



# OPPORTUNITY INTERNATIONAL NETWORK

## **Disassociation Policy for Member Organizations**

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The decision to disassociate a member of the Network is an extremely serious issue and should never be taken lightly. It should be undertaken only after much prayer and every reasonable opportunity for remedial action. Full engagement with the member's board of directors should take place and all issues should be thoroughly covered and the consequences clearly presented. Because of our interdependency as a network, such action has significant impact not only on the individual member organization, but on the Network as a whole.

Nevertheless, when a member is clearly out of alignment and compliance with the rest of the Network and no longer feels it can honestly adhere to the Covenant of Membership and uphold the common Mission, Motivation and Core Values, then it is the responsibility of the Opportunity Network Board to take firm action. This step can be precipitated by either the Network Board or the member organization.

### **GROUNDS FOR DISASSOCIATION**

The following conditions apply to the member organization as a whole:

- 1) Failure to uphold the Covenant of Membership and the Mission, Motivation, and Core Values statement.
- 2) Corruption, conflict of interest or unethical behavior
- 3) Consistently performing below the policies, standards and measurements required by the rest of the Network
- 4) Malpractice or unacceptable behavior by board members.
- 5) Contribution to or involvement and affiliation with a political party.
- 6) Persistent failure to cooperate with the rest of Network members.
- 7) Refusal to disclose or attempts to cover up information, particularly in relation to an external donor, thus violating the principle of transparency and good stewardship.
- 8) The voluntary decision of the local board to withdraw its membership in the Network.

### **PROCESS OF DISASSOCIATION**

When the Managing Director of the Network becomes aware – either through a peer review, accreditation review, external audit, Regional Director report or any other means – that a member organization is experiencing any of the above or other significant problems, the Managing Director should investigate the situation fully and inform the Network Board Chair.

If the findings have substance and the Managing Director feels that further action is warranted, then the full Board should be notified. Only the full Network Board with at least a two-thirds majority has the right to disassociate a member organization.

Thereafter the following steps should be taken:

- 1) The Network Board Chair (or designated alternative), the Managing Director and (where appropriate) the Regional Director, should meet with the chair and full board of the local member organization. The meeting should be aimed at reconciling differences, taking corrective measures and restoring the member back into “the fold”.
- 2) If this is unsuccessful, the Network Board Chair and Managing Director should formally, in writing, give the member organization an official warning. Unless the local member takes action and resolves the situation to the satisfaction of the Network Board within 30 days, the Network Board will commence the process of disassociation.
- 3) In the interim, the member organization will be temporarily suspended until all issues are thoroughly investigated, discussed and resolved. If the situation involves corruption, disassociation will be immediate and without a 30-day temporary suspension period.
- 4) The Network Board should provide the local member organization with the reasons for its suspension in writing, along with a clear explanation of the steps required for full resumption of membership (including resigning the Covenant of Membership).
- 5) If the conditions required by the Network Board are agreed to and a specific plan of action has been worked out to bring the member organization back into compliance, the suspension will be lifted immediately. Full assistance, training and other support will be made available and the right hand of fellowship will be extended.
- 6) However, if the conditions stipulated by the Network Board are not agreed to and after the full consequences are clearly and fully discussed, either voluntary or involuntary permanent disassociation will commence and the right to use the Opportunity name and other membership privileges will be withdrawn.

It is important that the process gives an opportunity for the offending member organization to be restored to full membership. On the other hand, it is clearly the responsibility of the Network Board to maintain the integrity of the Network. As such, the Network Board should be prepared to undertake these difficult decisions with courage and with the intent of being true to our Mission, Motivation and Core Values.