

Application For A Sister City Relationship*

City Clerk's Office
City Hall, Room 205
200 E. Wells Street
Milwaukee, WI 53202

PH: (414) 286-2221 WEB: www.milwaukee.gov/sistercities



APPLICANT ORGANIZATION		
Name	GHANA-MILWAUKEE ASSOCIATION INC.	
Mailing Address	P.O. Box 240740 MILWAUKEE, WI 53224	
Website	ghanamilwaukee.org	
PERSON IN CHARGE OF ORGANIZATION		
Name	ESTHER ODURO	Phone 414-362-9716
Mailing Address		Email estheroduro@netzero.net
PROPOSED SISTER CITY		
Name	TEMA	Country GHANA Population 300,000
EXISTING OR PRIOR U.S. SISTER CITY RELATIONSHIPS		
Existing	Norfolk, VA	Prior

Please attach the following information:

Information about the proposed sister city:

- Demographics
- Geographic description
- Historical background
- Governmental structure
- Educational system
- Areas of mutual interest and involvement between Milwaukee and the proposed sister city in the areas of culture and business
- Details of communication and consultation with the sister city regarding the proposed relationship
- Information regarding the local organizational structure in the proposed sister city that will support the relationship

Information about the applicant organization:

- Organizational status (e.g. 501c-3). List Board of Directors and attach bylaws
- Number of members and their professional and business background
- Goals of the organization regarding the proposed sister city relationship
- Current activities of the organization in relation to the proposed sister city
- Methods the organization will use to meet the goals of the proposed sister city relationship
- Financial base of the organization and funds available to support the sister city relationship
- Evidence of local community support for the sister city relationship, including additional financial support and interest in exchange programs

**Note: Prior to filing an application, a letter of intent to establish a sister city relationship should be submitted to the Sister Cities Committee.*

Tema Profile

Tema is a vibrant port city located in Southeast Ghana. It is located 25 kilometers (16 mi) east of the capital city; Accra, in the region of Greater Accra, and is the capital of the Tema Metropolitan Assembly. The metropolis has a population of about 300,000.

The City was built in 1961 (4 years after Ghana achieved independence from Britain) as a man-made harbor. Its port, developed in the 1950s and opened in 1961, is the busiest in Ghana. Tema's harbor encloses 410 acres (166 hectares) of sea and is Africa's largest man-made harbor. With the opening of the harbor in 1961, Tema developed from a small fishing village to become Ghana's leading seaport and an industrial center. The Tema metropolis was designed, planned and developed by the award-winning urban planner and Ghana's first architect, Theodore S. Clerk. It is now a major trading center, home to an oil refinery and numerous factories, and is linked to Accra by a highway and railway. Tema is strategically positioned as the business and economic gateway to the West African sub-region.

The city is the industrial hub of Ghana, and home to over 400 companies made up of manufacturing and service sectors, as well as a vibrant hospitality sector. Most of Ghana's chief export, cocoa, is shipped from Tema. The city has industries producing aluminum, refined petroleum, chemicals, food products, and building materials. Tema is considered the "heart" of Ghana's development.

The Greenwich Meridian Line (0⁰ Longitude) passes directly through the city. This provides a huge tourism potential as the city is considered the closest landmass to the center of the world.

Tema Metropolitan Assembly (The City Council), is the highest local political and administrative authority, which operates under the leadership of a mayor. Nationally, Ghana is a Presidential Republic with a Chief of State, Head of Government, Executive Cabinet, Parliament, and Supreme Court.

The basic make-up of Tema's education system is divided into three parts. Basic education is publicly funded and required for residents age 4-15. At the end of junior high school, students take a Basic Education Certification Examination. Once achieved, the pupil has the option to pursue a secondary cycle of either traditional senior high school or a technical/vocational institute. Both options last roughly three years on average. Tertiary education is either in the form of traditional academic universities or polytechnic institutions that provide vocational education.

Areas of Mutual Interest/Partnership

The Ghana Milwaukee Association has used local connections to broker a conversation with Mr. Frank Asante, Public Relations and International Partnerships Officer for the Mayor of Tema. In our conversation he shared that the Mayor had such a high level of excitement for this partnership that he made a presentation to the City Council about Milwaukee and how we can see a mutually beneficial relationship. Following that presentation, we were able to have a phone call with Mr. Asante in which we identified the following areas of mutual interest.

The first idea was to connect our ports. As mentioned above, Tema has the largest port in Ghana, and they recently invested in an expansion that has made the port about 3 times as large as originally constructed. With this expansion, there are a lot of opportunities for partnership. One is that the government of Tema is looking to communicate with sophisticated Port Authorities about best practices in terms of automation of Port activities, security measures, and staff training. Mr. Asante expressed an interest in discussing these matters with Milwaukee's Port Director and possibly contracting us to provide some training. Additionally, Tema exports a number of raw materials that may be useful for businesses in Milwaukee (ex. Cocoa for Milwaukee Chocolatiers). Our intention is to formalize a Port relationship and then connect with our chambers of commerce to identify potential importing needs. Tema, and the entire nation of Ghana, also have a very large market for beer and discussed a strong desire to import Milwaukee brands. There was even mention of starting an annual festival to showcase Milwaukee craft beer in Tema. Additionally, health care equipment, tech products, and security services were also desired imports of Tema. Contracting opportunities would also be made for Milwaukee businesses.

In addition to trade, we intend to have a strong cultural partnership. Ghana has taken a particular interest in reconnecting members of the African Diaspora back to the motherland. It is in this spirit that they have identified 2019 as the year of return to commemorate the 400 year anniversary of the first slaves being taken from Western Africa. In Milwaukee, we see natural connections with some of our festivals including, Ghana Milwaukee Association's annual picnic, Africans in Milwaukee Festival, and adding a stronger cultural component to Black Arts Fest. Other connection opportunities may be possible with Asentu Rites of Passage, Ko-Thi Dance Company, and UWM's Diaspora studies Department. It was also discussed that individuals from Tema may participate in Black History Month programming throughout Milwaukee.

Finally, there was discussion about potential educational partnerships. Tema has a prominent nursing school that hosts students from their United States Sister Cities to teach tropical medicine practices and expand their range of expertise. In addition, student exchange programs were discussed as being a part of the roadmap going forward.

This Sister City will be managed by Mr. Asante's Office of International Partnerships in conjunction with the other Sister Cities that Tema holds (Norfolk, VA, Columbia, MD, San

Diego, CA, and Greenwich, United Kingdom). Mr. Asante has sent our group examples of past Memorandums of Understanding that have been developed to formalize these relationships.

Profile of Applicant Organization

- Ghana Milwaukee Association is a 501c-3 non-profit.
- Members of the Sister Cities Committee
 - Ald. Ashanti Hamilton, Milwaukee Common Council President
 - Esther Oduro – President, Ghana Milwaukee Association
 - Martin Oduro – Publicity Officer, Ghana Milwaukee Association
 - Reverend Ebenezer Insor – Faith Community
 - Dennis Oteng – IT Professional
 - Antoinette Mensah, PhD – Community Volunteer
 - Dr. Joyce Kirk – Asentu Rites of Passage
 - Kwabena Robert Falson – Asentu Rites of Passage
 - Dr. Nana Grant-Acquah – Retired Physician
- Ghana Milwaukee Association aims to utilize this sister city relationship to enhance their existing mission to promote the Ghanaian culture in Milwaukee and foster greater connection between the two countries. While no current activities are tied directly to Tema, numerous members of our organization grew up there and have family that still live work and play in the city.
- The Ghana Milwaukee Association will be collaborating entities on various parts of the relationship -- they can provide in-kind support as well as participate in mutually agreed upon fundraisers. Each group will help identify resources (financial and in-kind) to support projects. Fundraisers, grants, donations, etc. will be solicited. Controls will be in place to make sure programming is fully supported before moving forward on both sides.
- The Ghana Milwaukee Association will be working directly with the Public Relations and International Partnerships office of the Tema Metropolitan Assembly. Ghana has been a very politically stable country with democratically held elections every four years with no issues. We therefore will not be needing any NGO on the Ghana side for this endeavor. However if deemed necessary the Tema local government will identify and mobilize an NGO with similar interests to participate and eventually be entrusted with the leadership role through training.
- We believe that the plan laid out above shows our methods to meet the relationship's goals.



*Ghana Milwaukee
Association*

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AND
BYE-LAWS

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CONSTITUTION

ARTICLE I

Name

The name of the Organization shall be called Ghana Milwaukee Association (G.M.A).

ARTICLE II

Vision

Ghana Milwaukee Association is a non-profit organization of Ghanaians and their families, and anyone interested in the activities and well-being of Ghana residing in the Milwaukee Metropolitan area. The Association is formed to provide social atmosphere for exchange of cultural ideas and education.

ARTICLE III

Mission

The purpose of the Ghana Milwaukee Association shall be:

- a. To promote greater knowledge and understanding of Ghanaian culture and people through social, cultural and recreational activities for members.
- b. To promote social, economic and educational activities for the welfare of its members.
- c. To co-operate with other organizations with similar objectives, and foster friendly relations with our community.
- d. To assist development efforts in members' country of origin.
- e. To provide resources to support members in times of need.
- f. To serve as advocates for developing appropriate connections, through networking that benefit members.
- g. To promote the Ghanaian culture in Wisconsin and the USA as a whole.

ARTICLE IV

Membership

SECTION 1

- a. Membership of G. M. A. will be granted to all Ghanaians and their families' resident in the Milwaukee Metropolitan area as well as person(s) interested in the activities and well-being of Ghana. All members must be at least 18 years.
- b. To become a member, payment of dues must be up-to date or not more than 2 calendar months in arrears. Also a minimum of six monthly attendances to G.M.A meetings is required in a 12 calendar month period.
 1. Exception is granted for reasons communicated and approved by the Executive Committee two weeks prior to the meeting except for
 - a. those who are sick

- b. those affected by natural disasters or unforeseen events
These must be communicated to the executive committee.
- 2. In the event a meeting is cancelled, all members shall be counted as present.
- 3. Exception is also granted to members who are 70 years and over, from the payment of dues if they cannot afford to pay. A communication in writing shall be sent to the Executive committee for this exception to apply.

SECTION 2

- a. The Executive committee admits new members, by verifying that they meet the criteria for membership. The Executive Committee must present new members with a copy of the constitution and by-laws.

ARTICLE V

Rights and Duties of Members

SECTION 1

- a. All members of the Association enjoy the same rights and privileges, except election to the office of the President and Vice President.
- b. All members of the Association who are neither Ghanaians nor family members of Ghanaians enjoy the same rights and privileges, except that they cannot be elected to any position.

SECTION 2

- a. All members of G. M. A. may vote in an election.

SECTION 3

- a. All members shall have the right to propose amendments to the G. M. A. Constitution.

SECTION 4

- a. All members may propose an audit of G. M. A's finances.

SECTION 5

- a. All members are entitled to the benefits of the Association by virtue of their membership status.

ARTICLE VI

Financial Contributions

SECTION 1

- a. The annual dues paid by each member shall be determined by the Executive and must be approved by the members.

SECTION 2

- a. The Executive may grant lower annual dues to members on a case by case basis if it is satisfied that the member is incapable of paying the dues for work related reasons.

- b. A member who is ill for 3 months or more and unable to work shall be exempted from paying dues until s(he) is back to work.

SECTION 3

- a. Annual dues may be paid in advance, monthly or semi-annually.

ARTICLE VII

Organs and Institutions

The Ghana Milwaukee Association shall comprise the following principal organs:

- a. Executive Committee
- b. Standing Committees
- c. Ad hoc Committees

ARTICLE VIII

The Executive Committee

SECTION 1

- a. The Executive Officers shall comprise of the President, Vice-President, General Secretary, Treasurer, Financial Secretary, Public Relations Officer, Welfare Director, Events Coordinator and Porter.
- b. These positions shall be filled by elected officers as required by the constitution.
- c. The Executive shall be responsible for the day-to-day administration of G. M. A.
- d. Executive Officers shall serve a term of 2 years and may be re-elected to another term. The two-term limit will reset after a break of a minimum of one term after a member has served for 2 consecutive terms in the same position.
- e. Should any vacancy occur in the Executive Committee during their tenure, a bye-election shall be held to determine a new officer in accordance with the Constitution. The bye-election shall be held within 2 months of such vacancy.
- f. In the event that a wife/husband, and/or immediate family member becomes signatories to G.M.A. account, one must step down and either an election held for that position or the runner-up is (sworn in) made to fill the vacuum. There can be an exception to this, based on approval from the general body.

ARTICLE IX
The Executive Officers

SECTION 1

The President:

- a. Heads the Executive Committee and coordinate the work of its officers.
- b. Ensures all Executive Officers adhere to the provisions of the Constitution in performing their duties.
- c. Chairs the executive and general meetings of the Association.
- d. Promotes the aims and objectives of G. M. A. and liaise with other related organizations.
- e. Presents annual reports on the activities of the G. M. A.
- f. Immediate Past President shall serve the Executive Committee in an advisory capacity in a period of one year and perform only as ex-officio member.
- g. Shall act as a third signatory to G.M.A. accounts in the event that the Financial Secretary or Treasurer is not available.

SECTION 2

Vice-President:

- a. Shall assume presidential duties in the absence of the President **except** as acting as a signatory to the G.M.A accounts.
- b. Shall perform duties delegated by the President.
- c. In the event of a vacancy in the Presidency, the Vice President shall serve as substantive President until the next general election.

SECTION 3

General Secretary:

- a. Shall be responsible for the maintenance and distribution of the Association's records.
- b. Keep roll at meetings.
- c. Notify the general membership of G.M.A activities.
- d. Prepare an agenda for each business meeting
- e. Record minutes of the meeting.
- f. Deal with G.M.A correspondence under the direction of the President/Vice President.

SECTION 4

Treasurer:

- a. Shall be responsible for all G. M. A. banking transactions.
- b. Along with the Financial Secretary, the Treasurer shall sign all cheques of less than \$2000 drawn on G. M. A.'s accounts. For cheques of \$2000 and more, the Treasurer and the Financial Secretary shall sign with the approval of the President.

SECTION 5

Financial Secretary:

- a. Shall keep records of all financial transactions including cheque books, and present a quarterly financial statement to the membership at general meetings.
- b. Shall distribute an audited financial statement annually to all members of the Association.
- c. Shall submit books for auditing upon request of the Executive or general members of G. M. A.
- d. Endorse payments.
- e. Submit annual "monthly dues" statements to members.
- f. Along with the Treasurer, the Financial Secretary shall sign all cheques of less than \$2000 drawn on G. M. A.'s accounts. For cheques of \$2000 and more, the Treasurer and the Financial Secretary shall sign with the approval of the President.

SECTION 6

Public Relations Officer:

- a. Shall act as chief liaison between the G. M. A. and the world community.
- b. Shall promote the objectives and image of G. M. A., and publicize issues and activities of the Association, issue advertisements, write press releases and answer enquiries about the activities of the Association.

SECTION 7

Welfare Director:

1. Shall manage G.M.A. presence at social activities of members with respect to
 - a. Marriage.
 - b. Hospitalization.
 - c. Bereavement.
 - d. New-Born.
 - e. And any other benefits under the G.M.A. by-laws.
2. In consultation with the president shall honor G.M.A. obligations under the by-laws in respect to the above.
3. Shall contact/follow-up with members who have missed two or more consecutive general meetings.

SECTION 8

Events Coordinator:

1. Shall coordinate and execute all G.M.A. social activities.
2. In consultation with the Welfare Director and any ad-hoc planning committee, shall plan all G.M.A. social activities.

SECTION 9

Porter:

1. Shall maintain order at all G.M.A. general meetings.

2. Responsible for before and after general meeting place setup.
3. And any other duties assigned by the executive committee.

ARTICLE X

Committees

SECTION 1

Ad hoc committees:

- a. Ad hoc Committees shall be formed as deemed necessary. And they shall assume specific responsibilities as assigned by G. M. A. or its executives.

SECTION 2

Committees:

- a. All committees shall elect a chairperson and a secretary.
- b. Ad hoc committees shall submit written reports on their activities to the Executive and general membership. Copies of their reports shall be kept in the custody of the Secretary and Treasurer respectively.

ARTICLE XI

Elections

SECTION 1

- a. General elections shall be held every 2 years at a general meeting.

SECTION 2

- a. Candidates shall seek nominations for their various offices. For offices including the President, and Vice-President, each nomination shall be supported by 5 endorsements of the members. For all other offices, each nomination shall be endorsed by two members of G. M. A.
- b. A member may endorse different candidates for different offices.

SECTION 3

- a. Voting shall be done by secret ballot.

SECTION 4

- a. Elections shall be determined by a vote of simple majority of members.

SECTION 5

- a. In the event the term of the executive committee expires and general election has not been held, the outgoing executive committee shall hold the office until a new executive committee has been elected.

ARTICLE XII

Qualifications for Elected office

SECTION 1

- a. Positions of office within G. M. A. is opened to all members except the office of the president and Vice President which is reserved for members of Ghana origin.

ARTICLE XIII

Accountability

SECTION 1

- a. All services rendered to G. M. A. by its members shall be voluntary unless deemed otherwise by the Executive.
- b. Every financial transaction within G. M. A. shall be documented and acknowledged with receipts or proof of receipts.
- c. Any money that changes hands within the Association shall be acknowledged by receipts and documentation.
- d. All committees working for G. M. A. shall render accurate account of their transactions to the Executive after completing their projects.
- e. Any officer found negligent of accounting for G. M. A. transactions shall be advised in writing accordingly. On failure to comply within 2 weeks, the officer shall be suspended indefinitely from G. M. A. and made to pay any outstanding debts for which the officer was responsible.
- f. All assets of the Association shall be held in trust by the Executive during their tenure of office.

ARTICLE XIV

Quorum

SECTION 1

- a. For the general membership meeting, a quorum shall be constituted by ten members.

SECTION 2

- a. For the Executive Committee and any other committee, a quorum shall be constituted by two-thirds of its members.

BYE-LAWS

BYE-LAWS

BYE-LAWS

WELFARE COMMITTEE BYE-LAWS

Preamble

It is the intention of the Association to contribute to the well-being of its members through financial and other means and the Association shall endeavor to honor these commitments as they fall due.

The various significant events of an individual and a family's life have been identified below and specific dollar amounts have been earmarked for each of them. The dollar amounts stated below are subject to annual review by the members.

In order to ensure equity in all cases, the Association commits itself to pay an exact amount of money per life event to a qualifying member if all conditions spelt out below are met. The association will only honor donations to members who demonstrate at least six months of consistent membership.

Presentation of benefits shall be made at the formal gathering of the said member. The member shall notify the Executive Committee if there will be no such formal gathering.

For any of the occurrences below the association shall send a delegation to visit the member or to the formal gathering.

Dues

The monthly membership dues shall be \$15.00 and is subject to review as per the constitution. All dues are to be paid in full at the end of each month.

Meeting Etiquette

Any member wishing to contribute to the general meeting deliberations shall seek permission from the chair.

Graduation:

If a member graduates from an accredited educational institution the Association shall recognize the achievement by sending him/her \$50 and a card.

New Born

If a member is blessed with a new born or adopts a child the Association shall donate the sum of \$100.00 per member and a card to the family.

In the case of a grandparent being blessed with a grandchild, either the grandparent or parent shall be awarded the \$100.00.

This shall be limited to two claims per member.

Marriage

If a member of the Association gets married, the Association shall give the married couple an amount of \$200.00 per member and a card to the new family. Marriage shall be between a man and a woman.

Hospitalization and Illness

- a. The Association shall present any member who is hospitalized or bedridden for at least 7 consecutive days with a “Get Well Card” and an amount of \$100.00.
- b. Any member who becomes terminally ill or hospitalized for 3 consecutive months shall receive assistance from the Association in the form of a check for \$100.00. In addition, the Association shall organize a fundraiser on behalf of the said member.
- b. All of the above shall be subject to confirmation by the Executive committee of the member’s health condition.

Bereavement

- a. Death of a member: The association shall donate \$1000 to the spouse of the member. If the member had no spouse, the donation shall be made to the children and where there are no children, the donation shall be made to the family.
- b. The association will donate \$500.00 towards the death of the mother, father, spouse and child of any of its members.
- c. The Association will donate \$200.00 towards the death of a sibling. This benefit can only be claim twice.

Acts of God

- a. If a member and their family suffer loss of their possessions or any part thereof as a result of an Act of God (such as a fire, flood, earthquake, tornado etc.) the Association shall assist the family with a sum of \$250.00 per member. In addition, the Association may organize a fundraising activity from members and other sources to assist the affected family.

Burglary

- a. If a member suffers from a burglary and reports to the Association, the Executive Committee shall determine if a donation needs to be made to the said member. The donation shall not exceed \$100.

Other

- a. If a former member encounters a problem not covered under this constitution, the Association may at the option of the Executive Committee, donate \$50 and a card to the said person.
- b. If a member of a sister association passes away, the Association may, at the discretion of the Executive Committee, donate an amount of \$50 and a card to the said association to be passed on to the bereaved family.
- e. If a sister association invites G.M.A. to an event, other than bereavement, the association may at the discretion of the Executive Committee donate an amount of \$100.
- d. The Executive Committee may reward children who help the Association at various events as deemed necessary. This shall not be in the form of a cash donation.
- e. At the annual year end party, at the discretion of the executive committee, the Association shall honor members over 65 years of age.

All the above shall be formally communicated to the Executive Committee or announced at a general meeting within 30 days of the occurrence of such event.

ADDENDUM

1. Greater Milwaukee Metropolitan area as defined under Article IV, section 1A includes the counties of Milwaukee, Waukesha, Washington, Ozaukee, West Allis, Racine, and Sheboygan.
2. A former member as defined in this Constitution is
 - a. A person who has been a member of the association for a minimum of 6 months.
 - b. Has subsequently become a non-member due to not fulfilling his or her obligations as defined under Article IV.
 - c. Former membership expires or ceases 6 months after becoming a non-member.

OFFICERS

Name	Title
Esther Oduro	President
Isaac Ashun	Vice President
Nick Kwaw	General Secretary
Martin Oduro	Publicity Officer
Daniel Otchere	Financial Secretary
Ben Hodo	Treasurer
Bossman Kwabena Owusu-Ayim	Welfare Director
Baaba Ashun-Baffoe	Porter
Naa Nettey Kwaw	Activities Cordinator

Wisconsin Department of Financial Institutions

Strengthening Wisconsin's Financial Future

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Corporate Records

Result of lookup for **G031419** (at 8/19/2019 10:53 AM)

GHANA-MILWAUKEE ASSOCIATION, INC.

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Vital Statistics

Entity ID	G031419
Registered Effective Date	07/10/2001
Period of Existence	PER
Status	Restored to Good Standing Request a Certificate of Status
Status Date	08/18/2006
Entity Type	Non-Stock Corporation
Annual Report Requirements	Non-stock Corporations are required to file an Annual Report under s. 181.1622 WI Statutes.

Addresses

Registered Agent Office DANIEL OTCHERE
N96W14693 EMERALD LANE
GERMANTOWN , WI 53022

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Principal Office N96W14693 EMERALD LANE
GERMANTOWN , WI 53022
UNITED STATES OF AMERICA

Historical Information

Annual Reports

Year	Reel	Image	Filed By	Stored On
2018	000	0000	online	database
2017	000	0000	online	database
2016	000	0000	online	database
2015	000	0000	online	database
2014	000	0000	online	database
2013	000	0000	online	database
2012	000	0000	online	database
2011	111	1111	paper	image
2010	111	1111	paper	image
2009	111	1111	paper	image
2008	111	1111	paper	image
2007	111	1111	paper	image

2006	111	1111	paper	image
2002	107	0041	paper	microfilm

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Certificates of Newly-elected Officers/Directors

None

Old Names

None

Chronology

Effective Date	Transaction	Filed Date	Description
07/10/2001	Incorporated/Qualified/Registered	07/11/2001	
07/01/2004	Delinquent	07/01/2004	
08/18/2006	Restored to Good Standing	08/18/2006	
01/30/2007	Change of Registered Agent	02/05/2007	
08/24/2007	Change of Registered Agent	08/24/2007	FM 17 2007
07/30/2013	Change of Registered Agent	07/30/2013	FM17-E-Form
08/15/2013	Change of Registered Agent	08/15/2013	FM13-E-Form

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