

## **European Network on Religion and Belief (ENORB)**

### **Structure and Membership Policy**

ENORB was founded as an EU Equality Network covering the fundamental human rights of freedom and non-discrimination in the field of Religion and Belief, and was registered with the *Moniteur Belge* as a not-for-profit association (*Association Sans But Lucratif - ASBL*) in May 2012. The membership structure, based on the ENORB statutes (*statuts*), is in two categories: Full Members (*membres effectifs*) and Associate Members (*adhérents*). The rights, benefits and responsibilities of each category are:

- Full Member Organisations:
  - Yearly membership fee (max 50 euros)
  - Voting rights at AGM, for member organisations that have paid membership fees
  - Have the right to submit candidates to the ENORB board
  - Possibility to apply to participate as partners in ENORB projects and for subgrants for local seminars,
  - Sharing information in the newsletters
  - Invitations to seminars & events, with travel and accommodation covered when applicable
  - Join advocacy initiatives and coalitions on key issues at EU
  - Support for local and national initiatives to build mutual understanding and combat discrimination
  - Funding for local projects when available
  - Capacity-building for members to increase national and community impact
- Adherent or Associate Members:
  - Free of charge. Available to all who attend an ENORB event, or by email application
  - Receive newsletters, invitations to seminars, events etc.
  - May attend AGM, but without voting rights

The membership policy of ENORB has always been to be as open as possible, to all organisations with a concern for freedom and non-discrimination in the field of religion and belief, including organisations which may not necessarily be legally registered or formally structured. Membership is subject to regular review by the board to ensure respect of anti-discrimination principles and the EU Charter of Fundamental rights.

At seminars members may join by filling in a signed form, which includes a commitment to the full implementation of equal rights for all categories protected under the EU Charter on Fundamental Rights. The membership list, including all new members, is subject to regular review at ENORB board meetings. In line with the practice of other EU Equality Networks, membership lists are freely available if requested by a *bona fide* enquirer, but are not published on the website. This restriction is necessary in order to protect the confidentiality of member organisations in certain European countries where there has been hostility or persecution of religious or other minority groups.

Certain membership benefits, eg offering financial support such as free or subsidised travel expenses to European seminars, or funding for local seminars, are available only when there is a budget sufficient to cover costs.

ENORB also maintains an open mailing list for all interested individuals who wish to receive newsletters and information on its events and projects. Subscription to this mailing list is free of charge, available on demand and after attending ENORB events and is not subject to any others conditions of membership.

### **Governance**

ENORB's legal status and constitution are defined in its *Statuts* deposited with the *Moniteur Belge* in 2011 on its registration as a not-for-profit association (*Association Sans But Lucratif*) in May 2012. ENORB's major structural and policy decisions are made by a board consisting of up to 9 full members (*membres effectifs*), each representing a member organisation. One third of the Board is elected annually at the General Assembly (AGM), which is normally held in June. The board elects its officers – President, Vice-President, Secretary and Treasurer - at its first meeting after the AGM. Extraordinary GA meetings may be held at other times at the request of two or more members. The board meets 3-4 times per year. The quorum for board meetings is a minimum of 3 full members. In addition, representatives of other member organisations may be invited to attend and contribute to specific items of the agenda at board meetings with observer status (ie without voting rights).

### **Professional Team**

ENORB's management and direction of its operational activities are in the hands of its professional team, currently a Director, and an Administration Manager, based in ENORB's head office in Brussels at 333, Rue du Progrès, 1030, Brussels.