

## Proposed updates – ready for consultation round 3

**Proposed amendments are marked specifically with coloured text, while the original articles of association are presented in black.**

### Statutes

#### The Baptist Union of Norway

*Adopted at the Congress in Trondheim on 13 July 1979.*

*Updated with amendments 1986, 1992, 1993, 1995, 1997, 1998, 2001, 2002, 2003, 2004, 2006, 2007, 2008, 2012, 2013, 2014, 2015, 2017, 2018, 2019, 2020 and 2022.*

#### Section 1. Name

The Baptist Union of Norway.

#### Section 2. Purpose

The Baptist Union of Norway is a Christian denomination that, with the Bible as sole guide for faith, life and doctrine, adheres to Baptist faith and order. It is a free association of independent churches with the same profession of faith and order that cooperate together in joint missionary tasks in Norway and in other countries, and that maintain formal membership in the Norwegian Baptist Union. It is tasked with promoting the work of these churches and leading their joint efforts for the spread of the kingdom of God.

**In describing Baptist faith and order, the principles set out in these articles of association are understood as the principles set out in the Basis Document with appendices (hereinafter the Basis Document), last adopted in the National Congress on 12.11.2022. The Basis Document is an amendment to the articles of association and can only be amended with the same majority as for amendments to the Articles of Association.**

#### § 3. Organizational conditions

- a. The Baptist Union of Norway is a registered denomination in accordance with the regulations laid down in Norwegian law.
- b. The Baptist Union of Norway is administered through a secretariat headed by a Secretary General.
- c. The Secretary General is elected by the Congress for a period of six years. Re-election may take place, but then for periods of four years.
- d. The Baptist Union of Norway is a member of the Baptist World Alliance and the European Baptist Federation.

#### Section 4. Legal status

- a. The Baptist Union of Norway is a separate legal entity. The same applies to the individual churches and branches of work within the Baptist Union of Norway, which by their own articles of association have been granted such status.
- b. The Baptist Union of Norway administrates its own wealth and Property and the funds that accrue it. On the other hand, it does not administrate the wealth, Property and income of other legal entities within the Baptist Union of Norway.
- c. The Baptist Union of Norway is responsible for its own debts, and given guarantees, not for debts created by other legal entities within the Baptist Union of Norway.

**formaterte:** Skrift: (Standard) + Overskrifter (Calibri Light), 16 pkt, Engelsk (USA)

**Formaterte:** Overskrift 1, Høyre: 0 cm, Kantlinje: Bunn: (Ingen kantlinje)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Sterk, Skrift: (Standard) Times New Roman, 12 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Fet, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

## § 5. Membership

a. A congregation of Baptist faith and order may upon application become a member of the Baptist Union of Norway by a decision at the National Congress. The Executive Board must obtain views regarding the application from surrounding churches. Membership decisions require a two-thirds majority.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

b. All individual member churches are obliged to loyally support the work of the Baptist Union of Norway, without being legally or formally bound by the individual decisions made by the Baptist Union of Norway, and to comply with the principles stated in the Basis document mentioned in Section 2. It is also the responsibility of member churches to ensure that employed pastors either are or become approved through the Baptist Union of Norway's formal process of approval. Congregations are required to report the information that the Baptist Union of Norway is required to report in compliance with the Religious and Philosophical Communities Act.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

c. Dersom en menighets lære, liv eller lojalitetsforhold til Det Norske Baptistsamfunn er slik at spørsmålet om dens fortsatte tilhørighet til Det Norske Baptistsamfunn blir aktuelt, kan den skilles ut fra samfunnet ved vedtak på Landsmøtet. Slikt vedtak krever to tredels flertall. Vedkommende

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

In the event of a considerable breach of the articles of association, the principles of the Basis Document, or the pastoral approval requirements, the Executive Board may, as a last resort, present a case to the National Congress to exclude the church from the Baptist Union of Norway. The Executive Board establishes the procedure for the process to be followed in advance of any exclusion and decides whether an exclusion case should be brought before the National Congress. The matter must also be addressed at the national congress if at least 40% of membership churches require it, provided that the stipulated procedure has been followed.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Skriftfarge: Mørk rød, Engelsk (USA)

Rulings concerning an exclusion require the same majority as for amendments to the Articles of Association. The church's own representatives do not have the right to vote. From the first to the second resolution, the church in question will not be able to vote in the congress.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Skriftfarge: Mørk rød, Engelsk (USA)

d. Congregations that leave or are separated from the Baptist Union of Norway have no legal rights or part in the union's possessions and cannot make claims of any kind.

## Section 6. Congress

a. The national congress is the supreme authority of the Baptist Union of Norway.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

b. The national congress is the annual meeting of the Baptist Union of Norway, Oslofjord Folk High School and Baptist Property Management.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

c. The congress consists of elected representatives of the churches. The representatives must have been members of the church for at least two months prior to the Congress. The pastor of a congregation can be a representative of the church, even if he or she is formally a member of another church in the Baptist Union of Norway. Each congregation has the right to send two representatives for up to 25 members, one representative for the next 25 members, and further one representative for every fifty members. The number of members is the membership of each congregation as of 1/1 of the current year.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

The Executive Board members, the Secretary General of the Baptist Union of Norway, the board members of Baptist Property management, and Oslofjord Folk High School, and the general managers of the Baptist Union of Norway's branches of ministry have the right to speak and make proposals. Church communities having the status of church plants within the Baptist Union of Norway have observer status with up to two representatives with the right to speak. Others may be given the right to speak at the congress.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

d. The congress is open if no ruling is made for a closed meeting.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

e. The congress is normally held every year. However, the boards of the Baptist Union of Norway, Oslofjord Folk High School and Baptist Property Management can in consultation make a decision to postpone the National Congress for a year when special considerations require it. The term of office

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

for all elected representatives and committees elected by the National Congress will then be extended accordingly.

**f.** The congress must be announced at least six months before it is held. Proposals for the Congress must be submitted to the respective boards no later than three months before the meeting is held. The Executive Board must draw up an agenda, in consultation with the boards of Oslofjord Folk High School and Baptist Property Management, and this must, together with all case documents, be sent to the churches no later than two months before the Congress is held. Cases must also be admitted for consideration at the national congress if at least 20% of the member churches require it.

**g.** Proposals for national congress resolutions of great principal significance (principled national congress resolution) may be submitted by the Executive Board if, after inquiries among the churches, they determine that broad support has been found to advance the matter before the National Congress. It must be stated that this is a proposal for a principled congressional resolution. When such a case is presented, it must include a thorough impact assessment, including an account of any possible consequences it will have for the Baptist Union of Norway and the churches if the decision is not complied with. The matter must also be considered at the national congress if at least 40% of the member churches require it, provided that the stipulated procedure has been followed. Resolutions in principled congressional proceedings require the same majority as for amendments to the Articles of Association.

**gh.** The Congress constitutes itself under the leadership of the Chairman of the Executive Board. The business order for the Congress is adopted and the chairman, deputy chairman, and two protocol secretaries are elected. These constitute the Presidium of the Congress. Other representatives are elected to the extent that the Congress finds it necessary.

**ih.** For the Baptist Union of Norway, the National Congress takes a position on the Executive Board's annual report, accounts, work schedules and budget. In addition, the Congress chooses:

1. The chairman of the Executive Board.
2. Members and deputies to the Executive Board.
3. The Baptist College Council in section 10.
4. The control committee, etc. Section 9 b.
5. The responsible auditor (selection takes place only by exchange).

**ji.** For Baptist Property Management, the Congress takes a position on annual reports and accounts, budgets and work schedules/work objectives in accordance with the articles of association for Baptist Property Management.

In addition, the Congress elects members and deputies to the board of Baptist Property Management, according to its articles of association.

**kj.** For Oslofjord Folk High School, the Congress takes a position on annual reports and accounts, budgets and work schedules/work objectives in accordance with the articles of association for Oslofjord Folk High School.

In addition, the National Congress elects members and deputies to the Board of Oslofjord Folk High School according to Oslofjord Folk High School's articles of association.

**lk.** The Congress may make decisions on matters that have not been listed on the agenda, as it has been sent out in accordance with section f. However, this requires a four fifths majority in the congress.

**ml.** The Congress elects a five-member nomination committee and three deputies for next year's annual meetings. The Congress elects the chairman of the nomination committee. In the nomination committee, geographical distribution must be safeguarded. The committee presents a reasoned written recommendation to the congress.

**nm.** All decisions of the Congress are made with an ordinary majority among those eligible to vote, unless otherwise specifically stipulated in the articles of association.

**oa.** The annual meetings keep a unified record of their negotiations. The minutes must be approved by the congress and signed by the Presidium of the Congress. The protocol forms legal evidence for the decisions made.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Skriftfarge: Mørk rød, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Skriftfarge: Lilla, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

## Section 7. Executive Board

a. The Executive Board has the central authority of the Baptist Union of Norway in the time between the National Conventions and makes decisions in accordance with the powers of the National Congress.

b. The Executive Board is responsible for clarifying objectives and drawing up guidelines and frameworks for the activities of the Baptist Union of Norway, and in this regard presenting the necessary proposals for the Congress. Annual reports, accounts, budgets and work schedules/work goals that do not belong to other branches of work in the Baptist Union of Norway are presented by the Executive Board to the National Congress.

c. Ansettelsesrådet forvalter Det Norske Baptistsamfunns godkjenningsordning for baptistpredikanter i henhold til retningslinjer gitt av Hovedstyret.

d. The Executive Board obliges the Baptist Union of Norway by its signatures. The Executive Board may provide procura. The Executive Board may authorize the Chairman of the Executive Board together with the Secretary General to act and sign on its behalf regarding the purchase, sale and pledging of Property.

e. 1. The Executive Board consists of nine members elected by the National Congress for three years. Members of the Executive Board must be members of a church belonging to the Baptist Union of Norway. Three members step down each year, but these can be re-elected. When choosing representatives, relevant expertise, experience, diversity and geographical distribution must be safeguarded.

2. The leader is elected annually by the National Congress among the Members of the Executive Board in written elections. An absolute majority is required to be elected.

3. Four deputies are elected annually in order of priority. When choosing representatives, relevant expertise, experience, diversity and geographical distribution must be safeguarded.

f. The Executive Board may make decisions when at least five of its members are present. In the case of vote equality, the voice of the leader is decisive.

g. Throughout the year, the Executive Board may make statements in relevant cases that fall under the mandates of these articles of association.

## § 8. Branches of work

a. The Baptist Union of Norway has the following branches of work, each responsible for specially defined tasks within the Baptist union:

1. Oslofjord Folk High School
2. Baptist Property management
3. The Norwegian Baptist Women's Association
4. Norwegian Baptist Children and Youth Association
5. The Norwegian School of Leadership and Theology AS
6. Norway Chin Christian Federation (NCCF)

b. These branches of work are separate legal entities with their own articles of association that determine the organizational status and functions of the individual branch of work.

c. The board of directors for each branch of work is elected in accordance with the individual working branch's articles of association.

d. The branches of work have their own annual meetings in the national congress and present reports on the activities, accounts, budgets and work schedules/work goals for the Executive Board and the National Congress. Exempt from this provision are reports, accounts and budgets approved at the Annual Meeting of the Norwegian Baptists Women's Association, the Annual Meeting of the Norwegian Baptist Association of Children and Youth, the Annual Meeting of the Norwegian Chin Christian Federation, as well as the General Meeting of the Norwegian School of Leadership and Theology AS. These are sent to the Executive Board after approval at the respective annual meetings.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

### Section 9. Control committee

- a. The Control Committee is an independent committee established by the National Congress of the Baptist Union of Norway. The Control Committee is the Congress's own control body and is not subject to other boards and councils in the Norwegian Baptist Community.
- b. The control committee consists of three members elected by the National Congress. Eligible to the Control Committee are persons who are not employed in the Baptist Union of Norway centrally and the work branches and/or are board members of councils and committees nationally. The election period is three years, so a board member is elected every year.
- c. The control committee's working areas are described in separate instructions adopted by the National Congress.
- d. The administration, boards and councils are obliged to disclose all information that the control committee needs for its work. Protocol transcripts are sent to the control committee continuously after meetings are held.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

### Section 10 Baptist College Council

#### a. Purpose:

The Baptist College Council is responsible for exercising active ownership of the Norwegian School of Leadership and Theology on behalf of the Baptist Union of Norway. The Baptist College Council are required to work to ensure that the needs and interests of the Baptist Union of Norway are safeguarded in the study programs and activities offered, and to report annually to the National Congress of the Baptist Union of Norway.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

#### b. Members:

1. The Baptist College Council consists of five members and two deputies. **Four** of the members are elected by the National Congress of the Baptist Union of Norway for three years, so that there are members in elections every year. The Executive Board of the Baptist Union of Norway is represented by the Secretary General or the Executive Board Chair. The deputies are appointed by the College Council for one year at a time.
2. The Congress elects the head of the Baptist College Council for one year at a time.
3. The elected members and deputies shall have relevant expertise in the areas the Baptist College Council is set to administer. Both sexes should be represented. Likewise, a good age composition must be ensured.
4. The College Council convenes, when necessary, but must have a minimum of one meeting a year. An extraordinary board meeting must be convened if three out of five members require it.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

#### c. Mandate:

1. The Baptist Union of Norway is represented at the General Meeting of the Norwegian School of Leadership and Theology A/S by members or deputies of the Baptist College Council.
2. The Baptist College Council appoints candidates for the board (board members and deputies) of the Norwegian School of Leadership and Theology A/S among members and deputies of the Baptist College Council. The Norwegian School of Leadership and Theology A/S's General Meeting formally elects the Board of the Norwegian School of Leadership and Theology A/S in accordance with the shareholder agreement.
3. The Baptist College Council is responsible for the management of the funds previously subordinate to the Baptist Theological Seminary. Administration of these must take place in accordance with the statutes of the various funds.
4. The Baptist College Council appoints the Representative of the Baptist College Council to the Board of Baptist Property Management among its members.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

### §11 The Salary and Human Resources Committee

- a. The Salary and Human Resources Committee must be an advisory body that safeguards a comprehensive and consistent Salary and personnel policy in the Baptist Union of Norway. The areas

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

of work are all the employees of the Baptist Union of Norway's administration and mission, the branches of work related to section 8a and the churches.

b. Salary and personnel matters are not dealt with by the Congress but have been transferred for consideration by the Salary and Human Resources Committee. All Salary and personnel matters of a principled nature must be sent to the committee for discussion and statement, before the respective board/ward makes a decision in the matter.

c. Each of the following boards must be represented by one of its board members: the Executive Board of the Baptist Union of Norway, the Norwegian Baptist Children and Youth Association, Baptist Property Management, and two representatives of the employees - one from the pastors and one from the other employees. The Salary and Human Resources Committee report directly to the respective boards. The Administration of the Baptist Union of Norway is the secretariat for the Committee.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

#### §12 The Employment Council

a. The purpose of the Employment Council is to advise and supervise churches and pastors within the Baptist Union of Norway on issues relating to employment and terminations, interview new employees and administrate the Baptist Union of Norway's approval process for Baptist pastors.

b. The Employment Council follows guidelines adopted by the Executive Board with an assessment of skills, competence, suitability, and whether the person in question is willing to receive guidance.

c. The Employment Council consists of a representative of the Executive Board, the secretary general, one member of the preacher's association Adelle, and one member with Baptist theological expertise appointed by the Executive Board. The Employment Council is chaired by the Secretary General.

d. The Employment Council has the authority to deprive a pastor of his pastoral approval.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Skriftfarge: Mørk rød, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Skriftfarge: Mørk rød, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), Skriftfarge: Mørk rød, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Skriftfarge: Mørk rød, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Skriftfarge: Mørk rød, Engelsk (USA)

#### § 132 Information work

a. The information work in the Baptist Union of Norway must reflect the breadth of what is happening in the joint work of the Baptist Union of Norway, work branches and churches.

b. The Secretary General of the Baptist Union of Norway is the editor-in-chief of the publications of the Norwegian Baptist Union.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

#### § 143 Committees and sub-committees

Committees and sub-committees that have not been elected by the National Congress are appointed by the Executive Board and are answerable to this.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

#### § 154 District work

The Baptist Union of Norway can work through its own organisations at regional and district level. Separate articles of association may determine the work of regional and district organisations.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

#### § 165 Amendments to articles of association

Amendments to these articles of association only have validity when those with a 2/3 majority are adopted in two consecutive Congresses, or the articles of association can be amended in one Congress by 9/10 majority.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

#### § 176 Dissolution

The Baptist Union of Norway can be dissolved by a ruling with a two-thirds majority in two consecutive ordinary congresses. Upon first consideration, the national congress must also make a ruling concerning the further allocation of the Baptist Union of Norway's holdings/funds in accordance with the purpose of the Baptist Union of Norway, cf. Section 2.

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)

*These articles of association enter into force on 1 August 1979. At the same time, "The Laws for the Baptist Union of Norway" are repealed, revised in Trondheim in 1945, Halden 1946 and Oslo 1948.*

**formaterte:** Skrift: (Standard) + Brødtekst (Calibri), 11 pkt, Engelsk (USA)