

Bylaws of The Pagan Society

Article I-Name

- A. The name of this organization on all records shall be known as The Pagan Society.

Article II- Purpose

- A. This society is religiously centered. The goal of this society is to provide an atmosphere of learning, education and understanding to all interested, new and current persons of Pagan beliefs. We shall facilitate a place where education and practice of different paths (though we have a tradition), as well as acceptance of those persons and their path, can take place. We intended to do this through the use of hands-on experience of rituals, activities, functions, classes, workshops, group discussions, meetings, inter-group activities, interfaith memberships, a newsletter, journal, website, face book page and all other forms necessary to educate the world on Paganism, pagan faiths, pagan people and what they do.
- B. This society is open to all persons of all faiths.
- C. Motto: Understanding through education, education through experience.
- D. Goals: Education. Awareness. Inclusion.

Article III-Membership

- A. All persons shall be required to fill out an application for membership and pay a \$20 nonrefundable USD application fee, which is renewed each year in dues for membership to The Pagan Society. This due shall be used in activities, room space, rituals, events, purchasing of the society materials necessary and all other purposes in helping the Society fulfill its primary function as a religious and teaching group.
- B. A regular member shall have the privileges as listed herein: membership certificate, planning of events, voting where necessary, helping review new members applications, and participating in other functions.

Article III.1-Clergy Membership

- A. Apply for regular membership
- B. After being approved, the prospective member must pass an “Ethics in Magic” exam with 70% based on the book *An’ Ye Harm None: Modern Morality and Magical Ethics* by Shelley Rabinovitch and Meredith MacDonald.
- C. Approved members who pass the exam will sign the “Candidate Agreement” found in the “Guide for New Candidates” and can start attending regular functions of the Society.

Article IV-Meetings and Activities

- A. The Pagan Society shall hold meetings in the minimum of once a year for its members and perspective members.
- B. Board of Officers meetings consist of the officers.
- C. Executive committee meetings are meetings of the officers and the trustees.
- D. The Society holds its own rituals. When necessary, it may visit other groups or take time off from rituals.
 - a. Ritual
 - i. Rituals are private unless otherwise stated (no guests allowed). They are led by the HP/HPS.
 - b. Tradition
 - i. The society adheres to the New American tradition.
- E. The society may hold any type of activity. All activities are closed to the public unless otherwise posted.

Article V- Board of Officers

- A. The Board of Officers of The Pagan Society shall be made up of the President, Vice-President, Secretary, Treasurer, Advertising Directors and Public Relations Manager. These six offices shall be the governing body of the society for all activity, rituals, programs, disputes, meetings, elections and so forth.
 - a. The President will be in charge of planning and conducting meetings, planning activities and rituals, removing officers, appointing new officers, approval of expenditures, communications, planning, appointing committee and board chairs and forming of such boards and committees, The president shall approve/deny the society's applications to join affiliates, national and other organizations of which the society wishes to become a member. The president shall also have the authority to divide his/her responsibilities when necessary. He/she shall be able to create new offices to take on such responsibilities. The president will include the responsibilities of the other offices when there is no vice president, secretary, treasurer, advertising director and/or relations manager to fill these offices and when/if these offices are not being filled properly, officer resignation, abuse of power, removal, and non-fulfillment. The office of president has the authority to appoint a temporary fulfillment of such an office. The president shall have every other authority and power that is not herein stated but is necessary to the functioning and well-being of the Society
 - b. The Vice President shall be in charge of aiding the president. The vice president shall take on the responsibilities of the president when the president has not fulfilled the office properly, resigned, abused power, removed, and not fulfilled the. The vice president shall fill vacancies in other offices when/if there is no secretary, treasurer, advertising directors and/or relations manager to fill these vacancies and when/if such offices are not being fulfilled properly, officer resignation, abuse of power, removal and non fulfillment until the society and adviser can meet to elect a new official. The vice president shall have

every other authority and power that is not herein stated but is necessary to the functioning and well-being of the Society.

- c. The Secretary shall be in charge of keeping the minutes of the meetings, society newsletter, activities, rituals, special committee meetings, drafting amendments to the bylaws of the society, sessions of the Board of Officers, Executive Committee meetings and other functions of the society. The secretary shall be responsible for preparing and submitting the annual report to the board of officers. The secretary shall take on the office of vice-president and/or the office of president when/if the such offices are not being fulfilled properly, officer resignation, abuse of power, removal, and non-fulfillment. The secretary shall fill vacancies in all other offices when there is no treasurer, advertising directors and/or relations manager to fill these vacancies and when/if such offices are not being fulfilled properly, officer resignation, abuse of power, removal and non fulfillment. The secretary shall have every other authority and power that is not herein stated but is necessary to the functioning and well-being of the society.
- d. The Treasurer shall have power over the allocation and approval of all societal expenditures for activities, rituals, speakers, functions, materials, refreshments, receipt of funds, contributions, donations, and all other financial needs pertaining to the Society including management of the PayPal and bank account when deemed necessary by the President. The treasurer shall be in charge of submitting the annual budget to the Board of Officers. The treasurer shall be responsible for collecting expenditure requests from the board of officers. The treasurer shall be in charge of the forms needed to approve expenditures and will keep a record of all expenditures. The treasurer shall take on the office of secretary and/or the office of vice president when/if the offices are not being fulfilled properly, officer resignation, abuse of power, removal, and non-fulfillment. The treasurer shall fill vacancies in all other offices when there is no advertising directors and/or relations manager to fill these vacancies and when/if such offices are not being fulfilled properly, officer resignation, abuse of power, removal, and non-fulfillment. The Treasurer shall have every other authority and power that is not herein stated but is necessary to the functioning and well-being of the Society.
- e. The Advertising Director shall be in charge of designing fliers, brochures, handouts, pamphlets, booklets, books, newsletters, maintaining the Society website and all other forms of media that are design for the purposes of educating the members of The Pagan Society, its officers, student outreach and all other purposes deemed necessary by the board of officers. The advertising directors shall be in charge of posting all in the community, at local businesses and educational institutions. The advertising director shall be in charge of seeking approval from the board of officers for new designs for advertising and printing of materials. The advertising director shall take on the office of treasurer and/or the office of secretary when/if such offices are not being fulfilled properly, officer resignation, abuse of power, removal, and non-fulfillment but under no circumstances shall the advertising director take on the office of vice-president and/or president. The advertising director shall fill the vacancy in the relations manager office when there is no relations manager to fill this vacancy and when/if the office is not being fulfilled properly, officer resignation, abuse of power, removal and non-fulfillment until the society and adviser can elect a new relations manager. The advertising director shall have every other authority and power that is not herein stated but is necessary to the functioning and well-being of the Society.
- f. The Public Relations Manager shall be in charge of coordination all relations with the public and the private spheres. These include speaking at other educational institutions, rituals at other colleges, universities, societies, covens, groves and so forth, joint

activities, functions, rituals and so forth with other institutions and societies including long distance trips. The public relations manager shall be responsible for finding adequate quarters, vehicles, and such things pertaining to distance travel. The public relations manager shall be responsible for all contact with all vendors, shops, and opportunities to represent the society at events and festivals. The public relations manager must submit in writing all its requests for expenditures to the board of officers. As such, the public relations manager shall be in charge of keeping record and recording with whom the society affiliates. The public relations manager shall fill the office of advertising director and/or treasurer when/if such offices are not being fulfilled properly, officer resignation, abuse of power, removal, and non-fulfillment, but under no circumstances shall the public relations manager take on the office of secretary, vice-president and /or president. The public relations manager shall have every other authority and power that is not herein stated but is necessary to the functioning and well-being of the Society.

Article VI- Temporary Transfer of Offices

- A. In the event that an officer is no longer capable to handle the powers and duties of an office, he/she may request a temporary transfer of powers to the next lower office by making a request in writing to the Board of Officers.

Article VII- Funds

- A. Funds may come from any source including member dues, contributions, donations, gifts, fundraising, and so on.

Article VIII- Committees

- A. There shall the following committees within The Pagan Society
 - a. Board of Trustees- The trustees of the society which are guarantors according to Utah's Division of Corporation's nonprofit code.
 - i. Current Trustees-
 - a) Trustee-Daniel Cureton
 - b) Trustee-Sherelyn Cureton
 - c) Trustee-Byron Ashton Longhurst
 - b. Board of Officers- This is a committee comprised of all six of the officers of the Society who have been duly elected/appointed to those offices. The six listed are: President, Vice-President, Secretary, Treasurer Advertising Director, and Public Relations Manager. This committee over sees planning yearly activities, resolving problems, functions, and other activities, reviewing and approving the annual budget report, approving/denying new members, and any other action needed that will affect the society as a whole. All problems, decisions, disputes, and anything pertinent to the well being of the society and its members, shall come before the board for review in the advent such problems, disputes, decisions, and arguments cannot be resolved by the members of the society. The committee decisions must be unanimous. If no unanimous decision can be reached, then the committee may call upon an outside adviser to resolve the decision-making process after six hours of debate. If no

- unanimous decision can be reached after another six hours with the adviser, the adviser can approve a joint meeting with $\frac{3}{4}$ of the society to make a decision.
- c. Executive committee is the board that includes the officers and trustees.

Article IX- Affiliations

- A. The Pagan Society shall be free to associate with different societies, groups, covens, groves, churches, educational institutions, and religious institutions as well as local, state, federal national, international, and galactic institutions.

Article X- Partnerships and Sponsors

- A. The Pagan society is free to partner, sponsor and be sponsored by any business, organization, church, student group, educational institution, church, grove, coven and so forth.
- a. To become a sponsor a business, group or organization must agree to not interfere with the society's organizational structure, offices, bodies, events, activities, workshops and other functions in any way, shape or form other than supporting the society in its goals of education, awareness, and inclusion. The society shall always remain its own independent entity but sponsors may offer suggestions, advice, financial contributions, space, and supplies and so on to aid the society.
 - b. A sponsor must pay the minimum of \$100.00 a year to maintain sponsorship status.

Article XI- Clergy

- A. The Pagan Society official clergy are those who have completed to third degree of the New American Tradition. There may be others who have credentials as ministers, but the official clergy are those who have trained in the Tradition.

Article XII- Adviser

- A. The adviser shall be on chosen by the Board of Officers and one who is capable of fulfilling the following roles:
- a) The adviser shall be selected by the Board of Officers.
 - b) Advise on policies, events, and financial matters

Article XIII- Amendments

- A. Amendments to the constitution may be proposed by the board of officers, trustees and members. Amendments submitted this way need to be approved by the President. The president and officers may make amendments and changes to the constitution without any society votes.

Article XIV- Non-Profit

- A. The Pagan Society is a private nonprofit entity in the state of Utah.

Article XV-Publications

- A. The society is free to make any type of publication. When self-publishing, the publisher will be The Pagan Society. The DBA press of the Society is The Pagan Society Press
 - i. Current publications-Neopagan Times Newsletter; Guide for New Candidates; Enheduanna Journal.

Article XVI- Bylaws

- A. The Pagan Society shall give unto the President and/or the Board of Officers the authority to write bylaws when/if necessary to the wellbeing of the Society and its members. Such bylaws must not violate and local, state, federal, and national. Listed below are the following bylaws of The Pagan Society.
 - a. General-
 - i. All persons found not fulfilling the roles of a specific office may be removed by a majority vote of no-confidence. Votes of no confidence may come from the President, Board of Trustees, or Officers.
 - ii. A vote of no-confidence is defined as when a person is not fulfilling their duties, maliciously abusing power, abusing power, and any other reason that can be deemed detrimental to the wellbeing, safety, health, and productivity of the Society and its members. These reasons do not include resignation, sickness, death, moving, financial and health related reasons, crime, and any other reason/circumstance that involves outside parties to the person being charged with no-confidence.
 - iii. Abuse of power is defined as followed: using the office of board member to intimidate, threaten, violent, coerce, bash, quid pro quo and all other forms of physical, spiritual, sexual and psychological forms of abuse used against a person within the society, the society's guests and/or the society as a whole to gain profit, misuse fund/resources, have power over another, harm the Society members and guests and all other reasons deemed detrimental to the wellbeing, safety, health and productivity of the Society.
 - iv. The Sponsor meetings are to be held at minimum once a year at any location when there are current sponsors. The purpose is to check in, update, receive feedback, guidance, renew sponsorships, and other information from a sponsor.
 - v. Redrafting of the bylaws of the Society may be done by the President, Board of Trustees and Officers.
 - vi. The Society may have any number of advisers from any organizations, educational institutions, business, and the community.
 - vii. All speakers, materials, advertising and so forth must be approved in writing by the president or board of officers.
 - viii. The Society may offer clergy ordination or training in different religious rites of different Pagan religions according to Utah Code 30-1-6.
 - ix. In the event of the dissolution of The Pagan Society in general or by the board of Trustees, all supplies and equipment may be sold by auction to the members of The Pagan Society.

2. Board of Officers

- i. The Board of Officers must meet minimum once a year to discuss society business, plan, receive feedback, evaluate strategies, converse, approve items, deny items, complete forms, and applications and so forth.
- ii. The Boards of Officer's meetings are to be held at a place and time of convenience of the officers.
- iii. Executive Committee meetings are a time for officers and trustees (if needed) to take care of Society business such as approving, denying items, giving guidance, feedback, updates and so forth
- iv. The Board of Officers holds the right to redraft the constitution of The Pagan Society as needed to improve the health and well being, safety, education, quality of instruction, inclusion, training, and so forth of the Society and its members.
- v. The Board of Officers reserves the right to determine when/if/how/why/what pertaining to an officer's non-fulfillment.
- vi. Shall be the investigating body for all Society investigations dealing with the laws and persons potentially being banned/removed from the society.
- vii. If a board officer is being removed, the officer being under investigation/being removed must receive a letter stating the initial meeting to decide if said officer will be removed and an official letter from the board about the decision of removal.
- viii. Officers being removed must be given 30 days to settle all office affairs before removal.
- ix. Any member of the board of officers has the right to reject membership when a person applies for such membership to the society. A reason in writing must be provided.
- x. Board members wishing to ban/permanently ban a person must submit a request in writing to the president.
- xi. Board members wanting to ban/permanently ban a member, officer and/or guest must give a written statement to the president stating the name of the person, reason, and desired length of time.

3. Funding, Donations, and Gifts

- i. The Society may receive donations, contributions, gifts, and funds.
- ii. The Society has the authority to fundraise, sell apparel and other products that the Board of Officers has approved to raise money to pay for the expenses of the society but not to make profit.
- iii. Funds are to be used for official Society business, activities, rituals, food, travel, equipment, supplies, vending, and other purposes deemed appropriate by the Board of Officers for use.
- iv. The Society shall not fund, donate, contribute, gift, give supplies, equipment, and/or other form of resources to political parties and/or political candidates on a local, county, city, state, national, international, and global levels.
- v. Officers may be compensated financially when seen fit by the President.
- vi. Persons donating to the Society should receive a receipt of donation and in the case of non-monetary items a deed of gift, which states the items, pictures, transfer of ownership and so forth.

4. Membership

- i. Membership is open to all persons on the local, state, national, international, and globally who can attend in person regular functions of the Society, who have

successfully completed the membership application and been approved into the society.

- ii. The society does not discriminate. Any person may seek admission regardless of race, class, gender, gender identity/expression, economic status, sexuality orientation, religion, education, and who is of sound mind, body, and soul.
- iii. Prospect members must be 18 years of age to join (photo I.D required).
- iv. Membership approval takes a unanimous vote by the persons reviewing the application. If any one part or one person denies any part, the application is denied.
- v. Applications take 3 officers/(or trustees if needed) for review. Each officer/trustee will submit comments of approval/denying on both parts of the application process as part of the completed application.
- vi. If an application is denied, the person will be notified in writing why the application was denied.
- vii. Each application will have comments from the reviewers indicating reasons why they are approving or denying an application. These are not submitted with the final letter of acceptance or denial but are kept with the application and are confidential. Only in letters of denial will reasons from these comments be listed in the final letter.
- viii. Approval for membership is when the person passes the application and interview.
- ix. Clergy applicants must pass an “Ethics in Magic” exam. They will receive two attempts. If they fail to pass, they will not be admitted, but reapply in one year’s time for members with a new application and new fee.
- x. Photographs and other media of members is the sole property of the Society. Members may submit a request in writing if they do not wish to have media of them displayed on the Society Facebook, website, and other areas.
- xi. Former membership is when a person requests their name be removed from the rolls of the society, who has withdrawn, left, been removed by the officers, or finished the training program and decided to leave.
- xii. If membership is withdrawn, destruction of the records must accompany this withdraw process.
- xiii. If a person is denied membership during the application process, they may apply again in one year’s time. Each application will take require a new application fee.
- xiv. Persons reapplying for membership after being released, removed, or banned will be taken into special consideration regarding their circumstances, past history, current issues, and reasons why they feel they can rejoin. They society does not have to readmit any individual if they were released, removed, or banned from membership.

1. Dues

- a. Membership dues may be received by any officer but must be given to the treasurer and/or president to be deposited in the society bank account.
- b. Persons wanting membership must fill out a membership application and pay the \$20.00 USD nonrefundable fee.
- c. If approved, the application fee goes towards membership first annual dues.

- d. Membership dues will be paid each January. The treasurer shall keep a record of each due paid/not paid.

2. Fees

- a. Fees for membership are \$20 for each application, each time a person applies. This fee goes towards the first year's dues if approved.
- b. Year dues are \$20. Due January 1.
- c. Returned check fees are as followed: \$50 charge for each returned check in addition to the original check amount. Person writing returned check will also be required to pay any returned check fees on the part of the Society.

3. Behavioral Issues

- a. Issues arise and will be dealt with accordingly. Behavioral issues may be minor such as passive aggressive comments or major such as inappropriate advances or racial slurs to another member. Each of these will be dealt with according to the severity deemed by the officers. In general, the issues will be dealt with in the following manner:
 - 1. Minor issues will have verbal warnings and conversations with that person. If they continue, stronger emphasis will be placed on the conversations and the necessity that they correct the behavior. This may include on single action or a combination of behaviors from an individual or group.
 - 2. If the verbal warnings or conversations fail, a sit-down discussion will take place, in which an outline for the individual should be agreed upon after discussion with the individual for their continued membership and for the correction of the behavioral issues.
 - 3. If actions continue, move into the hiatus/banning phase.

4. Hiatus and Banning Persons.

- a. A person being banned must receive a letter about the ban, reasons, and the length. This process is after the steps in the section 3-behavioral issues have failed to be followed or effective.
 - 1. Hiatus- three months or longer (determined by officers) hiatus from all activities public and private. Communication to remain open and evaluation of their progress during and after should be made.
 - 2. Permanent Ban. Individual banned from all activities public and private permanently. Depending on severity of issue, there may or may not be communication with individual after banning. Permanent Ban will stand for life.
 - 3. Returning Individuals after Banning. The leadership of the Society does not have to readmit any individual. If they do decide to readmit and lift the life ban, it is up to the officers to set up an evaluation period which

probes in depth into the life of an individual who wishes to rejoin after receiving a permanent ban. The evaluation can be carried out as seen fit by officers and should focus on collecting as much information about the individual, life style, interactions, and so forth that will allow the leadership of the Society to significantly determine if the individual has made necessary, long lasting, lifetime changes that will allow them to fit in, function, and succeed if they are accepted back into the society.

- b. Banning a person does not require society vote but approval by the President.
- c. Persons committing actions grave enough to be banned permanently on the first offense will be determined by the President if they are indeed grave enough to be permanently banned on the first, second, or third offense.
- d. Actions that merit banning include all physical, magical, and psychological acts of hostility, violence, intimidation, harassment, badgering, vampirism, character defamation, sexism, racism, classism, genderism, sexual orientationism, ageism, ableism, inappropriate advances on another society member, banishing or binding a current member of the group, general malicious intent to an individual member or the collective group.

5. Reports and Business Paperwork

- i. Yearly budget report is each January 1st. These are reports on all fiscal spending, fundraising, donations, and accounts received. These reports are to be examined by the Board of Officers and the adviser to ensure appropriate spending, handling of funds and tax purposes.
- ii. The Annual report will give an account of all finances, new members, new items, projects completed, volunteer/service hours, meetings held and all other business items.
- iii. The annual report with the Utah Division of Corporations must be filed each January.
- iv. The annual Sales Tax Report with the Utah State Tax Commission must be filed by each January.
- v. The business license for the society must be renewed each April.
- vi. Special tax reports occasionally need to be filed. These are reports from festival/conventions that are given to the Society by the event hosts and must be filled out and submitted to the tax commission within two weeks' time from the event.

6. Offices

- i. All powers of a lower office that is vacant shall be transferred to the next higher office.
- ii. Acceptable reasons for temporary transfer of office: sickness, death, overwhelming by academic and personal affairs.

- iii. Temporary transfer of office length: up to three months. Officer must resign from office if he/she needs an extended period over three months.
- iv. Temporary fulfillment appointments by the president shall come from the other offices as listed in the constitution.
- v. If no persons are available from the board officers to fill a vacant office, a temporary fulfillment appointment will come from a member of the society.
- vi. Acceptable reasons for resignation: sickness, death, moving, etc. If an officer needs to resign for other reasons, he/she must submit in writing the request to the Board of Officers and receive board approval.
- vii. Non-fulfillment of office includes: poorly managing office affairs, not following through with duties, not performing office duties and responsibilities, not attending officer meetings and other forms that shall be deemed appropriate by the board of officers as pertaining to not fulfilling the duties, roles, and responsibilities of an office.
- viii. Circumstances which demand removal from office are as follows: misuse of office, abuse of power, misappropriation of resources and funds, non-fulfillment of the office, and a vote of no-confidence.

1. Officer Resignation/Removal

- a. After reason and cause have been determined by the Board of Officers or Trustees for cases of removal of and non fulfillment by an officer, the Board may move forward with officer removal.
- b. All officer removals must be done in writing.
- c. If a removal and/or non-fulfillment case against an officer involves accusations from a member, guest and/or outside party, the board of officers must collect written statements of what the accusations are against said officer.
- d. Officer removals require presidential approval.

2. President

- a. The president has the authority to use funds as seen fit inside and outside the society use as donations, compensation, charitable gifts and so on (not for profit).
- b. The president may give funds to the different officers from the society for use in purchasing, supplies, materials, equipment, necessary compensation and so forth. A receipt of purchase must be kept in the Societies records of spending.
- c. The management of the society bank account is a power invested only in the President. At no time, unless the officer has taken upon them the office of president is this account to be accessed by another member and/or officer unless such officer has been listed on the records, having been given appropriate access through the banking institution and Society.
- d. The President is the sole officer authorized to sign society checks and use the debit card from the University Federal Credit Union
- e. The president is the sole officer invested with the right to ban on a certain time length basis and/or permanently ban any person from the society or those whom are interested in becoming members if such persons are deemed to be a threat and/or danger

to the safety, well being, health and wellness, good function and due process of the Society and the Society's members.

- f. The president must keep a written record of all persons banned/permanently banned, date said person applied for membership, the cause and length of time of banning.
- g. The president reserves the right to approve deny all memberships applications to affiliate organizations, chapters and so forth
- h. A person, guest, officer, and/or member being banned/permanently banned for any length of time must be given a written letter from the president stating the reason, date, and length of time.

3. Advertising Director-Artist copyrights

- a. Each piece of media that has been created for the society should be gifted in a deed for a certain use/amount of times available for use from the artist whose work is being gifted.
- b. The artist may be compensated if requested that the Society purchase or have a trade for the art.
- c. Unless stated in the deeds and invoices, the artist's retain their original copyrights.

4. Public Relations Manager

- a. Any official affiliations will be listed on the official affiliations record by the public relations manager.
- b. The relations manager shall keep record of who and when all relations commenced with a certain institutions, groups, societies, churches, covens groves, businesses, organizations, partnerships, sponsorships and so forth.
- c. Shall have access to manage the social media and website on approval from the President.

5. Secretary

- a. An annual report giving the account of all Society business must be submitted to the Board of Officers by the secretary by January 1 each year. This report includes all finances, new members, new items, projects completed, volunteer/service hours, meetings held and all other business items
- b. Oversees the societal newsletter that should be published a minimum once a year.

6. Treasurer

- a. The treasurer must complete a yearly budget report each January 1st on all fiscal spending, dues, donations, and accounts received. These reports are to be examined by the Board of Officer to ensure appropriate spending, handling of funds and tax purposes.
- b. The treasurer will be responsible for filing society taxes with the state and federal government each spring.

Article XVII- Contact

- A. Mailing Address: P.O. Box 57474, Murray UT 841575
- B. Email address: slpagansociety@gmail.com
- C. Phone: (801) 649-7129

Updated November 7, 2018