

HEATHEN CIRCLE CONSTITUTION

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1. BACKGROUND

Heathen Circle is an international community of Heathen musicians, artists, writers, and entrepreneurs founded in November 2007 to preserve and advance European heritage and to foster Heathen education (hereafter referred to as “Heathen Circle,” “HC,” and “Organization”). The following constitution outlines the principles and procedures of the Organization, its membership, and its management.

2. OBJECTS

Heathen Circle is a public, non-profit organization established for the following objects:

1. to preserve and advance the knowledge and practice of pre-Christian polytheistic religions of ethnic Europeans (hereafter referred to as “Heathen”), including contemporary revivals and adaptations of such religions;
2. to foster the growth of and strengthen the contemporary Heathendom through the promotion of the art, products, services, and accomplishments of Heathen musicians, artists, writers, entrepreneurs, and other activists worldwide.

3. LEGAL STATUS

Heathen Circle is a body legally separate from its individual members. HC shall continue to exist even if the members change. The Organization may own property, enter into contracts, and sue or be sued in its own name.

4. POLITICAL AFFILIATION AND DISCLAIMER

The Organization is not affiliated with any political movements or parties, and does not subscribe to any political ideology or initiatives that do not deal directly with matters of Heathen rights activism, solidarity, and education. Individual members may and do hold their respective political beliefs and affiliations and are entitled to them. The beliefs, affiliation, words, and actions of individual members do not reflect those of the Organization or of any other individual member.

5. POWERS

The Organization, acting through its Executive Council, shall have all the powers necessary for it to carry out its stated objectives effectively. Such powers shall include, but not be limited to, administrative powers, general investment, and creative direction of collective initiatives.

6. MEMBERS

1. The HC membership consists of Heathen musicians, artists, writers, labels, promoters, organizations, collectives, activists, and other individuals or groups.
2. The Executive Council may admit further members from time to time:
 1. Subject to due compliance with any conditions of membership (including payment of any membership or participation fees) which the Executive Council may stipulate from time to time; and
 2. In accordance with the criteria outlined in **MEMBERSHIP APPLICATION PROCEDURE**
3. The Executive Council may suspend or terminate the membership of any member in case of non-compliance with HC policies, harmful or abusive behavior towards other members, or other unacceptable behavior as defined at the Executive Council's discretion.
4. All members of the Heathen Circle will be subject to the following criteria:
 1. The Member must be Heathen or have strong Heathen leaning, as per the definition of "Heathen" set out in Clause 2.1.
 2. The Member must be of ethnic European descent, as per the definition of "Heathen" set out in Clause 2.1.
 3. The Member must behave with reason and strength of character, and shall undertake no actions that are unlawful or otherwise harmful to the Organization and/or the Heathen community at large, even if directed at the enemies of the Organization.
 4. The Member must declare the affiliation with the Heathen Circle on the front page of every public profile or website that is used for promoting the project or group or on one's personal profile if the member applied as an individual.
 5. All projects must submit their news so that they may be properly promoted; Heathen Circle does not guarantee that the Members' news will be promoted if they are not submitted to the Organization for promotion.
 6. Bands and labels must include the Heathen Circle logo on their releases in order to promote the community
 7. All Members are expected to participate in collective initiatives of the Heathen Circle, such as appearing on music compilations, writing articles for the Heathen Call—the official magazine of the Heathen Circle,—draw art or comics, and submit art of various sort that is related to the Heathen cause. Members are also encouraged to print and distribute HC flyers, literature, and other art either online, in person, or through affiliates. Labels may offer to produce various Heathen Circle merchandise. Members are encouraged to submit any ideas for projects directly to the Executive Council at admin@heathen-circle.org.

7. STRUCTURE OF THE ORGANIZATION

1. The Executive Council

1. Powers

The affairs of the Organization shall be controlled and managed by the Executive Council. Subject to the terms of this constitution, the Executive Council may exercise all the powers of the Organization.

2. Appointment

1. The members of the Executive Council will be appointed by the President of the Organization, at his or her discretion. The President shall consult with all existing members of the Executive Council before the appointment of any new Executive Member or other HC officer.

2. The President of the Heathen Circle shall be appointed by the resigning President or by the consensus of the Executive Council upon such resignation.

3. Composition

1. The membership of the Executive Council shall comprise:

1. the President;

- 2.the Vice-President;
 - 3.the Treasurer;
 - 4.the Secretary;
 - 5.any other position that may be created at the discretion of the Executive Council when the need for such a position arises.
 - 6.The Executive Council may invite respected long-standing members to take part in the management duties of the Organization as advisers or as temporary Executive Members.
- 4.Executive Council Member Vacating Office
- 1.The office of a Executive Council member shall be vacated if a member:
 - 1.resigns; or
 - 2.becomes unfit and/or incapable of acting as such; or
 - 3.fails to comply with the policies outlined in the Constitution; or
 - 4.is removed by the President, at his or her discretion. The President shall consult with all existing members of the Executive Council before the removal of any Executive Member or other HC officer.
 - 2.Should a position on the Executive Council fall vacant, the duties of that position shall be assumed by the President until a new appointment is made.
- 5.Disputes
- 1.In the event of a serious disagreement between the members of the Executive Council and/or the Organization regarding the interpretation of this constitution, the dispute shall be resolved at the sole discretion of the President of the Organization.

8. AMENDMENTS TO THE CONSTITUTION

The terms of this Constitution may be amended and the name of the Organization may be changed at the discretion of the Executive Council.

9. INDEMNITY

- 1. Subject to the provisions of any relevant statute, members of the Executive Council and other office bearers shall be indemnified by the Organization for all acts done by them in good faith on its behalf. It shall be the duty of the Organization to pay all costs and expenses which any such person incurs or becomes liable for as a result of any contract entered into, or act done by him or her, in his or her said capacity, in the discharge, in good faith, of his or her duties on behalf of the Organization, unless expressly agreed on as voluntary.
- 2. Subject to the provisions of any relevant statute, no member of the Executive Council and or other office bearer of the Organization shall be liable for the acts, receipts, neglects or defaults of any other member or office bearer, or for any loss, damage or expense suffered by the Organization, which occurs in the execution of the duties of his or her office, unless it arises as a result of his or her dishonesty, or failure to exercise the degree of care, diligence and skill required by law.

10. MEMBERSHIP APPLICATION PROCEDURE

In order for the Executive Council to evaluate your candidacy for the Heathen Circle Membership, the following must be provided:

- 1. A short statement of intent, in English, that introduces HC to who you are, your beliefs, what Heathenism means for you, and what your reason for joining this movement is.
- 2. A one-time membership fee, which will go towards the funding of HC merchandise, propaganda, and other assets. Included in this fee is lifetime membership in the Heathen Circle, subject to the provisions of the Constitution; one HC Member-only patch provided by the Executive Council; and, for bands and labels, free participation in an upcoming HC music compilation, which includes copies of the compilation provided to the band or label. Additional Member-only patches may be purchased from the Executive Council as the need arises, and all music compilations or other collective initiatives after the first may have their own participation fees in the future. In the event of rejection of a membership application, the above membership fee will be refunded in full.

3. Logo of your project or group and one mp3 recording to be distributed online for free by the Organization, if the application is accepted.
4. Your physical address where the Members-only patch can be mailed upon the acceptance of the application.

Please submit the materials outlined above to the Executive Council at admin@heathen-circle.org. Please contact the Executive Council for current membership fee and payment method information.

