

The Asatru Community Inc.

By-Laws 2017

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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 Asatruar worldwide via our Ambassador Program, Charter Membership, our Clergy Training Program, as well as our various Community Outreach programs.

2.01B: The Asatru Community is funded via gifts and donations from the community as 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 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 Founder/President/CEO, 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. Public Relations Director
6. Director of Religious Affairs
7. Director of Ambassador Program
8. Treasurer

3.03 The TAC Board of Directors reserves the right to create new Board 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: 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 to ensure the applicant is who they say they are; as well as has no history that will compromise the safety of our members, or TAC.

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

Article IV: Applications / Membership

4.01 Types of Membership: There are two types of membership with TAC (outside of volunteering). 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. TAC does not read the full profile of all applicants. 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, there is no guarantee of acceptance. We have 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 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 membership may be completed via www.theasatrucommunity.com, 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 full disclosure of their full 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. 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. Only in extreme situations will TAC comply with requests to obscure legal names.

4.03 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 no appeal or who's appeal was denied, ~~they~~ 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. Applications that are rejected are kept on file for a period of no less than 1 year after which time they are disposed of in a proper manner.

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, The Board, Founder, Vice President and Board Chairman 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 ~~fully~~ able to view their ~~own~~ 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 Founder (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 emergency meetings and will submit the minutes to the board in writing for approval.

6.02 Board Votes; With a constant eight (8) board members a majority vote will pass any proposal unless a unanimous vote is requested or required. To call a vote 6 Board members must be present for that vote. A vote of 5 of those 6 present shall be the majority if all board members are not present to vote. If all board members are present, then the majority shall also be 5 of the 8 votes.

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 can appoint, demote or hire people to fill positions as needed. 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. Should matters be unable to be resolved based on the processes and protocols

outlined in these bylaws the President retains the right of executive order and veto to ensure a course of action within the best interests of TAC. The president may take any action that is in the best interest of TAC, this executive decision can be overturned by a unanimous board vote (excluding the president).

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, who is hired and fired, 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.

7.04E Board Members: The Board of Directors is to consist of eight (8) 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 all Board and Tribunal meetings. 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. Editor in Chief: Oversees all written content before it is released and is the Editor of the TAC Magazine known as Mimir's Well.
7. Religious Director: Oversees the Clergy Training Program
8. Director of Ambassadors: Oversees all Ambassadors and The Ambassador Program. All Ambassadors report to the Director.
9. Treasurer: In charge of all TAC finances, and IRS information etc. Performs all book keeping, and in charge of the section below:

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: TAC will keep no more than two years of operating expenses on hand. All excess funds will be distributed in accordance with IRS Section 501(c)(3). If funds are found to have been misappropriated, TAC will hold the responsible party liable. 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.

Article IX: Codes of Conduct

9.01 Codes of Conduct: There are three Codes of Conduct. Internet Code of Conduct (Internet C.O.C.), the Standard Code of Conduct (Standard C.O.C.), and the Codes of Conducts for Kindreds (Kindred C.O.C.). All codes are maintained and updated by the President, Vice President and Board Chairman. Any violation of these Codes of Conduct will be handled as deemed appropriate.

9.02 Internet Code of Conduct: There will be zero tolerance of intolerance and bigotry against any religion, race or ethnicity. There will be a Zero Tolerance Policy on Cyber Bullying and Cyber Stalking. There are no exceptions to this rule. Harassment, be it sexual or otherwise, will not be tolerated. There will be respect of ideas and opinions regardless of personal beliefs. If a statement is made based on unverified personal gnosis (opinion) please state accordingly so there will be no arguments regarding the statement. Swearing and profanity is not needed nor wanted. While there is an understanding that all comments online are made by members, there is also an understanding that such language is not necessary. Ideas are welcome. If the idea is not well known, please be patient and explain the idea. TAC requests of its members that no thread or comment online should be deleted by the author. Administrators will not remove an online thread unless it violates the Codes of Conduct. All emails shall be retained for business purposes. Rude and disrespectful comments will not be tolerated. TAC promotes online expression of ideas. If expression of those ideas becomes harassing, then those comments will be removed. Banned Topics are as follows: Politics not relating DIRECTLY to Heathenry in some way. Racial discussions that support the idea that not all peoples are equal. We are not a rant board, please do not just rant about your day. Please stay relevant. Anything pertaining to any illegal activities so told in the state laws of California that TAC is incorporated in. Any issues with the Codes of Conduct or online messages need to be brought to the attention of the Public Relations Director who will handle the matter. If the Public Relations Director is unable to handle the issue, then the issue can be presented to the Board of Directors for vote. TAC reserves the right to remove any unapproved links or ads posted online. TAC requests that all content posted online through any site be properly cited if used or copied elsewhere. Please keep online content relevant to the heathen religion.

9.03 Standard Code of Conduct: No kindreds, individuals, or groups of people that support racist or intolerant ideas will be allowed to remain affiliated with TAC once TAC is made aware of the issue. Members must be respectful of each other. If an issue arises and is brought to the attention of the Board of Directors, then a proper review and resolution will be conducted. TAC is not a political entity, nor will it become involved in any political activity. All members are required to keep Frith with one another.

9.04 The Asatru Community Board of Directors reserves the right to remove, or ban any member, for any reason, including but not limited to; cyber bullying, cyber stalking, revealing personal information to any other party or group about another member, putting another member's life in danger by publicly exposing personal information about other members or members of the Board of Directors, being an internet troll, being in the group to only harass TAC, its members, or members of TAC Board, etc. TAC Board of Directors reserves the right to remove any charter member without warning, if the board feels that said member has violated other Charter Members' privacy and/or safety.

Article X: Ethics

10.01 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.

Article XI: Appeals

11.01 Appeal Process: An applicant must send an email outlining the reason for the appeal request within thirty days of the rejection being received by the applicant. During the appeal, the applicant must answer any and all additional questions that might be asked of them. The decision of the Review Board is final.

11.02 Appeal Considerations: All further evidence and information will be considered in the event of an appeal. All applications are subject to the Code of Ethics and Codes of Conduct outlined in the Bylaws.

11.03 Automatic Rejection Reasons: The following reasons may be cited for rejection of an application: misrepresentation, failure to complete required criteria, providing improper payment, 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.

Article XII: Protocols

12.01 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. The offending board member will only be allowed back into the Board of Directors if they demonstrate they have completely changed or have proven trustworthy. The Board of Directors will decide if the offending council member will be allowed back into the Board of Directors. The Board of Directors will decide if the offending council member will have their charter membership revoked.

12.02 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 are of people or animals that are being tortured. Posts shall 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 any TAC investigation or reporting.

12.03 Group Conduct Protocol: All members of TAC will be held to the following protocol. They shall follow and abide by all of the rules within these By-laws and all Codes of Conduct. Any offensive members will be banned immediately. This is a legitimate organization, and we will not tolerate internet trolling, shenanigans, or anything else that gets in the way of our members enjoying their time with TAC.

Article XIII: Suspension, Revocation, Resignations, Cancellations

13.01 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.

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

13.03 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.

13.04 We reserve the right to remove a member at any time, for any reason. This is a private organization.

Article XIV: An Outline of our Beliefs

14.01 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. as outlined above.

Article XV: Dissolution

15.01 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 XVI: Conflict of Interest

16.01 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.

16.02 Definitions:

16.02A 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.

16.02B 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.

16.03 Procedures:

16.03A 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.

16.03B 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, he/she 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.

16.03C 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, he/she 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 or 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 reasonable possible under circumstances not producing a conflict of interest, the governing board or 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.

16.03D 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.

16.04 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.

16.05 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.

16.06 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.

16.07 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 conducted.

16.08 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 XVII: Kindreds Under TAC

17.01 There will be 2 types of Kindreds under TAC.

- a. TAC Affiliated kindreds – kindreds set up as they are now, kindreds that do not qualify for the Official TAC Kindred Title, kindreds that are on their initial 90 days probation or that have applied to be but have not yet been approved for Official TAC Kindred
- b. Official TAC Kindreds to this type of kindred TAC will extend it's 501 status for these kindreds, making them official TAC kindreds.

Article XVIII: Changes for TAC Affiliated Kindreds

18.01 Code of Conduct for Kindreds: The Kindreds, besides gatherings and other such events, are individual and separate entities. They are still members of TAC. Therefore, they are required to follow all rules (i.e.; Codes of Conduct and TAC By-Laws), to remain an official TAC kindred or TAC Affiliated kindred. Kindreds are free to choose how they run their own kindred. TAC does not dictate how holidays are to be observed, or which rituals are to be practiced. TAC will promote the establishment and growth of kindreds worldwide. TAC qualifies kindreds as a group of at least three members that meet no less than ten times a year. Kindreds will handle their own disciplinary action unless they request assistance from the Board of Directors. The Board of Directors can also remove a Kindred if any of these Codes of Conduct or By-Laws are

broken. Kindreds may apply for membership to TAC at any time. Kindreds may request to leave TAC at any time.

18.02 TAC Affiliated Kindreds will remain the way they have been with a few changes. TAC will not force affiliated kindreds to have a Gothar, ordained by TAC, as a board member of the kindred.

18.03 Affiliated Kindreds will be given the choice to remain Affiliated or step up to Official TAC Kindred status by being grandfathered in without meeting the 90-day probationary period of the eligibility requirement as outlined below in (Article 19.08 a.) or the volunteer hours requirement of (Article 19.08 e.).

18.04 TAC Affiliated Kindreds will not accept membership dues or charge for services. Until the Kindred has existed for 2 or more years and applies and is successfully upgraded to become an Official TAC kindred.

18.05 The current and future TAC Affiliated kindreds will now be required to email a report to the Vice President of TAC once per quarter. This report will include; new members (including charter membership status with TAC), removed members (and reasons they were removed), or departed members (and reasons they left the kindred) and other pertinent information that may be required by the TAC Board of Directors now or in the future.

Article XIX: Official TAC Kindreds

19.01 Official TAC Kindreds would be directly answerable to the Vice President of TAC.

19.02 Kindreds falling under TAC's 501 status will be an Official TAC Kindred, legally bound by TAC's bylaws, CoC, and protocols.

19.03 Kindreds will operate autonomously but must have major actions and decisions approved by the board.

19.04 A TAC Kindred will be responsible for governing itself. If the leadership of the kindred goes rogue, the members of the kindred will be responsible for removing said leadership by vote. If the rogue leadership cannot be removed the Kindred and all its members will be given a choice; Replace the leadership from members of the kindred, withdraw from TAC Kindred Membership, or all charter memberships of kindred members will be revoked by TAC Board of Directors. This will make the kindred and its members responsible for anyone that goes rogue, and accept responsibility for actions, circumstances, and consequences caused by rogue member or distance themselves from rogue kindred members. If the Board of Directors of TAC have to step into a situation such as this, everyone will be removed from charter membership, period, no questions asked.

19.05 TAC reserves the right to revoke membership of any individual kindred member in the event they go rogue.

19.06 TAC reserves the right to revoke the official status of a kindred in the event the Kindred itself goes rogue.

19.07 New kindred members will be on a probationary membership until they apply and are accepted as Charter Members of TAC of a period of no more than 90 days. Once they are accepted as charter members, they will be considered full members of the Kindred. There will be no exceptions to this rule.

19.08 Kindreds must meet stringent requirements to be an official TAC kindred.

- a. Kindreds must go through a 90-day probationary period in which they abide the bylaws, CoC and protocols of TAC.
- b. At least one leader (Chieftain or Gothar) must be ordained through TAC Either by Direct Ordination or by the Clergy Training Program.
- c. To qualify to be an official TAC kindred, at least one Kindred Board Member must fulfill a major volunteer role with TAC. (ex: ambassador).
- d. The kindred must have and maintain a minimum of 5 members to continue as a TAC Kindred (They can continue to be a TAC Affiliated kindred with less than 5 members but may not use TAC non-profit status).
- e. The kindred must have a total of 200 hours of community service (collectively) to qualify. The community service hours do not apply to TAC Volunteers only. Any kindred member that does community service in their area such as crochet or knitting guild donations to charity, volunteering at food banks, homeless shelters, parks or highway cleanups can also be documented for your kindreds qualifying hours.
- f. The kindred must maintain 30 hours of community service per quarter (3 months) Any one or more kindred members hours will be counted.
- g. The kindred must maintain impeccable records, submitted monthly to the Vice President. These records will include membership records, volunteer and community service hours, board meeting minutes.
- h. The kindred must have their own treasurer keeping the financial records for the kindred such as membership dues, donations, expenditures, etc. The financial records will be submitted to the Vice President of TAC monthly and they will be made public on the kindred website or online via the kindred Facebook page or group.
- i. Kindreds must host events that are open to the public once per quarter.
- j. Kindreds should schedule events to offset around ambassador events that might be in the same area. If an ambassador is a kindred member or leader, the ambassador is required to hold an event for TAC once per quarter and some but not all kindred events will count toward that requirements for the Ambassador Program.
- k. Kindreds must be active in and a benefit to their local community.
- l. Kindreds must have their own PR representative or spokesperson and maintain their own social media presence including having a website and/or Facebook “page” that clearly states the kindred is a non-profit organization.
- m. Kindreds must keep TAC updated via a quarterly report on the goings on of the kindred. This will include members joining or leaving, problem members, events held or planned for the upcoming months, any other updates that do not fall under the records required under section “g”.

- n. Kindreds cannot charge for services rendered and must abide the guidelines of the IRS 501c (3). TAC
- o. Kindreds will be allowed to collect membership dues from each member on a yearly basis. The membership dues cannot exceed \$50.00 per individual membership or \$100.00 per family membership per year unless otherwise changed by executive decision via TAC Board of Directors vote. A special request must be made in writing to the Board of Directors to increase membership dues beyond prescribed amounts.
- p. Membership dues and other moneys collected, will be deposited into a business account with a local bank and may only be used for operating expenses of the kindred. A kindred board vote must be taken for any use of money from membership dues. Any Kindred Board member accused of misusing kindred funds will be immediately reported to TAC Board of Directors. Misuse of kindred funds will result in removal from the kindred and membership with TAC will be revoked. There will be no exceptions. Kindreds may also accept donations from members and outside sources.
- q. Kindred bank accounts will be listed in the Kindred name only; example: "Hrafn & Ulfr Kindred of Topeka". (The name TAC or The Asatru Community will not appear on any kindred bank account.) This will be a business savings or business checking account. Three (3) officers of the Kindred will be listed on the bank account so that board approval is needed for any and all expenditures of kindred funds. Kindred finances are completely governed by the Kindred Board of Directors, separately from TAC finances and account/s.

19.09 TAC reserves the right to review a kindred at any time for any reason. If an Official TAC Kindred comes under review, TAC Board of Directors will complete and submit a report to the kindred leadership of the outcome of the review. This report will be sent to the kindred leadership no more than 14 days from the date the review was completed.