



Registered member of

**SYSTEMS CONSTELLATIONS
ASSOCIATION** of Southern Africa

<http://familyconstellations.co.za/>

Systems Constellations Association of Southern Africa

(Voluntary Association)

Constitution of 2015/

Revised 2023

1. Background

After consultation with a core group of senior facilitators and trainers in South Africa, it was proposed to continue the Family Constellations Africa website as the Systems Constellations Association of Southern Africa. This allows people who have all the necessary requirements for a training portfolio to register with the website even though they are coming through different institutes and supervisors.

2. Name

Systems Constellations Association of Southern Africa (SCASA)

3. Purpose

The SCASA purpose is to be the holder of this space of systemic constellation work in all its evolving settings and applications, constellations facilitators, in Southern Africa.

4. Vision

The SCASA vision is to actively encourage the development of a dynamic expansion to promote the growth of a lively and thoughtful practice that is aware of its surroundings and careful in its actions. This is because the work being done has the power to both heal and harm, even if the intentions are good. This is particularly important within the constellation community in Southern Africa within the SCASA custodianship.

5. Objectives

SCASA exists and communicates primarily online and through its website which is situated at www.familyconstellations.co.za. The intention of the website is the same as the original FCA website which was given to the association, which was to “create a platform for facilitators in South Africa that have been trained in alignment with international standards and thereby maintain a recognised quality standard in South Africa”.

6. Legal status

The Systems Constellations Association of Southern Africa is a voluntary association that exists for the benefit of its members and their professional affiliation as family, systems and organisational constellation facilitators. SCASA is an incorporated voluntary association with its own legal identity.

7. Members of SCASA

Training and Entry Requirements

We are aware of several people offering family constellations after attending workshops or short courses on family constellations, and these people do not qualify to appear on the website or become members of the association. Members will be required to pay a yearly membership fee for their details to appear on the website. In order to qualify for registration with the association as a member the facilitators must have fulfilled and provided proof of training as follows:

- Entry requirements of an existing professional qualification preferably but not limited to the behavioral sciences (i.e., counseling, coaching, traditional healing etc.) The foundation trainer may accept trainees at their discretion based on prior experience and proposed use of the method within their field of practice and may require additional qualification or a counseling course to be completed by the trainee.
- Completion of foundation Training with a SCASA registered trainer.
- A total of 20 days of family constellations training with a qualified facilitator with at least 3 years facilitation experience and registered with SCASA as a trainer, or similar international body.
- The foundation training is included in these 20 days and must be done with a registered SCASA trainer and include the equivalent of at least 6 to 10 days of training.
- Peer group practical experience (minimum 25 hours)
- Supervision (a letter from a SCASA registered supervisor or equivalent that details at least 6 one-hour sessions will be required)
- Agreed to honor and abide by the latest ethical code of conduct and committed to ongoing supervision. A letter from a supervisor or log

from an inter-vision group will be required yearly to renew the listing on the website.

- Members agree to participate in ongoing professional development/ supervision.

The trainers listed on the website have fulfilled and provided proof of the following:

- Meets all the requirements as a facilitator
- A firm foundation / qualification in their field of specialisation
- Registration / membership with a professional body (i.e., HPCSA) or similar board / professional organisation that has a channel for reporting unethical conduct and complaints.
- Working as a facilitator for at least 5 years and have completed facilitation of at least 50 days of family constellations workshops, plus:
 - 15 days of experience facilitating constellations training modules before registering on the site as a trainer.
- Letters of nomination from 3 local or international colleagues who are listed as facilitators or trainers on the SCASA website, or known and experienced practitioners in constellations work.
- Members commit receive ongoing supervision or inter-vision. Future possibility for the website is to list training institutions instead of individual trainers at a fee per year. See German Association for Systemic Constellations (DGfS).

8. Indemnity

Listing on the website does not give the facilitator permission to advertise workshops under the name of the Systemic Constellations Association of South Africa or to use this as an endorsement. Systemic Constellations association of South Africa cannot be held responsible for the actions of the facilitator who remains in independent practice. The listing is only a means for listing independent practice. No advertisement or endorsement of facilitators will be made on the site. Systemic Constellations Association of South Africa will not be liable or take responsibility for any claims or outcomes of the clients of the facilitator's workshops.

9. Facilitator Listing Process

To register on the site, the facilitator listing checklist (completed via google forms) and the website information is completed and signed of by the board. The 3 documents – the constitution document, the listing agreement, and ethical code needs to be understood, read and signed as such.

By registering on the site, the facilitator agrees to the facilitator listing agreement and all that is contained in the document.

It is stated on the website that: “we are unable to provide assurance as to competence and personal claims”. Listing is based on providing proof of completion of requirements to register as a facilitator or trainer. SCASA is not an accrediting agent.

For clients, we encourage you to seek recommendations regarding the quality of facilitators and to trust your own due diligence research as well as your judgement.

The association outsources the administration of the website, and does not endorse the people listed on the website. We will not be held responsible for actions or consequences of the actions of those listed but will remove facilitators or trainers from the listing should repeated complaints be received, or should they not abide to the respective ethical code of conduct of FCA 2008.

10. Sponsorship students

Previously sponsored students of FCA can apply for exemption of payment of fees as long as their financial situation inhibits them from registering on the site. A request with motivation would need to be submitted to the treasurer. In most cases, an exchange would need to be fairly discussed.

11. Amendments to the constitution

A majority vote from the board members is needed in order to amend the constitution, and for changes to take affect we require a 2-week response time from the members listed on the site regarding any objections to the changes. The executive will take contributions from the members into consideration, but the final decision will remain with the executive and will always be made considering the entire membership community’s best interests.

12. Logo

Use of the logo: The SCASA logo can be used as long as the registration on the website is up to date, and the member has not been removed from the site for whatever reason. The logo is to be used in conjunction with the words: “registered with the Systems Constellations Association of South Africa”, and should appear at the end of the document as a thumbnail / clear ID photo size image. The logo must be used as it is and not be changed or adapted. The correct logo to be used is available from the administrator of the website.

13. Disputes and Complaints

Serious breaches in ethical conduct should first be directed by the complainant to the designated relevant person or professional registration board such as HPCSA, COMENSA, Drama Therapy board etc.

In addition to this, a formal written complaint to SCASA executive with all the

information, needs to be supplied. The executive will contact the facilitator directly and attempt to resolve the issue. The board retains final discretion whether to remove the facilitator or trainer from the website.

In order for someone to be removed from the website, a majority of the executive board members need to review the written complaints received against a member and take a recorded decision.

14. A voluntary organisation

As a voluntary organisation, SCASA does not share its profits with its members.

The income of the association will be purely from membership and application for listing fees taken yearly as determined by the executive committee and will be used directly for the upgrade and maintenance of the website, for the administrative expenses of the association or to sponsor bursaries or training as is decided by the board. The executive committee roles are held on a voluntary basis and they will not receive remuneration for these roles if and until such time as the association requires to increase its capacity or employ additional administrative staff.

Should the association gain any assets, no members of office bearers have any personal right to this property. Should the association be dissolved, any assets will be given to an organisation with similar objectives.

15. AGM

Will be held once a year between board members via an online platform. The year will run from 1 September to 1 September. For 2023 and 2024, the AGM will be held as one of the 4 board meetings.

16. Financial matters

A bank account is opened in the name of SCASA. The executive committee member appointed to this portfolio will deal with the financial matters. Until such time, a bank account of one of the executive members can be used to collect memberships, and record of payments and expenses will be kept by the administrator.

17. Structure

The executive committee consists of a chairperson, and three or four members who represent the interests of the systems and family constellations community in South Africa and are responsible for the execution of the running of the association as follows. Roles can be held for a number of years, and when needed new committee members can be nominated and voted in by unanimous decision of the executive committee.

Chairperson of the Executive Committee – convenes e-meetings as and when needed and oversees the decision-making process. Liaises with the administrative functions of the organisation. This role and all board roles can be adjusted should this be required.

Executive committee members - 3 or 4 additional committee members will represent the interests of the association. All executive committee members are trainers or supervisors of family constellations in South Africa.

The Executive roles are not paid; however, executive committee members will not pay yearly fees for membership as long as they are contributing their time to the running of the association tasks. An administrator assists with the month to month running of SCASA and is paid a minimal hourly rate.

The association does not pay travel costs and data. Expenses are to be kept to administrative minimum. Voting and communication is to be done electronically and meetings on online platforms wherever possible to keep membership fees down.

18. Mandate of SCASA board

SCASA Board members has fiduciary duties for the SCASA SYSTEMIC FIELD. In this way, SCASA

- steers and guides the organisation towards a sustainable future by adopting sound good practice, ethical & fair, legal governance, financial management policies, as well as to ensure that SCASA as a non-profit maintains adequate resources to advance its purpose and vision of its mission.
- guides the community for systemic constellation practitioners primarily in Southern Africa.
- Where possible, is a source of information and support for members, other practitioners and the public who receives our services.
- creates a community to exchange ideas, knowledge, emerging research work and developing expanding visions.
- is a platform and a space field from which to nurture the development of Systemic Constellation Work and acknowledging the diversity, inclusion of our multiple languages that informs us.

19. Responsibilities and approaches of the Board members

Agree with the SCASA CONSTITUTION, Vision and Purpose, and are willing to serve and contribute:

- to the development of constellation work
- to raising its profile in the mainstream community.
- to the connection of an expansive international constellation community,
- are respected members of the constellation community
- can liaise across cultural and professional borders
- are open minded towards all the different evolving strands of Constellation Work

- have a strong commitment to co-creating a community of practitioners in Southern Africa
- are experienced in Constellation Work,
- are proficient in your language whether English and other local languages are enormously encouraged
- have organisational skills and preferably have experience or develop experience in managing non-profit associations.
- maintain collegiality, kindness and respect towards other practitioners and are be guided by the spirit of systemic inquiry and principles.
- further governance responsibilities of the SCASA Board
- represent the SCASA to the public in a non-legal capacity
- calls the regular board meetings (4 times) per year, prepares the agenda and conducts & show up at meetings and implement decisions.
- carries out budget planning, accounting, and reports the year-end final accounting
- recommends committees and working groups when and if needed
- conducts correspondence with other societies with whom the Association cooperates and with the general public
- regulates SCASA's online presence.