

In accordance with Article 10, 18 and 104 of the Law on associations and foundations (Official Gazette of RM issue num. 52 on 16 April 2010) and under articles 27, 55, 56 and 57 of the Statute of the Non-Governmental Organization KHAM Delchevo, the Assembly of the Non-Governmental Organization KHAM Delchevo at the session held on 05.04.2021, adopted a Decision (no. 0101/03 dated 05.04.2021), on amendments to the Statute of the organization

<p style="text-align: center;">STATUTE (purified text) of the Association NGO "KHAM" from Delchevo</p>
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GENERAL PROVISIONS

Article 1

The association of citizens NGO "KHAM" from Delchevo is a non-governmental, non-partisan and non-profit organization, formed by free association of citizens, for realization, protection and coordination of their interests and beliefs, as well as to perform activities for raising educational level and improving the socioeconomic condition of the marginalized groups, promotion and development of the civil society and democracy.

Article 2

The citizens join the Association "KHAM" from Delchevo for ensuring wider social interest meeting the needs of professional and other assistance aimed at development of democracy and civil society, primarily in the eastern region and the wider R. Macedonia. NGO "KHAM" from Delchevo continues the approach for realization of the vision, mission and the strategic goals and objective of the Humanitarian and charitable association of Roma "KHAM" and represents its continuation.

Article 3

NGO "KHAM" from Delchevo, as citizens association, will accomplish its goals, objectives and activities in accordance with the regulations established by the Constitution of the Republic of Macedonia, with this Statute as other legal norms that govern this type of material.

Article 4

The name of the citizens association is non-governmental organization "KHAM" from Delchevo (In the further text NGO "KHAM"-Delchevo).

The English name of the association is: non-governmental organization "KHAM"-Delchevo.

Article 5

The head office of the NGO "KHAM"-Delchevo is in Delchevo.

NGO "KHAM"-Delchevo is organized and acts on the area of the municipality Delchevo and wider on the territory of R. Macedonia with particular emphasis on the East region in the state.

Article 6

Founders of NGO "KHAM" from Delchevo are:

1. Esma Mustafafova

2. Zera Abdulova
3. Demir Jasharov
4. Zekir Abdulov
5. Shazija Memedova

Article 7

NGO "KHAM" from Delchevo is a legal entity.

NGO "KHAM" from Delchevo has its own seal and stamp.

The seal is round and contains the name of the association: Невладина организација „KHAM“-Делчево, the English name of the organization: Non-governmental organization "KHAM"-Delchevo.

The stamp of the NGO "KHAM" from Delchevo is rectangular with the following: non-governmental organization "KHAM" from Delchevo, number, date and place.

GOALS AND OBJECTIVES OF THE ASSOCIATION AND METHODS OF THEIR ACCOMPLISHMENT

General politics and strategy

Article 8

The citizens are associated in the NGO "KHAM" from Delchevo for ensuring wider common interest where the vision, mission, and the general and specific aims and objectives are established in particular documents for general politics and strategy of the organization.

Vision

Article 9

The citizens of the Republic of Macedonia are equal, dignified employees, with entitled right to health and complete inclusion in the educational process and other spheres of the social life.

Mission

Article 10

NGO "KHAM" is a civil organization that through information, education, influence policies and providing services helps Roma and marginalized groups to engage to achieve their health rights, to provide better educational level and a better economic position.

Long-term goals

Article 11

1. Institutional strengthening of the organization and building of a stronger civil society for advancing the efforts for inclusion of Roma and other marginalized groups for building an inclusive democratic society

2. Providing free primary legal aid to marginalized groups and communities in the areas in which the organization operates, as a contribution during the processes of European integration

3. Overcoming the negative narratives towards Roma as workers and improving their competitiveness in the labor market

4. Gender equality with focus on equal participation of women in public and political life

5. Increasing the regularity and improving the success of Roma students in the educational process
6. Consistent application of health rights and application of preventive health programs in the Roma community
7. Raising public awareness for the need to care for a healthy environment through information, education and advocacy

Short-term goals

Article 12

- Promoting human rights and protection against discrimination on ethnic grounds and racial profiling through an increased level of awareness of the Roma community and marginalized groups about basic human rights
- Involve and inform Roma and marginalized groups with an emphasis on youth in policy making process at local and national level
- Implementation of preventive health programs for overcoming the barriers for achieving their health rights and changing the negative narratives on Roma population
- Increasing the employability and employment of Roma and improving their competitiveness in the labor market by overcoming negative narratives and promoting positive role models of Roma workers
- Increased coverage of Roma children in preschool education and increase the regularity and improvement of the results of Roma students in primary and secondary education by raising the awareness of parents about the importance of education of their children
- Exercising the right to housing of marginalized groups with an emphasis on Roma.
- Affirmation of Roma history and culture.
- Elementary care and social inclusion of adults and elderly people

Target groups

Article 13

- The citizens of the municipalities in Eastern Macedonia
Local authorities and institutions (ISWC, ESA, HIF, Department of Urban Planning, Ministry of Transport and Communications, Bureau for Development of Education)
- Local, regional, national and international NGOs
- Ombudsman
- Marginalized groups
- Roma mediators
- Political parties (with emphasis on the Roma political parties)
- Young people from East Bregalnica region
- Unit for cooperation and implementation of the Strategy and LAP for Roma
- Small and medium enterprises in the region

MEMBERSHIP IN THE ORGANIZATION

Article 14

A member of "KHAM"-Delchevo can be every citizen – with citizenship of Republic of Macedonia and individuals with foreign citizenship, authorized representative of the Association of citizens, foundations and other legal entities with the role of collective member that will join the Association with a written statement. The Association Membership is carried out with a registration form, that is, with issuing a membership card which is required to be returned upon exclusion or membership termination

NGO "KHAM"-Delchevo keeps a membership register for its members and it is updated annually.

The other issues for membership of the individual and collective members, and the membership fees are governed by the Rule of procedure of NGO "KHAM"-Delchevo.

Members of the association's assembly can hold a membership in the managing organs (Management Board) or the supervisory organs (Supervisory Commission) if they put on hold their membership in the assembly until the mandate of membership in the stated organs and bodies.

Article 15

Rights and obligations of each member of the Association are:

- To propose adoption of decisions and to participate equally in decision making;
- To elect and be elected in the bodies of NGO "KHAM"-Delchevo;
- To pay the membership fee on regular basis;
- To attend the meetings
- To participate directly in the implementation of the program and the activities of the Association
- To contribute to the development and the popularity of the Association.

Article 16

MEMBERSHIP EXCLUSION AND TERMINATION CODE

Membership from the association will be excluded in the following instances:

- When the member of NGO "KHAM"-Delchevo acts against the legal regulations and the regulations of this Statute including the other acts that are important for the organization (Rule of procedure, rulebook for work, codex...);
- When the member of NGO "KHAM"-Delchevo does not share the mission of NGO "KHAM"-Delchevo and acts in opposition of the same;
- When a mutual agreement has been reached that the membership in NGO "KHAM"-Delchevo is not expedient.

Any member may voluntarily withdraw from the association.

Exclusion of membership is made by decision of the Assembly.

Membership termination will occur in the following instances:

- upon free will of the member and
- in case of death

The membership termination is to be confirmed under decision of the Assembly.

Article 17

The Association Non-Governmental Organization KHAM Delchevo is represented by the President of the Assembly of the Association before the legal transactions and third parties.

During the absence or impediment of the President, this task is held by the Executive Director or a third person appointed by the President of the Association.

The Executive Director of the NGO KHAM Delchevo represents the Association before the legal dealing and third parties, especially the part of the program work.

IMPLEMENTATION OF WORK TRANSPARENCY

Article 18

The work of NGO “KHAM”-Delchevo is open to the public.

The work transparency is provided by regular issuing of information to the members, other associations/NGOs and the wider population considering the work and the activities of the association, with and access to the implementation of the program tasks, with submission of report of the organs and the bodies of the association, material-financial work and other.

Information is delivered to the wider population by direct communication with the press, radio, television, computer technologies as well as newsletters and other publications of NGO “KHAM”-Delchevo.

FINANCING OF NGO “KHAM”-DELCEHVO

Article 19

NGO “KHAM” from Delchevo provides the financial means by the membership fee, donations, grants, the budget of the R.M., founder's investments, charity contributions and gifts (money, goods, property rights), economic activities and works that acquire profit, rents and leases, and income from investments, dividends, interest, loans, and other income in accordance with the law and statute.

Article 20

Use and disposition of assets of the Association obtained on the basis of the preceding Article are determined by this Statute and the other legal regulations.

Article 21

The use and disposition of the assets is decided by the organs of the Association in accordance with the responsibilities established by this Statute, undertaking measures for economic sustainable use of funds and for prevention and dismissal of irregularities.

Article 22

NGO “KHAM” from Delchevo adopts annual financial plan of the revenue and the expenditure of the Association.

The financial plan includes the income obtained under Article 18 of the Statute, as well as expenditures for the social activities, salaries of the employees, collective expenditure of the employees, material costs for work of the Association and other expenses connected with the work.

MANAGEMENT OF NGO “KHAM” from Delchevo

Article 23

NGO “KHAM” from Delchevo is managed by organized membership of the Association directly or through their representatives in the organs.

ORGANS OF NGO “KHAM”-Delchevo

1. Organs for decision making
 - Assembly
2. Organs for general management and supervision
 - Management Board
 - Supervisory Commission
3. Executive organ
 - Executive office

- **ASSEMBLY**

- **Article 25**

The Assembly of the NGO KHAM Delchevo is the highest body and consists 31 members of the Association. A member of the Assembly can be a member of the association who meets the following conditions:

- to attend the meetings;
- to take concrete part in the implementation of the program and the activities of

The Association.

- to pay membership fees regularly
- to contribute to the development and popularity of the Association.
- to elect and be elected in the bodies of the Non-Governmental Organization KHAM Delchevo The Assembly works in sessions and meets as needed, at least once per year.

The Assembly elects a President from among its members, by a majority votes from the present members of the Assembly, for a term of 4 years, with the right to re-election.

The President organizes and coordinates the work of the Assembly and takes care of consistent implementation of its decisions.

Article 26

The meeting sessions of the Assembly shall be convened by the chairperson who will chair the work of the association's Assembly. In case of absence, a substitute shall be elected on behalf of the attendants at the meeting session of the Assembly.

Extraordinary sessions of the Assembly shall be convened upon proposal of 1/3 of the total members of the Assembly within 30 days from the date of submitted request for meeting.

Special session of the Assembly can be convened upon initiative of the Executive Manager of NGO KHAM Delchevo in cases essential for statute modifications, alteration of the representative bodies of the association in front of the donors or the Bank and other cases fundamental for ultimate functioning of the Executive Office of NGO KHAM Delchevo.

The request for special meeting session of the Assembly shall be submitted at the Managing Body of the Association. The methods of convening the sessions and work of the association's Assembly shall be determined by the Rules of procedure of the Assembly.

Article 27

The Assembly adopts valid decision if more than half members out of the total membership are present at the meeting session.

The Assembly shall accordingly reach the decisions with majority of votes of the present members.

Article 28

The Assembly is responsible for the following:

- Issues the Statute, program and other acts of NGO "KHAM" from Delchevo and adopts changes and additions of the same;
- Elects the organs and the bodies;
- Elects and dismisses members of the Management Board;
- Adopts program orientation for the work of the Association in period of 4 years as operational in the mid-term plan and the annual program;
- Analyses and adopts the work report of the Management Board between two meeting session;
- Analyses and adopts the report for material-financial status of the Association between two meeting sessions;
- Decides for termination of the work of the Association with two-thirds majority votes of members out of the total membership of the Association.

MANAGEMENT BOARD

Article 29

The Management Board (further in the text MB) of the NGO "KHAM" from Delchevo consists of 5 to 7 members. Members of the MB shall be people with credibility and authority in the NGO sector and the society, selected from the areas as a reflection on the program interests of the NGO "KHAM" from Delchevo, i.e., leaders in the civil society, from the area of development, industry and science.

Article 30

Members of the Board are elected by the Assembly session which is attended by more than ½ of the total number of members of the Assembly and one vote more than ½ of the members present at the session. The elections for members of the MB are opened by the president of the Management Board, two months before the termination of mandate of the current MB. In case the election fails to choose members of the exact number of MB members, the election procedure shall be repeated for the not occupied positions in the MB within one month.

Article 31

The mandate of the MB member is four (4) years and the same will remain a member until a new member has been appointed for the MB, that is, until resignation, death or dismissal of duties. In order to preserve the organizational history, in the beginning, half of the MB members will remain on duty for two additional two (2) years.

Article 32

The MB chooses vice president with a mandate of 4 years. The MB may establish commissions in case they decide it is necessary to assist the MB in implementation of the responsibilities. The Commissions of the MB do not have authority or power to act on behalf of the MB. The conclusions or recommendations will be presented to the MB for further analysis.

Article 33

The President of the Management Board is elected by the Assembly of the Non-Governmental Organization KHAM Delchevo.. The term of office of the Chairman of the Management Board is four (4) years with the right to be re-elected for another mandate.

Article 34

The tasks of the Chairman of the Management Board are to:

- chairs all meetings of the Management Board;
- convenes urgent and extraordinary meetings of the Management Board on the basis of the Rules of Procedure and upon the proposal of the Supervisory Commission;
- consults with the Executive Director about the program of the meetings of the Management Board;
- appoints all committees, unless otherwise stated by the MB;
- has the right, like other members, to offer solutions, talk about questions and votes on them;
- Signs, agreement with the Executive Director and other official documents for which signature required;
- communicates with the individual members of the Management Board about their responsibilities;
- participates in the process of orientation of the new members of the Management Board;
- ensures that the work of the Management Board is in accordance with the rules for education of the Management Board, self-assessment and evaluation of the Executive Director.

Article 35

The duties of the MB vice president are to:

- Preside the MB meeting sessions during absence of the president;
- Call extraordinary meetings of the MB during absence of the president;
- Call extraordinary meetings of the MB upon request of two or more members;
- Approve reports and documents requiring signature of the president;
- Sign official document during absence of the president.

Article 36

The MA is responsible for the following:

- elects an Executive Director who is responsible for the work of the Executive Office.
- ensures the implementation of the statutory and program tasks of the Association as well as the decisions and conclusions of the Assembly:
- adopts a medium-term plan, annual program and work plan, at the proposal of the executive office;
- adopts a financial plan and adopts the final account of the Association;
- in accordance with the cooperation with the Executive Office, prepares programs and projects within the Annual Program and Strategy of the association.
- manages financial resources, mobilizes new funds, negotiates and concludes agreements with donors and other financiers
- proposes amendments to the Statute;
- approves agreements and concludes contracts;
- convenes sessions of the Assembly;
- makes decisions for awards, commendations and recognitions;
- makes decisions for procurement and disposal of fixed assets;
- Gives consent to the Rulebook for the organization of the works and work tasks of the executive office of the Association
- assigns tasks for the executive office of the Association
- makes decisions on complaints and appeals;
- establishes trade companies and other legal entities;
- appoints, evaluates and supports the Executive Director;
- undertakes activities for finding financial means in order to fulfill the mission;
- represents and promotes the organization to the general public;
- decides on the formation of branches of the Association;
- makes decisions for the establishment of other bodies within the Association
- performs other activities arising from the needs of the Statute of the Association and the Law;

Article 37

The Management Board shall be responsible to the Council and the Assembly of the Association.

The Management Board has meetings at least four times a year.

The meeting session is convened by the President of the MB.

The meeting session is managed and chaired by the president and the vice president in their absence.

The Executive Director participates in the work of the MB with the no right to vote.

The methods of convening the meeting and the work of the management board are governed under the working Rule of procedure.

Article 38

The members of the MB can be released from their responsibilities upon their request before termination of their mandate with voting approval at a meeting session of the same.

MB member can be dismissed before termination of their mandate with voting approval only in cases when:

- The member is not active and does not complete the obligations in period longer than 9 months
- Does not respect the rules regulating conflict of interest that are defined in the working Rulebook for work of the MB.

In case of death, resignation or dismissal of MB member, the MB has a right to invite a new member to serve in the remaining period.

Article 39

The MB adopts decisions with majority of votes of the attending members of the MB.

Quorum of the MB consists of three out of five members, that is, five of the seven members.

The MB will approve special rule for the action and the process of decision making.

SUPERVISORY COMMITTEE

Article 40

The supervisory committee (in the further text SC) is a surveillance organ formed upon suggestion of the MB for monitoring the work of the Assembly, the Council and the Executive office.

Article 41

The Supervisory Committee includes 3 independent members that hold detailed knowledge in the work of the non-governmental sector, the implementation of the law and other legal regulations that control the work of the civil associations and are familiarized with the work of NGO "KHAM"-Delchevo in particular.

Members of the SC cannot be member of other organs and bodies of the NGO "KHAM"-Delchevo.

Article 42

The work of the SC is part of the MB during the official meeting sessions that are held every three months or four times a year.

Article 43

Responsibilities of the SC:

- The SC participates in the work of the MB and the Assembly;
- Members of SC suggest and give opinion about the work of the organs under point 1 of this Article but they do not have right to vote.
- SC monitors and analysis the systems of the internal control of the decisive organs, management and realization;
- In case of serious break of laws regulating the work of the Association of citizens and the Statute of the NGO "KHAM"-Delchevo calls extraordinary meeting of the MB to analyze the new occurred circumstances.

Article 44

- The work of the SC is regulated with a special Rule and the members are responsible to the establishing organ (MB).

Article 45

- The association establishes Executive office that performs the responsibilities and obligations stated in the objectives of the Association.

- The organization and the work of the executive office are governed by acts issued by the Management Board.

Article 46

- The executive office undertakes the managing, expertise and administrative works, that is, it governs the daily tasks, facilitates the organs of the NGO "KHAM" from Delchevo and administers the policies and the respective approved programs.

Article 46

The Executive Office performs the managerial, as well as the professional and administrative affairs, ie manages the daily affairs, services the bodies of the Non-Governmental Organization KHAM Delchevo and administers the policies and programs approved by them.

Executive office:

- Participates in the preparation of sessions of the Assembly and the Management Board of the NGO KHAM Delchevo.
- manages and coordinates all planned activities, within the framework determined by the annual work plan and the financial plan;
- prepares strategic, medium-term and annual programs and work plans and financial plans;
- performs office work, keeps the archive and keeps accounting;
- submits work reports and financial reports;
- identifies new beneficiaries, evaluates the applications for financial support, prepares documentation and takes care of the implementation of the program activities, performs their monitoring and evaluation;
- maintains contacts with other organizations and institutions in achieving the program goals.
- maintains public relations.

Article 47

The Executive Office includes the Executive Manager and the necessary number of the stuff.

The Executive Office is headed by Executive Manager with the authority of chief administrative officer.

The Executive Director represents the work of the Executive Office in legal dealings and in front of third parties.

Concludes and signs agreements, memorandum of cooperation and other documents that are in the competence of the program work of the Executive Office

The Executive Manager elects and resign the personnel according to the methods stated in the working regulations.

The rights and responsibilities of the Executive Manager and the personnel are determined in the working regulations or the Executive Office.

The Executive Manager is responsible for his/her work to the Managing Board and the Assembly of the association.

Article 48

The personnel of NGO "KHAM" from Delchevo cannot be appointed nor elected for members of the MB unless they resign the status of employee.

TERMINATION OF WORK OF NGO "KHAM"-Delchevo

Article 49

The association NGO "KHAM" from Delchevo shall terminate with its work in case:

- It is decided by the members of the Association;
- If the time period elapsed is twice than the predicted schedule for meeting session of the association's Assembly and the same has not been held;
- In case final budget account report has not been issued in accordance with the legislation;

- Statutory change that predicts termination of work issued by the decision of the court in authority;
- Bankruptcy and liquidation carried out;
- In case the number of members decrease under the determined number for foundation;
- In circumstances states under Article 52 from the Law.
- Decision for termination of the Association is issued by the Assembly with two-third majority.

Article 50

- Upon termination of work of the Association, the Management Board, two weeks after the work termination decision, will give recommendation to a similar working Association to transfer the ownership of property and other legal rights and income that remain after completion of the obligations.

ACTS OF THE ASSOCIATION

Article 51

Changes and additions of this Statute shall be applied in compliance with the procedure for its adoption.

Article 52

The association adopts the Statute, regulations, and rules of procedure, decision, resolutions and other acts. The regulations and decisions govern issues that that scheduled under the law or this Statute governed by general laws.

Article 53

The Assembly adopts changes and amends the Statute.

Minimum 1/2 of the total voting members of the Assembly can submit proposal for changes and amendments of the Statute.

Proposal for changes and amendments of the Statute can also be submitted by the Management Board which submits its opinion to all members of the Assembly, fifteen days before the session of the Assembly.

Article 54

The Statutory modifications and amendment are valid immediately upon their adoption.

Article 55

The general regulations of the Association are certified by the president of the Association, the President of Management Board, or the authorized person.

TRANSFERABLE AND FINAL REGULATIONS

Article 56

This Statute is valid from the day of its adoption 05.04.2021.

Article 57

This Statute issue replaces that Statute from 0101/37 from 0101/37 23.11.2015 which is no longer valid.

05.04.2021

NGO "KHAM" from Delchevo
Chairman of the Assembly
Zekir Abdulov