

## By-Laws of the Pagan Alliance Church

### I. Statement of Purpose

Our purpose is to: Live in a manner, which shows love and respect for all. Hold rituals on the agreed Sabbats and Esbats and any other special occasions. Work to Unite, in a loose alliance, all pagan groups. Educate members, students, the public, and seekers in Pagan beliefs, traditions, values, and ethics. Support local and global charitable causes. Treat other seekers with respect and support. Help provide seekers with materials and tools to aid their spiritual quest. Learn from each other.

### II. Membership

- A. **Qualifications:** Membership shall be offered by application to individuals upon approval of Church Council. No person shall be denied access to membership on the basis of gender, race, ethnic background, sexual preference, physical handicap, or age providing they are 18 years of age or older, or have one or more parent as a member in the church.
- B. All perspective members have read and understand these bylaws.
- C. Degrees of participation and membership: Participants in the programs sponsored by this church may include the following:
  - 1. Guests: Interested parties who may attend all open, public activities. They may attend member only activities if accompanied by a member.
  - 2. Congregants: Persons who consider themselves Pagan and participate in and support the open activities of the congregation.

### III. Administration and Operation.

- A. **The Board of Directors** shall oversee the operation of the Church. By laws for the church are voted upon by the board. The Board will consist of between 5 to 9 members. Board member terms are staggered. Initial terms are 5 years and 6 years for the initial directors. After the initial election, all terms will be 5 years. All directors are elected by general vote of the membership of the Church. As growth dictates, the board will be expanded in pairs, to always retain an odd number of directors. To keep the staggered nature of the board, one of the pair, chosen at random, will sit for 5 years and the other will sit for 6 years. The election of the Board of Directors will occur at the annual Board meeting in that year. Members who are unable to attend can vote by proxy. Said proxy will be mailed out at least 2 months in advance of the election. Proxies can be held by the Board or by any designated member of the Church. Church members are eligible for a board position if they have served in some capacity in the past and have demonstrated high levels of commitment to the Church.
- B. **Elders:** Defined as any Third Degree, who has shown extremely high levels of commitment to the Church, are nominated by the congregation, and voted upon by the other Elders.
- C. **Church Council:** This body shall handle the ordinary business of the Church.
  - 1. **Membership:** The Church Council shall consist of founding members, the board of directors, elders, and representatives of affiliates and member groups. The amount of representatives is determined by the number of valid members that the group has. The representation is as follows:

Membership	Representatives
1 to 50	1
51 to 100	2
101 and above	3

2. **Others** may be invited to attend and participate in Council meetings as well. Representatives can be on the council for no more than 3 consecutive years. Terms are for 1 or 2 years to enable staggering of replacements such that if a group adds a representative, and the existing one has 1 year left of a 2 year term, then the new member is put on for 1 year.
3. **Scope:** The Council shall recommend committees for the Public image of the church including but not limited to
  - a. Program planning and activities;
  - b. Dedication, initiation, and membership generally;
  - c. Finance, budget, education, and;
  - d. Outreach, networking, and affiliations.
  - e. Religious doctrine and ritual
  - f. Garb
4. **Facilitation:** The Elders are responsible for the long term health and sustainability of the Church. The Elders first responsibility is to do the best for the Church.
5. **Method of Operation:** The Church Council shall make decisions by quorum vote. Must be a majority vote. Proxies can be appointed to vote for representatives.
6. **Quorum:** A quorum shall consist of the active members present at a regularly scheduled meeting of the Church Council, or a simple majority of the active membership at any specially called meeting.
7. **Removal of Members:** Unlike "traditional" Churches, we rely on the energy or the participants. That means we rely on the attitudes, respect, and willingness to participate of those attending. A negative attitude, lack of respect toward themselves or others, or an unwillingness to participate on the part of a participant will adversely impact the working, and the reason we are all in attendance.

We will attempt to work with the individual, however, if a continued consistent display of a negative attitude, lack of respect toward themselves or others (for example lying, showing up late, talking during ritual, lack of respect for other's property), or a unwillingness to participate on the part of a member, the relationship will be severed.

All attempts will be documented and said documentation will be kept at both the NY and VT offices.
8. **Retirement of an Elder, member of the Council, or any future appointed position:** See removal of a member with the added stipulation that participation in the responsibilities of the given role are required.

- D. **Offices and Duties:** It shall be Council's responsibility to recommend committees as needed to the Board of Directors, to appoint members to those committees, and to maintain the ultimate health and functioning of the PAC. The Church Council shall fill the following offices whenever a vacancy occurs.
1. **Congregation Coordinator:** (Is a long term position) Keeps the Church Council up to date on what other Organizations in the area are working on in the area of: Festivals, Rituals, Classes and Workshops.
  2. **Event Coordinator:** (Is a long term position) works with council to plan events, and rituals, Greets first time participants of any Church events. Is responsible for overseeing / assisting in clean up before and after Church functions. Is responsible for organizing location of events
  3. **Education Coordinator:** (Is a long term position) Will work with Church Council in maintaining a high standard of curriculum and designing new curriculum when needed. Will assist in keeping all class/student records in order.
  4. **Merchant/Craft Coordinator:** (Is a long term position) Researches craft projects and fund raising ideas to benefit the Church, members, and community.
  5. **Technological Coordinator** responsible for website design and such
  6. **And any other positions** as deemed appropriate.
- E. **Guidelines for Conduct:** All members of the Church shall be guided in their conduct by mutual respect for each individual and their beliefs.

#### IV. Meeting Schedule

A. **Rituals**

1. Will be at the recommendation of the Church Council to best benefit of the congregation.

B. **Classes**

1. Introductory seminars, class orientations, and other classes open to the public shall be offered at such times and places as the Council decides.
2. The Church Council and Education Committee shall establish the curricula.

#### V. Attendance

- A. Esbats held in member's homes shall be closed to the public and are considered a teaching/learning event for the members and guests invited by the Church Council.
- B. Esbats held in public locations shall be open to the community and are considered a teaching/learning event for the members and guests invited by the Church Council.
- C. Sabbats (in Public locations) shall be open to the public. The Church Council may schedule a second, church only celebration on or near selected Sabbats.
- D. Classes shall be designated open only to Dedicants and Initiates of this church, or open to all within the community, by the Church Council.
- E. Dedicants and Initiates are expected to participate in Esbats, Sabbats, and classes.

## **VII. Finances**

- A.** Church income shall include membership dues and fees, donations, profits from fundraising projects, sales of items, and interest from banking accounts, if any, established by the Board.
- B.** The budget shall be established and disbursements approved by the Board.
- C.** The treasurer shall make a full quarterly report of income and expenses to the council and congregation.
- D.** All required forms and reports shall be filed with the state and federal governments as required to maintain the church's legal status.
- E.** The PAC is a non-profit Church and shall maintain this status.
- F.** 10% of net monthly income will be set aside for a future building fund for the Church.

## **VIII. Privacy of Members**

- A.** The names, addresses, phone numbers, and other information relating to individual members shall be considered confidential and may not be disclosed without the permission of the individual(s) involved.
- B.** Disclosure of confidential information will be grounds for expulsion.
- C.** The PAC considers the personal information provided by its members to the Church to be for use by the Church only and will not give out without explicit permission from the member(s).

## **IX. Revising the By Laws**

- A.** Any part of these By Laws may be amended by consensus of the board of directors at the request of the Church Council at any time without prior notice.
- B.** If at any time, any portion of these bylaws are deemed to be in conflict with any applicable laws, that section will no longer be valid.