

Pursuant to Article 13 of the Law on Associations („Narodne novine“ no. 74/14) Assembly of Women's association "IZVOR" (Hereinafter: Association) at its session on 29 May 2015 has adopted the following

STATUTE
of the Women's association "IZVOR"

I GENERAL PROVISIONS

Article 1

These statutes regulate the provisions of the name, seat, status, responsibilities, area of activity, representation, visual identity and appearance of the seal, organizational units and organizational forms, objectives, activities, including economic and organizational sustainability for achieving these objectives, methods of ensuring transparency, membership, management and the bodies of the Association, election and recall of the liquidator, dissolution of the Association, the assets, the method of acquisition, management and disposal of the assets in case of dissolution, the settlement of disputes and conflicts of interest within the Association and other issues of importance for the Association.

The association is organized as a non-profit, non-partisan and non-governmental civil society organization founded to act in pursuit of their objectives in accordance with the law and statute.

Article 2

The full name of the organization is: Ženska udruga "IZVOR".

The abbreviated name of the organization is: IZVOR

The Association uses the English name too: Women's association "IZVOR"

The abbreviated name in English is: IZVOR

The seat of the Association is in Tenja.

Decisions regarding the seat and the change of address are made by the Executive Board.

The Association conducts and develops its activity in the territory of the Republic of Croatia, and occasionally beyond.

Article 3

Women's Association "IZVOR" is a non-profit legal entity whose legal status is gained on the day of registration in the Register of Associations of Croatia.

The association is registered with the Register of Associations authorized to provide free legal aid and Humanitarian Organizations Register with the authority to provide humanitarian aid, and thus has the associated status of public legal authority, duties and responsibilities in accordance with law, the Statute and other acts of the Association.

For the fulfillment of its obligations the Association answers with all its assets (limited liability).

Article 4

The Association is represented by the Chairperson and the Coordinator of the Association.

In specific situation the Association may be represented by other persons at their mandated, based on the written power of attorney.

Article 5

The Association has its own logo – a visual identity which is comprised of the word *Izvor*, written in font Neuropol, with prominent letters z and v, written in red color and in such a way that they form two arrows as a symbol of openness and choice.

Article 6

The Association has a seal. The seal of the Association is round in shape, 3.5 cm in diameter. Within the diameter of 0.5 cm from the edge of the seal stands a circle in which full name of the Association is inscribed, and in the central part of the seal is a graphic sign of planet Earth with parallels and meridians under which there is a papyrus strip, 0.25 cm in diameter, bent at the ends, with the organization's name written on it. The graphic sign can be colored, spectrum blue, yellow and green.

The seal is kept and authorized to use by the Chairperson and the Coordinator, and other members of the Association if given the authorization.

Article 7

In order to improve the activities and achieve its goals defined by the Statute the Association may establish its organizational units and organizational forms.

Decisions regarding the organizational forms are made by the Assembly of the Association.

The Association may join and become a member in the association of organizations, federations and networks in the country and beyond.

Decisions regarding joining, entering or leaving associations are made by the Assembly of the Association.

II OBJECTIVES AND ACTIVITIES

Article 8

The association was founded with the purpose to act on the protection, promotion and advancement of human rights and freedoms, gender equality, democratization of society, the development of human relationships and community focused on positive social change.

The association endeavors to achieve an open society of full, free and active individuals determined to advocate for the dignity of every human being, progress and the preservation of natural resources.

The Association in accordance with the set targets works in the field of exercise and protection of human rights and gender equality, democratic development, education, social affairs, international cooperation, culture, social entrepreneurship and sustainable development, nature conservation and environmental protection.

Article 9

Activities for achieving the objectives of the Association:

Promotion and protection of human rights and gender equality

- free legal aid
- legal and psychosocial support to persons subjected to domestic violence, mobbing and discrimination
- protection of women's rights
- protection of the rights of children
- protection of the rights of elderly and disabled people and other vulnerable groups
- legal and psychosocial assistance and support to the stateless persons, asylum seekers and / or foreigners
- protection of the right to equal treatment for the victims of discrimination
- providing protection against discrimination through special lawsuits
- representation of citizens whose fundamental rights have been violated in the national and international / European public authorities and courts
- organization and conduct of arbitration proceedings and procedures of conciliation

- organizing and implementing programs for acquiring work experience and vocational training for young people
- development and promotion of education
- education for gender equality and human rights
- education on the rights of children
- education on protection from violence against and among children
- education for democratic values, health and civic education
- organization of expert meetings for holders of educational activities in the field of human rights and gender equality
- other programs of education and training for adults
- monitoring the application, research and analysis of applicable regulations, which affect or may affect the realization of fundamental human rights and freedoms of citizens
- public informing and media
- launching initiatives and participating in the processes of public policy, strategy and legislative solutions which the Association judges that are of public interest, especially when they are within the objectives and activities of the Association
- advocacy, organizing and conducting public campaigns, discussions and other forms of public involvement on issues of public interest, especially in the field of human rights and freedoms, rule of law, social justice, equal opportunities for all, protection of nature and common natural resources

Support for the development of civil society and community

- development of civil society
- development of the local community
- social activity
- poverty reduction
- health improvement
- organization of social services, assistance and support
- organization of volunteer programs
- advocacy and support for education, training and economic empowerment of women
- support for (self)employment and social inclusion of vulnerable social groups
- home assistance and other services in order to increase the level of quality of life of elderly and disabled persons, and other social groups that are exposed to social exclusion and poverty
- free time activities, day care center in the community
- support for the elderly, the disabled, women victims of (domestic) violence, children and youth without parental care, people with mental health problems / mental disabilities and other socially excluded people in the community
- strengthening of understanding, tolerance, unity among people and social cohesion
- encourage civic engagement and inclusive volunteering
- combat corruption and other negative phenomena in society
- environmental protection
- advocacy of sustainable development, protection and development of rural and urban areas
- the development of innovation, social and green business in the community
- production of useful and decorative items

Organizational development

- education for democratic citizenship, the promotion of dialogue and the development of an open society
- promoting good governance and application of a quality assurance system
- sustainable development and strengthening the capacity of the Association

- local, regional, national and international cooperation for the purpose of development
- advocacy of social verification of the status of civil society organizations that operate in the public interest for the benefit of all citizens
- organization of volunteer programs, development of citizen participation and social verification of volunteer work
- organization and preparation of interdisciplinary cultural and artistic events (music, drama, etc.) and other activities in the field of culture and art
- ensuring the availability and the visibility of the activities and objectives of the Association by releasing educational and informational publications (books, brochures, films, etc.)
- humanitarian aid
- collecting items and financial resources for humanitarian purposes
- the development of non-institutional forms of (social) services
- development of social entrepreneurship

The economic activities which associations perform, in accordance with special regulations governing the conditions for carrying out this type of activity

- free legal aid to indigent citizens
- psychosocial support
- non-institutional programs of education on human rights, gender equality, protection of children's rights, (electronic) peer violence
- social services of home assistance for elderly and disabled
- development of social entrepreneurship and green business in the community, collecting and re-use of different materials (textiles, wood), production of new items designed to promote the objectives and activities as well as the sale of its own products with the possibility of the establishment of social cooperatives or related business entity, in accordance with the objectives and activities of the Association
- organization and preparation of economic, cultural and performing events (music, drama, etc.) in accordance with the objectives and activities of the Association

Article 10

Association activities are carried out by its employees, external experts and volunteers through the following organizational units: The programs and projects and the Office of Organizational Development.

The work of the organizational units is managed by Coordinator of Association.

The organization of work of organizational units shall be governed by the internal laws of the Association in accordance with the law and statute.

Article 11

The work of the Association is public.

In order to ensure the environment of openness the members of the Association are timely and truthfully informed on all decisions and other important issues of the Association's activities. All members of the Association have the right and obligation to participate in its work in accordance with the provisions of the statute and the law, and have the right of insight into the work of bodies and decisions that are made.

The work of the bodies of Association is public.

However, the public may be excluded from meetings for the protection of personal data, protection of personal or business secrets and ensuring the uninterrupted work of the Association, which is decided in each case by a body in session.

Transparency is achieved by making relevant information available and issuing reports on the work of the Association on the official website and in any other appropriate manner.

Transparency of the work is achieved by promoting the principles, objectives and activities of the Association through brochures, editions, reports, mass media, e-mail, official website of the Association or in any other appropriate manner.

III MEMBERSHIP

Article 12

Any person or legal entity who wishes to become a member of the Association and accepts the aims for which the Association was established and provisions of the statute can become a member of the Association, in accordance with the law and statute. Legal entity who has developed a system of socially responsible action achieves its membership in the Association via an authorized representative, and within the framework of the given authority (power of attorney).

A person or legal entity that has shown particular interest in the membership in the Association is to submit a written request for accession to membership and the letter of motivation.

The Executive Board makes the final decision regarding the request for membership and notifies the person concerned of its decision, and when the request has been approved the person concerned is called to sign the Application form. By filling in the compulsory data and signing the Application Form the person becomes a full member, and is committed to active participation, respect for the provisions of the Statute, other acts and decisions of the Association and the Law.

Against the decision of the governing body the unsatisfied party may file a written complaint with the Supervisory Board within 15 days of the decision. The Supervisory Board shall make a decision on the complaint within 30 days and submit it for ratification to the Chairperson of the Association. Decision becomes final on the day of ratification. In the event that the decision is not confirmed the process returns to the Executive Board for repeated adjudication.

Membership can be regular and honorary.

Regular membership consists of persons whose request for accession to membership of the Association has been accepted by the competent authority, and who signed the application form, actively contribute to the work of the Association and are members of the Assembly with voting rights.

Honorary membership consists of persons who people also support the core values and activities of the Association but do not participate actively in its work. Support can be given through donations, by participating in professional teams and planning processes, advocating for positive legal regulations, giving expert opinions and recommendations, voluntary work and on other acceptable manner.

The Association may give out identity cars as a sign of membership.

The rights and obligations of membership can be further regulated by a separate code of conduct approved by the Assembly.

Article 13

The association keeps a list of its members.

The Executive Board is in charge of keeping the list of the members, or they can delegate this duty to a singular member.

Membership list is kept in electronic form, or any other appropriate way, and must contain the following information: full name of the member, their personal identification number, date of birth, date of joining the Association, membership category, and the date of termination of membership in the Association.

Membership list is always available for review to all members and to the competent authorities at their request.

The rights, obligations and responsibilities of members are:

- to be informed on the activities of the Association
- to participate in the work and decision making of the Association
- to contribute to the affirmation of the Association
- to act in accordance with the Statute, other acts of the Association and the law
- to uphold and enforce the decisions of the Association

Violation of the obligations of membership are:

- violation of the provisions of the Statute, other acts of the Association and the Law
- harming and damaging the reputation of the Association
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Article 14

Membership in the Association shall be terminated by:

- voluntary resignation
- exclusion for the violation of membership obligations
- deleting from the records of the regular membership without a special decision if they do not participate in the work of the Association in a period of longer than one year, without reasonable excuse
- deleting from the records of the honorary membership without a special decision for causing damage to the reputation of the Association
- termination of the collective member - legal entity whom it represents
- the decision of the Assembly on the dissolution of the Association

A regular member may withdraw from the Association by submitting a written statement of withdrawal to the Executive Board, with explanation of their reasons.

At their own request, due to temporary inability to participate in the work of the Association, a regular member may change their status to an honorary member.

Article 15

The decision to exclude a member from the Association, with explanation, is made by the Executive Board at the motion of at least one quarter of regular members, the Chairperson or at its own discretion.

The expelled member has a right to appeal to the Supervisory Board within 15 days from the date of delivery of the decision. The Supervisory Board must resolve the complaint within 30 days of its receipt.

The final decision on the exclusion of full membership is made by the Assembly.

IV SETTLEMENT OF DISPUTES AND CONFLICTS OF INTEREST

Article 16

The dispute or conflict of interest in the association exists when a member believes that their rights were violated by certain statutes, in the case of a dispute or conflict of interest between members of the Association which affects its work, and when a member believes that the Association has violated the statute and other issues.

The Arbitral Tribunal will be assembled in order to resolve any disputes and conflicts of interest, composed of at least three members appointed by the governing body from members of the Association, its associates, partners and volunteers.

V THE BODIES OF THE ASSOCIATION

Article 17

The organization's official and managing bodies are:

- The Assembly
- The Chairperson
- The Coordinator
- The Executive Board
- The Supervisory Board
- The Arbitral Tribunal

The Assembly

Article 18

The Assembly is the highest managing body of the Association. The Assembly consists of all regular members of the Association, as well as representatives of legal entities authorized by the power of attorney.

Adults with guardianship and minors above the age of 14, who are regular members, can participate at decision-making of the Assembly with the written consent of the legal representative or guardian.

Article 19

Assembly can hold regular, electoral and emergency sessions. The Assembly will meet regularly once a year, and electoral sessions shall be every other year. The Assembly is convened by the Chairperson, and in their absence The Coordinator.

If need be, the session of the Assembly can be convened at the proposal of the Supervisory Board, the Executive Board or 1/3 of membership of the Association, within 30 days of receiving the request of the petitioner.

In the case the mandate of the bodies authorizes to convene the Assembly has expired, the Assembly may be convened by the same bodies of the Association from the previous term.

Article 20

For the session of the Assembly to be valid there must be a majority of regular members present. Decisions are made by the majority of votes of the present members. The Assembly has the power to decide the method of voting at the current session if need be. Assembly is chaired by a working body, or if necessary the Chairperson or the chairperson of the Executive Board.

Article 21

The Assembly is competent to

- adopt the Statute of the Association and its amendments, and other acts and decisions important for the work of the Association
- elect and dismiss the Chairperson
- elect and dismiss the members of the Executive and Supervisory Board
- decide on joining unions, networks and other forms of cooperation
- decide on status changes, dissolving the Association and distribution of remaining assets
- make a decision about changing the objectives and activities
- consider, determine and adopt regulations on the work of the Association
- establish the policies and adopt long-term strategic plans of the Association
- adopt a work plan and a financial plan for the following year
- adopt the annual report on the activities and financial operations
- consider and adopt the narrative and financial plan of the Association
- decide on the rights, obligations and responsibilities of members of the Association
- make the final decision on the complaint against the decisions of the Association
- decide on other issues important for the operation of the Association
- decide on other issues provided for by Law

The Chairperson

Article 22

Executive functions and other duties specified by the statute are carried out by the Chairperson.

The Chairperson is elected by the Assembly for a term of two years, which is limited to two consecutive terms.

The Chairperson:

- represents the Association
- is responsible for the legality of the Association
- enters into contracts and takes other legal actions on behalf of the Association

- manages the work of the Association, and in particular the area of organizational development of the Association in accordance with the decisions of the Assembly and the Strategic Plan
- is responsible for submitting proposals to the Assembly on the annual financial statements and reports on the work of the Association
- by election and function is a member of the governing bodies
- has the authority to convene the Assembly
- is authorized to manage the activities of the Association
- initiates debate on issues relevant to the management of the Association
- proposes the Statute
- adopts and confirms the recommendations and conclusions of the Commission and other bodies in matters of election of employees, trainees, clients and the like in the field of labor relations, employment, service delivery
- deliberates and decides on individual complaints of members
- signs the development, implementation and financial documents of the Association
- confirms the election and recall of the liquidator of the Association
- confirms the election and recall of members of the conciliation committee
- confirms decisions on membership
- performs other duties in accordance with the law, Statutes and laws of the Association

Article 23

The Chairperson reports to the Assembly.

The Chairperson and the Association coordinator submit the annual report on the work of the Association to the Assembly.

Article 24

The Chairperson may be dismissed from office before the expiration of their term:

- at their own request
- if they do not act in accordance with the instructions and guidelines of the Assembly
- if they act contrary to the Law or Statute
- if they harm the reputation of the Association through their actions and declarations

The request for dismissal of the Chairperson can be submitted by the Executive Board, the Supervisory Board or 1/3 of the members.

The decision on the dismissal of the Chairperson is made by the Assembly with the majority of votes.

In the event that the Assembly does not accept the request for dismissal proposed by any body of the Association, it shall be dissolved and elections shall be held for a new body composition.

The Coordinator of the Association

Article 25

Professional executive duties specified by the statute, in the field of program development, are performed by the Coordinator of Association.

The coordinator of the Association of a person of the trust with special authority and responsibility, who is appointed by the Executive Board for a term of two years in order to professionally conduct the Association's activities in accordance with labor regulations

The Coordinator:

- represents the Association and has all legal powers and duties of the authorized representative of the Association
- is responsible for the legality of the Association
- manages the work of the organizational units of the Association
- enters into contracts and undertakes other legal actions on behalf of the Association
- manages the program development of the Association in accordance with the decisions of the Executive Board, the Assembly's guidelines and the strategic plan of the Association

- submits the annual report on the work of the Association to the Assembly together with the Chairperson
- is authorized to convene the Assembly in case the Chairperson is unable to do so at the time
- election and function is a member of the governing bodies
- submits the implementation plan and reports on the work and financial operations of organizational units to the Executive Board
- manages and coordinates the work of the expert team, external experts, volunteers
- initiates debate on issues relevant to the management of the Association
- prepares the proposed statute, the draft of the strategic and operational plan and other acts of the Association
- co-decides on individual rights of employment at the proposal of the Selection Committee in the field of labor relations, employment, service delivery, volunteering
- deliberates and decides on individual complaints of workers, volunteers and service users
- signs the development, implementation and financial documents of the Association
- replaces the Chairperson in the event of their inability or absence
- performs other duties in accordance with the law, Statutes and laws of the Association

Article 26

The Coordinator reports to the Executive Board and the Assembly

The Coordinator may be dismissed from office:

- at their own request
- if they do not act in accordance with the instructions and guidelines of the Executive Board and the Assembly
- if they act contrary to the Law or Statute
- if they harm the reputation of the Association through their actions and declarations

The decision on the dismissal of the Coordinator is made by the Executive Board.

The final decision on the dismissal of the Coordinator is made by the Assembly with the majority of votes.

The Executive Board

Article 27

The Executive Board is the highest governing body between the sessions of the Assembly.

The Executive Board is constituted of five members: The Chairperson, The Coordinator, and three members elected by the Assembly.

A highly motivated person who has contributed to the work of the organization can be nominated and elected as a member of the Executive Board even if they are not a regular member of the Association, with their written consent.

Nominee outside the regular membership can be nominated by: 1/4 of the regular membership, a group of at least 15 volunteers or the Association's beneficiaries.

The members of the Executive Board are elected for a period of two years. In the case of early termination of the mandate between Assemblies, the next person on the election list based on the number of votes will take their place.

The Board may adopt rules on the method of their work, which shall be discussed and approved by the Assembly.

Article 28

The Executive Board

- proposes work program and prepares all materials for the Assembly to discuss
- considers and adopts the proposed statute, other general acts and decisions of the Association within the competence of the Assembly and submits them to the Assembly for approval and adoption

- examines and approves the annual narrative and financial reports and strategic plans which are then submitted to the Assembly for adoption
- makes decisions on the execution of plans and guidelines of the Assembly
- leads business policy in accordance with the plans and guidelines of the Assembly
- considers and adopts general acts and decisions related to the management and operation of the organizational units of the Association
- provides guidance and monitors the work of organizational units, implementation teams and volunteers
- provides a binding opinion to the Chairperson in the selection of persons to perform duties of the Coordinator
- elects and recalls the liquidator of the Association
- establishes and implements the procedure for the election of members of the Arbitration Council
- considers and adopts proposals for programs and projects, as well as operational plans
- monitors the implementation of programs / projects and finance management at its meetings through regular reports
- considers and decides on the rights, obligations and responsibilities of members and volunteers of the Association
- makes the final decision on the proposals and complaints of members, volunteers and beneficiaries
- considers and decides on applications for accession to membership of the Association
- decides on the change of the seat of the Association
- decides on the distribution of the collected funds in accordance with the adopted financial plan
- examines all complaints and decides in the first instance
- launches debates on issues relevant to the management of the Association
- performs other duties specified by law and statute

Article 29

The Executive Board shall decide validly if the meeting is attended by the majority of members, and decisions are taken by majority vote.

The sessions are held as needed, generally once a month. The work of the Executive Board is chaired by one of the members elected as a chairperson

The Executive Board may establish permanent or ad hoc expert working bodies and commissions.

The work of the Executive Board and professional bodies and commissions can be regulated by separate acts or decisions.

The Supervisory Board

Article 30

The Supervisory Board is a body of internal control of the legality of work and financial operations of the Association between the sessions of the Assembly.

The Supervisory Board consists of three members elected and / or appointed by the Assembly.

An especially motivated and creditable person who is not a regular member can be suggested and appointed as a member of the Supervisory Board with the prior written consent of the candidate.

Proposal for appointment of a member of the Supervisory Board outside of regular members of the Executive Board may be submitted by: 1/4 of all members of the Association, a group of 15 volunteers/beneficiaries.

The term of office for the members of Supervisory Board members is two years. In the event of termination of office between the two elections the vacant position is filled by a member based on the number of votes on the election list.

The Supervisory Board considers the complaints and decide in the second instance in the cases provided for by statute. It may launch discussions on issues relevant to the management of the Association.

All bodies and officials of the Association are obliged to provide the Supervisory Board with access to all records and documents relating to the operations and activities of the Association.
It may adopt rules on their own work, whose proposal is considered and adopted by the Assembly.

Organizational units and organizational forms

Article 31

The association has organizational units and basic organizational forms of activity governed by the general act. Program, project and other organizational tasks are executed by Association's employees, external experts and volunteers.

The work of the organizational units is managed by the Coordinator. Organizational units and organizational forms are regulated by special regulations and decisions in accordance with law and statute.

VI PROPERTY, ACQUISITION AND DISPOSAL

Article 32

The Association's assets consists of:

- funds that the Association gained through membership fees, voluntary contributions and gifts, funds that the Associations obtained by performing activities for the realization of the objectives, performing economic activities, financing of programs and projects of the Associations from the state budget and the budget of the units of local and regional governments, as well as Funds and / or foreign sources, and other monetary assets acquired in accordance with the law.
- its immovable and movable assets
- other property rights and obligations

The Association may dispose of its assets only for the purpose of achieving its objectives and performing the activities as stated by statute, in accordance with the law.

If the Association realizes a surplus of income over expenditure by performing economic activities, it must be used exclusively for the realization of statutory goals in accordance with the Statute.

Article 33

The Association acquires funds for the performance of its activities by application to the Calls for its programs and projects, performing services for a fee, donations, sponsorships, membership fees, as well as other means in accordance with the law.

If the Association realizes a surplus of income over expenditure by performing economic activities, it must be used exclusively for the implementation and improvement of the activities for achieving program goals in accordance with the Statute.

VII ELECTION AND RECALL OF THE LIQUIDATOR

Article 34

Liquidator is elected and recalled by the Executive Board of the Association by a majority vote with an explanation.

The liquidator represents the Association in the process of liquidation and by opening the liquidation procedure is listed in the register of associations as a person authorized to represent the Association to the completion of liquidation proceedings and the deletion of the Association from the Register.

The liquidator is obliged to fulfill all legal obligations and to respect the deadlines set by law in the event of termination of the Association

VIII TERMINATION OF THE ASSOCIATION

Article 35

The Association shall be terminated in the cases provided by law.

In the event of the termination of the Association and after settling any debts to creditors and the costs of the proceedings any remaining assets shall be handed to the organizations involved in related activities, based on the decision of the Assembly.

In the event of dissolution of the Assembly that same Assembly decides on dissolution of the Association by a majority vote of the members present.

IX TRANSITIONAL AND FINAL PROVISIONS

Article 36

On the day of the adoption of this Statute of the provisions of the Statute from 3 May 2011 are null and void.

Article 37

Statute of the Association and its amendments are adopted by the Assembly by a majority vote of all members following a discussion. The interpretation of the provisions of this Statute is performed by the Executive Board.

Article 38

The Statute becomes valid on the day of its adoption and it shall be implemented from the date of certification by the competent government authority.

In Tenja, 29th May 2015

The Chairperson of the Association
Margita Stracenski