

Ammendment Proposal #1

This ammendment is to allow the organization to move without impacting the by-laws. Ammend as follows:

ARTICLE I -- NAME

The name of this corporation shall be THE HENGE OF KELTRIA

The principal registered address of the corporation shall be:

11975 IBIS ST NW

Coon Rapids, Anoka County, MN 55448

or such other location as the Board of Trustees may, from time to time, establish by reesolution and place on file with the Secretary of State of the State of Minnesota.

Ammendment Proposal #2

A review of the By-Laws other organizations indicates that "articles of faith" or "the beliefs of" are absent from their documents. Generally, beliefs are included in other, religious documents and the purpose article (Article II) is sufficient. Generally, it appears that such religious statements are inappropriate for such a secular document as the by-laws. As such, proposed ammendment 2 removes Article III -- The Beliefs of Keltrian Druidism in its entirety and renumbers the remaining articles as appropriate.

~~ARTICLE III -- THE BELIEFS OF KELTRIAN DRUIDISM~~

~~We have 13 statements which encompass our values and world view. They are as follows:~~

~~WE BELIEVE IN DIVINITY as it is manifest in the Pantheon: and that polytheism, pantheism, panentheism, animism, and pan-polytheism are all valid theistic perceptions of said Pantheon.~~

~~WE BELIEVE THAT NATURE IS THE EMBODIMENT OF THE GODS.~~

~~WE BELIEVE THAT NATURAL LAW REFLECTS THE WILL OF THE GODS.~~

~~WE BELIEVE THAT ALL LIFE IS SACRED, and should neither be harmed nor taken without deliberation or regard.~~

~~WE BELIEVE IN THE IMMORTALITY OF THE SPIRIT.~~

~~WE BELIEVE THAT OUR PURPOSE IS TO GAIN WISDOM THROUGH EXPERIENCE, and that we may undergo several incarnations to facilitate the variety of experience necessary to gain said wisdom.~~

~~WE BELIEVE THAT LEARNING IS AN ONGOING PROCESS, and should be fostered at all ages.~~

~~WE BELIEVE THAT MORALITY SHOULD BE A MATTER OF PERSONAL CONVICTION BASED UPON SELF RESPECT AND RESPECT FOR OTHERS.~~

~~WE BELIEVE THAT EVIL IS NOT A MATTER OF INHERITANCE BUT OF INTENT; therefore, actions are not in themselves evil. Rather, it is through the intent behind actions that evil can manifest.~~

~~WE BELIEVE IN THE RELATIVE NATURE OF ALL THINGS, that nothing is absolute, and that all things, even the Gods, have their dark sides.~~

~~WE BELIEVE THAT EVERY INDIVIDUAL HAS THE RIGHT TO PURSUE ENLIGHTENMENT THROUGH HIS/HER CHOSEN PATH.~~

~~WE BELIEVE IN HONORING THE GODS THROUGH THE CYCLICAL CELEBRATIONS OF OUR CELTIC ANCESTORS.~~

~~WE BELIEVE IN A LIVING RELIGION able to adapt to a changing environment; therefore we recognize that our beliefs may undergo change as our tradition grows.~~

Ammendment Proposal #3

This ammendment corrects several typographical errors. It requires the members of the Council of Elders to be active (dues paid) members.

ARTICLE VIII -- THE COUNCIL OF ELDERS

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All theological direction for the Henge of Keltria shall be from the Council of Elders. Members of the ~~e~~Council are from active members of the ~~r~~Ring of the Oak. The Council of Elders supersedes and can override all secular offices and officers in matters that are deemed by the Council Elders to be of a spiritual nature or may inappropriately impact the beliefs and philosophies of the Henge of Keltria. The Council of Elders shall consist of no more than nine members of the rings of the Oak. Election of ~~e~~Council members is from the active membership of in the ~~entire~~ ~~r~~Rings of the Oak. A simple majority of affirmation from the total Oak ring membership is required for appointment to be carried. Abstention of a vote does not apply to the majority of assent needed for election. The duration of appointment is nine years. There is no limit to the number of consecutive appointments. The Council of Elders is empowered to remove any member from the membership roles for cause as stated in these bylaws.

Ammendment Proposal #4

This ammendment codifies into the by-laws actions already in place within the Council of Elders.

Add the following paragraph to:

ARTICLE VIII -- THE COUNCIL OF ELDERS

The number of members of the Council of Elders shall be based upon the number of members of the Ring of the Oak. The number, election, and appointment process to the Council of Elders shall be described in the Council's working documents.

Ammendment Proposal #5

David R. Schaal's two-year term as Trustee has expired. Pat Taylor has resigned her position as a Trustee. Keeping their names and address in the by-laws (a public document) is unnecessary and inappropriate. Ammendment proposed to modify the by-laws:

ARTICLE IX -- BOARD OF TRUSTEES

~~Nine year terms:~~

~~a. Donald E. "Tony" Taylor, 11975 Ibis St., Coon Rapids, Anoka County, MN 55448~~

~~b. Pat Taylor, 5357 26th Ave. S, Minneapolis, Hennepin County, MN 55417~~

~~Two year term:~~

~~a. David R. Schaal, 5357 26th Ave. S., Minneapolis, Hennepin County, MN 55417~~

The remaining two Trustee positions are now elected.

Ammendment Proposal #6

Paragraph "3." requires that a new Board of Trustees determine the regular intervals of their meetings immediately following the adjournment of the annual meeting. This process is difficult and unnecessary. Propose to ammend the bylaws to remove that requirement and allow the President to call all meetings in accordance with paragraph "6." Also allows for Secretary to send E-Mail notifications to board meetings when possible. These meetings of the Board do not need to be considered as "special." Also ammends by-laws to correct typographical errors. Ammend the by-laws as follows:

ARTICLE IX -- BOARD OF TRUSTEES

The Board of Trustees shall meet at ~~least bi-annually, regular intervals, such intervals to be determined by a special meeting of the board of trustees held~~

~~immediately following the adjournment of the annual meeting of the Henge.~~

A simple majority of ~~b~~Board members shall constitute a quorum for conducting business at any ~~regular or special~~ meeting of the ~~b~~Board of ~~t~~Trustees.

Teleconferencing is acceptable to create a quorum.

1. Board members shall receive electronic notice, written notice, or a telephone call from the secretary informing them of each board meeting. Notice shall be given no less than ten (10) days prior to each meeting.

2. The ~~b~~Board shall hold such ~~special~~ meetings as may be necessary for conducting business of the ~~Henge~~Corporation. ~~Special m~~Meetings of the ~~b~~Board may be called by the ~~p~~President, in his/her absence, by the ~~v~~Vice--~~p~~resident ~~or and~~ any two trustees. ~~Board members shall receive notice of special board meetings by written notice or telephone call.~~

3. The ~~b~~Board of ~~t~~Trustees shall be empowered to employ or dismiss good place for administrative oversight an ~~e~~Executive ~~d~~Director whose duties will be determined by the ~~b~~Board of ~~t~~Trustees in a written policy and duty statement. The ~~e~~Executive ~~d~~Director may hire a staff to carry out the goals and policies of the ~~b~~Board of ~~t~~Trustees.

4. The ~~b~~Board shall appoint members of the Henge to fill an unexpired term which may become vacant on the ~~b~~Board of ~~t~~Trustees. Should a ~~t~~Trustee be absent from a majority of board meetings during the year, the office may be declared vacant and a new ~~t~~Trustee appointed by the ~~b~~Board.

5. The ~~t~~Trustees may be compensated for their services as authorized by the membership or bylaws.

Ammendment Proposal #7

Change in membership to require members to understand the fundamentals of Keltrian Druidism and the organization, apply for membership, and be accepted for membership as well as to pay for that membership. This also relates to the existing paragraph 8 which states that "members are presumed to have read and understood ... policy documents." It is inappropriate to have members presumed to know those things without the Board knowing that that is true.

ARTICLE XI -- INDIVIDUAL MEMBERSHIP

Membership shall consist of those persons who understand the principles of Keltrian Druidism, who have made written application, shall be open to all persons interested in the Celtic Earth based religions upon the payed ment of their annual dues and have been accepted in such an amount as prescribed by the Board of Trustees or its delegated authority. The form of application shall be that approved by the Board of Trustees or its delegated authority..

Also: Delete first sentenance of the subsequent Paragraph 2.

~~Any person interested in the Henge of Keltria may be enrolled as an active member upon receipt by the secretary of the first payment of dues.~~ Membership shall run from January 01 to December 31.

Ammendment Proposal #8

The current policy of extending all new member memberships to December 31st and then requiring all people to renew their membership at one time is probblematic and inefficient. Membership should run from the date first joined.

Delete the second sentence of Paragraph 2

ARTICLE XI -- INDIVIDUAL MEMBERSHIP

~~Membership shall run from January 01 to December 31.~~

Ammendment Proposal #9

Currently membership in The Henge of Keltria is available to minors who receive parental/guardian consent. This proposed ammendment will provide for a “Youth Membership:,with a different membership type the Board of Trustees will be able to set a different rate for that membership class.

ARTICLE XI -- INDIVIDUAL MEMBERSHIP

Add paragraph 10:

Youth Memberships. Minor children under the age of 18 may join the Henge of Keltria as Youth Members upon filing a Youth Membership Application which includes a signature of parent or guardian granting permission and approval. Dues for Youth Memberships shall be as determined by the Board of Trustees. Youth Members shall not have the ability to vote in Henge business and Youth Members may not hold office nor be listed in the Membership Directory.

Ammendment Proposal #10

Currently members in The Henge of Keltria who fail to pay their dues are dropped from the rolls after 60 days. This ammendment proposes to move those persons to an inactive status.

ARTICLE XI -- INDIVIDUAL MEMBERSHIP

Ammend paragraph 6 as follows

Members failing to pay their dues for more than 60 days after they become payable shall be regarded as inactive members~~dropped from the rolls 60 days after the mailing of a notice of such default. Such notice is sent from the office of the Secretary.~~ Inactive members shall have no voting privilege, shall not receive subscriptions to the membership newsletter, nor receive any other benefits of membership until such time as they renew their memberships with payment of their annual dues and such payment is processed as normal.

Ammendment Proposal #11

Currently there are no Groves with individual memberships. Also, currently the Board of Trustees hasn’t set the amount of a Grove Membership as there has been no demand. Also, a person who was a member of the Corporation and who leads a Grove with a Grove membership would effectively have a double vote in all actions. Groves, being autonomous units, should instead be chartered. This ammendment removes Groves from holding membership separate from its members (thus allowing for double voting).

ARTICLE XII--THE GROVES

Each Grove within the Keltrian system is an autonomous unit.~~Any Grove or individuals within the Grove may carry membership to the Henge (although this is not required).~~ Groves ~~wishing to waive Henge membership~~ must ~~still~~ abide by the Henge beliefs, ethics, bylaws and religious methodology to carry the Keltrian name. A grove that does not, is not part of The Henge of Keltria and can not be indemnified by the Henge. Each Grove is responsible for training and initiating its own members. Groves are encouraged to gather and interact with other Groves in their area or the membership at large. Groves need to

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register themselves with the Henge to carry the Keltrian name.

Any Druid of the Oak is qualified to start a Keltrian Grove. Those of other rings who wish to start local Groves may do so only if they are members of the Henge and are championed by a member of the ring of the Oak. Permission from the Council of Elders for groves outside of a one hundred mile radius from the champion is required.

~~A Grove Membership is available to registered Keltrian Groves with three or more people. This membership carries with it three votes in any election held within that calendar year. Total number of votes for a grove may not exceed Grove membership. Groves will also receive three copies of any mailings made to the membership during the year.~~ Members of registered Groves may enter the correspondence course or purchase Membership Directories.

Persons within a registered Grove may **also** elect to carry individual memberships.

Ammendment Proposal #12

This ammendment presumes that the previous ammendment (#11) to Article XII -- The Groves is accepted. It then establishes new requirements for chartering Groves. It also provides for suspending, and revoking such Charters.

ARTICLE XII--THE GROVES

12.1: Each Grove within the Keltrian system is for the most part an autonomous ~~unit~~. Groves must abide by the Henge beliefs, ethics, bylaws and religious methodology. ~~to carry the Keltrian name. A grove that does not, is not part of The Henge of Keltria and can not be indemnified by the Henge. Each Grove is responsible for training and initiating its own members.~~ Groves are encouraged to gather and interact with other Groves in their area or the membership at large. Groves need to apply to the Board and be

granted charter by the Board of Trustees pursuant to a recommendation of the Council of Elders.~~register themselves with the Henge to carry the Keltrian name.~~

12.1.1: Such application will include indentification of a designated individual who takes on the major responsibilities of administration of the Grove who will act as contact and liaison to the Henge. Such person shall also be known as the Grove Founder.

12.1.2: Such applicaton shall also include the names of at least two other active members. The Grove Founder along with the other two members shall also be designated as Grove President, Secretary, and Treasurer (or Grove Leader, Scribe, and Pursewarden).

12.1.3: The Grove, when Carter is first granted, will be Chartered as, a "Seed - Grove," a "Seed Birch Grove," a "Seed Yew Grove," or a "Seed Oak Grove" based upon the definitions established in Article XX - DEFINITIONS.

12.2. Groves of any type must submit quarterly financial statements to the Treasurer of the Henge.

12.2.1. A Seed -Grove's Charter automatically lapses one year after its last submitted Quarterly Financial Statement.

12.2.2. A Grove which fails to submit a Quarterly Financial Statement for over one year will become a Seed Grove at the descretion of the Board of Trustees.

12.3 A Grove of any type must submit an annual, "State of the Grove" report to the Henge indicating the current Officers of the Grove, location of Grove Meetings (City and State) and a contact point.

12.3.1. This report must be suitable for publication in Henge Happenings.

12.3.2. Groves of any type shall not have the power to incur debt in the name of the Henge of Keltria.

12.4: All types of Groves must register annually with the Henge and certify its actions and activities in order to maintain or increase in status. The Board of Trustees, pursuant to a recommendation

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of the Council of Elders may remove the Seed designation or increase or decrease its stature during the review of the annual registration report.

12.5. Oak Groves chartered by the Board of Trustees shall be legal Subordinate organizations of the Henge of Keltria as incorporated and shall are eligible to be covered by any appropriate Church Group Exemptions.

12.6. A Grove may be disbanded upon the Grove sending written notification from the grove's Founder indicating that the Grove intends to disband. The records of the Grove will go to the Henge Office where they will be inactive.

12.7. A Grove's Charter may be suspended pending an investigation of problems brought to the attention of the Board of Trustees. A Grove's Charter may also be suspended based upon the Grove's Quarterly or Annual reports or lack thereof .

12.7.1. A Grove's Charter may be suspended if the Board of Trustees has reason to believe that the Grove is not functioning as a viable organizational Unit of The Henge of Keltria.

12.7.2. A Suspended Grove of any type may reinstated if the Grove can resolve its problems to the satisfaction of the Board of Trustees persuent to the recommendation of the Council of Elders within one year of suspension.

12.8.1. A Grove's Charter may be revoked by Council of Elders based upon religious theological issues.

12.8.2. A Groves Charter may be revoked by the Board of Trustees based upon secular issues. These issues include, but are not limited to the following: Conduct found to be incompatible with the purpose of the Corporation or contrary to the Laws of the State or Country the Grove is located in, conduct or statements of the Grove in its meetings or statements that discredit the Henge of Keltria, its purposes, or members.

12.8.2. a Grove's Charter may be revoked by the Board of Trustees if three months after suspension, a grove has not made adequate corrections to the issues

involved which were the cause of the suspension.

~~Any Druid of the Oak is qualified to start a Keltrian Grove. Those of other rings who wish to start local Groves may do so only if they are members of the Henge and are ehampioned by a member of the ring of the Oak. Permission from the Council of Elders for groves outside of a one hundred mile radius from the champion is required. Members of registered Groves may enter the correspondence course or purchase Membership Directories.~~

~~Persons within a registered Grove may elect to carry individual memberships.~~

Add to

ARTICLE XX -- DEFINITIONS

SEED

A Seed Grove is a Grove which has submitted quarterly financial reports for less than one year. It also has not submitted an annual Grove report for the previous year.

GROVES

A GROVE consists of three or more people who meet regularly, at least once per month, and have received a Charter as a Keltrian Grove.

In a BIRCH GROVE the Grove Leader is a member of the Ring of the Birch or higher.

In a YEW GROVE the Grove Leader is a member of the Ring of the Yew, or higher, at least two other members of the Grove are members of the Ring of the Birch or higher.

In an OAK GROVE,, the Grove Leader is a member of the Ring of the Oak, and at least two other members of the Grove are members of the Ring of the Yew or higher.

Ammdement Proposal #13

Currently the president, the vice president, with two trustees, or any ten members can call a Special meeting of the Henge. This ammdement seeks to require the approval of the Board of Trustees in order to call a meeting of the Henge membership.

ARTICLE XIII—MEETINGS

13.2. Special meetings of the Henge ~~or board of trustees~~ may be requested called by the president, in his/her absence, by the vice president ~~or and~~ any two trustees at any time and ~~also upon written request~~ by ten members of the Henge. Such written request is to the ~~o~~Office of the ~~p~~President. If the request is approved by the Board of Trustees, the Board shall set the date and location of the meeting.

Ammdement Proposal #14

This ammdement seeks to have the Board of Trustees review ammdements and keep ammdements from going to the membership that are inappropriate or undesirable. It also seeks to correct several minor typographical errors.

ARTICLE XVI—AMENDMENT

Ammdements to these bylaws may be proposed in writing and filed with the ~~s~~Secretary by any three members.

Ammdement proposal tracking.

An ammdement proposal must be received in the ~~o~~Office of the ~~s~~Secretary by March 1st to be considered for that year's annual meeting. At other times of the year a special meeting of the Henge may be called if special meeting and notification requirements are met. In either event within ten days upon receipt of the proposed ammdement, the office of the secretary will have informed the Henge officers, Board of ~~t~~Trustees and members of The Council of Elders. The office of

the president will respond to the parties acknowledging receipt of the proposed ammdement within 5 days of receipt. The Council of Elders will examine and judge the proposed ammdement to insure its passage would not weaken the theological foundations of the Henge of Keltria.

The Board of Trustees shall then review the ammdement and may veto sending any ammdement to the membership if they believe it to be inappropriate or undesirable. The Board shall have 45 days to consider the ammdement. The Secretary shall inform the ammdement's submitter of the Board's decision. The submitter shall then have an opportunity to address the board concerning the proposal.

After the Council of Elders and the Board of Trustees both rule upon the proposed ammdement This is to be accomplished within 30 days of receipt of notification of the proposed ammdement. The secretary shall notify the all membership in writing of the proposed ammdement(s), and they may be adopted by a two-thirds vote of the members present at the annual meeting if a quorum is present and provided six weeks have elapsed since the sending of the notice.

Ammdement Proposal #15

The "clear majority" clause of the Bylaws is unclear as what should occur in situations in which the candidate receives less than a clear majority. This ammdements proposes that the individual who fails to have a "clear majority" be elected to a one year term.

ARTICLE XVII—ELECTIONS

17-2. A clear majority comprising of a 10% margin over the opposing candidates of the tallied votes shall be required to elect any eligible member to any position on the Board or any other elective position in this Corporation, except as specified in these Bylaws. A persons who fails to receive a clear majority but does receive

a plurality shall be considered elected to a one year term of office.

Ammdement Proposal #16

Currently the bylaws are unclear about filling vacancies on the board. This ammdement seeks to leave Trustee positions vacant until the next election.

ARTICLE XVII—ELECTIONS

17-3. Replacements to vacancies in elected or appointive positions under the Board's direction, shall be appointed by the Board of Trustees to serve until the next election date. The Board is not required to fill a vacant Trustee position. Said appointments may not exceed 13 months.

Ammdement Proposal #17

This ammdement seeks to more clearly define the definitions, status, rights, and responsibilities of people prior to initiation. It defines three classes of the uninitiated..

1. - Seeker - A person who is searching for understanding about Druidism.
2. - Member - A person who is working to learn about Keltrian Druidism and has joined the Henge of Keltria
3. - Dedicator - A person who is a member of the Henge of Keltria and undergoes a Keltrian Druid Dedication ceremony.

ARTICLE XIX—LEVELS OF ACHIEVEMENT

19.1. Keltrian Druidism is an initiatory mystery tradition. Prior to initiation a person must study and prepare for initiation. The uninitiated may go through three phases on the way to initiation.

19.1.1. The Seeker is a person who is investigating Celtic Spirituality or Druidism in its many and varied forms. A Seeker typically first contacts the Henge of Keltria seeking to know and understand what forms of Celtic Neopagan spirituality are available.

19.1.2. The Member is a person who is interested enough in Keltrian Druidism to join the organization.

{Move "paragraph 1 - actually the fourth paragraph of the article - here. Then continue to edit as shown}

The general ~~m~~Members are considered general laity and may ~~is permitted to participate attend~~ in all public rituals, with the exception of the Vervain Rite and initiation rites serve on committees, partake in open meetings and have any other privileges and responsibilities as shall be designated by the Henge or their local Grove.. A ~~The general m~~Member is not required to enter into a study program. General members may, but are not required to, perform parts in ritual in a minimum capacity.

. {Move "paragraph 2 - actually the fifth paragraph of the article - here. Then continue to edit as shown}

19.1.3. The ~~d~~Dedicator has committed him/herself to the study of Druidism and has demonstrated this commitment by ~~undergoing participating in a d~~Dedication Ceremony. The Dedication Ceremony establishes a Student/Teacher Dedicator/Mentor relationship. The ~~dedicator is should either~~enrolled in a ~~the~~study course with the Mentor or is involved with the training system employed by a Grove. ~~or begin studies to achieve a competence at least equal to that obtained through the course.~~Dedicator~~st~~es may be called upon to assume lesser roles in public rituals should their services be needed.

Ammendment Proposal #18

This ammendment moves the discision for transfers from “any member of the Ring of the Oak” to the Council of Elders. It also eliminates transfers from non-Druidic traditions.

ARTICLE XIX—LEVELS OF ACHIEVEMENT

SPECIAL PROVISIONS FOR TRANSFERS

~~People Persons~~ entering Keltria from another initiatory Neopagan Druidic tradition may be admitted to a ~~R~~Ring equivalent to their previously held grade or degree up to the ~~R~~Ring of the Yew. ~~P~~provided that they can demonstrate an equivalent level of knowledge. This position will be awarded for a probationary term of one solar cycle at the discretion of ~~The Council of Elders~~a member of the ring of the Oak. If, within the passage of one solar cycle, said person demonstrates that s/he has acquired sufficient ritual skills and understanding of the Keltrian system, his/her Ring will become permanent.

~~Persons wishing to enter Keltria from an initiatory non-Druidic Neopagan tradition may be admitted one grade below their previous degree at the discretion of a member of the ring of the Oak, (up to the level of Yew) provided they can demonstrate sufficient Druidic knowledge for that level.~~

Ammendment Proposal #19

This ammendment proposes the establishment of an Arch-Druid to act as a spokesperson for the Council of Elders. Other Neopagan Organizations typically have such a person, “Chosen Chief”, “Arch-Druid”, “Primate”, “Founder,” etc.

In

ARTICLE VIII—COUNCIL OF ELDERS

Add the following:

The primary authoritative spokesperson for the theological direction of the Henge of Keltria shall be known as the Arch-Druid. The Arch-Druid shall be selected from the Council of Elders by the Council of Elders and shall hold the position for as long as she or he remains on the Council. The Arch-Druid shall preside over meetings of the Council of Elders.

Ammendment Proposal #20

This ammendment proposes to allow for the emergency “bending of the rules” by the Council of Elders.

ARTICLE VIII—COUNCIL OF ELDERS

Add the following paragraph:

6. The Council of Elders may, on a case by case basis, approve waivers to requirements for Levels of Achievement when it believes that such a waiver is in the best interests of the Individual, their Grove, and/or Henge.

Ammendment Proposal #21

This ammendment proposes the establishment of a standard numbering system for all paragraphs within these by-laws. Add numbers to all paragraphs with the first number relating to the article number, the second number relating to the paragraph and a third number indicating a subordinate or further explanation paragraphs.

For example

19.5. As The Ring of the Oak....

19.5.1. The first tier....

19.5.1.1. Advancement to Rowan....

