

1 Introduction

This document outlines Graced Energy Professionals For Africa's (GEPA) networks membership structure, criteria, application and onboarding process.

2 Membership Types and Benefits

GEPA offers voluntary membership to individuals and professionals who are currently in the energy sector, interested in the industry, or passionate about driving positive change within it. There are three (3) membership levels: (i) **General Membership** (ii) **Core Membership** (iii) **Executive Membership**

2.1 General Membership

General members are part of the broader membership group, participating in member activities. They bring expertise, influence, and industry experience to GEPA, aiming to foster community and collaborative growth. General membership will be grouped as follows:

- Students / Graduates
- Energy Professionals

2.1.1 Student/Graduate Members

Student members include current students and recent graduates who are interested in pursuing careers in the energy sector. To qualify as a Student Member in GEPA, applicants should be enrolled in a university program related to energy, engineering, sustainability, or a similar field.

Benefits of GEPA Student Membership:

Student membership provides a valuable introduction to the energy industry and includes access to resources and networking opportunities tailored for early-career development. Specifically, members receive:

- **Access to events and webinars:** Participate in select industry events and webinars to learn about the latest trends, challenges, and opportunities in the energy sector.
- **Networking Opportunities:** Connect with professionals and other students, opening doors to mentorship and career guidance.
- **Workshops and Training Opportunities:** Attend workshops and skill-building sessions designed to enhance industry knowledge and prepare for professional roles in energy.

Eligibility Criteria



To qualify as a Student Member in GEPA, applicants should be enrolled in a university program related to energy, engineering, sustainability, or a similar field.

2.1.2 Associate Members

Associate Members are career professionals in the energy sector who are looking to build their professional network, enhance their industry knowledge, and access career-building resources. This membership level is ideal for individuals with experience in energy or related fields.

Benefits of GEPA Associate Membership:

Associate Members receive a variety of benefits to support their career growth, including:

- **Access to Events and Webinars:** Participate in all GEPA-hosted events, industry webinars, and stay updated on industry developments and networking opportunities.
- **Capacity Building / Training:** Training sessions that provide critical skills and knowledge for advancing in the energy field.
- **Access to Mentorship:** Gain guidance from seasoned professionals through limited access to mentorship programs, offering insights into career pathways and industry best practices.
- **Networking Opportunities and Visibility:** Connect with other professionals opening doors to industry opportunities (speaking engagements, knowledge sharing sessions, personal brand visibility)

Eligibility Criteria

This membership level is ideal for individuals with experience in energy or related fields, though leaders and industry experts.

2.2 Core Membership

Core Membership is for dedicated professionals in the energy sector who seek to play an active role within GEPA. This level is designed for individuals with a strong commitment to both industry advancement and GEPA's mission, offering leadership, networking, and professional development opportunities. Applicants for Core Membership may undergo a screening process to confirm alignment with GEPA's mission and values, as well as professional qualifications.

Benefits of Core Membership:

- **Exclusive Access to Events and Resources:** Participate in all GEPA events, including members-only webinars, workshops, and industry resources.



- **Mentorship Opportunities:** Eligible to participate in GEPA’s mentorship program, both as a mentor and mentee, fostering mutual growth and industry knowledge-sharing.
- **Leadership in Initiatives and Committees:** Engage in GEPA’s committees or take a leading role in network initiatives, contributing to strategic goals and community impact.
- **Working Groups and Local Chapters:** Access to specialized working groups and local chapters, enabling focused networking, collaboration, and influence within specific energy subsectors.
- **Professional Recognition and Influence:** Join a network of respected peers, gain visibility, and influence within the energy community, supporting both professional and personal development.

Eligibility Criteria:

- **Experience:** Generally suited for mid- to senior-level professionals with at least five years of relevant experience in the energy industry.
- **Leadership and Influence:** Open to individuals with demonstrated expertise and influence, such as mid managers, and thought leaders in the sector. A minimum of five years in a relevant field
- **Commitment to GEPA’s Mission:** A shared commitment to GEPA’s values, including its spiritual objectives and dedication to advancing the energy sector.
- **Optional Endorsement:** While not required, a recommendation from a current GEPA member or industry peer is encouraged to strengthen the application.

2.3 Executive Membership or Founders

Executive Membership, or Founding Members, represents the highest level of engagement within GEPA. This group provides strategic oversight, guiding the network’s initiatives and decision-making processes to align with GEPA’s mission of advancing industry standards on Christian based principles and values. To maintain effective governance, this membership is capped at 10 members.

Key Benefits of Executive Membership:

- Exclusive entry to high-level events, including networking sessions with industry leaders, and closed-door roundtables.
- **Leadership Opportunities:** Ability to host, lead, or speak at key GEPA events, panels, and conferences, enhancing visibility and influence within the network.
- **Strategic Insight and Influence:** Direct involvement in shaping GEPA’s strategic direction and initiatives, with access to insights from industry developments.
- **Role in Member Development:** Authority to recommend potential Core Members and actively participate in the membership committee, fostering the growth of the GEPA community.

Eligibility Criteria:



- **Commitment to GEPA's Mission:** A deep alignment with GEPA's dual mission of industry excellence and spiritual values, reflected through active engagement and leadership.

Selection Process:

Executive Members are selected through recommendations from current Executive Members, followed by a screening process to ensure alignment with GEPA's values, expertise requirements, and strategic vision.

3 Membership Criteria

To establish GEPA for God’s purpose and glory, it's important to set clear criteria to ensure that the members are aligned with the mission, values, and goals of the network. Below is a proposed membership selection criteria:

- i. Professional Background (at least one of the following)**
 - a. Relevant Experience:** Members must have professional experience or interest in the energy sector (e.g., renewable energy, oil & gas, energy efficiency, utilities, ESG in energy, energy policy). This may include student who have strong interest in energy sector.
 - b. Educational Qualifications:** A degree or certification in energy-related fields (engineering, environmental sciences, energy economics, sustainability, etc.) or demonstrable experience that reflects expertise in the sector.
 - c. Years of Experience:** For young professionals, minimum of 3-5 years of work experience in energy or related sectors is recommended to ensure members bring depth of knowledge and insights. Separately, the platform may choose to introduce student members.

- ii. Commitment to Industry Innovation, Sustainability and Energy Access**
 - a. Interest in Energy:** Candidates must demonstrate a commitment to sustainable energy solutions, innovation and bridging energy access gap in Africa.
 - b. Active Participation:** Candidates should have a proven track record of active participation in initiatives or projects that contribute to the overall development of the energy sector .

- iii. Ethical Standards and Professional Conduct**
 - a. Adherence to Ethical Guidelines:** Candidates should abide by a professional code of conduct that emphasizes ethical practices, integrity, compliance with local/ international standards and adherence to the principles of God’s word.
 - b. Background Screening:** Members must not be involved in illegal activities or practices that contradict the network's values .

- iv. Leadership and Collaboration**
 - a. Leadership Experience:** Core members should have a history of leadership roles or demonstrated ability to lead projects, teams, or initiatives in the energy sector.
 - b. Collaboration Skills:** Candidates must show the ability to work collaboratively with cross-functional teams, networks, or partners in the energy space to drive change.

- v. Faith-Based Alignment**



- a. **Faith and Values:** Members are expected to align with the christ-centred principles, reflecting integrity, stewardship, and service in their professional and personal lives.

vi. Contribution to the Network

- a. **Skills and Knowledge Sharing:** Members should be willing to contribute to the network by sharing knowledge, offering mentorship, and participating in professional development opportunities.
- b. **Active Involvement in Events:** Candidates must be willing and committed to attend regular meetings, forums, or conferences and contribute actively to the growth and influence of the network.

vii. Commitment to Diversity and Inclusion

- a. **Support for Diversity:** The network will promote equity and inclusion, seeking members who champion diversity in the energy sector for Gods glory, supporting underrepresented groups in leadership roles.

viii. Personal and Professional Development

- a. **Growth Mindset:** Members should demonstrate a willingness to continuously learn and develop, embracing emerging technologies, trends, and strategies in the energy sector.

4 GEPA Membership Application Process

The application process is designed to ensure that members are not only qualified professionals but also aligned with the network's mission to make a meaningful impact in the energy sector, guided by biblical principles.

1. **Application**

Form

Interested professionals are required to complete an application form. This form will capture essential information about their qualifications, work experience, and alignment with GEPA's mission and values (refer to link below for sample forms).

2. **Recommendations/Endorsements**

- For **General Membership**: Recommendations are not required.
- For **Core Membership**: While recommendations or endorsements from an existing GEPA executive is optional, they can enhance an application. The membership committee will primarily review each applicant's fit with the network's mission, values and their professional experience/qualifications.

3. **Screening**

Process

A selection committee, comprised of executive members, will carefully review all applications to ensure they meet the membership selection criteria. This review process will help confirm each applicant's commitment to GEPA's mission and their potential to contribute positively to the network.

Each step in this process ensures that new members bring not only professional expertise but also a genuine alignment with GEPA's purpose. The membership application process is illustrated in Figure 4.1 and 4.2.



Figure 4-1 - General Membership Application Process

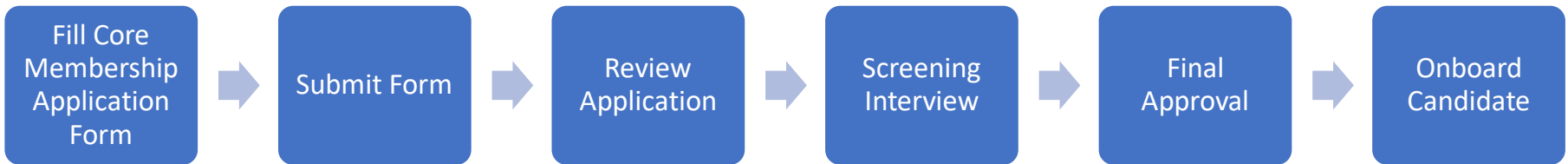


Figure 4-2 - Core Membership Application Process

5 GEPA Member Onboarding Process

The onboarding process for new members is designed to ensure they are fully integrated into the GEPA community - sets clear expectations, and fosters immediate engagement within the GEPA community.

1. Sign Code of Conduct

Each new member is required to review and sign the GEPA Code of Conduct which outlines the standards, values, and behaviors expected from all members. This step ensures a shared commitment to the network's mission and values.

2. Add to Communication Channels

Once the Code of Conduct is signed, new members are added to the GEPA WhatsApp and Telegram groups. These platforms serve as the primary communication channels for updates, discussions, and event announcements.

3. Onboarding Session and Introduction to the Community

New members are formally introduced on both the WhatsApp and Telegram platforms by a core team member after an onboarding session. This introduction provides a warm welcome and includes a brief summary of the member's background, role, and what they hope to contribute to the network.