

Article 1: General Provisions

1.1. Name of the Organization: “**National Association of Social Workers of Moldova**” (NASWM).

1.2. Legal-organizational form of the Organization is a membership-based non-governmental (non-commercial) legal entity (NGO).

1.3. Legal address of the Association is: Balanescu 29 str., Chisinau, Republic of Moldova, e-mail: nasw.moldova@gmail.com ; website: <https://moldovaswa.wordpress.com/>

Article 2: Mission, Purpose and Goals

2.1. **Mission:** The National Association of Social Workers in Moldova is committed to advancement of professionalization, education, and legitimization of social work; promotion of social justice and general welfare through solidarity among social workers and international cooperation.

2.2. **Purpose:** Foster solidarity, collective identity, professional betterment, and societal legitimacy for social workers in the Republic of Moldova

2.3. **Goals:**

- 2.3.1 Community organizing and social action on behalf of marginalized groups and toward a more just and equitable society
- 2.3.2 Advocacy with governmental structures for salaries, working condition, benefits, etc.
- 2.3.3 Training opportunities, capacity building, professional enhancement
- 2.3.4 Peer support
- 2.3.5 Expert advice
- 2.3.6 Employment opportunities
- 2.3.7 Opportunities for participation in funded projects
- 2.3.8 Research participation and academic scholarship opportunities
- 2.3.9 Inclusion in the database of experts in the field
- 2.3.10 Local and international professional networking
- 2.3.11 Information dissemination: news on social issues, changes in laws and regulations, etc.
- 2.3.12 Promotion of the Social Work profession.

Article 3: The Founders of the Association

3.1. The Founders of the Association are:

- 1. Vadim Tarna
- 2. Vadim Moldovan
- 3. Svetlana Haraz
- 4. Victoria Gonta
- 5. Irina Gutu
- 6. Tatiana Gribincea
- 7. Eugeniu Rotari
- 8. Alina Zagorodniuc
- 9. Iulia Cerevco
- 10. Mariana Aga
- 11. Bogdan Marcel

Article 4: Membership

4.1. Eligibility

4.1.1. Regular Membership—Individuals must hold a minimum of Bachelor or Master degree in social work or have at least 5 years of experience in social work with a BS in any other field.

4.1.2. Associate Membership—This membership is designed for colleagues (teachers, administrators, counselors, psychologists, and consultants) in the field of education and for social workers practicing in settings other than professional. All rights, privileges, and obligations pertaining to membership apply also to associate membership except for voting or holding office.

4.1.3. Student Membership— BS Social Work students as well as MSW students that do not possess a BS in the field.

4.1.4. Organization Membership - physical presence and working activity in Moldova and working in the field of social welfare

4.2. Dues

4.2.1. Dues for membership shall be fixed by the Executive Committee. Dues cover membership for one academic year and are payable by November 30th.

Article 5: Officers

5.1. Organizational bodies

5.1.1. The officers of NASWM shall be President, Members at Large, Secretary and Treasurer. These Officers shall constitute the Executive Committee.

5.1.2. The founders of the NASWM form the Founding Staff Committee represented by the Executive Director.

5.2. Nominations and Elections:

5.2.1. Nominations will be accepted at the August meeting by the Founder Committee, and will be reviewed by the end of August. Elections will be held by ballot and by majority vote of the membership via e-mail. Ballots will be sent out and counted by the Founder Committee. Membership will be notified of election results in a timely manner. Officers shall be elected from among the members of NASWM with at least one-year membership.

5.2.2. The Founding Staff is determined during the date when the association is registered. The Executive Director can be re-elected internally by the Founding Staff itself by a two-thirds vote of all Founding Committee Staff members. Members can join the Founding Staff Committee only if so is approved by three-fourths of the Founding Committee Staff members.

5.3. Terms of Office:

5.3.1. The terms of office for President shall be for two years beginning at September meeting. Secretary and Treasurer will be elected / re-elected every two (2) years.

5.3.2. Member at Large will serve (1) year term beginning in September.

5.4. Removal of Officers

5.4.1. For due cause, officers shall be removed from office at any meeting of NASWM by a three-fourths vote of members present. Such intent must have been submitted by a NASWM member writing at least ten days prior to the meeting. All members will notify of such intent. Due cause shall include, but not be limited to, nonattendance at NASWM meetings and NASWM functions, failure to fulfill responsibilities of office, or unethical professional conduct.

5.4.2. Officers can also be removed from office by the decision of the Founding Staff Committee by a two-thirds vote of all Founding Committee Staff members. Such intent must be accompanied by a reasoning letter. Members of the Founding Staff Committee can be removed from their functions only by three-fourths vote from all Founding Committee Staff members.

5.5. Duties of the Executive Board / Officers

5.5.1. President. The duties of the president shall include:

5.5.1.1. Prepare agendas for and chair all NASWM meetings.

- 5.5.1.2. Accept resignations and seek officers to fill unexpired terms.
- 5.5.1.3. Serve as official representative of NASWM.
- 5.5.1.4. Accept election nominations; develop ballot roster, disseminate and collect ballots and report election results to membership.
- 5.5.1.5. Assist with Committees
- 5.5.2. Members at Large
- 5.5.2.1. Must be a current active member of NASWM at time of nomination and during term.
- 5.5.2.2. Active participant in NASWM meetings and on Board.
- 5.5.3. Secretary. The duties of the Secretary shall include:
- 5.5.3.1. Maintain a record of all NASWM proceedings.
- 5.5.3.2. Publish and disseminate minutes of NASWM meetings to all NASWM members within 20 days after a NASWM meeting.
- 5.5.3.3. Assume other duties as assigned.
- 5.5.3.4. Maintain an up-to-date email list of membership
- 5.5.4. Treasurer. The duties of the Treasurer shall include:
- 5.5.4.1. Establish appropriate accounts in the names of the NASWM.
- 5.5.4.2. Maintain accurate records of all accounts of NASWM.
- 5.5.4.3. Provide a written financial statement of NASWM annually.
- 5.5.4.4. Compile an up-to-date list of members.
- 5.5.4.5. Disburse funds as directed by the NASWM.
- 5.5.4.6. Assume other duties as assigned.
- 5.6. Duties of the Founders Committee
- 5.6.1. Carry out the activities that support achievement of the goals of the Association;
- 5.6.2. Make changes to the Charter of the Association;
- 5.6.3. Make decisions regarding liquidation or reorganization of the Association;
- 5.6.4. Define the salary for the Chairman of the Board;
- 5.6.5. Define the salary range for the employees of the Association;
- 5.6.6. Make decisions regarding purchase, alienation, exchange of the Association's immovable property or about burdening it in any other way.
- 5.6.7. Approve the activity plan of the Association and the report on the activities carried out by the Association and the financial report submitted by the Chairman;

Article 6: Meetings

- 6.1. Robert's Rules of Order, Revised shall be the authority governing all matters of procedure not otherwise covered in this Constitution and Bi-laws.
- 6.2. Meetings.
- 6.2.1. The NASWM shall meet regularly September through May and as needed during the summer months.
- 6.3. Time and notice
- 6.3.1. The NASWM officers shall determine dates and locations of meetings. Notification of next meeting date will be included in the Secretary's minutes.

Article 7. Property of the Union, Income Source

- 7.1. The NASWM's property is formed by means of contributions and grants allocated/provided by members and other persons, by the income generated through supplementary entrepreneurial activities and from other legal activities.

Article 8. Responsibility

- 8.1. The Association acts as an independent legal entity of private law.
- 8.2. The Association is responsible for the obligations imposed upon it with its whole property, the financial liabilities of the Association is limited to its property.
- 8.3. Disputes arisen between the Association, its members and employees are solved on the basis of the effective labor code and civil code.
- 8.4. The members of the Association, its founders and the head of the Association are not responsible for the obligations imposed upon the Association and vice versa the Association is not responsible for the obligations imposed upon the members of the Association, its founders and the head of the Association.

Article 9: Amendment to Constitution

- 9.1. The Constitution may be amended at the March meeting of NASWM or at a special meeting called for this purpose.

Article 10: Ratification of Constitution

- 10.1. This Constitution and Bi-laws shall be accepted and shall become effective upon a two-thirds majority vote of the Membership at the April meeting or at a special meeting called for this purpose.

Article 11: Dissolution of NASWM

- 11.1. In the event that the NASWM is dissolved, all available funds will be dispersed for the promotion and development of school social work to a non-profit fund, or foundation.

Article 12. Conclusive Provisions

- 12.1. Should any provision of this Charter be or become void for any reason, the validity of the remaining provisions shall be affected.
- 12.2. In case of any discrepancy or inconsistency between any article of this Charter and the effective law, the law shall prevail.
- 12.3. On behalf of the Founders this Charter is signed by:

- 1. Vadim Tarna
- 2. Vadim Moldovan
- 3. Svetlana Haraz
- 4. Victoria Gonta
- 5. Irina Gutu
- 6. Tatiana Gribincea
- 7. Eugeniu Rotari
- 8. Alina Zagorodniuc
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