

SOUTHERN CAMEROONS INSTITUTIONAL FRAMEWORK

A Strategic Plan for Structured Self-Determination Advocacy

12-Month Operational Blueprint | 4 Core Institutions | Clarity → Discipline → Trust → Traction

— OPERATING PRINCIPLE —

Clarity → Discipline → Documentation → Trust → Traction

If anything does not produce one of these, drop it.

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SECTION 1

The Four Core Institutions

This framework is built on exactly four institutions — no more, no less. Each unit has a clear mandate, a lean team, defined skills, and specific tools. Complexity is the enemy of execution. Keep it minimal; keep it functional.

Unit 1: Legal & International Engagement Unit (LIEU)

Drive the legal pathway and international recognition

Minimum Team

- 1 Legal Lead (international law)
- 1 Research / Archive Lead
- 1 Communications Liaison
- 1–2 Junior Analysts (optional)

Key Skills

- Legal reasoning
- Structured document writing
- Research discipline

Tools

- Google Drive (document control)
- Notion (case tracking)
- Zotero (legal references)
- Zoom (meetings)

Unit 2: Financial Transparency & Funding Unit (FTFU)

Build trust and sustain the work

Minimum Team

- 1 Finance Lead
- 1 Reporting / Admin
- 1 Auditor — external / rotational (optional)

Key Skills

- Basic accounting
- Integrity & attention to detail

Tools

- Stripe / Square / PayPal (donations)
- QuickBooks or Wave (accounting)
- Google Sheets (public dashboard)
- Notion (internal logs)

Unit 3: Community Stability & Peace Unit (CSPU)

Reduce conflict, enforce discipline, promote non-violence

Minimum Team

- 1 Coordinator
- 2–3 Community Mediators
- 1 Communications Handler

Key Skills

- Conflict resolution
- Emotional intelligence
- Clear communication

Tools

- WhatsApp Business (structured messaging)
- Telegram (broadcast)
- Airtable (incident tracking)
- Google Forms (community reports)

Unit 4: Communication & Doctrine Control Unit (CDCU)

Protect the message and prevent hijacking

Minimum Team • 1 Content Lead • 1 Editor • 1 Distribution Manager	Key Skills • Clear writing • Message discipline • Strategic communication	Tools • Canva (visuals) • Notion (content calendar) • YouTube / WhatsApp / X (distribution)
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SECTION 2

12-Month Strategic Plan

The plan is organized into four phases of three months each. Each phase has a single goal, a concrete list of actions, and measurable outputs. Discipline means completing each phase before advancing to the next.

PHASE 1	Months 1 – 3	FOUNDATION	Build core system + small trusted team
Actions ■ Finalize the doctrine ■ Recruit first 5–10 serious people only ■ Set up all tools: Drive, Notion, payment systems ■ Create legal position draft ■ Establish basic donation structure ■ Define and publish communication protocol		Outputs ■ One clear founding document ■ One working core team ■ One active funding channel	
PHASE 2	Months 4 – 6	CREDIBILITY	Show seriousness — not noise
Actions ■ Publish clean PDF doctrine (short and long version) ■ Publish legal summary (accessible + technical) ■ Begin controlled outreach: lawyers, academics, diaspora professionals ■ Launch transparent monthly financial reporting		Outputs ■ First visible credible supporters ■ Monthly financial report (public) ■ Structured communication framework in place	
PHASE 3	Months 7 – 9	TRACTION	Expand influence without losing control
Actions ■ Scale communication with weekly structured updates ■ Begin international engagement attempts ■ Organize small private briefings — not public rallies ■ Collect and document institutional responses		Outputs ■ Recognizable, citable framework ■ Growing credible support base ■ First institutional responses (even if small)	

PHASE 4	Months 10 – 12	POSITIONING	<i>Become the serious reference point</i>
Actions ■ Release full legal dossier ■ Publish 12-month progress report ■ Expand funding base with demonstrated track record ■ Formalize partnerships with aligned institutions			Outputs ■ Recognized as 'the structured voice' ■ Trusted reference for clarity on the case ■ Sustainable institutional momentum

SECTION 3

Recruitment System

Do not accept everyone who expresses interest. Use a structured four-step filter that tests clarity, capability, and commitment — in that order. Most people will not complete all four steps. That is by design.

Step 1: Filter — Clarity Test

Send this exact prompt: "Explain in your own words: what is the Southern Cameroons case?"

- Watch for: clarity vs. emotional reaction
- Watch for: structured vs. vague thinking
- Watch for: accuracy and understanding of the legal dimension

Step 2: Task Test — Capability

Give a small, concrete assignment:

- Summarize a document in 200 words
- Organize a data set in a spreadsheet
- Write a one-paragraph position statement
- If they cannot complete the task → they are not yet ready

Step 3: Commitment Test — Consistency

Observe over a 2-week window:

- Do they show up consistently?
- Do they respond on time?
- Most people will fail this step. It is the most important filter.

Step 4: Entry — Official Onboarding

Only after passing all three steps:

- Assign a specific role within one of the four units
- Provide access to relevant documents and tools
- Begin training with Module 1 (see Section 4)

SECTION 4

Training System

Training is delivered in three focused modules. Each module is short, accessible, and directly tied to operational need. Use 5–10 minute videos, PDF summaries, and weekly check-ins to reinforce retention.

Module 1

The Case

- What is the Southern Cameroons problem?
- Historical and legal background
- What this movement is NOT (boundaries of scope)
- Why institutional framing matters

Module 2

The Process

- Step-by-step legal and political pathway
- How the four units work together
- How decisions are made and documented
- What success looks like at each phase

Module 3

Discipline

- How we operate — communication standards
- What we avoid — emotional reactions, public disputes
- Message discipline and doctrine alignment
- How to flag disagreements through proper channels

SECTION 5

Maintaining Unity & Peace

Unity is not forced — it is engineered. When roles are clear, direction is defined, and the process is visible, conflict reduces naturally. The system itself is the peace-keeper.

Clarity of Role	Every person knows exactly what they are responsible for. Overlap creates friction. Clear boundaries eliminate most conflicts before they start.
Structured Debate	No debates without structure. Every discussion must answer: 'What step of the process does this contribute to?' If the answer is none — the discussion stops.
Direction Over Discussion	The cause does not need more opinions. It needs more execution. Redirect energy from debate into documented action.
Conflict Resolution Protocol	The CSPU handles all community-level conflicts. Escalation paths are defined. No improvised responses. Every incident is logged in Airtable.

— KEY RULE —

Always ask: **"What step does this contribute to?"**

If none → stop the discussion.

SECTION 6

Protection from Hijacking

Movements are hijacked through confusion, competing voices, and loss of document control. This section defines five structural defenses that keep the message and the mandate intact.

(1) Control Core Documents

- All originals are centralized in Google Drive
- Version control is mandatory — no informal edits
- Access is role-based and documented

(2) Control Language

- Every public statement is tied to the doctrine
- Every position references the process
- No improvised messaging — all content passes through CDCU

(3) Do Not Argue Publicly

- Clarify once, in writing, with a document reference
- Then move forward — do not repeat or defend endlessly
- Public disputes invite narrative hijacking

(4) Keep the Core Team Small

- Scaling comes later — control comes first
- The core team governs; the broader base executes
- Expansion requires demonstrated discipline, not enthusiasm

(5) Make the Process Visible

- Publish the structure — people follow visible systems
- Transparency is itself a protection: it leaves no room for shadow agendas
- Regular progress reports anchor the narrative

SECTION 7

Funding Model

Funding is not about raising maximum money — it is about building maximum trust. A transparent, modest funding system that is fully reported is more powerful than a large fund with no accountability.

Source	Mechanism	Transparency Action
Committed base members	Small monthly contributions via Stripe / PayPal	Monthly public report on Google Sheets dashboard
Diaspora professionals	Quarterly targeted campaign after Phase 2	Campaign-specific expenditure report
Institutional partners	Formal agreements from Phase 4 onward	Audited annual financial statement

Core Message:

"We are funding structure, not noise."

SECTION 8

Final Reality & Conclusion

This is not simply an effort to organize people. It is a deliberate, patient process of retraining a community — from emotional reaction to institutional thinking. That transformation requires three things above all others:

Discipline

Patience

Consistency

If executed with discipline over 12 months, the result will be:

A clear legal framework

Documented, structured, internationally legible

A trusted financial system

Transparent, reported, and independently auditable

A disciplined core team

Filtered, trained, and consistently performing

Growing international attention

Built through credibility, not volume

**You will shift the system
from confusion → to direction.**