



## Constitution

(as amended on 22 January 2020)

### Introduction

- a. The name of the Association shall be the Southern African Communications Industries Association (referred to in this constitution as the SACIA)
- b. The SACIA is established as a Non-Profit Company (Reg: 2009/019625/08) by the Registrar of Companies and Close Corporations in South Africa.
- c. The SACIA is recognized as a professional body by the South African Qualifications Authority (SAQA) and operates under policies and criteria developed to further the objectives of the National Qualifications Framework Act No 67 of 2008 (as amended)
- d. The Southern African Communication Industries Association will provide a service to companies and individuals involved in the broad communications and entertainment industry, including the broadcast, film & video, audio-visual, multi-media, pro-audio, technical production and live events sectors. The Association will provide a forum for discussion, and will assist members in their business and professional activities.

### Objectives

The SACIA shall have the following objectives:

- a. Encourage the development and implementation of continuing professional development amongst industry professionals.
- b. Present industry-specific training programmes, conferences and workshops
- c. Foster closer relationships between communications and entertainment-industry professionals within the region
- d. Promote public understanding of, and trust in, professions through the establishment of professional designations relevant to our membership.
- e. Work with Quality Council's and training providers to ensure curriculum development is aligned with industry trends and the needs of employers.
- f. Support the development of a national career advice system.
- g. Act as an Assessment Quality Partner to ensure education standards and assessment criteria are consistent across all training providers.

- h. Endorse appropriate trade shows and facilitate travel packages to international events
- i. Negotiate preferential services for the benefit of members – including medical benefits, insurance and savings plans.
- j. Develop an industry-specific bursary programme and promote the development of the communications and entertainment industry in the region.
- k. Provide a forum for the interchange of ideas, techniques and technologies relevant to the communications and entertainment industry in Africa
- l. Organise, support, promote or participate in award functions, ceremonies and events that encourage excellence in the communications and entertainment industry
- m. To be a research and statistical centre, to aggregate and publish statistics, and to provide analysis on the communications and entertainment industry
- n. To be a technical centre providing commentary, guidance and advice on all legal and other regulatory developments of relevance to the communications and entertainment industry.
- o. To promote the professionalization of the industry through the education, training and development of individual members

### **Membership**

Membership of the SACIA is available to individuals and companies active within the communications and entertainment industry in Southern Africa. Membership criteria are set at the discretion of the SACIA Board and described in the Association's bylaws.

### **Affiliate members**

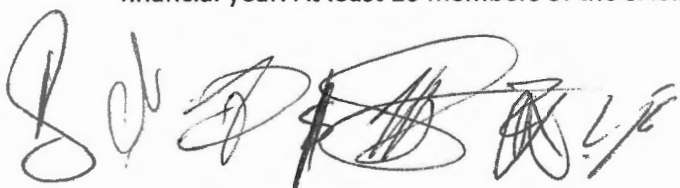
The SACIA Board shall, at its discretion, admit as an affiliate member, any individual or organisation that does not normally qualify for membership but which is otherwise interested in the business. Affiliate members shall be entitled to participate in the affairs of the SACIA as decided by the SACIA Board and defined in the Association's bylaws.

### **Finance of the SACIA**

- a. The Association will operate as a not-for-profit Association. The financial year of the SACIA shall conclude on the last day of February each year but this may be changed by resolution of the Board.
- b. The subscription scale shall be set by the Board and described in the Association's bylaws.
- c. Members and Associates shall pay an annual subscription fixed by the Board.

### **Meetings of the SACIA**

The SACIA shall hold an annual general meeting not later than four months after the end of each financial year. At least 10 members of the SACIA, or the Board, may at any time require the



Executive Director to convene a general meeting of the SACIA. In convening such a meeting the Executive Director shall give not less than 21 days notice to members.

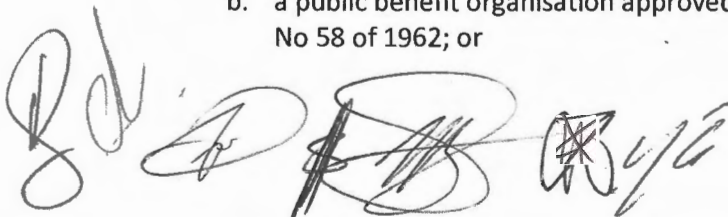
### **SACIA Board**

The affairs of the SACIA shall be directed by a Board of Directors comprising:

- a. Five elected members . Each elected member will serve for a two year term. The Board may make bylaws governing the conduct of elections including provision to phase retirements.
- b. No more than three members co-opted by the Board.
- c. A member of the Board shall cease to be a member if he/she resigns from the Association.
- d. Each member of the Board shall have one vote. The Chairman shall have a second, or casting vote in the event of equality.

### **Governance**

- a) No single person may directly or indirectly control the decision-making powers relating to the SACIA;
- b) The SACIA may not directly or indirectly distribute any of its funds or assets to any person other than in the course of furthering its objectives;
- c) The SACIA is required to utilise substantially the whole of its funds for the sole or principal object for which it has been established;
- d) No member may directly or indirectly have any personal or private interest in the SACIA;
- e) Substantially the whole of the activities of the SACIA must be directed to the furtherance of its sole or principal object and not for the specific benefit of an individual member or minority group;
- f) The SACIA may not have a share or other interest in any business, profession or occupation which is carried on by its members;
- g) The SACIA must not pay to any employee, office bearer, member or other person any remuneration, as defined in the Fourth Schedule of the Income Tax Act No 58 of 1962, which is excessive, having regard to what is generally considered reasonable in the sector and in relation to the service rendered;
- h) Substantially the whole of the SACIA's funding must be derived from its annual or other long-term members
- i) The SACIA must as part of its dissolution transfer its assets to:
  - a. another entity approved by the Commissioner of the South African Revenue Service;  
or
  - b. a public benefit organisation approved in terms of section 30 of the Income Tax Act No 58 of 1962; or



- c. an institution, board or body which is exempt from tax under section 10(1)(cA)(i) of the Income Tax Act No 58 of 1962.
- j) The SACIA will comply with such reporting requirements as may be determined by the SARS Commissioner from time to time; and
- k) The SACIA will not knowingly become a party to an impermissible avoidance arrangement contemplated in any section of the Income Tax Act No 58 of 1962.

#### **Chairman and Vice Chairman**

The SACIA Board shall, at its first meeting following an election, elect a Chairman to hold office for a two year period. The Board shall also elect a Vice Chairman to serve for a two year period. The chairman may not hold office for more than two consecutive years. In the event of the Chairman or Vice Chairman resigning or ceasing to be a member of the Board, the Committee shall have power to elect a replacement to serve for the remainder of the term, this period of office not counting for the purpose of the requirement in the previous sentence.

#### **Publicity**

The Association shall publish an annual report on its activities

#### **Committees and Panels**

- a. The Board may establish and maintain Councils, sub-committees and project groups, and may delegate matters to them.
- b. The SACIA Board may appoint technical panels to advise and assist it.

#### **Executive Director**

The SACIA Board shall appoint an Executive Director who shall be responsible to it for the management of the Association and who shall also be the principal representative of the Association and the principal policy adviser to the Board.

#### **Delegation**

The Board and the Executive Director may delegate any of their powers

#### **Revision of the Constitution**

This constitution shall be amended by the SACIA, provided that at least 75% of the members of the SACIA present at the meeting vote in favour of amendments of which prior notice has been given.

A series of handwritten signatures and initials in black ink, located at the bottom of the page. The signatures are stylized and overlapping, with some appearing to be initials or short names.

This Constitution is adopted by the Board in a meeting held at

RANDBURG on 22 JANUARY 2020



Stephen Motau  
Board chair




Kevan Jones  
Executive Director

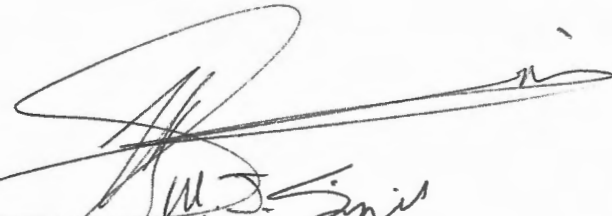
Ilse Assmann  




A. du Preez  
22/01/2020




S. BAKER 22/01/2020



M. J. Simis  
22/01/2020

WYNAND LAATGENMOUEN

W. Angenhuysen 2020/01/22



Roman May's 2020/01/22