



The Asatru Community Inc.

Bylaws

Updated: 1/4/2021

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Article I: Name

1.01 Name: The name of this organization shall be: The Asatru Community, Inc. The business of the organization may be conducted as TAC or The Asatru Community or any combination thereof.

Article II: Purposes and Powers

2.01 Purpose:

2.01A: The Asatru Community will be run as a nonprofit organization, and shall be operated exclusively to foster and grow the religion of Asatru, worldwide. We provide networking, events, community and religious services for those seeking to connect with other Asatru worldwide via our Ambassador Program, Charter Membership, our Clergy Training Program, as well as our various Community, Military and Outreach programs.

2.01B: The Asatru Community is funded via gifts and donations from the community and also the exchange of products and services rendered by The Asatru Community. All services/products/goods shall be used for the sole purposes of funding projects that foster community and growth of Heathenry worldwide.

2.01C: The organization is organized exclusively for charitable, religious and educational purposes under Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

2.02 Powers:

2.02 A: The organization shall have the power, directly or indirectly, alone, in conjunction with, or in cooperation with others, to do any lawful acts which may be necessary or convenient to affect the organization and its finances or its operating as a Nonprofit. The powers of the organization may include, but are not limited to, the acceptance of gifts or funds/donations from the public or private sectors, whether financial or in-kind contributions as well as to operate as a Nonprofit outlined by the state of California.

2.02B: To operate as a “church” as outlined by the IRS under 501(c)3 and to have all the powers and abilities therein.

Article III: Officers of the Asatru Community

3.01 Chief Officers: The Asatru Community is based in Southern California. There will be three principal officers who will be herein known as The Tribunal. The Tribunal will consist of the President, Vice President, and Board Chairman.

3.02 Board of Directors: The Asatru Communities day to day affairs will be managed by the Board of Directors, consisting of the following titles.

1. President
2. Vice President
3. Board Chairman
4. High Drighten
5. Director of Religious Affairs
6. Director of Public Relations
7. Director of Ambassador Program
8. Director of Military Affairs
9. Treasurer
10. Founder

3.03 The TAC Board of Directors reserves the right to create new positions as needed and as it sees fit based upon the needs of the organization, the growth of the membership base, and/or for any reason pertinent to the continued expansion of the organization or addition of new programs designed to benefit our charter members.

3.04 Social Media Admins and Moderators: Consists of volunteer Charter Members who are serving as administrators for the Social Networking Groups. They have no influence on the day to day, or long-term goals of TAC. They report to the Public Relations Director on a daily or weekly basis, as needed. The Council is to consist of as many members as decided by the Public Relations Director. The Council will have no voting rights.

3.05 Ambassadors: Consists of volunteers who have been a Charter Member for 90 days or more. They are to serve as local, real world liaisons for Charter Members, and nonmembers to reach TAC, coordinate events, form kindreds, etc. Lead Ambassadors shall have access to Charter Members information, but as with all volunteers, must sign the appropriate agreements.

3.06 All TAC volunteers must agree to allow TAC to perform a background check that will ensure the safety and integrity of our members, or TAC.

3.07 All TAC Volunteers must agree to, sign, and accept the Volunteer Contract/Agreement and other documents as required.

Article IV: Applications / Membership

4.01 Types of Membership: There are two types of membership with TAC. Each has its own process, and is independent of each other.

4.01A Online Membership: Applicants to the online groups are accepted based on information obtained via their social media profiles. We reserve the right to investigate

not only the public social media profile of the applicant but any acquaintances, friends and other group activity. Online membership is not automatically guaranteed, and although applicants can request to take their application under review, and provide additional information to help determine eligibility. TAC retains the right to deny membership to anyone.

4.01B Charter Membership: Applicants are accepted based on the thorough information that is provided via the application. TAC reserves the right to reject any applicant based on lack of information provided. TAC reserves the right to request additional information, put applications into internal review, or decline applicants until such time as we can gather the correct information. Applications can take an indeterminate amount of time to process as we may need to investigate applicants further. Applicants with pending requests that are under review will be sent correspondence. Applicants can appeal the rejection of an application via the appeal process set out in Article XI Appeals. We have the right to deny membership to anyone whom we do not deem fit for membership in The Asatru Community.

4.02 Application Process: Applications for Charter membership may be completed via www.theasatrucommunity.org, at events that are sponsored by The Asatru Community, at websites affiliated with The Asatru Community or at any authorized location whether virtual or physical. Any application accepted outside the website must be sent to The Asatru Community for verification purposes, there will be no exceptions. All applicants must, regardless of their location, provide disclosure of their full legal name, legal address and or other information via email or a physical application. Applicants are not permitted to use a fake identity or a screen name on an application.

4.03 If an applicant goes by a name other than their current legal name, accommodations may be made within reason. If a member does not wish to have their identity known they must request that in writing along with a reasonable explanation as to why this request is being made. TAC will only comply with the requests to obscure legal names if the above procedure is followed and found acceptable.

4.04 Rejected Applications: The rejected application is filed in the database as a record only. The applicant is sent an email with the following: date of rejection, reason of rejection and the information for requesting an appeal. The applicant has 30 days to appeal the rejection. If they do not appeal within the specified time period TAC will consider the rejection as accepted by the applicant. Rejected applicants, who either did not file an appeal or who's appeal was denied, will be prevented from applying for 30 days. If an applicant is rejected more than 2 times, they may be prevented from applying in the future. These 2 rejections will include the rejected appeal.

Article V: Privacy

5.01 Privacy Policy: All information given to TAC will be kept confidential. Any information obtained via applications will not be divulged to any outside party for any reason unless in accordance with State law or required by a legally processed warrant. All applications provided to TAC are not available for public view. Members are allowed to remain anonymous to the public as long as they wish to do so. No member will be mentioned directly or indirectly without their prior permission. Charter Members are allowed to participate in online communications using alternate names as long as TAC has knowledge of the person's true identity. Charter Members, Guests, The Council, and Board Members are not required to tell anyone about their role and/or participation with TAC in any way that may violate their personal privacy rights. If any Volunteer wishes to have access to their own records, they are able to view their records at any time. They also have the right to request their file be destroyed, removed, or closed should they wish to leave TAC or no longer participate in kindred events, workshops, notification lists or any other action. All physical documents will be destroyed by shredding.

Article VI: Meetings

6.01 Frequency of Meetings: The President, Vice President and Board Chairman shall be in constant and frequent communication on all matters that pertain to the organizational structure or any other matter that is of concern or is involved with the operation of TAC. At least once per month, an official meeting will take place in which The Tribunal will be updated on all projects and any issues or other matters by the board. A list of projects will be kept updated. The Board will conduct meetings at whatever frequency is deemed necessary including but not limited to Emergency Board Meetings called by one or more member of the Tribunal, to call for a vote on any matters that must be decided quickly. Meeting frequency will be determined by the Board Chairman. The meetings will be conducted by the Board Chairman. The Board Chairman will record minutes of all meetings and will submit the minutes to the board in writing for approval. Once Board approves minutes the High Drighten will relay business form the minutes to the TAC Charter Membership in a monthly forum.

6.02 Board Votes; With ten (10) board members available for meetings any items requiring a vote must be passed by a majority. A majority of ten members in attendance is six. A quorum is the minimum number of officers needed for an official action. Given there are ten Board members a quorum would be six present for any official business or actions (Votes). From that quorum the majority needed to pass a vote would be four members. Only announced special votes calling for a unanimous vote will be done by the Tribunal. To call a vote 6 Board members must be present for that vote. If all board members are present then the majority shall also be 6 of the 10 votes. If there is a tie in the vote (5/5) then the Board will review the vote, make any special announcements and conduct a re-vote immediately. If it is determined that there is a tie again then the vote will be tabled until the next scheduled meeting.

Article VII: Duties

7.01 Exceptions: With the exception of the Board of Directors, President, Vice President, Board Chairman and any other employee or member of TAC, no other person, organization, group or kindred shall be expected to perform any duties or services for TAC.

7.02 Who Can Perform Duties: Any Charter Member or non-charter member can apply to perform duties with TAC at any time.

7.03 Protections: No member or non-member of TAC shall, by force or coercion, be required to participate in any event or proceeding which may be deemed to be in conflict with, or in opposition to, the by-laws of TAC, or the Asatru religion in general. This includes, but not limited to, involuntary service of any kind requiring the use and administration of otherwise binding oaths not based on the tenets and beliefs of the Asatru religion in any fashion.

7.04 Duties:

7.04A President: The duties of the President shall be to oversee and direct new projects to ensure that all projects fit into the general direction of TAC. The duties of this position may include but are not limited to: writing articles, publishing, membership maintenance, daily operations, and ensuring that the Vice President and Board Chairman are fulfilling their duties in their capacities. The President maintains one vote on the Board of Directors. The President is the last contact for the Board of Directors in case of emergency. The President also serves as a tie breaker in the event there should not be a majority in any vote.

7.04B Vice President: The duties of the Vice President will include but not be limited to: Administrative Assistant, membership applications, kindred applications, reports, accounting reports, etc. The Vice President is responsible for any and all administration including the creation of forms, update of bylaws and protocols. The Vice President also serves as the Board Chairman when one is not available. The Vice President holds one vote on the Board of Directors. The powers, and duties of the Vice President are at the discretion of The President. The Vice President may be granted more, or less power at any time.

7.04C Board Chairman: The duties of the Board Chairman will include but not be limited to: determining who serves on the Board of Directors, recommends personnel changes to the Board and submits for a vote as well as enforce the protocols below. The Board Chairman also ensures the Board of Directors works lawfully. The Board Chairman serves other roles as needed. The Board Chairman will be the primary contact for anything the Board of Directors needs unless the task specifically falls to the Vice President or President. The Board Chairman holds one vote on the Board of Directors.

The Chairman of the ensures that the By-Laws are being followed, and minutes are being kept for each official meeting.

7.04D The High Drighten: The High Drighten will hold a seat on the Board of Directors. HD will attend all board meetings and will oversee the activities of the Board. The HD will also attend all Tribunal meetings and will oversee the activities of the Tribunal. It will be the duty of the Hight Drighten to judge and speak out on anything he considers to be unfair, unethical, or biased in any way. The High Drighten holds one vote on the Board of Directors. The High Drighten will ensure that the By-Laws and the Social Media Code of Conduct is also being followed by the board and the tribunal and will represent the membership of TAC so the members will have a representative voice at all meetings. The HD will determine if the board and the tribunal are acting in a fair, ethical and honorable manner in all things.

7.04E The Board of Directors: The Board of Directors is responsible for enforcing the protocols below. The votes of the Board of Directors shall be mandatory in all matters unless dire or acute circumstances exist. When the vote is tied, the Board Chairman shall then request the Vice President and President to vote again to break the tie. The President is only entitled to one vote but still holds the right to the tie breaker by means of executive order.

7.04F Board Members: The Board of Directors is to consist of ten (10) members at all times. The President is always included as a member.

1. President: Job description listed above
2. Vice President: Job description listed above.
3. Board Chairman: Job description listed above.
4. High Drighten: Oversees Board meetings and advises Tribunal. Ensures that all discussions, votes, ideas, and plans, are done with TAC members in mind. Will ensure that everything the Board and Tribunal does is fair, honorable, and beyond reproach or ridicule by anyone within or outside of TAC.
5. Public Relations Director: Oversees all business relating to Public Relations, Advertising as well as business relating to social media. Manages and oversees the Social Media Manager, administrators, and moderators, of all TAC social media platforms.
6. Religious Director: Oversees the Clergy Training Program
7. Director of Ambassadors: Oversees all Ambassadors and The Ambassador Program. All Ambassadors report to the Director.
8. Director of Military Affairs: Lead Military Ambassador. Works for interests of the Military and First Responders. Helps with Religious accommodations for members of the armed forces and First Responders. Assists and advises unit leaders and religious organizers in matters related to Asatru.

9. Treasurer: In charge of all TAC finances, and IRS information etc. Performs all book keeping, and in charge of the section below:

10. Founder: 7.04E The founder will maintain a position on the board of directors. The founder shall report and be directed by the president, and is there to help any department member that needs it. The founder shall remain a signer on official paperwork and documents in regards to the non-profit status, trademarks and any other ~~such~~ documentation per the direction of the Board. The founder will work together with The Board of Directors, to accomplish long and short-term goals. The founder will have one vote on the board. The Board will advise the Founder of pertinent discussions from Tribunal Meetings.

Article VIII: Finances

8.01 How Funds are Used: All funds donated to The Asatru Community for any purpose are to be used at the sole discretion of TAC for religious purposes, organizational needs, or in ways that will benefit the heathen community. The funds may not be used for personal gains or any activity that would be considered a “corporate venture”, an investment or any activity that would be seen as a profit. All funds will be used in accordance with IRS Section 501(c)(3).

8.02 Financial Reports: A quarterly summary report must be presented to The Board of Directors by the Treasurer. This report will include all financial transactions within TAC. Detailed accounts will be kept by the Treasurer.

8.03 Finances on Hand. Funds remain with TAC regardless of who the current President of TAC is. The account where the funds are held will be left in trust to the Vice President and Board Chairman if no President is currently in service.

8.04 Financial disclosure: TAC will release quarterly and annual disclosures to Charter Members via website. Notification will be mentioned in Mimir’s Well.

Article IX: Violations and Appeals

9.01 Violations: **When it is reported or discovered that a Charter Member has violated either our By-Laws or our Code of Conduct the following steps will be taken.**

9.01A Charter member that has violated either the By-Laws or Code of Conduct will be temporarily blocked from accessing all Facebook groups. This should be completed by the PR Director or Deputy Director.

9.01B The High Drighten will contact the member that violated our rules and inform them of the actual code or By-Law that was violated and that they will be temporarily blocked from accessing our sites until the claims are investigated and confirmed.

9.01C Within 72 hours the High Drighten will work with the PR Director and Admin Team to investigate the claims and then present findings to the Board for a vote on the consequences of the infractions. Possible outcomes are a limited time ban (30-60 days) removal from specific pages but remain a member, or if the infraction is conduct detrimental to the community and TAC, membership will be revoked.

9.01D Voting procedure- High Drighten or PR Director will present the findings of the investigation to the board. If the infraction involves sexual harassment, every caution will be taken to protect the name and details of the harassment confidential. Once the information has been presented to the board, a vote will be cast by each member of the board pertaining to the actions the Board will take in the case. A simple majority vote will determine our course of action.

9.01E Once determination has been made by the Board vote, the High Drighten will reach out to the offender and deliver the decision. After that all other parties will be informed of our decision and course of action.

9.02 Appeal Process:

Charter members that are charged with violation of the By-Laws and Code of Conduct have 30 days to file a formal appeal to remain a charter member or appeal a limited time ban. They will be required to present their case for appeal via email to the High Drighten who will then present to the Tribunal for consideration.

9.03 Appeal Considerations: All further evidence and information will be considered in the event of an appeal. The Tribunal will discuss, vote and return their decision to the member appealing within 72 hours of requesting the appeal. All applications are subject to Article IX (Ethics) and Codes of Conduct outlined in the Bylaws.

9.04 Automatic Rejection Reasons: The following reasons may be cited for rejection of an application: misrepresentation, failure to complete required criteria, failure to adhere to the Codes of Conduct or Ethics, failure to treat members with respect or any action that may be detrimental to TAC. All the decisions made by the Tribunal via majority vote are final in the appeal process.

Article X: Protocols

10.01 Board of Directors Protocol: The Board Chairman will be responsible for suspending any offending board member. The offending member will be suspended until an investigation can take place. The investigation will be conducted by The Tribunal. The Tribunal will review the case and will decide to take further actions or to overturn the suspension and removal, should no evidence be found. The offending board member may be allowed back into the group but not to

the Board of Directors. This suspension will be for 30 days to allow for all members to hold a meeting to resolve. The offending board member will only be allowed back into the Board of Directors once all necessary actions have taken place to ensure the good of The Asatru Community, Inc. The Board of Directors will decide if the offending council member will be allowed back into the Board of Directors.

10.02 Online Posting Protocol: All posts shall be reviewed to ensure the content is not offensive. Posts shall not be racial or degrading in any manner. Posts shall not be gruesome or contain images that violate state and federal laws and/ or violates the rules and regulations of the Socail Media platform and FCC guidelines. Posts will not have a sexual nature or be inappropriate in any manner. Advertisements will be reviewed and posted on a case by case basis. If it is decided that a post shall be removed then a screenshot of the offending post will be kept on file for future reference and use in TAC reports.

10.03 Group Conduct Protocol: All members of TAC will be held to the following protocol. All members will follow and abide by By-laws and Codes of Conduct. Any offensive members or groups will be banned. This is a legitimate organization and we TAC will not tolerate violations of internet protocols, local, state and federal laws or TAC COC. This includes all TAC gatherings, official functions, etc.

Article XI: Suspension, Revocation, Resignations, Cancellations

11.01 Charter Members: Charter members may have their membership suspended or revoked if they violate any C.O.C. or By-Law. A Charter member may also cancel their membership as long as they inform TAC via email or other means. A suspension of membership may be overturned by appeal. Notification of suspension must be provided to the charter member via email no later than 10 days after the suspension has been voted on by the board and has taken place.

11.02 Charter Membership may be revoked if it is discovered that said member's only purpose within The Asatru Community is to aid member, non-member, or kindred, who has previously been banned, removed, or disassociated, due to previously known issues that are detrimental to TAC.

11.03 The Tribunal: The President, Vice President, and Board Chairman may have their positions suspended or revoked if they violate any part of the C.O.C. or are caught in illegal or illicit activity, by a unanimous Board Vote. If a Tribunal member has their position suspended or revoked, a member from the Board of Directors may take over until a new board member can be elected to fill the vacant position. If a Tribunal member wishes to voluntarily leave their position they must turn in password, account, or other business information used in their position.

11.04 Board Members are Charter Members and are held to the same guidelines presented to TAC. Offending members will be redemanded according to the prescribed actions.

11.05 We reserve the right to remove a member at any time, for any reason. This is a private organization and violations of this organizations rules and regulations will be addressed verbatim to the offending member.

Article XII: An Outline of our Beliefs

12.01 Overview: Although TAC is a heathen organization we do not enforce or push any specific beliefs on those who attend or join TAC. Our specific beliefs include acceptance of the Gods included in the Nordic and Germanic Pantheons. We define ourselves as Heathen and being true to the Gods and beings of the Nordic Pantheon and belief system although our application of said path is our own and may be varied from other paths following the same faith. Our beliefs do not infringe on the rights of those who join to freely assemble, to conduct themselves according to their own conscious if they abide by the C.O.C., Bylaws and Ethical code.

Article XIII: Dissolution

13.01 Dissolution: Upon dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

Article XIV: Conflict of Interest

14.01 Purpose: The purpose of the conflict of interest policy is to protect this tax-exempt organization's (The Asatru Community Incorporated (Organization)) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

14.02 Definitions:

14.02A Interested Person: Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

14.02B Financial Interest: A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- b. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or

- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

16.02C Compensation can be granted by Board Vote.

14.03 Procedures:

14.03A Duty to Disclose: In connection with any actual or possible conflict of interest, and interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

14.03B Determining Whether a Conflict of Interest Exists: After disclosure of the financial interest and all material facts, and after any discussion with the interested person, they shall leave the governing board of committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board of committee members shall decide if a conflict of interest exists.

14.03C Procedures for Addressing the Conflict of Interest:

- a. An interested person may make a presentation at the governing board of committee meeting, but after the presentation, they shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The chairperson of the governing board of committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board of committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the

above determination, it shall make its decision as to whether to enter into the transaction or arrangement.

14.03D Violations of the Conflicts of Interest Policy:

- a. If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis of such belief and afford the member an opportunity to explain the alleged failure to disclose.
- b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

14.04 Records of Proceedings: The minutes of the governing board and all committees with board delegated powers shall contain the names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing boards or committee's decision as to whether a conflict of interest in fact existed. The minutes will also contain the names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

14.05 Compensation: A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

14.06 Periodic Reviews: To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment for goods and services, further charitable purposes and

do not result in inurement, impermissible private benefit or in an excess benefit transaction.

14.07 Use of Outside Experts: When conducting the periodic reviews as provided for in Article VII, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews and conduct.

14.08 Disputes: If any party disputes the decision once vote has been completed regarding the conflict of interest, said party can provide a written statement to the governing board regarding their dispute. The governing body will review the written statement and respond accordingly. If new information is brought to light, the governing board may reconvene and provide the new information and revote regarding the conflict of interest.

Article XV: Ethics

15.01 Guidelines: All activities at TAC are dealt with in a highly ethical manner. No action shall be taken without discussion and reasonable research in relation to the consequences of change. Information is not shared with members outside of the Board of Directors. Private information is only shared in a manner conducive to business dealings. TAC is a religious organization and will base their actions on these beliefs.

