

# Articles of the Association Hillsong Denmark

## 1 Title

- 1.1 The name of the church is Hillsong Denmark, hereinafter referred to as “the Association”. The Association is based in Copenhagen, Denmark.
- 1.2 The Association is related to Hillsong Church Inc. located in Texas, USA, hereinafter referred to as “Hillsong Church”..
- 1.3 Regulatory framework governing the Association can be found in the Schedules attached which include (1) The Board Rules, (2) The Ministerial Code of Conduct, (3) Guidelines For Marriage Ceremony, and (4) Other guidelines and rituals.

## 2 Definitions and Interpretations

- 2.1 In these rules, except in so far as the context or subject-matter otherwise indicates or requires.
  - a) **”Secretary”** means the person holding office under these Statutes as secretary of the Association.
  - b) **”Hillsong Church”** means the related organisation located in Texas, USA.
  - c) **”Hillsong Board”** means the board of “Hillsong Church Inc.” based in Texas, USA.
  - d) **”Lead Pastor”** means the person that has been nominated to lead “the Association”.
  - e) **”the Board”** means the directors of the Association’s board. The Board manages the business and exercises ALL the powers of the Association subject to Board Rules in Schedule 1.
  - f) **”Members”** means the members of the Association who includes all members of the Board, persons engaged as Ministers or Pastors, and all other members of the Association.

## 3 Objects

- 3.1 The objects of the Association shall be as follows:

To carry on the work of spreading the gospel of Our Lord Jesus Christ in such manner and by such means as the Board may from time to time determine both in Denmark and overseas, including but not limited to the following:

- a) To provide for the delivery of lectures and the holding of public meetings, concerts, exhibitions, classes, seminars and conferences calculated directly or indirectly to achieve any or all the objects of the Association.
- b) To develop and provide training programs and to seek, recruit, train and commission workers for the promotion of the Christian faith.

- c) To develop and implement Christian education programs in both government and non-government schools.
- d) To provide welfare services, spiritual oversight, care, counsel, and other assistance that may be deemed practical and advisable to those people referred to the Association.
- e) To publicise, print, record, distribute and sell tracts, books, literature, magazines, tapes, films and other material.
- f) To sponsor, provide, direct and present television, radio, and other media and lecture programs.
- g) To make donations, to assist, undertake the oversight of and/or in anyway co-operate with other individuals, organizations or churches of like faith in furtherance of the objectives of the Association.
- h) To acquire, purchase, borrow, hold, manage, own, lease, rent, sell, convey, mortgage, charge, invest, dispose of or deal with in any legal matter whatsoever, any real or personal property of any nature or description. Any property acquired by the Association may be used for educational, charitable and benevolent purposes.
- i) To establish and maintain places for the worship of God, our Heavenly Father.
- j) To ensure all activities conducted are scripturally based and open to be checked on the grounds of an open bible.
- k) To promote, conduct and carry out such activities and perform such services as are ordinarily carried out and performed by a church of the Christian Faith.
- l) With approval of the Hillsong Board such other objects as the Board may consider desirable in the interests of the members of the Association as a whole.
- m) Exercise all powers of a natural person other than those powers which are prohibited by law and do all such lawful things as are incidental or conducive to the attainment of the said objects or any of them.
- n) To conduct marriage ceremonies according to the Christian faith in line with the guidelines in Schedule 3.

Notwithstanding any of the above objects, the resources of the Association are to be used for the promotion of Christianity and not for the profit or gain of individual members of the Association.

### 3.2 Statement of Belief:

- a) We believe that the Bible is God's Word. It is accurate, authoritative and applicable to our everyday lives;
- b) We believe in one eternal God who is the Creator of all things. He exists in three Persons: God the Father, God the Son and God the Holy Spirit. He is totally loving and completely holy;
- c) We believe that sin has separated each of us from God and His purpose for our lives;
- d) We believe that the Lord Jesus Christ as both God and man is the only One who can reconcile us to God. He lived a sinless and exemplary life, died on the cross in our place, and rose again to prove His victory and empower us for life;
- e) We believe that in order to receive forgiveness and 'new birth' we must repent of our sins, believe in the Lord Jesus Christ, and submit to His will for our lives;

- f) We believe that in order to live the holy and fruitful lives that God intends for us, we need to be baptised in water and be filled with the power of the Holy Spirit. The Holy Spirit enables us to use spiritual gifts, including speaking in tongues;
- g) We believe in the power and significance of the Church and the necessity of believers to meet regularly together for fellowship, prayer and the “breaking of bread”;
- h) We believe that God has individually equipped us so that we can successfully achieve His purpose for our lives, which is to worship God, fulfil our role in the Church and serve the community in which we live;
- i) We believe that God wants to heal and transform us so that we can live healthy and blessed lives in order to help others more effectively;
- j) We believe that our eternal destination of either Heaven or hell is determined by our response to the Lord Jesus Christ;
- k) We believe that the Lord Jesus Christ is coming back again as He promised.

## **4 Board of the Association**

- 4.1 The Association's Board shall be based in Copenhagen, Denmark. The Board manages the business and exercises ALL the powers of the Association, subject to Board Rules in Schedule 1.
- 4.2 Members of the Board are elected for one calendar year after which it is dissolved. The members of the Association can recommend and nominate new candidates to be members of the Board. The Hillsong Board then designate the Board members from among the nominees and the previous members of the Board.
- 4.3 The Board shall consist of at least five (5) directors including the Lead Pastor. The Board elects the Chairman, Secretary and Treasurer, subject to Schedule 1.
- 4.4 The Board is quorate when at least three members of the Board are present. Board's decisions must be passed by a majority vote. If a vote is equal the Chairman has a second or casting vote.
- 4.5 The Board shall hold at least three minuted meetings per year. Protocol shall be adjusted by the Secretary.
- 4.6 The Board's work is governed by Board Rules where the responsibilities and powers are regulated. A copy of the Board Rules is contained within Schedule 1 to these Statutes.
- 4.7 The Lead Pastor brings leadership, vision and direction to the Church, but is accountable to the Board.

## **5 Membership**

- 5.1 Everyone can become a member of the Association subject to clause 5.2, and the membership continues to until terminated in accordance with clause 5.9 or 5.10.
- 5.2 All Members of the Board, persons engaged as Ministers or Pastors, all Members of the Association, and members of the Hillsong Board must accept the Statement of Faith

(clause 3.2) and abide by the Hillsong Church Pastors Code of Conduct (“the Code of Conduct”), refer to Schedule 2.

- 5.3 The Secretary of the Association shall establish and maintain a Register of Members of the Association specifying the name and address of each person who is a Member of the Association together with the date on which the person became a Member.
- 5.4 The Register of Members shall be kept at the principal place of administration of the Association and shall be open for inspection, free of charge, by any member of the Association at any reasonable hour.
- 5.5 Lead Pastors are elected (appointed or dismissed) by Hillsong Board in consultation with the Board.
- 5.6 Members of the Association can be any human or legal person. Persons with limited legal competence, especially minor persons need the approval of their custodians.
- 5.7 Membership is not transferable.
- 5.8 A membership fee is not charged. Should this be the case, then the membership fee shall be regulated in a contribution document that determines how much a member must pay.
- 5.9 A person ceases to be a Member if the person dies, resigns, leaves the Association, or is expelled through a pastoral resolution that must be approved by the Lead Pastor or the Board.
- 5.10 Membership can be terminated by decision of the Board and the Board can be removed by decision of the Hillsong Board in the event that their behavior is damaging to the reputation and the interests of the Association or is in contradiction to the principles of a Christian lifestyle. The decision must be provided to the person concerned. With termination, all rights of the excluded Member against the Association expire with immediate effect.
- 5.11 A person ceases to be a member of the Board when the person ceases to be a member of the Association.

## **6 The Associations accounts**

- 6.1 The Association's accounts are planned by the budget, approved by the Board with final approval and sign off by the Hillsong Board followed by regular reporting to Hillsong Church.
- 6.2 The Association's accounts are prepared per calendar year.
- 6.3 The Association's administration and accounts shall be annually audited by the external auditor. An Audit Report is to be completed for each calendar year.

## **7 Commitments**

- 7.1 The Board's powers are governed by Board Rules

- 7.2 The Association can sign documents by two members of the Board.
- 7.3 The Association is liable for its obligations by its assets.
- 7.4 Subject to the law Members of the Board are not liable for any contracts, obligations or liabilities agreed or accepted by or made against the Association and will not indemnify the Association for any claim made against them by any third party.
- 7.5 Hillsong Church is not liable for any contracts, obligations or liabilities agreed or accepted by or made against the Association and will not indemnify the Association for any claim made against it by any third party. The Association will indemnify Hillsong Church, its members, Elders and Hillsong Board if any claim is made against them arising from any act, omission or wrongdoing of the Association.

## **8 Indemnity**

- 8.1 Subject to the law, the Association must indemnify every person who is or has been a member of the Board, the Secretary or an executive officer of the Association against a liability incurred by any such person acting in that capacity to a person, other than the Association or a related body corporate, where the liability does not arise out of a lack of good faith, including costs associated with defending any civil or criminal proceedings where the person has judgement in their favour.

## **9 Insurance**

- 9.1 Subject to the law, the Association may pay insurance premiums in respect of insurance for the benefit of a member of the Board, Secretary, executive officer or employee acting in that capacity against:
- a) costs on an indemnity basis and expenses in defending any proceedings, whether civil or criminal, whatever their outcome; or
  - b) a liability arising from negligence or other conduct, not being a liability arising out of conduct involving a wilful breach of duty in relation to the Association or a breach of laws dealing with improper use of inside information or position.

## **10 Amendments to the statutes**

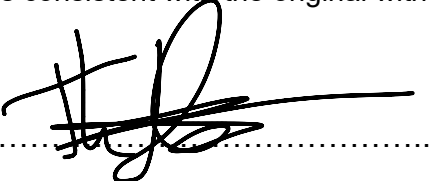
- 10.1 Subject to clause 11.2 any amendment to the statutes shall be approved by majority vote by the Board.
- 10.2 The Association's purpose and any amendment proposed to the statutes altering the rights or powers of Hillsong Church (including without limitation clause 4.2, 5.11 and 8.4) may not be amended without the prior written approval of the Hillsong Board.

## **11 Cessation**

- 11.1 The Association can only be dissolved by the Board with the prior written approval of the Hillsong Board.

- 11.2 If upon the winding up or dissolution of the Association there remains after satisfaction of all its debts and liabilities, any property whatsoever (surplus), the surplus shall not be paid to or distributed amongst the Members of the Association.
- 11.3 The surplus shall be given or transferred to a Christian association based in Denmark or EU/EEA related to Hillsong Church. The association must have similar Objects and purpose as the Association. The surplus is to be given or transferred to the association related to Hillsong Church which is endorsed by the Hillsong Board.
- 11.4 The Association must not amalgamate with any other body or institution that does not have similar objects to this Association or with any other body that would affect the status of the Association as a non profit organisation-
- 11.5 Amalgamation with any other body or institution requires the prior written consent of the Hillsong Board

The Articles consistent with the original witnessed:

Signature.....

Date 5 August 2022

Thomas Hansen (Chairman of the Board)

Signature.....

Date 5 August 2022

George Aghajanian (Member of the Board)

Signature.....

Date 5 August 2022

Simon Kusk (Member of the Board)

## **Schedule 1 – Board rules**

### **Composition of the Board**

The business and affairs of the Church shall be managed by the Board consisting of not less than five (5) members. The Board elects the Chairman of the Board.

The members of the Board shall all retire annually but shall be eligible for re-appointment.

- a. The Board may from time to time increase or reduce the number of members of the Board provided that the minimum number of members must not be less than three and that it is approved by the Hillsong Board.
- b. The office of a member of the Board shall become vacant if the board member:
  - i. becomes bankrupt or makes any arrangement or composition with his creditors generally;
  - ii. becomes prohibited from being a member of the Association by reason of any order made by law;
  - iii. is removed by the Hillsong Board;
  - iv. becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under the law relating to mental health;
  - v. resigns his office by notice in writing to the Board;
  - vi. for more than three months is absent without permission of the Board from meetings of the Board held during that period;
  - vii. Ceases to be a member of the Association.

### **Powers and Duties of the Board**

- a. The business of the Association shall be managed by the Board who may exercise all such powers of the Association as are not, by law or by these Statutes or by the Global Charter signed by the Board, required to be exercised by the Association in consultation with the Hillsong Board. The Board may make regulations for the conduct of the activities of the Association. Such regulations shall nevertheless be subject to these Statutes and to the provisions of the law.
- b. In consultation with the Hillsong Board, the Board may exercise all the powers of the Association to borrow money and to mortgage or charge its property or any part thereof, and to issue debentures and other securities whether outright or as a security for any debt, liability or obligation of the Association.
- c. All cheques, promissory notes, drafts, bills of exchange and other negotiable instruments, and all receipts for money paid to the Association shall be signed, drawn, accepted, endorsed or otherwise executed, as the case may be, by any two members of the Board or in such other manner as the Board from time to time determines.



- d. The Board shall cause minutes to be made:
  - i. of proceedings and resolutions of meetings of the Association; and
  - ii. of proceedings and resolutions of meetings of the Board (including meetings of a committee of the Board); and

Such minutes shall be signed by the Secretary and Chairman after adoption by the board at the next succeeding meeting.

- e. Subject to the law, a member of the Board who has a material personal interest in a matter that relates to the affairs of the Association must give the other members of the Board notice of their interest and must not be present at the meeting while the matter is being considered or vote on the matter. Details must be recorded in the minutes of the Board meeting.

### **Proceedings of the Board**

- a. The Board may meet together for the dispatch of business, adjourn and otherwise regulate its meetings as it thinks fit. The Chairman may at any time, and the secretary must on the requisition of two members of the Board, summon a meeting of the Board.
- b. Circular resolution:
  - iii. If a majority of members of the Board have signed a document containing a statement that they are in favour of a resolution of the Board in terms set out in the document, a resolution in those terms shall be deemed to have been passed at a meeting of the Board held on the day on which the document is signed or at the time at which the document was last signed by a member of the Board.
- c. The quorum necessary for the transaction of the business of the Board shall be 4 (3) members of the Board or such greater number as may be fixed by the Board.
- d. A quorum shall be deemed to hold or be present at a meeting of Board when they communicate through a telephone conference call, video or other electronic conference method in circumstances where each of them can simultaneously hear what is said by and can speak to the others of them. Such a meeting shall be deemed to be held at the place where the chairperson was present during the meeting
- e. Subject to these Statutes, questions arising at any meeting of the Board shall be decided by a majority of votes of those members of the Board present. In case of an equality of votes the chairman of the meeting shall have a second or casting vote.
- f. The continuing members of the Board may act notwithstanding any vacancy in the Board, but if their number is reduced below the number fixed by these Statutes as the necessary quorum of the Board, the continuing member or members of the

Board may act for the purpose of requesting the Hillsong Board to increase the number of members of the Board, but for no other purpose.

- g. The Chairman shall preside at every meeting of the Board, but if the Chairman is not present at the meeting then the Board with the Chairman's consent may choose one of the members of the Board to be Chairman of the meeting.
- h. The Board may delegate any of its powers and or functions (not being duties imposed by law on all of the members of the Board) to one or more sub-committees. Any sub-committee so formed shall conform to any regulations that may be imposed by the Board

### **Appointment of Secretary**

- a. The Secretary may be appointed by the Board for such term, upon such conditions as it thinks fit, and any Secretary so appointed may be removed by it.

### **Notice**

- a. Any notice required by law or by these Statutes to be given to any member shall be given:
  - iv. personally; or
  - v. by sending it by post to the address for the member in the Register of members; or
  - vi. by sending it by e-mail or like device to the e-mail address or other electronic address nominated by the member.
- b. Where a notice is given personally, service of the notice shall be deemed to occur on the day of receipt.
- c. Where a notice is sent by post, service of the notice shall be deemed to be effected by properly addressing, pre-paying, and posting a letter containing the notice, and to have been effected 3 days after it is posted.
- d. Where a notice has been given by e-mail or like device it shall be deemed to have been given on the same day as transmission or on the next business day if not sent on a business day.
- e. No other person shall be entitled to receive notices of general meetings.

## **Schedule 2 – Hillsong Church Pastors Code of Conduct**

Hillsong Church has a culture of serving and all Hillsong people are encouraged to serve. Those who serve, however, must do so with an attitude that values the dignity of people and behaviour that is pleasing to God. Jesus modelled the ideal attitude towards serving in John 13:3-14.

Since all Pastors are called to serve, the Hillsong Pastors Code of Conduct contains the expectations that are placed on all volunteers at Hillsong. However, with the privilege of leading, comes added responsibility and the Pastor's Code has an expectation of higher standards.

All Hillsong people are encouraged to serve the shared vision, values, and mission of Hillsong and to grow in their relationship with God and with people. This code is not exhaustive but it lays out the minimum expectation for those who lead in Hillsong.

### **Expected Behaviour**

Consistent with Hillsong "Safe Church Policy", those who lead in Hillsong:

- will act in the best interests of those they serve, especially those who are vulnerable
- will take all reasonable steps to ensure the safety and welfare of those they lead.
- will treat all with whom they work, fairly and with respect. They will not show favouritism in their leadership.
- will be accountable and follow reasonable instructions from those in leadership.
- will not influence those they lead with views contrary to the culture of Hillsong.
- will not be spiritually, psychologically, emotionally, physically or sexually abusive in any way toward others. Domestic and family violence is never acceptable.
- will act with sexual purity. Sexuality is a gift from God and must be exercised according to Biblical principles.
- will avoid the use of offensive language (e.g. vulgar language, sexual connotations, and racial or religious slurs).
- will exercise caution with all potentially addictive behaviours and/or harmful substances.
- will refrain from using any illicit substances, including narcotics.
- will use caution when initiating or receiving physical contact with those they serve, including gestures of comfort. Such gestures can be unwanted, illegal or misinterpreted.
- will communicate with integrity. This includes the use of electronic communication which will be used wisely and never inappropriately. Particular sensitivity will be observed with all political comment.
- will maintain a conversation that avoids gossip and promotes a culture of honour.

- will acknowledge when they do not possess the required skill set in a situation and seek help from a supervisor or church leader. This particularly applies to helping those who are victims of abuse or require professional counselling
- will not take property belonging to others, including intellectual property (copyright).

The Hillsong Safe Church Policy specifically requires that all workers, including volunteers must:

- Co-operate with any reasonable policy or procedure of the Hillsong Executive Management, or undertaking relating to health or safety at the workplace that has been notified to Workers.
- Effectively identify and immediately report any known or perceived instances, disclosures or allegations of harm to the appropriate person or statutory authority for the location.
- Maintain the privacy of all Hillsong People, in particular those associated with disclosures of harm, subject to compliance with all relevant legislation.

### **Financial matters**

- Those who serve in Hillsong are encouraged to have integrity in their financial dealings. They must not seek financial gain from their church role.

### **Conflict of interest**

- Information gained through Hillsong must not be used for purposes other than for legitimate Hillsong purposes and any conflict of interest that impacts upon the fulfilment of this code must be disclosed.

### **Implementation of the Code**

- All Hillsong Pastors are subject to their national and State legislation in relation to Health and Safety, privacy and Child Protection. They are responsible to live consistent with the legislation and misconduct may be subject to investigation and reporting.
- Any breach of this code involving a criminal offence or breach of legal obligation may lead to a report being made to the relevant authorities.
- Any breach relating to harm, or risk of harm, will be dealt with according to the Hillsong Safe Church Framework and local laws.
- Any other breach will be considered in the light of the best interests of the leader and those they serve and may result in the leader being stood down from their area of leadership or service.
- Local employment law will be observed when dealing with any breach of this code that may lead to discipline.
- Leaders need to be open to correction and humble enough to modify behaviours so as to not discredit the gospel.

## Schedule 3 – Guidelines For Marriage Ceremony

### Bridal Entry

### Welcome by The Pastor

### Worship

### Message by Pastor with biblical references

### Commencement of Ceremony:

- Who gives this woman to be married? (Father stands up and says “I do” or Mother & Father stand up and say “We Do”)

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### Declaration of Consent:

To Groom:

Will you have this woman to be your wife; to live together in the holy covenant of marriage? Will you love her, comfort her, pray with her, honour & keep her, in sickness and in health, and, forsaking all others, be faithful to her as long as you both shall live?

Groom: “I will” or “I do”

To Bride:

Will you have this man to be your husband; to live together in the holy covenant of marriage? Will you love him, comfort him, pray with him, honour & keep him, in sickness and in health, and, forsaking all others, be faithful to him as long as you both shall live?

Bride: “I will” or “I do”

### Ring Exchange

Groom places ring on wife’s finger and is asked to repeat the following:

*From this day on  
I Groom  
Choose you Wife  
to be my wife  
To live with you and laugh with you  
to stand by your side  
to be joy to your heart  
I promise you my deepest love  
My fullest devotion through the pressure of the present  
and the uncertainties of the future  
I promise to be faithful to you  
I promise to love you  
to commit to you  
and to support you*

Wife places ring on Groom’s finger and is asked to repeat the following:

*From this day on  
I Wife  
Choose you Groom  
to be my husband  
To live with you and laugh with you  
to stand by your side  
to be joy to your heart  
I promise you my deepest love  
My fullest devotion through the pressure of the present  
and the uncertainties of the future  
I promise to be faithful to you  
I promise to love you  
to commit to you  
and to support you*

Pastor:

Now that Groom & Bride have given themselves to each other by solemn vows, before us and before God as witness, and have shown their affection and trust by giving and receiving of rings, I pronounce that they are husband and wife, in the name of the Father, and of the Son and of the Holy Spirit.

Therefore what God has joined, let no man separate. Amen.

Groom you may kiss your bride.

signing of register

prayer for couple

Introduction of the Bride & Groom to the congregation

## **Schedule 4 – Other guidelines and rituals**

### **Sunday service**

We run Church Services every Sunday of the year. The Sunday Services usually run for 90 minutes (1.5 hour) and includes the following:

Liturgy for 20 minutes with songs & hymns written by our church.

Time of fellowship (5 min)

Prayer requests / thanksgiving items / Prayer (5 min)

Offering: Collect of tithe and offerings (gifts to Church) (5 min)

Sermon – A gospel message from the Bible (30-40 min)

Prayer (corporate and private) (5 min)

### **Communion**

Communion is being held the first Sunday each month. In observing communion we are remembering The Lord Jesus Christ and all that He has done for us in his life, death and resurrection.

And when he had given thanks, he broke it and said, "This is my body, which is for you; do this in remembrance of me." 1 Corinthians 11:24 (NIV)

Introduction by pastor

Bread and wine (juice or the likes - non-alcoholic) are being handed out to the congregation

Text from bible.

Prayer by the pastor

The pastor and the congregation partakes of the Body (the bread) and Blood (wine) together

Prayer by the pastor

### **Baptism**

We believe that in order to live the holy and fruitful lives that God intends for us, we need to be baptised in water (by full immersion) and be filled with the power of the Holy Spirit.

Baptisms are held during the Sunday service in front of the congregation at least once every quarter. Worship is on during the Baptism.

The pastor and assistant enters the pool

The Person (who is to be baptised) enters the pool

The pastor asks: Do you believe in Jesus Christ and is he your lord?

The Person answers: I do

The pastor asks: Do you want to be baptised?

The Person answers: I do

The Person is sunken into to water by full immersion.

Prayers and thanksgiving

Worship

### **Funeral service**

Funeral services will always have the interests of the family of the deceased in focus, and make it the best service for the family. Therefore, the funeral service may vary from time to time; however, the normal agenda includes the following:

Welcome greetings by pastor

Worship (songs & hymns)

Prayer for the congregation and the family of the deceased.

Memorial moment (If a family member expresses interest to say something about their loved one, they have the opportunity to do that)

Item: Our worship team will have prepared a special song for the congregation to enjoy as they remember their loved one.

Communion; if in the interest of the family for the deceased

Memorial sermon; A gospel message from the Bible, which the pastor will preach in a way that honour the deceased and in loving memory of the deceased.

Prayer by the pastor

Closing greetings