosure of a conflict of interest by a director must be recorded in the minutes of the meeting.
- 49.3 Each director who has a material personal interest in a matter that is being considered at a meeting of directors (or that is proposed in a circular resolution) must not, except as provided under clause 49.4:
- (a) be present at the meeting while the matter is being discussed; or
 - (b) vote on the matter.
- 49.4 A director may still be present and vote if:
- (a) their interest arises because they are a member of the **company**, and the other members have the same interest;
 - (b) their interest relates to an insurance contract that insures, or would insure, the director against liabilities that the director incurs as a director of the **company** (see clause 72);
 - (c) their interest relates to a payment by the **company** under clause 71 (indemnity), or any contract relating to an indemnity that is allowed under the **Corporations Act**;
 - (d) the Australian Securities and Investments Commission (ASIC) makes an order allowing the director to vote on the matter; or
 - (e) the directors who do not have a material personal interest in the matter pass a resolution that:
 - (i) identifies the director, the nature and extent of the director's interest in the matter and how it relates to the affairs of the **company**; and
 - (ii) says that those directors are satisfied that the interest should not stop the director from voting or being present.

50. Director to disclose interests

- 50.1 A director who is in any way, whether directly or indirectly, interested in a contract or proposed contract with the **company** must, as soon as practicable after the relevant facts have come to the director's knowledge, declare the nature of the interest at a meeting of the directors or by written notice to the company secretary.
- 50.2 A director who holds any office or possesses any property by which, whether directly or indirectly, duties or interests might be created in conflict with his or her duties or interests as director must declare at a meeting of the directors of the **company** or by written notice to the company secretary the fact and the nature, character and extent of the conflict.
- 50.3 For the purposes of clauses 50.1 and 50.2, a director's interest or any conflict must be disregarded if it arises from or relates solely to:
- (a) a guarantee to be given by the director (or by persons including the director or by a body corporate of which the director is a member or officer) in respect of a loan to the **company**; or
 - (b) the position of the director as a director of a related body corporate.

51. Effect of interest in contract

51.1 If a director has an interest in a contract or proposed contract with the **company** (other than as a member), or a conflicting interest or duty in relation to any other matter being considered by the directors, and the director discloses the nature and extent of the interest or duty at a meeting of the directors or by written notice to the company secretary:

- (a) the contract may be entered into; and
- (b) if the disclosure is made before the contract is entered into:
 - i. the director may retain benefits under the contract even though the director has an interest in the contract;
 - ii. the **company** cannot avoid the contract merely because of the existence of the interest; and
 - iii. the director is not disqualified from the office of director.

51.2 For the purposes of clauses 50.1 and 51.1, contract includes an arrangement, dealing or other transaction.

52. Other interests

52.1 Without limiting clause 48, clause 49 or clause 50, a director, other than the executive director, may to the extent permitted by the **Corporations Act** be interested in any operation, undertaking or business undertaken or assisted by the **company** or in which the **company** is or may be interested.

53. Extension of meaning of "Company"

53.1 For the purposes of clauses 48, 49, 50 and 51, **company** includes any subsidiary of the **company** and any other company in which the **company** or any subsidiary of the **company** is or becomes a shareholder or is otherwise interested.

54. Other directorships and shareholdings

54.1 A director of the **company** may be or become a director, officer, employee or member of any company promoted by the **company** or in which the **company** may be interested as a vendor, shareholder or otherwise and is not accountable for any reasonable benefits received as a director, officer, employee or member of the other company.

54.2 Subject to the **Corporations Act**:

- (a) the directors of the **company** may exercise the voting power conferred by the shares or other interest held by the **company** in another company in favour of a resolution appointing themselves or any of them as directors or other officers of the other company;
- (b) any director of the **company** may vote at a meeting of directors of the **company** in favour of a resolution that the **company** exercises its voting power conferred by the shares or other interest held by the **company** in the other company to appoint that director as a director or other officer of the other company;
- (c) any director of the **company** may be appointed as representative of the **company** and may vote at a **general meeting** of the other company in favour of

a resolution appointing that director as a director or other officer of the other company; and

- (d) a director of the **company** who is also a director of the other company may vote as a director of the other company in whatever manner he or she sees fit, including voting in favour of a resolution appointing the director to any other office in the other company and a resolution appointing any other directors of the **company** as directors or other officers of the other company.

Directors' meetings

55. When the directors meet

55.1 The directors may decide how often, where and when they meet.

56. Calling directors' meetings

56.1 A director may call a directors' meeting by giving reasonable notice to all of the other directors.

56.2 A director may give notice in writing or by any other means of communication that has previously been agreed to by all of the directors.

57. Chairperson for directors' meetings

57.1 The **elected chairperson** is entitled to chair directors' meetings.

57.2 The directors at a directors' meeting may choose a director to be the chairperson for that meeting if the **elected chairperson** is:

- (a) not present within 30 minutes after the starting time set for the meeting; or
- (b) present but does not want to act as chairperson of the meeting.

58. Quorum at directors' meetings

58.1 Subject to clause 58.2, unless the directors determine otherwise, the quorum for a directors' meeting is a majority (more than 50%) of directors.

58.2 Despite clause 58.1, the quorum cannot be less than five directors.

58.3 A quorum must be present for the whole directors' meeting.

59. Using technology to hold directors' meetings

59.1 The directors may hold their meetings by using any technology (such as video or teleconferencing) that is agreed to by all of the directors.

59.2 The directors' agreement may be a standing (ongoing) one.

59.3 A director may only withdraw their consent within a reasonable period before the meeting.

60. Passing directors' resolutions

60.1 A directors' resolution must be passed by a majority of the votes cast by directors present and entitled to vote on the resolution.

61. Circular resolutions of directors

61.1 The directors may pass a circular resolution without a directors' meeting being held.

- 61.2 A circular resolution is passed if all the directors entitled to vote on the resolution sign or otherwise agree to the resolution in the manner set out in clause 61.3 or clause 61.4.
- 61.3 Each director may sign:
- (a) a single document setting out the resolution and containing a statement that they agree to the resolution; or
 - (b) separate copies of that document, as long as the wording of the resolution is the same in each copy.
- 61.4 The **company** may send a circular resolution by email to the directors and the directors may agree to the resolution by sending a reply email to that effect, including the text of the resolution in their reply.
- 61.5 A circular resolution is passed when the last director signs or otherwise agrees to the resolution in the manner set out in clause 61.3 or clause 61.4.

Company secretary

62. Appointment and role of company secretary

- 62.1 The **company** must have at least one secretary, who may also be a director.
- 62.2 A company secretary must be appointed by the directors (after giving the **company** their signed consent to act as company secretary) and may be removed by the directors.
- 62.3 The directors must decide the terms and conditions under which the company secretary is appointed, including any remuneration.
- 62.4 The role of the company secretary includes:
- (a) maintaining a register of the **company's** members; and
 - (b) maintaining the minutes and other records of **general meetings** (including notices of meetings), directors' meetings and circular resolutions.

Minutes and records

63. Minutes and records

- 63.1 The **company** must, within one month, make and keep the following records:
- (a) minutes of proceedings and resolutions of **general meetings**;
 - (b) minutes of circular resolutions of members;
 - (c) a copy of a notice of each **general meeting**; and
 - (d) a copy of a members' statement distributed to members under clause 30.
- 63.2 The **company** must, within one month, make and keep the following records:
- (a) minutes of proceedings and resolutions of directors' meetings (including meetings of any committees); and
 - (b) minutes of circular resolutions of directors.
- 63.3 To allow members to inspect the **company's** records:
- (a) the **company** must give a member access to the records set out in clause 63.1; and
 - (b) the directors may authorise a member to inspect other records of the **company**, including records referred to in clause 63.2 and clause 64.1.
- 63.4 The directors must ensure that minutes of a **general meeting** or a directors' meeting are signed within a reasonable time after the meeting by:

- (a) the chairperson of the meeting; or
 - (b) the chairperson of the next meeting.
- 63.5 The directors must ensure that minutes of the passing of a circular resolution (of members or directors) are signed by a director within a reasonable time after the resolution is passed.

64. Financial and related records

- 64.1 The **company** must make and keep written financial records that:
- (a) correctly record and explain its transactions and financial position and performance; and
 - (b) enable true and fair financial statements to be prepared and to be audited.
- 64.2 The **company** must also keep written records that correctly record its operations.
- 64.3 The **company** must retain its records for at least seven years.
- 64.4 The directors must take reasonable steps to ensure that the **company's** records are kept safe.

By-laws

65. By-laws

- 65.1 The directors may pass a resolution to make by-laws to give effect to this constitution.
- 65.2 Members and directors must comply with by-laws as if they were part of this constitution.

Notice

66. What is notice

- 66.1 Anything written to or from the **company** under any clause in this constitution is written notice and is subject to clauses 67 to 69, unless specified otherwise.
- 66.2 Clauses 67 to 69 do not apply to a notice of proxy under clause 36.6.

67. Notice to the company

- 67.1 Written notice or any communication under this constitution may be given to the company, the directors or the company secretary by:
- (a) delivering it to the **company's** registered office;
 - (b) posting it to the **company's** registered office or to another address chosen by the **company** for notice to be provided;
 - (c) sending it to an email address or other electronic address notified by the **company** to the members as the **company's** email address or other electronic address; or
 - (d) sending it to the fax number notified by the **company** to the members as the **company's** fax number.

68. Notice to members

- 68.1 Written notice or any communication under this constitution may be given to a member:
- (a) in person;

- (b) by posting it to, or leaving it at the address of the member in the register of members or an alternative address (if any) nominated by the member for service of notices;
- (c) sending it to the email or other electronic address nominated by the member as an alternative address for service of notices (if any);
- (d) sending it to the fax number nominated by the member as an alternative address for service of notices (if any); or
- (e) if agreed to by the member, by notifying the member at an email or other electronic address nominated by the member, that the notice is available at a specified place or address (including an electronic address).

68.2 If the **company** does not have an address for the member, the **company** is not required to give notice in person.

69. When notice is taken to be given

69.1 A notice:

- (a) delivered in person, or left at the recipient's address, is taken to be given on the day it is delivered;
- (b) sent by post, is taken to be given on the third day after it is posted with the correct payment of postage costs;
- (c) sent by email, fax or other electronic method, is taken to be given on the business day after it is sent; and
- (d) given under clause 68.1(e) is taken to be given on the business day after the notification that the notice is available is sent.

Financial year

70. Company's financial year

70.1 The company's financial year is from 1 July to 30 June, unless the directors pass a resolution to change the financial year.

Indemnity, insurance and access

71. Indemnity

71.1 The **company** indemnifies each officer of the **company** out of the assets of the **company**, to the relevant extent, against all losses and liabilities (including costs, expenses and charges) incurred by that person as an officer of the **company**.

71.2 In this clause, 'officer' means a director or company secretary who holds office on or after the date this constitution takes effect and includes a director or company secretary after they have ceased to hold that office.

71.3 In this clause, 'to the relevant extent' means:

- (a) to the extent that the **company** is not precluded by law (including the **Corporations Act**) from doing so; and
- (b) for the amount that the officer is not otherwise entitled to be indemnified and is not actually indemnified by another person (including an insurer under an insurance policy).

71.4 The indemnity is a continuing obligation and is enforceable by an officer even though that person is no longer an officer of the **company**.

72. Insurance

To the extent permitted by law (including the **Corporations Act**), and if the directors consider it appropriate, the **company** may pay or agree to pay a premium for a contract insuring a person who is or has been an officer of the **company** against any liability incurred by the person as an officer of the **company**.

73. Directors' access to documents

- 73.1 A director has a right of access to the financial records of the **company** at all reasonable times.
- 73.2 If the directors agree, the **company** must give a director or former director access to:
- (a) certain documents, including documents provided for or available to the directors; and
 - (b) any other documents referred to in those documents.

Winding up

74. Surplus assets not to be distributed to members

- 74.1 If the company is wound up, any **surplus assets** must not be distributed to a member or a former member of the company, unless that member or former member is a charity described in clause 75.

75. Distribution of surplus assets

- 75.1 Subject to the Corporations Act and any other applicable Act, and any court order, any **surplus assets** (including 'gift funds' defined in clause 75.4) that remain after the **company** is wound up must be distributed to one or more charities:
- (a) with charitable purpose(s) similar to, or inclusive of, the purpose(s) in clause 7;
 - (b) which also prohibit the distribution of any **surplus assets** to its members to at least the same extent as the **company**; and
 - (c) that is or are deductible gift recipients within the meaning of the *Income Tax Assessment Act 1997* (Cth).
- 75.2 The decision as to the charity or charities to be given the **surplus assets** must be made by a **special resolution** of members at or before the time of winding up. If the members do not make this decision, the **company** may apply to the Supreme Court to make this decision.
- 75.3 If the **company's** deductible gift recipient endorsement is revoked (whether or not the **company** is to be wound up), any surplus gift funds must be transferred to one or more **charities** that meet the requirements of clauses 75.1(a), (b) and (c), as decided by the directors.
- 75.4 For the purpose of this clause:
- a) 'gift funds' means:
 - i. gifts of money or property for the principal purpose of the **company**;

- ii. contributions made in relation to a fund-raising event held for the principal purpose of the **company**; and
 - iii. money received by the **company** because of such gifts and contributions.
- b) 'contributions' and 'fund-raising event' have the same meaning as in Division 30 of the *Income Tax Assessment Act 1997* (Cth).

Definitions and interpretation

76. Definitions

In this constitution:

ACNC Act means the *Australian Charities and Not-for-profits Commission Act 2012* (Cth);

Association means Micah Projects Inc;

company means the company referred to in clause 2;

Corporations Act means the *Corporations Act 2001* (Cth);

director means a person defined as a director by the **Corporations Act**;

elected chairperson means a person elected by the directors to be the **company's** chairperson under clause 40;

executive director means an executive employee of the **company** that may be appointed by the directors from time to time;

general meeting means a meeting of members and includes the annual **general meeting**, under clause 21.1;

initial director means a person who is named in the application for registration of the **company**, with their consent, as a proposed director of the **company**;

initial member means a person who is named in the application for registration of the **company**, with their consent, as a proposed member of the **company**;

member present means, in connection with a **general meeting**, a **member present** in person or by proxy at the venue or venues for the meeting;

nominations committee means a committee comprised of two directors nominated by the directors and three members of the **company**, elected by the members in general meeting, to recommend the suitability of candidates for election or re-election as directors;

registered charity means a charity that is registered under the **ACNC Act**;

special resolution means a resolution:

- i. of which notice has been given under clause 22.5(c); and
- ii. that has been passed by at least 75% of the votes cast by **members present** and entitled to vote on the resolution; and

surplus assets means any assets of the **company** that remain after paying all debts and other liabilities of the **company**, including the costs of winding up.

77. Reading this constitution with the Corporations Act

77.1 The replaceable rules set out in the **Corporations Act** do not apply to the **company**.

77.2 While the **company** is a **registered charity** the **ACNC Act** and the **Corporations Act** override any clauses in this constitution which are inconsistent with those Acts:

77.3 If the **company** is not a **registered charity** (even if it remains a charity), the **Corporations Act** overrides any clause in this constitution which is inconsistent with that Act.

77.4 A word or expression that is defined in the **Corporations Act**, or used in that Act and covering the same subject, has the same meaning as in this constitution.

78. Interpretation

In this constitution:

- (a) the words 'including', 'for example', or similar expressions mean that there may be more inclusions or examples than those mentioned after that expression; and
- (b) reference to an Act includes every amendment, re-enactment, or replacement of that Act and any subordinate legislation made under that Act (such as regulations).