

Rectangular stamp affixed hereto:
ECUMENICAL HUMANITARIAN ORGANIZATION
(EKUMENSKA HUMANITARNA ORGANIZACIJA)
Number: D8/24
25 April 2024
Novi Sad

(Logo)

**ECUMENICAL HUMANITARIAN ORGANIZATION
(EKUMENSKA HUMANITARNA ORGANIZACIJA)**

Pursuant to Article 12 and Article 22, Paragraph 4 of the Law on Associations ("Official Gazette of the Republic of Serbia" no. 51/2009, 99/2011 – other and 44/2018 – other law), and Article 10, Paragraph 10, Item 2) of the Statute of the Ecumenical Humanitarian Organization (*Ekumenska humanitarna organizacija*) number D111/22 dated 17 November 2022, the Assembly of Ecumenical Humanitarian Organization from Novi Sad, at its session held on 25 April 2024, adopted the following

**STATUTE
OF THE ECUMENICAL HUMANITARIAN ORGANIZATION**



Article 1

The Association "Ecumenical Humanitarian Organization" (hereinafter referred to as: the Association) is diaconal, non-governmental, non-profitable association that contributes to the development of civil society, diaconal social services and ecumenical co-operation through public representation, dialogue and strengthening of vulnerable groups in Serbia.

Members of the Association are the following Churches: Slovak Evangelical Church a.v. in Serbia, Christian Reformed Church in Serbia, Greek Catholic Eparchy of St. Nicholas in Ruski Krstur and Evangelical Christian Church a.v. in Serbia-Vojvodina.

Mission, vision and values of the Association

Article 2

Mission

The Ecumenical Humanitarian Organisation is a diaconal association contributing to the building of a just society in which diversity is respected.

Article 3

Vision

To be an empowered society that respects human dignity.

Article 4

Values

- **Human rights, equality and human dignity**

The EHO recognises the inherent dignity of every person and supports vulnerable individuals and communities in their efforts to fight for a dignified future and for a society that fosters human rights, non-discrimination, equality and equal opportunities for all people whilst respecting their diversity. The EHO's projects encourage the empowerment of the people with and for whom the organisation works, in order to achieve these goals.



- **Peace and reconciliation**

The EHO advocates for peace and supports the resolution of all types of conflict by non-violent means.

- **Interfaith and inter-religious cooperation**

The EHO supports cooperation and closer ties between Christian churches, whilst promoting inter-religious dialogue. The EHO believes that churches and believers have a responsibility towards those most vulnerable, regardless of their ethnic or religious affiliation, and that caring for marginalised individuals presents an excellent opportunity for ecumenical and interfaith action and dialogue.

- **Solidarity, social justice and inclusion**

The EHO advocates for solidarity and social justice, and for the greater involvement of those at risk of poverty and social exclusion in decision-making that concerns their own lives, the improvement of their living standard and their general well-being. Solidarity, networking and inclusion are factors that contribute to overcoming social problems and achieving a dignified life for all.

- **Sustainable development**

The EHO supports the establishment of a balance between social, economic, technological and environmental factors in order for the wealth and resources of our planet to be safeguarded for future generations.

- **Responsibility, efficiency and transparency**

In all aspects of its work, the EHO strives for the highest standards of efficiency, quality, flexibility and transparency, as well as for responsibility towards all stakeholders. It does so through the proper and efficient distribution and use of available resources, by investing in their development and through its readiness to learn and change in accordance with the demands of the environment.

- **Participative approach**

The EHO strives for constant dialogue and partnership, inclusion and networking of all stakeholders in all areas of its work, especially during the planning and implementation of projects. In accordance with this principle the EHO supports the participation of all citizens in the process of making decisions of significance for their own lives and the lives



of their communities because it believes that the development of a stable and cohesive society will result from inclusive and participatory processes.

Article 5

The fields of accomplishing the Association objectives include: humanitarian work; ecumenical dialogue, social inclusion and human rights and social welfare.

Article 6

For the purpose of fulfilment of its objectives, the Association deals with the following activities:

1. Ecumenical and inter-religious work:

Fostering of co-operation between churches and diaconial organisations and promoting of ecumenism through activities.

2. Evaluation and planning services:

Evaluation of the current status, needs, strengths and risks of target groups and elaboration of the plan for providing of services (legal, psycho-social, educational, consulting, humanitarian, nursing services, etc.), elaboration and updating of database, mapping of interested groups, etc.

3. Day care services in a community:

Club, day care centre, day centre, service centre, assistance at home, shelter, family associate - consultant, etc.

4. Providing and creating of conditions for preserving and improving of health of the population

Implies services for the entire population, such as public health campaigns and social acting striving towards the improving of quality of life through promoting of health, prevention of diseases and in other ways.

5. Support services for independent living:

Personal assistance, child's personal assistant, training for independent living, use of new technologies, material resources, etc.



6. Consulting-therapeutical and social-educational services:

Consulting, mediation, support to families, "SOS" helplines, providing of spiritual support, etc.

7. Support services in the social inclusion process:

Informing, referring, linking, education, professional training, counselling and consulting, advocating and lobbying, employment, self-employment, assistance in improving living conditions.

8. Involvement of the EHO capacities:

With respect of transfer of knowledge and experiences, research projects, projects writing, monitoring and evaluation of projects, programmes and organizations, consulting services, services related to organising of trainings and other forms of education, facilitation, logistics, mediation, informing and other forms of support to the development of non-profitable sector.

9. Multimedia publishing:

Planning, preparation, printing and production of different materials.

10. Organising of different events:

Conferences, public actions, seminars, trainings, round tables, tribunes, as well as different activities aimed at fund raising.

11. Volunteerism:

The development and promotion of volunteerism and volunteer work, mentorship, co-ordination and supervision of volunteers, mediation in involvement of volunteers, education, networking, sending and accepting volunteers from abroad, etc.

12. Human rights protection and improvement:

It implies dealing with and activities of organisation focused on spreading the idea and creating of preconditions for human rights exercising: cherishing of human rights culture, spreading the awareness and knowledge on human rights



and publishing of publications, with a special focus on the rule of law, equality and protection against all forms of discrimination.

13. Gender equality:

Projects and activities aimed at modern society built on the foundations of equality and respecting of diversity, as well as creating of equal opportunities for participation and gender equality in all segments of life in a community.

14. Work with young people/Youth work:

A range of activities of social, cultural, sports, educational, and ecological nature that are implemented by young people, with young people and for young people, either in groups or individually aimed at improvement of a social position and creating of conditions for fulfilment of the needs and interests of young people.

15. Cultural-artistic activities:

Promoting and organising of workshops and events designated to improvement and promoting of creative expressing.

16. The EHO tailor's workshop - tailoring and sewing services:

Education through organized workshops of members of vulnerable groups, in particular persons with disabilities, with the aim of their training for independent work, sewing and tailoring services of new clothing items from textile and used textile raw materials obtained through donations from natural and legal persons, placing such items in circulation - auctions, donor sales, exhibitions, Internet sales and other suitable and legally allowed means, in order to raise funds for the given implementation of project activities, affect raising the awareness on the significance of recycling and thus preserving the environment, organizing and participating in trade fairs aimed at promotion, etc.

17. Environmental protection and sustainable development:

Promotion of knowledge and awareness of the need to preserve the environment through educational programmes and development of capacities as well as the development of projects and activities dealing with environmental protection.



Article 7

The name of the Association shall be: "Ekumenska humanitarna organizacija".

The name of the Association in English shall be: "Ecumenical Humanitarian Organization".

The abbreviated name used for this Association shall be: "The EHO".

The Association shall have its logo.

The head-office of the Association shall be in Novi Sad.

Article 8

Any person accepting the objectives of the Association and the Statute and submitting the application to the Director of the Organization is eligible to become a member of the Association.

The decision on membership shall be passed by the Assembly based on a justified proposal of the Director of the Association and the applicant shall be informed accordingly without delay.

The membership is acquired by signing the Membership application form.

A member shall be entitled to resign his/her membership by submitting a written statement on withdrawal.

Membership in the Association may terminate due to a longer inactivity of a member, failure to observe the provisions of this Statute, or infringing the reputation of the Association.

The decision on termination of membership shall be passed by the Assembly based on a justified proposal of the Director of the Association.

A member has to be allowed to declare him/herself on the reasons because of which the proposal was submitted to pass the decision on termination of his/her membership in the Association.

The Association shall keep records on the Association members.

Article 9

A member shall be entitled to:

- Participate in fulfilment of the objectives of the Association equally with other members;



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- Participate directly in the decision making procedure in the Assembly, as well as through the bodies of the Association;
- Elect and be elected in the bodies of the Association;
- Be timely and fully informed about the work and activities of the Association.

A member shall have the obligation to:

- Contribute actively to fulfilment of the objectives of the Association;
- Participate in the activities of the Association in accordance with his/her interests;
- Pay a membership fee;
- Execute other tasks assigned to him/her by the Assembly.

Article 10

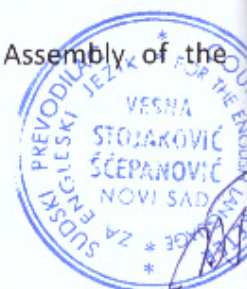
Members of the Association shall elect 2 (two) of their representatives via whom they shall participate in the work of the Assembly of the Association. The representatives of the Association members shall be elected by the majority of votes of all the Association members which are not the Churches that are the Association members. Each Association member shall have equivalent and equal right to give verbal and written proposals to the representatives. The Association members may organize their meetings where they shall state and consider the proposals, give opinions and harmonize the attitudes and activities for the work of their representatives in the Assembly.

The Churches that are members of the Association shall each elect 3 (three) representatives of the Association members among themselves who shall represent them in the work of the Assembly of the Association. Each Church that is a member of the Association shall determine the method of election of representatives and method of representation and advocating of attitudes of a Church that is the Association member in the Assembly of the Association.

The elected representative shall confirm his/her term of office with a letter of the Church which appointed him/her as representative in the Assembly of the Association.

The term of office of representatives of the Association members in the Assembly of the Association and representatives of Churches that are members of the Association shall last for 4 (four) years, with the possibility of re-election.

The Director of the Association shall participate in the work of the Assembly of the Association with the voting right.



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Article 11

Honorary membership shall be granted to individuals and organisations that have given a special contribution to the accomplishment of the objectives of the Association.

The Assembly shall grant an honorary membership.

Honorary members of the Organisation shall be entitled to state their opinion at the sessions of the Assembly but they do not have the voting right.

Article 12

The Association bodies are the Assembly and Director of the Association.
The Association may establish other bodies, working bodies and services.

Article 13

The Assembly shall be the highest body of the Association.

The Assembly of the Association shall be composed of all the members of the Association, whereby each representative shall be entitled to one vote. The Director of the Association shall also participate in the work of the Assembly of the Association with the right to vote, except in cases set forth by the Statute.

The presence of the Director at sessions of the Assembly is mandatory.

Regular sessions of the Assembly shall be convened as required, at least once a year.

The extraordinary session of the Assembly shall be convened by the President of the Assembly upon a reasoned proposal of the Director of the Association or upon the initiative of at least 1/3 (one third) of representatives of the Association members. The President of the Assembly shall convene an extraordinary session within 7 days from the date of submission of the proposal/initiative.

The President of the Assembly shall convene the sessions of the Assembly in writing, via electronic mail or by phone, with the information about the venue and time of holding of the session of the Assembly and draft agenda. The President of the Assembly shall chair the sessions of the Assembly and the Vice President shall chair the session of the Assembly in the absence of the President.

The Vice President shall replace the President of the Assembly in case of his/her inability to be present and absence.



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The President and Vice President of the Assembly shall be elected from among the representatives of the Association members in the Assembly, namely the representatives of Churches that are members of the Association. The term of office of the President and Vice President of the Assembly shall last for 4 (four) years.

The President and Vice President of the Assembly shall be elected by majority of votes of the total number of representatives of the Association. The Director of the Association shall not participate in voting on the election of the President and Vice President.

The Assembly shall:

1. Pass the plan and programme of work and adopt the employment policy;
2. Adopt the Statute and changes and amendments to the Statute;
3. Adopt the Labour related rules and Rulebook on organization and systematization of jobs of the Association, while the Director of the Association shall pass all other general documents of the Association;
4. Establish the working bodies of the Assembly and elect and relieve its members from duty;
5. Elect and relieve from duty the Director of the Association, President and Vice President of the Assembly and presidents of the working bodies;
6. Control financial affairs of the Association;
7. Reconsider and adopt the financial plan and financial reports;
8. Decide on status changes and termination of activities of the Association;
9. Decide on accession into federations and other associations in the country and abroad;
10. Decide of membership in the Association;
11. Decide on appointing of an administrator;
12. Decide on other issues in accordance with the Law.

The term of office of the representatives of the Association members in the Assembly shall last for 4 (four) years, with the possibility of re-election.

The President shall chair the sessions of the Assembly. He/she shall be elected from among the representatives of the Association members in the Assembly, in fact, the representatives of Churches that are members of the Association. The term of office of the President of the Assembly shall last for 4 (four) years, with the possibility of re-election.



Article 14

The Assembly shall decide validly if at least ½ (one half) of representatives of the Association members are present. The Assembly shall decide by majority of votes of the present representatives of the Association members, except in cases set forth by the Statute of the Association.

The Assembly of the Association is exclusively responsible for changes and amendments to the Statute, status changes and termination of work of the Association.

The decision on changes and amendments to the Statute shall be passed by 2/3 (two thirds) majority of the total number of representatives of members upon a justified proposal of the Director of the Association.

The decision on status changes and termination of work of the Association shall be passed by 3/4 (three fourths) majority of the total number of all representatives of members upon a justified proposal of the Director of the Association.

The Director shall participate in voting under this Article with a voting right.

Article 15

The Assembly is entitled to establish working bodies (managing, supervision and other professional bodies) through which it shall manage the work of the Association between regular sessions of the Assembly.

All general documents passed by the Association via its working bodies shall be subject to confirmation by the Assembly at its following regular session.

Article 16

The Director of the Association shall:

1. Organise and manage the affairs of the Association;
2. Represent the Association;
3. See to legality of work of the Association and be responsible for legality in work;
4. Propose the foundations of business policy of the Association, development programmes and long-term plans;
5. Pass annual and operational work plans;
6. Execute the decisions of the Assembly of the Association;



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7. Launch the initiative and reasoned proposal for changes and amendments to the Statute and other general documents from within the responsibility of the Assembly of the Association;
8. Pass general documents of the Association that are not the responsibility of the Assembly;
9. Decide on the overall business activities of the Association in accordance with the adopted business policies and decisions that have been made;
10. Decide on hiring of persons for jobs in the Association, conclude contracts with the hired persons, decide on the rights, obligations and responsibilities based on employment, as well as on the rights of the hired persons beyond the employment, all in accordance with the employment policy passed by the Assembly of the Organization;
11. Decide on other issues that have been placed within his/her responsibilities by the Law and Statute.
12. Pass the documents of the Association in-between regular sessions of the Assembly if the working body of the Assembly has not been established or if it cannot convene due to extraordinary circumstances and there is the threat of delay, or the Association would suffer damage due to non-submission of the document; all the documents that the Association passes in the above-mentioned way shall be subject to confirmation by the Assembly at its following regular session.

The Director of the Association shall be elected with the term of office of 4 (four) years, with the possibility of re-election.

Prior to expiry of the term of office of the current Association Director, the Assembly shall declare itself on the extension of the term of office of the subject Director for the following 4 years, or his/her re-election if he/she still fulfils the conditions for election for the Director and if the Assembly members considers it is in the best interest of the Association that the current Director performs that function in the following term of office as well.

The Assembly shall pass the decision referred to in the previous Paragraph of this Article by the two-thirds majority of all the Assembly members.

Should the Assembly of the Association decide to extend the term of office and re-election of the current Director, the procedure of election of the Director set forth by Article 14, Paragraphs 2 to 11 of this Statute shall not be carried out.



The Coordinator of the Finance Department or Coordinator of the Operations Department shall replace the Director of the Association in his/her absence based on an explicit written authorisation of the Director of the Association.

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Article 17

The requirements for appointing the Director shall include:

1. He/she has to be the citizen of the Republic of Serbia;
2. He/she has to be a person with at least VII-1 level of education;
3. He/she has to be a person with at least 3 (three) years of work experience at function in the church;
4. He/she has to be a person with organisational managerial abilities and a person who has performed managerial tasks for at least 2 years;
5. He/she has to be a person who speaks at least one world language, while it is preferable that he/she speaks one of the languages of national minorities that are in the official use in Serbia;
6. He/she has to be a person who has not been convicted of crimes;
7. He/she has to be a person with Christian affiliation;
8. He/she has to submit the recommendation of one bishop from the Churches that are the Association members.

The election of the Director shall start 6 to 9 months prior to expiry of his/her term of office.

The President of the Assembly shall send a letter to the Bishops/Diocesans of Churches that are the Association members inviting them to submit in writing to the address of the Organization the names of candidates and their CVs within 30 days the latest with the remark "ZA IZBOR DIREKTORA" ("FOR THE ELECTION OF THE DIRECTOR"). Each member may propose one candidate.

The working body for the election shall convene within one month, open the applications that have arrived to the address of the Organization and ask for supplements, if necessary.

Upon the receipt of the report of the working body by the Director or President of the Assembly, the President of the Assembly shall convene the session within 7 days during which the Director of the Association shall be elected for the following 4-year term of office.

A member of the Assembly is not entitled to vote at the session of the Assembly during which the election of the Director is decided upon, if that member has applied for the position of the Director.

The Director has no voting right at sessions during which the election of the Director is decided upon.



The Director shall be elected by majority of votes of the present representatives of the Assembly.

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Voting may be public by show of hands, or secret with voting ballots bearing the seal that are prepared in advance. Voting ballots shall be counted by members of the working body for the election of the Director.

If the candidates for the Director get equal number of votes the voting shall be repeated after a 15 minute break. If in the second voting round the candidates get equal number of votes the election shall be postponed until further notice.

If there is only one candidate and if he/she does not get the majority of votes of the present representatives of the Assembly members the election shall be postponed until further notice.

If there is no candidate for a new Director and the term of office of the current Director has expired, or the term of office is terminated due to any other reason, the Assembly members shall appoint a person as Acting Director.

Upon the termination of the Director's term of office the President of the Assembly shall launch the procedure in accordance with provisions of this Statute within 3 months.

The previous Director may be appointed the Acting Director or he/she shall be elected from among the employees in the Operations Department working as Project Coordinators or in the Finance Department, upon consultation with the previous Director of the Association.

The term of office of the Director of the Association shall terminate:

1. With expiry of his/her term of office;
2. By virtue of resignation;
3. By virtue of dismissing from duty;
4. Upon occurrence of obstacles for exercising of duty of the Director of Association;
5. By death.

Article 18

For the purpose of fulfilment of objectives and tasks referred to in Articles 1 and 2 of this Statute, the Assembly of the Association shall pass the Decision on Organization of the Association, made up of Organizational parts and departments in accordance with the Law, Statute and Rulebook on organization and systematization of jobs whose work is managed by the Director of the Association.



Article 19

The Association may establish branches, namely designate trustees in the territory of the Republic of Serbia. The Assembly of the Association shall pass the decision on the above together with the Director of the Association.

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Article 20

The work of the Association shall be public.

The Association shall provide for regular informing of public on the work and activities of the Association, either directly or via internal publications, or through press releases.

Annual statements and reports on activities of the Association shall be submitted to members at the session of the Association Assembly.

Article 21

For the purpose of accomplishing of its objectives, the Association shall establish contacts and co-operate with other professional, scientific, educational and similar associations, organisations and institutions in the country and abroad.

The Association may become a member of international associations. The decision on such membership shall be made by the Assembly.

Article 22

The Association shall obtain funds from collected membership fees, voluntary contributions, donations and gifts (in cash or in kind), financial subsidies, legacies, interests on investments/shares, rents, dividends and from other legally allowed sources.

Article 23

The Association shall also acquire funds by performing economic activities: 8899 – Other social protection without accommodation not mentioned elsewhere, which shall include:

- Social, counselling, health care services, services to refugees, services of referring to medical examinations and other similar services provided to persons at their homes, or elsewhere by public or private organisations for assistance in cases of accidents and national and local self-assistance services, as well as experts providing counselling services:



Article 25

The Association shall terminate its work based on the decision of the Assembly when the conditions for fulfilment of objectives of the Association cease to be in place, as well as in other cases set forth by the Law.

In case of termination of work, the property of the Association shall be transferred to national non-profit legal entity that is established for the purpose of fulfilment of the same or similar objectives, in compliance with the decision of the Assembly.

Article 26

The Association shall have a round seal with 30 mm of diameter. The seal shall contain the logo of the Association.

The logo of the Association shall be a stylized small letter "e" that represents a giving and receiving hand. The giving hand holds the crucifixion. The external side of the logo contains the text in its upper half reading: "Ekumenska humanitarna organizacija" and in its lower half the text reading: "Ecumenical Humanitarian Organization". The words "Novi Sad" are written in the middle of the seal.

Article 27

The initiatives for passing, changes and amendments to the Statute may be launched by the Director of the Association or the Assembly by the 2/3 (two thirds) majority of the total number of members within 7 days prior to holding of the session of the Assembly the latest.

The proposal for passing, changes and amendments to other general documents of the Association within the responsibility of the Assembly shall be submitted by the Director of the Association or 1/3 of members of the Assembly, at least 7 days prior to holding of the Assembly session.

Article 28

In case that all representatives of members representing one of the members of the Association in the Assembly decide in favour of termination of the work of the Association at the session of the Assembly at which the termination of work of the Association is voted on, their decision has to be confirmed by the Bishop/Diocesan, namely the head of that Church that is a member of the Association.



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Based on the majority of votes of representatives of at least 3 (three) churches that are the members of the Association, the Association shall continue to exist under the name of the Association and in accordance with the Statute of the Association while the church member that voted on termination of the Association as in previous Paragraph, shall be entitled to withdraw from the Association.

Article 29

The provisions of the Law on Associations shall apply directly to all the issues that have not been regulated in this Statute.

Article 30

The validity of the Statute of "Ekumenska humanitarna organizacija" ("Ecumenical Humanitarian Organization") number D111/22 that was adopted on 17 November 2022 shall terminate as of coming into force of this Statute.

This Statute shall come into force upon expiry of the eighth day from the date of posting on the information board of the Association.

Certified with the round seal:
Ecumenical Humanitarian Organization
Novi Sad

**President of the Assembly
of the Ecumenical Humanitarian Organization**
(illegible signature)

End of page 18 of the original document – end of the certified translation

I hereby certify that the above translation is a true and accurate copy of the original document presented to me in the Serbian language.
Novi Sad, 07/05/2024
File no: 253/24



Vesna Stojaković Ščepanović,
Court Interpreter for the English Language