



THE AWAKEN PAN-AFRICAN MOVEMENT
Driven By the Spirit of Ubuntu



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THE AWAKEN PAN AFRICAN MOVEMENT (TAPAM)

TAPAM VOLUNTEER MEMORANDUM OF UNDERSTANDING (MoU)

Volunteer Partnership and Royalty Framework

This Memorandum of Understanding (“MoU”) sets out the mutual understanding between **TAPAM** and individuals who voluntarily contribute their time, skills, or creative output to the organization.

This MoU is informed by **Antai Bazi philosophy**, **TAPAM ideology**, and the African ethical principle of **Ubuntu**, emphasizing dignity, collective responsibility, and shared purpose.

This document does **not** constitute an employment contract.

1. Purpose of Engagement

The Volunteer agrees to support TAPAM’s mission of restoring African self-consciousness, dignity, cultural legitimacy, and community empowerment through education, advocacy, creativity, and organizational development.

2. Nature of the Relationship

- Participation is voluntary and purpose-driven.
- No salary, wages, or employment benefits are implied unless expressly agreed in writing.
- The relationship is grounded in shared values, contribution, mutual respect, and trust.



3. Volunteer Benefits

a. Purpose and Belonging

- Inclusion in a Pan-African movement committed to restoration and empowerment.
- A sense of identity, meaning, and collective responsibility.

b. Recognition

- Official recognition as a TAPAM Volunteer or Community Builder.
- Role-based titles, where applicable.
- Certificates of service or contribution.
- Public acknowledgment on TAPAM platforms, where appropriate.

c. Learning and Capacity Building

- Orientation and training in Antai Bazi philosophy and TAPAM ideology.
- Leadership and community-organizing experience.
- Skills development in media, research, education, advocacy, and coordination.

d. Voice and Participation

- Opportunity to contribute ideas, insights, and solutions.
- Inclusion in discussions relevant to assigned roles or responsibilities.
- Respect for lived experience and grassroots knowledge.

e. Leadership Pathways

- Opportunities to grow into coordination or leadership roles.
- Ability to establish or lead TAPAM chapters, programs, or initiatives.
- Recognition as a founding or pioneering contributor, where applicable.

4. Intellectual and Creative Contributions

Where a Volunteer produces original intellectual, cultural, or creative work for TAPAM, the following principles apply.

a. Scope of Works

This may include, but is not limited to:



- Books, articles, manuals, and curricula
- Music, anthems, spoken word, and audio works
- Films, documentaries, and digital media
- Courses, workshops, and other monetized educational or creative content

b. Royalty Principles

- All creators shall receive clear and appropriate attribution.
- Royalties apply only where income is generated from the work.
- Royalty percentages must be agreed in writing on a project-by-project basis.
- Royalties are determined by actual contribution, not title or length of service.
- Where no revenue is generated, no royalty obligation exists.

5. Royalty Percentage Guide (Indicative Only)

All percentages refer to **net revenue**, defined as income remaining after direct production and distribution costs.

a. Written Works

- Sole Author: 30–50%
- Co-authors: 15–30% per contributor
- Research or Editorial Support: Attribution plus 5–10%, where monetized

b. Music, Anthems, and Spoken Word

- Lyrics and/or Composition: 25–40%
- Performance: 10–20%
- Production (Volunteer): 10–20%

c. Film, Video, and Digital Media

- Concept and Script: 20–35%
- Director or Lead Creative: 15–25%
- Editing or Cinematography: 10–20%

d. Courses and Educational Products

- Lead Content Creator: 30–50%
- Co-creators: 10–25% each
- Facilitators: 5–15% or a fixed stipend



Percentages may be combined where applicable but must be capped and agreed in advance.

6. Organizational Rights

- TAPAM retains the right to use contributed works for its mission, education, and non-commercial organizational purposes.
 - Creator attribution is mandatory in all uses.
 - Commercial reuse beyond the original agreed scope requires a separate written agreement.
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7. Future Economic Opportunities

- Active and committed Volunteers will be prioritized for paid roles as funding becomes available.
 - Preference may be given in TAPAM-supported enterprises, cooperatives, or initiatives.
 - TAPAM makes no false promises and commits only to ethical, capacity-based progression.
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8. Protection of Dignity

Volunteers are entitled to:

- Respectful and non-exploitative engagement.
 - Clear roles, expectations, and reasonable workloads.
 - The freedom to disengage respectfully at any time.
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9. Volunteer Commitments

Volunteers agree to:

- Act with integrity, discipline, and accountability.
 - Respect TAPAM's values, leadership structures, and cultural principles.
 - Use the TAPAM name, platforms, and resources responsibly.
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10. TAPAM Commitments

TAPAM commits to:

- Transparency and accountability.
 - Recognition of genuine contribution.
 - Ethical, people-centered leadership.
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11. Termination

Either party may terminate this understanding respectfully at any time without penalty or obligation.

12. Acceptance

Volunteer Name: _____

Role / Area of Contribution: _____

Signature: _____

Date: _____

For TAPAM

Name and Title: _____

Signature: _____

Date: _____

Guiding Principle

Where there is service, there must be dignity.

Where there is creation, there must be recognition.

Where there is revenue, there must be fairness.

H. R



Yohanna ISAAC Emmanuel

Founder / Chair – TAPAM

Antai Bazi

