

# Bylaws of The Henge of Keltria

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# The Henge of Keltria

## By-Laws

### ARTICLE I-NAME

1.1. The name of this corporation shall be THE HENGE OF KELTRIA

1.2. The principal address of the corporation shall be:

P.O. Box 4305

Clarksburg, WV 26302-4305

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

### ARTICLE II-CORPORATE PURPOSES

- 2.1. This organization is formed exclusively as a religious and/or Church Corporation and is not organized for the private gain of any person or persons.
- 2.2. The Corporation has a specific and primary purpose to foster and practice the spiritual and cultural teachings of Celtic Earth based religions, to facilitate communications with and between different Celtic Earth Based Religions.
- 2.3. The Corporation shall have power to establish, modify or dissolve schools and other affiliated religious orders, lodges, groves and groups.
- 2.4. The Corporation shall have power to authorize, bestow, convey, grant, issue or revoke certificates, charters, degrees, credentials, diplomas, franchises, licenses, memberships, or ordinations through the church corporation, or any subsidiary corporation created by this church Corporation, including cemeteries.
- 2.5. The corporation shall have power to publicize, publish, promote, celebrate, teach, research, and explore any and all material which may bear upon its beliefs, philosophies, theology, and religious history, ancient or modern.
- 2.6. The corporation shall have the power to apply for and receive grants, accept bequests and to establish and maintain an endowment fund.
- 2.7. The corporation shall have the power to own property, for the purpose of carrying out the above.
- 2.8. Notwithstanding the above statements of purpose and powers, the corporation shall not engage in activities that in themselves are not a furtherance of the purposes set forth in this article.
- 2.9. The corporation shall conduct its activities in accordance with Section 501 (c) (3) of the Internal Revenue Code or the corresponding section of any future federal tax code.

### ARTICLE III-PECUNIARY GAIN

- 3.1. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to in-

fluence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

- 3.2. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on by a corporation exempt from Federal income tax under Section 501 (c) (3) of the Internal Revenue Code or the corresponding section of any future federal tax code.

## ARTICLE IV-DURATION

- 4.1. The period of duration of this corporation shall be perpetual.

## ARTICLE V-PERSONAL LIABILITY

5.1. Upon the dissolution of the corporation, the officers and/or board, after paying or making provisions for the payment of all the liabilities of the corporation. The remaining Church corporation properties and assets shall be distributed for one or more exempt purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. Said distribution shall be in keeping within a basic harmony of the church Corporation beliefs.

5.1.1. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are operated exclusively for such purpose.

5.2. The members, officers, trustees and founders of the corporation shall have no personal liability for the debts of the corporation.

## ARTICLE VI-CAPITAL STOCK

- 6.1. The corporation shall have no capital stock and shall have no authority to issue shares.

## ARTICLE VII-COUNCIL OF ELDERS

- 7.1. All theological direction for the Henge of Keltria shall be from the Council of Elders. Members of the Council are from active members of the 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 Council members is from the active members in the Ring 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.
- 7.2. The number of members of the Council of Elders shall be based upon the number of members in the Ring of the Oak. The number, election, and appointment process to the Council of Elders shall be prescribed in the Council's working documents.
- 7.3. 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.

- 7.4. 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 the Henge.

## ARTICLE VIII BOARD OF TRUSTEES

- 8.1. The initial board of Trustees will consist of the founders being appointed for a period of nine (9) years and one trustee elected from the membership for two years with subsequent elected terms of three (3) years. This to provide a consistent direction during the early years of the church. At the end of nine (9) years, board tenure will convert to a board of trustees consisting of at least three (3) members of the corporation, each elected for the term of three (3) years at the regular annual meeting of the corporation. No more than two thirds of the board may be elected at any one given annual meeting.
- 8.2. All of the members of the board shall be members in good standing. Should any vacancy occur in the board, the vacancy may be filled by a majority vote of the remaining members of the board. Trustees may serve concurrently as officers with one vote per person, not per seat. There is no limit to the number of terms a trustee may serve.
- 8.3. The names and addresses of the Board of Trustees are available from the Henge Office.
- 8.3.1. All Trustee positions are elected
- 8.3.2. The business of the Henge shall be conducted by a board of trustees. The size of the initial board has seven seats. The corporate officers: President, Vice-president, Secretary, and Treasurer and three (3) Trustees. The terms of office for the Trustees shall be staggered so that no more than two-thirds of trustees shall be elected in one election. Increases in the number of Trustees may increase with membership.
- 8.3.3. The board shall have the responsibility of establishing policy to achieve the objectives of the Henge as stated in Article II of these bylaws.
- 8.4. The Board of Trustees shall meet at least bi-annually.
- 8.5. A simple majority of Board members shall constitute a quorum for conducting business at any meeting of the Board of Trustees. Teleconferencing is acceptable to create a quorum.
- 8.6. 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.
- 8.7. The Board shall hold such meetings as may be necessary for conducting business of the Corporation. Meetings of the Board may be called by the President, in his/her absence, by the Vice-president and any two trustees..
- 8.8. The Board of Trustees shall be empowered to employ or dismiss good place for administrative oversight an Executive Director whose duties will be determined by the Board of Trustees in a written policy and duty statement. The Executive Director may hire a staff to carry out the goals and policies of the Board of Trustees.
- 8.9. The Board shall appoint members of the Henge to fill an un-expired term which may become vacant on the Board of Trustees. Should a Trustee be absent from a majority of board meetings during the year, the office may be declared vacant and a new Trustee appointed by the Board.
- 8.10. The Trustees may be compensated for their services as authorized by the membership or bylaws.
- 8.11. The Board of Trustees are responsible for the development of a personnel policy when necessary, a long range plan and whatever other policies are needed to carry out the purposes of the Henge, as stated in the bylaws. These policies should be reviewed annually and revised as needed.

- 8.12. The Board of Trustees may remove any member of the Board of Trustees or Officer who is found to be acting in a manner that is detrimental to the Henge and its mission. A two-thirds(2/3) vote of the Trustees is required for such action and it must be confirmed by a majority vote of the membership. Notice of the proposed removal will be given to the members prior to meeting or of a special meeting called for this purpose. The person involved shall be given the opportunity to be heard at the meeting where his or her removal is considered.

## ARTICLE IX—OFFICERS

- 9.1. The officers shall consist of: a president, a vice president, a secretary, and a treasurer.
- 9.2. Officers with the exception of the treasurer, shall be elected by the membership and shall serve terms as established in the corporation's Bylaws. Any officer may be removed for cause by the board and, upon any vacancy, the board may fill such vacancy by a majority vote for the UN-expired term of the officer.
- 9.3. The Officers with the board of Trustees shall manage the affairs of the Henge, subject to such regulations and restrictions as may be prescribed by the Henge and within these bylaws.
- 9.4. The officers, with the exception of the treasurer, and the board of trustees shall be elected at the annual meeting by ballot of the membership, for a two year term with three consecutive terms as a limit and shall hold office until their successors have been elected. No person shall hold the same office of president, vice-president, or secretary, for more than three consecutive terms. In case of vacancy arising in any office it may be filled for the remainder of the unexpired term through selection by the board of trustees.
- 9.5. The retiring president of the Henge shall automatically become an ex-officio member of the board of trustees (non- voting) to act in an advisory and consultative capacity for a two-year period. The retiring president may also be elected to a voting trustee position.
- 9.6. The treasurer is to be appointed by the board of trustees. There shall be no limitation to the length of term the treasurer may serve, if so appointed.
- 9.7. Elections will be held at the annual meeting and will be done by ballot.
- 9.8. The HENGE OF KELTRIA is and shall be an equal opportunity employer. It does not discriminate based on race, color, age, national origin, marital status, disability, creed, religious or political affiliation, sex or sexual preference. All vacancies whether paid or volunteer will be filled on the basis of qualifications the applicant has in relation to the job requirements.
- 9.9. Duties and Qualifications of Henge Officers:
- 9.9.1. The president** shall preside at all meetings of the Henge and its officers. If the president is absent at any meeting, the vice president shall assume his/her duties. The president will act as the liaison between the board and the executive director. The president with the help of the executive director shall determine the agenda for all meetings. Must be capable of administering the workings of the entire church Corporation, including but not limited to the following:
- 9.9.1.1. act as Chairperson of the Board of Trustees;
- 9.9.1.2. act as Chairperson of the general membership meeting;
- 9.9.1.3. administer operations of the entire church Corporation;
- 9.9.1.4. delegate responsibility to ensure smooth operation of the Corporation as a whole;
- 9.9.1.5. issue an annual State of the Henge Report to the membership;
- 9.9.1.6. orchestrate the planning and scheduling for the implementation and operation of all major Corporate projects;
- 9.9.1.6.1. oversee the disbursement and use of all Corporate funds and;
- 9.9.1.6.2. all other powers and duties delegated by the bylaws.

- 9.9.2. The **vice president** shall assume the office of president should the president be unable to execute his/her duties. The vice president shall also be in charge of activities directly related to the membership, e.g., programs for the membership and membership recruitment.
- 9.9.2.1. Must be able to take over the administration of the church Corporation in the event that the President is unable to continue in that capacity, and;
- 9.9.2.1.1. substitute for the President at any corporate event, meeting, or function in the event the President is unable to attend; and
- 9.9.2.1.2. any other duties or responsibilities as delegated in the Bylaws or by the Board of Trustees.
- 9.9.3. The **secretary** shall keep the minutes of all meetings of the Henge and of the board of trustees. The secretary shall keep a roll of the members, and give a report on both at the annual meeting. The secretary shall maintain a current membership list at the Henge headquarters and will have a current membership list present at all Henge meetings. The secretary shall work with the office of Treasurer to maintain accurate and up to date membership rolls. The secretary shall also conduct the correspondence of the Henge, give notice of all meetings, notify committee members of their appointments, and carry on such other correspondence as may be necessary for conducting the affairs of the Henge. The Secretary shall be responsible for notifying members of expiration of membership and default of active status. The secretary shall be responsible for the annual registration of the Henge with the Minnesota Secretary of State's Office. Said duties may be delegated with board approval.
- 9.9.3.1. The Secretary must be capable of handling and organizing a large amount of paperwork. Should be proficient in all clerical skills necessary to fulfill the position. The secretary will supervise any staff member that has been approved by the Board of Trustees to assist with carrying out the responsibilities of this office.
- 9.9.3.2. take minutes of all Corporate meetings (in person or by delegation). Record all minutes taken and present latest minutes at current meetings;
- 9.9.3.3. keep and file copies of all corporate minutes, correspondence, and other paperwork; and
- 9.9.3.4. any other duties or responsibilities as delegated in the Bylaws or by the Board of Directors.
- 9.9.4. The **treasurer** shall collect the dues of members and all subscription donations and allocations of money to the Henge. The Treasurer shall work with the office of the Secretary in maintaining accurate membership rolls. The treasurer shall keep an account of the same and shall make a report thereof at the annual meeting and whenever required by the Henge or the board of trustees. All Henge money is to be kept in a Henge bank account. The treasurer shall pay out moneys of the Henge upon presentation of bills approved by the board of trustees as attested to by the secretary. At the close of each fiscal year the books shall be audited and a report submitted to the membership. The Treasurer at the discretion of the board of Trustees may make disbursements on behalf of the Henge without prior approval up to a dollar level specified by the board.
- 9.9.4.1. The treasurer must be capable of handling the financial aspect of the church Corporation and provide oversight of any contracted accounting services or Henge employees.
- 9.9.4.2. keep a clear and accurate record of all corporate finances;
- 9.9.4.3. provide regular reports on the financial condition of the church Corporation for all Corporate meetings, and provide a copy of the record to the Secretary for inclusion in the minutes;
- 9.9.4.4. prepare and complete all required reports to the Internal Revenue Service, as set forth by IRS guidelines and requirements;
- 9.9.4.5. audit all Corporate checking, savings, escrow, trust, or any other accounts on a periodic basis as determined by the Board of Directors;
- 9.9.4.6. audit all Corporate financial records of any coordinators who are in custody of Corporate moneys, and compile a quarterly report for the Board of Directors; and
- 9.9.4.7. any other duties as mandated in the Bylaws or assigned by the Board of Directors.

# ARTICLE X-INDIVIDUAL MEMBERSHIP

- 10.1. Membership shall consist of those persons who understand the principles of Keltrian Druidism, who have made written application, paid their annual dues and have been accepted 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..
- 10.2. Honorary Life members may be elected by a two-thirds vote of the members present at any regular meeting of the corporation. The honorary members shall not be required to pay annual dues.
- 10.3. Voting and other rights and privileges of members are set forth in these bylaws. An individual membership fee covers basic administrative costs and entitles the member to any informational or emergency mailings made that year, including a quarterly news letter. At the time of incorporation the news letter is titled Henge Happenings.
  - 10.3.1. An associate membership is available to the second adult individual at the same address. Households with a Member and an Associate Member will receive one set of informational mailings, such as Henge Happenings and special announcements.
- 10.4. The Henge of Keltria shall be composed of active and honorary individual members.
  - 10.4.1. Change of dues for membership shall be proposed and approved by the board of trustees. Policies for prorating of dues for the first year of membership is at the discretion of the board of trustees.
  - 10.4.2. Active membership shall include the following categories:
    - 10.4.2.1. Individual membership - any person may become a member of the Henge by payment of annual dues.
    - 10.4.2.2. Honorary Life membership.
    - 10.4.2.3. Associate Membership - An Individual which is the second membership at the same address and who does not receive mailings. Associate Members may vote at the annual meeting as Individual Members.
  - 10.4.3. No person shall be qualified as a member and entitled to vote in regular, special or annual meetings unless his/her annual dues have been paid to the treasurer and his/her name inscribed on the membership list at or in advance of any meeting.
  - 10.4.4. Members failing to pay their dues for more than 60 days after they become payable shall be regarded as inactive members. 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.
  - 10.4.5. Honorary life members shall not be required to pay dues; they may attend all meetings, but they shall not have the right to vote unless they are also paying members. Any individual, in recognition of achievements or for services rendered in line with the purposes of the Henge of Keltria may be elected a honorary life member by a two-thirds vote of the members present at any regular meeting.
- 10.5. Members are presumed to have read and understood the Articles of Incorporation, the Bylaws, and any other such documents, manuals or handbooks delineating policy or procedures which are by reference hereby included in and made a part of these Bylaws, and that the applicant agrees to abide by the same; Copies of these documents are available through the Secretaries office.
- 10.6. Any member who violates the code of ethics of the Henge of Keltria or otherwise puts the Henge, its members and or the Pagan community at large in a disreputable light may be removed from the membership by the Council of Elders. Such removal may be appealed in writing within 30 days of removal to the office of the Secretary. Notice of Appeal will be distributed to The Council of Elders within ten days of receipt.
- 10.7. 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.

## ARTICLE XI—THE GROVES

- 11.1. Each Grove within the Keltrian system is for the most part autonomous. Groves must abide by the Henge beliefs, ethics, bylaws and religious methodology. 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.
  - 11.1.1. Such application will include identification 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. The Grove Founder must be an Initiate of the Order.
  - 11.1.2. Such application 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).
  - 11.1.3. The Grove, when Charter 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.
- 11.2. Groves of any type must submit quarterly financial statements to the Treasurer of the Henge.
  - 11.2.1. A Seed -Grove’s Charter automatically lapses one year after its last submitted Quarterly Financial Statement.
  - 11.2.2. A Grove which fails to submit a Quarterly Financial Statement for over one year will become a Seed Grove at the discretion of the Board of Trustees.
- 11.3. 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.
  - 11.3.1. This report must be suitable for publication in Henge Happenings.
  - 11.3.2. Groves of any type shall not have the power to incur debt in the name of the Henge of Keltria.
- 11.4. 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 of the Council of Elders may remove the Seed designation or increase or decrease its stature during the review of the annual registration report.
- 11.5. Oak Groves chartered by the Board of Trustees shall be legal Subordinate organizations of the Henge of Keltria as incorporated and shall be eligible to be covered by any appropriate Church Group Exemptions.
- 11.6. 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.
- 11.7. 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.
  - 11.7.1. 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.

- 11.7.2. A Suspended Grove of any type may be reinstated if the Grove can resolve its problems to the satisfaction of the Board of Trustees pursuant to the recommendation of the Council of Elders within one year of suspension.
- 11.8. A Grove's Charter may be revoked by Council of Elders based upon religious theological issues.
- 11.8.1. 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.
- 11.8.2. 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.

## ARTICLE XII—MEETINGS

- 12.1. There shall be an Annual Meeting of the membership of the Henge of Keltria held each year. The board of trustees shall set the date of the meeting. Six weeks notice must be given to all members of date and location of annual meeting.
- 12.2. Special meetings of the Henge may be requested by the president, in his/her absence, by the vice president and any two trustees at any time and by ten members of the Henge. Such written request is to the Office of the President. If the request is approved by the Board of Trustees, the Board shall set the date and location of the meeting.
- 12.3. A simple majority representing at least 5 percent of the membership of the Henge must be physically present, or represented by proxy to constitute a quorum for annual and special meetings. Physically present is hereby defined to include not only the physical presence of a voting member, but also as being in communication with the persons physically present by telephone or an equivalent mechanism.
- 12.4. There shall be three types of votes possible concerning any proposals before the Corporation: affirmative, abstention, and negative.
- 12.5. The Henge shall operate on a fiscal year, running from January 01 through December 31.
- 12.6. All eligible voters may cast one vote. Voting will be done by ballot. Voting by proxy is allowed. Proxies must be given to a member in good standing.
- 12.7. All meetings shall be conducted in accordance with Robert's Revised Rules of Order or accepted future standards of Rules of Order for a non profit corporation
- 12.8. The Board of Trustees and Officers shall meet publicly, at least annually and privately on an as needed basis. The meeting dates shall be determined by the President. All interested members in good standing are encouraged to attend any publicly held meetings. However, the as-needed meetings are open to generally interested parties at the Boards pleasure, or they will be assumed to be closed meetings.
- 12.9. The Board of Trustees is a voting entity in and of itself.

## ARTICLE XIII—COMMITTEES, BOARDS, AND BUREAUS

- 13.1. The president shall appoint, or cause the board of trustees to appoint, such standing committees as are deemed necessary for the efficient operation of the Henge. Chairs of such committees, shall, insofar as possible, be appointed from members of the board of trustees or officers. Such committees may include regular members of the Henge.
- 13.2. All standing committees, boards, and bureaus shall be appointed to serve until a particular project is completed or until the next annual meeting, whichever occurs first. All committees, boards,

and bureaus may be appointed annually. There shall be no limit to the number of annual terms to which a member of a committee, board, or bureau may be re-appointed. Insofar as possible, all committees and boards should represent geographically the areas served by the Henge.

- 13.3. The president, or in his/her absence the vice president, shall be an ex-officio member of all committees, boards, and bureaus.
- 13.4. The chairs of all committees, boards, and bureaus shall represent their respective committees, boards, or bureaus at meetings of the board of trustees when requested to attend by the board.

## ARTICLE XIV—INDEMNIFICATION OF OFFICERS AND DIRECTORS

- 14.1. The Henge shall indemnify any officer, trustee, employee, or volunteer who is sued for actions done in good faith for the benefit of the Henge and in the performances of his or her duties for the same. This shall not cover criminal actions that result from unlawful conduct.
- 14.2. Indemnification may be covered through the purchase of insurance or by any means the Henge chooses.

## ARTICLE XV—AMENDMENT

- 15.1. Amendments to these bylaws may be proposed in writing and filed with the Secretary by any three members.
- 15.2. Amendment proposal tracking.
  - 15.2.1. An amendment proposal must be received in the Office of the 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 amendment, the office of the secretary will have informed the Henge officers, Board of Trustees and members of The Council of Elders. The office of the president will respond to the parties acknowledging receipt of the proposed amendment within 5 days of receipt. The Council of Elders will examine and judge the proposed amendment to insure its passage would not weaken the theological foundations of the Henge of Keltria.
  - 15.2.2. The Board of Trustees shall then review the amendment and may veto sending any amendment to the membership if they believe it to be inappropriate or undesirable. The Board shall have 45 days to consider the amendment. The Secretary shall inform the amendment's submitter of the Board's decision. The submitter shall then have an opportunity to address the board concerning the proposal.
  - 15.2.3. After the Council of Elders and the Board of Trustees both rule upon the proposed amendment The secretary shall notify the membership in writing of the proposed amendment(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.

## ARTICLE XVI—ELECTIONS

- 16.1. Election of Board members shall occur at regular intervals as specified in these Bylaws.
  - 16.1.1. 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.
  - 16.1.2. 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.

## ARTICLE XVII - ETHICS

We adhere to the following:

- 17.1. The Henge of Keltria does not discriminate on the basis of age race, color, national origin, sex, or sexual preference. Individual groves with a 'cult focus' (such as the women who tended Bridget's fire at Kildare) may be exclusionary on the basis of sex only, with periodic review and approval of the Council of Elders. As the notion of same sex or single focus cult worship is not unprecedented in Celtic society, we have concluded that individual groves may be exclusionary on certain issues, so long as the tradition as a whole maintains balance. At NO TIME, however, may a Keltrian grove discriminate on the basis of race, color, or national origin.
- 17.2. At NO TIME shall a grove or member of this organization espouse or engage in the practice of blood sacrifice; nor shall any Keltrian, as part of his or her religious practice participate in the torture, mutilation, enslavement, or abuse (physical or emotional) of any sentient creature for the purpose of enjoyment or spiritual gain. Any taking of life for the purpose of meeting physical needs shall be done only in accordance with civil law, and shall be conducted as humanely as possible.
- 17.3. Every Henge member shall keep confidential the names, addresses, telephone numbers, and places of employment of other members of the Henge, except where expressed permission has been given to publicize said information; or in such a case as a person is deemed to be a public threat (in which case confidential information may only be revealed to those authorities under whose jurisdiction the matter of conduct falls.)
- 17.4. We view our ordained and lay clergy (Grove leaders, Officers, Elders, and Trustees) as professionals and, as such, demand professional behavior equal to that of secular and other religious professionals. Our clergy are expected to be honest, to abide by the law (except in cases of certain "victimless crimes" or civil disobedience), to respect the rights and privacy of others, to maintain a professional profile while "on duty," and to respect certain sexual taboos placed upon virtually all professionals in our society, rules which have been instituted for the protection of the client. Therefore, Keltrian clergy will refrain from engaging in sexual activities with their grove "clients" when acting in the following capacities: teacher, healer, therapist, or divinatory counselor. (The above restrictions do not apply to sexual relationships that existed prior to the onset of the professional relationship.) We accept that we are all adults and capable of making our own choices; however, extreme discretion in any sexual interlude between clergy and lower ranking grove members is advised.
- 17.5. It shall be the custom of this tradition to work robed or clothed at any public ritual. Private rituals may be conducted skyclad at the discretion of the individual grove.
- 17.6. Manipulation or coercion of a sexual nature will not be tolerated in Keltrian ritual.
- 17.7. At NO TIME shall firearms or explosives be brought to or used during an official Keltrian ritual.
- 17.8. It is in the tradition of Keltria to induce altered states of consciousness through meditation, chanting, etc. While psychoactive substances of various sorts have been used by traditional societies for this purpose, only legal psychoactive substances are permitted in Keltrian ritual.
- 17.9. We will not tolerate bigotry, slander, perjury, or other forms of harassment leveled against our members or against other members of the Neopagan community.
- 17.10. Keltrians shall abide by their initiatory oaths and shall respect the confidentiality of any oathbound material from either our tradition or another.

# ARTICLE XVIII—LEVELS OF ACHIEVEMENT

- 18.1. 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.
- 18.1.1. 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.
- 18.1.2. The Member is a person who is interested enough in Keltrian Druidism to join the organization. Members are considered general laity and may participate in all public rituals, 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 Member is not required to enter into a study program.
- 18.1.3. The Dedicant has committed him/herself to the study of Druidism and has demonstrated this commitment by undergoing a Dedication Ceremony. The Dedication Ceremony establishes a Student/Teacher Dedicant/Mentor relationship. The dedicant is enrolled in a study course with the Mentor or is involved with the training system employed by a Grove. Dedicants may be called upon to assume lesser roles in public rituals should their services be needed.
- 18.2. Our Ring System measures the growth and achievements of its participants. All levels are membership. Being a member in no way infers a right to initiation or advancement to the different rings. Initiation and advancement require the approval from a member of the ring of the Oak, who is usually referred to as the Dedicant's or Initiate's 'Champion.'
- 18.2.1. An initiate of any higher ring may perform the actual initiation or elevation up to their ring, with the approval from a member of the ring of the Oak. Family members or "partners" to be elevated or initiated require the approval of a member of the Oak not related or sexually involved with them .
- 18.2.2. Upon initiation, the member is admitted into the Rings. There are three Rings, which are named after sacred trees. These are: Ring of the Birch, Ring of the Yew, and Ring of the Oak. The innermost ring, that of the Oak, has within it three tiers. These are named Hawthorne, Rowan, and Mistletoe. Our ring system is designed not to be a measure of rank, but of achievement. We use a three-fold system to measure this achievement. Advancements are based on time, study, and service. In this way we ensure our members are both well founded and well rounded.
- 18.2.3. The ring of the Birch. The student is required to stay at the first ring for a minimum of three years. During this time, the student is expected to study the required areas, and to serve the Grove in a capacity commensurate with his or her station. We associate the ring of the Birch with the producer class; therefore, members of this ring wear green cords. This ring is considered a student level. Most of the study and work done in this ring is of a preparatory nature. To advance to second ring, the Druid of the Birch must serve the Grove on a regular basis, and must demonstrate the ability to lead the Grove in a high rite or mistletoe rite. The Druid of the Birch is expected to continue studies to reach an advanced level of Druidic knowledge. When the Druid has completed the time, educational, and service requirements, s/he may be advanced to the Ring of the Yew by a member of the ring of the Yew or Oak.
- 18.2.4. The Ring of the Yew is analogous to the noble class; therefore Druids of this ring wear red cords. We consider members of this ring active participants with the Grove leadership. They are responsible for continuing their personal studies and for serving in all ritual capacities (Bards, Seers (Ovates), Druids, and Grove Tenders). A member of the of this ring is considered lay clergy or Druid Deacon. A member of the ring of the Yew may lead a grove site if championed by a member of the ring of the Oak. To advance to Ring of the Oak, a second ring Druid must undergo clerical training and demonstrate their skills by acting as clergy and conducting rituals over a period of time. If, after three lunar years, and the Druid has completed the necessary service and training s/he may petition for advancement to the Ring of the Oak. Advancement is granted by a member of the ring of the Oak.
- 18.2.5. As the Ring of the Oak is representative of the Priest class, members of this ring should wear white cords and may be elected to the Council of Elders. A Druid of the Oak is considered qualified to break

from his or her Mother Grove to start a new Grove or Champion other groves. Members of the ring of the Oak may elect to be legally Ordained as Keltrian ministers. Enabling them to perform the legal functions recognized by law. i.e.: marriages/ handfastings.

- 18.2.5.1. The first tier within ring of the Oak is that of Hawthorne. At this point the Druid may chose one of the three disciplines: Bard, Seer, or Priest. The Druid focuses study in his or her area of specialty, while continuing general Druidic studies. The third ring, first tier Druid is expected to function as clergy. S/he is also expected to teach Grove Leadership material and should be mentoring members of the ring of the Yew on preparation for ordained clergy. At this level the Druid should begin attending philosophical/theological roundtables and debates.
- 18.2.5.2. Advancement to Rowan requires the endorsement of two members of higher tiers of Oak either Rowan or Mistletoe. Upon completion of three lunar years a Druid may be advance to the Rowan if s/he has adequately performed his/her service to the Grove or the Henge.
- 18.2.5.3. At the Oak tier of the Rowan, the Druid should be acting as primary clergy, continuing studies in his or her specialty, and teaching any advanced courses. S/he should continue to be taking an active role in the philosophical/ theological roundtables and debates. Advancement to Mistletoe requires the endorsement of three members of the tier of Mistletoe.
- 18.2.5.4. The highest level of achievement within our system is that of the tier of Mistletoe. The Druid is this tier no longer needs to be actively conducting ritual, but should oversee the actions of other acting clergy. At this level the Druid should devote him/herself to the service of one of the triads; either the Ancestors, the Nature Spirits, or the Gods; or to all three.

### **18.3. SPECIAL PROVISIONS FOR TRANSFERS**

- 18.3.1. People entering Keltria from another initiatory Neopagan Druidic tradition may be admitted to a Ring equivalent to their previously held grade or degree up to the Ring of the Yew. 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. 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.

## **ARTICLE XIX—DEFINITIONS**

### **19.1. BARD**

- 19.1.1. The Bard is concerned with the Cosmic World of the Sea and is associated with the Ancestors. The Bard functions as a lorst, genealogist, singer, musician, and storyteller. Persons wishing to pursue the discipline of Bard should concentrate their second ring Grove service in this area

### **19.2. DAYS OF CELEBRATION.**

- 19.2.1. We keep in tune with the movement of the Earth and the heartbeat of our ancestors by celebrating the eight seasonal feasts of the Celtic year. We observe the four solar festivals (the two solstices and equinoxes) giving thanks and homage to the sun. We observe as well the four cross quarters; those of Samhain, Imbolc, Beltaine, and Lughnasadh. These are the Earth festivals. At these times the earth begins to note the change of seasons as prescribed by the sun. At the cross quarters we give thanks and homage to our Mother Earth.
- 19.2.2. For each of these eight festivals we honor a specific God and Goddess from mythology. These deities are both representative of the feast and the time of year.
- 19.2.3. We also conduct two lunar festivals each month. The Mistletoe Rite, which commemorates the gathering of the mistletoe, is conducted on the sixth night of the moon. This ritual is devoted to the aspects of health and communion. Our other lunar observance, the Vervain Rite, is held after sunset when neither sun nor moon is in the sky (about the third quarter). It commemorates the gathering of

the Vervain, which was to be harvested when neither sun nor moon were in the sky. The Vervain Rite concerns itself with spells and magic working, and is open only to initiates of the tradition.

- 19.2.4. In addition to the cyclical feasts we also observe two yearly commemorative feasts, which honor specific events. The first of these is the “Feast of Age,” a reenactment of the feast given for the Tuatha dé Danaan by Manannán Mac Lir and Gobhinu. The pigs and ale consumed at this feast gave the Gods their immortality and invincibility. We partake in this feast to celebrate our spiritual immortality and the invincibility of our faith. Groves utilizing other pantheons may substitute a similar style ritual.
- 19.2.5. The second yearly feast we observe is the “Feast of Remembrance,” dedicated to the Druids who were slain and the sacred Groves that were desecrated when Caesar’s army took the island stronghold of Anglesey in 60 CE (60 AD). This feast also extends to remembering all people who have been slain or persecuted because of their religious beliefs.
- 19.2.6. Observing the cycles and the seasons gives meaning to our lives. Through them we are made aware of the cyclical nature of life itself. We are comforted in the knowledge that this life has not been and will not be our only existence. Like the mighty oak that awakens anew in the spring, we know we shall once again touch our feet to the soil of the Great Mother, our Earth.

### **19.3. DRUID**

- 19.3.1. The term Druid encompasses both Male and Female persons.
- 19.3.2. The Druid is concerned with the Cosmic World of the Sky and is associated with the Gods. The Druid functions as clergy, teacher, mediator, and judge. The priest oversees all “high magick.” Persons wishing to pursue this discipline should concentrate their second ring service in the area of Grove Tender.
- 19.3.3. The purpose of the Grove Tender is to attend to all mundane functions of the ritual, freeing the Clergy to concentrate on their spiritual jobs. The Grove Tender would be expected to relight blown-out candles, keep incense on the charcoal, refill sacramental chalices, prompt when people forget their lines, construct and tend the ritual fire, take care of disturbances (such as someone fainting or the police showing up), prepare the altar, act as gopher, or any other tasks required by the circumstance. This job acquaints the Grove Tender with the magical tools, ritual structure, and energy flow of the service. As such, it is an excellent preparatory position for those aspiring to be clergy.

### **19.4. GROVES**

- 19.4.1. 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.
- 19.4.2. In a BIRCH GROVE the Grove Leader is a member of the Ring of the Birch or higher.
- 19.4.3. 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.
- 19.4.4. 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.

### **19.5. INITIATIONS**

- 19.5.1. The initiation is, above all, a covenant made between the Druid and her/his Gods.
- 19.5.2. The initiation marks a turning point in the candidate’s life in two ways.
  - 19.5.2.1. First, it establishes the candidate’s acceptance in the mystery path. This part of the initiation is spiritual in nature, and rests in the hands of the Gods.
  - 19.5.2.2. Second, the initiation affirms the candidate’s acceptance into a select group of people. This facet of initiation takes place on a cognitive, physical level. The decision to accept the candidate lies with her/his fellow humans.
- 19.5.3. The initiation should be a profound experience for the new Druid. It signifies a death of old ways and a rebirth into spiritual awareness. In fact, most initiations work with a motif of symbolic death and rebirth. Often, during the event, the answers to some of the “Great Mysteries” will be revealed to the candidate. The vehicle for this revelation can be either the Gods or the Initiating Druid of the group.

Some traditions may also use this time to reveal the “secrets,” hidden knowledge held exclusively by the group or the tradition. Frequently the candidate will be put to a test. This could be a test of knowledge, courage, trust, or endurance. Any oaths that are required by the tradition will be taken at this time.

- 19.5.4. On an emotional level, initiations are often frightening — not because they are physically or emotionally dangerous (competent Neopagans should never require such initiations), but because there is an element of the unknown. It is natural for candidates to experience some fear; after all they are making a serious commitment.
- 19.5.5. It is imperative that initiations only be performed with the candidate’s full knowledge and permission. The candidate must be both ready and willing to undertake the ordeal that lies ahead.
- 19.5.6. It is for the above reasons, and more, that we have decided to make Keltria an initiatory tradition. We have spoken with many Neopagans from non-initiatory backgrounds who feel that they have missed out on something. The initiation is a religious rite of passage. If conducted properly, it can be a profound and memorable experience.
- 19.5.7. Until our tradition has fully taken root, we will recognize initiation (group conducted) from traditions using a methodology similar to ours. “Self-initiations” will be recognized on a case-by-case basis as determined by the Elders.
- 19.5.8. Being an initiatory path does not intone that we have an unbroken tradition dating back to pre-historic times. Few, if any, of the Neopagan traditions can truly make such a claim. Our initiation signifies that a person has been accepted into the mystery path, and has gained sufficient knowledge and skills to be called a Keltrian Druid.

## **19.6. PANTHEONS**

- 19.6.1. A pantheon is a family of Gods and Goddesses from a single cultural tradition. Our Groves are free to use any of the Celtic pantheons in their rituals (Irish, Welsh, Scottish, Briton, Gaulish, Cornish, and Manx). Groves must work with a single Celtic pantheon rather than mixing two or more within ritual. We feel that it is easier for students to learn a single set of myths. Pantheons reflect the whole of the ancient culture. When we leave out Gods or Goddesses or mix pantheons, we risk losing certain religious aspects of that culture.
- 19.6.2. Our Grove members are free to work with other pantheons in their private rituals or magick, if they so desire.

## **19.7. SEED**

- 19.7.1. 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.

## **19.8. SEER**

- 19.8.1. The Seer (or Ovate) is concerned primarily with the Cosmic World of Land and is associated with the Nature Spirits. The Seer functions as an herbalist, healer, an alchemist, a weather worker, and a diviner. S/he is concerned with the magick of the natural world around her/him. Persons wishing to pursue this discipline should concentrate their second ring Grove service in this area.

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