Awaken the North

Bylaws

Updated February 2022

Organization 4
Name 4
Purpose 4
Mission 4
Vision 4
Value Statement 4
Beliefs 5
Definitions 5
Code of Conduct 6
General CoC 6
Social Media CoC 7
Ethics 9
Statement of Inclusivity 9
Privacy 9
Council 10
Structure 10
Powers 11
Duties 11
Protocols 15
Meetings 16
Membership 17
Inclusivity 17
Membership Levels 18
Member benefits 18
Applications 18
Disciplinary Action for Members 19
Jurisdiction 21
Canceling Membership 21
Finances 21
Elections 21
General Terms 21

Application Process 22
Dissolution 22
Directory

Bylaws

1. Organization
    1.1. Name:

    The name of this organization shall be Awaken the North. The business of this organization may be done using the name Awaken the North, AtN, or any combinationof the above. .

    1.2. Purpose

    1.2.1. To serve as a nonprofit religious organization (section 501(c)(3)

    1.2.2. To disseminate accurate knowledge of the lifestyles, history, beliefs, and practices of Norse Paganism/Heathenry in historic as well as modern terms and practices.

    1.2.3. To train clergy and scholars in the practice and study of Heathenry.

    1.2.4. To produce publications, both in print and electronically, in an effort to educate, provide information, and facilitate communication about historical, as well as modern, Norse Paganism/Heathenry practices and beliefs.

    1.2.5. Promote and facilitate cooperation and community among inclusive groups and individuals

    1.2.6. To provide services and programs that aid the wider Pagan community in accordance with Awaken the North's mission, vision, and value statements and bylaws.

    1.3. Mission

    1.3.1. Mission: Awaken the North is an all-inclusive, group of Norse Pagan/Heathens with a zero tolerance policy toward hate whohave come together in solidarity and frith to honor and worship the Norse Pantheon.

    1.4. Vision

    1.4.1. Vision: Awaken the North envisions a safe space for all, where we may learn, grow, and support each other on our spiritual walks through Heathenry, dedicated to the worship and veneration of the Old Gods.

    1.5. Value Statement

    1.5.1. Values: Awaken the North accepts people from all walks of life regardless of sex, gender, gender identity, ability, nationality, ethnicity, age, sexual orientation,

race, faith, or creed. We embrace our differences and celebrate the uniqueness of others. Awaken the North will not stand for racism, bigotry, or xenophobia of any kind.

1.6. Beliefs

1.6.1. Awaken the North is an inclusive Heathen/Asatru organization. We do not enforce or push any specific beliefs on those who attend or join Awaken the North. Our beliefs include acceptance of the Gods and Goddesses included in the indigenous Northern European traditions, known collectively as Heathenry or Asatru. We recognize that modern Heathenry is an individual path that is interdependent on a supporting community. Modern Heathenry/Asatru is a community focused, individual practice.

1.6.2. Our beliefs do not infringe on the rights of those who join to freely assemble, to conduct themselves according to their own conscience if they abide by theses Bylaws and the Code of Conduct that is included in Article 3 of these Bylaws and also as a stand-alone document.

2. Definitions

2.1. Frith: Awaken the North will define frith as the spirit of trust, peace, interdependence, and respect.

2.2. Heathenry: Awaken the North defines Heathenry as the beliefs and acceptance of the Gods and Goddesses included in the indigenous Northern European traditions.

2.3. Asatru: Awaken the North will use Asatru interchangeably with Heathenry

2.4. Inclusive: Awaken the North is an inclusive organization. This means that we include all people who agree to and maintain the frith as defined by these bylaws, the Code of Conduct and community standards.

2.5. Council: The Council of Chancellors for Awaken the North is the governing body of Awaken the North and serves as the Board of Directors for legal purposes.

3. Code of Conduct

3.1. The Code of Conduct (CoC) are the rules by which all Awaken the North activities will be governed. The following article is one body of rules divided by General Conduct and Social Media Conduct. The division does not separate the enforcement. If a rule within the General

Conduct set applies to the Social Media Conduct set, it will be enforced as such and vice versa.

3.1.1. General CoC

3.1.1.1. Zero tolerance for racism, bigotry, xenophobia, or any other form of discrimination including, but not limited to:

3.1.1.1.1. Gender

3.1.1.1.2. Gender identity

3.1.1.1.3. Race

3.1.1.1.4. Nationality

3.1.1.1.5. Ethnicity

3.1.1.1.6. Sex

3.1.1.1.7. Sexual orientation

3.1.1.1.8. Ability

3.1.1.1.9. Age

3.1.1.1.10. Faith

3.1.1.1.11. Creed

3.1.1.2. There will be zero tolerance for all forms of bullying.

3.1.1.3. Sexual harassment will not be tolerated by anyone at any time when Awaken the North is involved.

3.1.1.4. We hold that all ideas that meet the criteria of the bylaws and Code of Conduct are valid and will be respected.

3.1.1.5. We do not have or know of a single “one right way” of being Heathen or the practice of any related religious/spiritual activities.

3.1.1.6. Personal conflicts that are not connected to Awaken the North must remain outside of Awaken the North. Personal conflicts that arise connected to any Awaken the North event, and are not resolved quickly between the parties involved, will be addressed by Awaken the North. If a solution cannot be found, possible consequences can include revocation of membership, suspension, or removal from the activity.

3.1.1.7. Profanity is not banned; however, we do ask that things stay as family friendly as possible at the live events. Excessive profanity, lewdness, offensive, or rude behavior will not be tolerated.

3.1.1.8. No illegal activities will be tolerated at any Awaken the North activities. Laws of the land take precedence during live events.

3.1.2. Social Media CoC

3.1.2.1. Zero tolerance for any posts, discussions, comments, memes, pictures, or any other form of a post that is racist, bigoted, discriminatory, xenophobic, homophobic or disrespectful towards other members the following categories (but not limited to):

3.1.2.1.1. Gender

3.1.2.1.2. Gender identity

3.1.2.1.3. Race

3.1.2.1.4. Nationality

3.1.2.1.5. Ethnicity

3.1.2.1.6. Sex

3.1.2.1.7. Sexual orientation

3.1.2.1.8. Ability

3.1.2.1.9. Age

3.1.2.1.10. Faith

3.1.2.1.11. Creed

3.1.2.2. Awaken the North has zero tolerance for cyberbullying, trolling, or cyberstalking.

3.1.2.3. Blocking admin/mods is a cause for being banned. If an admin or mod is creating a situation that makes you feel uncomfortable, please contact the High Drighton, or any member of the Council if the High Drighton is the person in question.

3.1.2.4. Awaken the North, and its Social Media group(s) are a community; therefore, topics do not have to remain Heathen/Asatru/Pagan relevant. All discussion topics are welcomed so long as the topic aligns with the bylaws and the Code of Conduct.

3.1.2.5. Please respect all members' privacy—no using personal posts from other members without explicit member permission.

3.1.2.6. Sharing of screenshots from within the group must not include personal information. (i.e., names or profile pictures).

3.1.2.6.1. This does not apply to posts from members of the Council.

3.1.2.7. Advertising by unauthorized users is not allowed. Council, Chairs, and registered Merchants are authorized users. Chancellors may approve one-time postings as the situation requires

3.1.2.8. No posting of pictures, memes, or any other images portraying illegal activity or legal drug use on Awaken the North's social media platforms.

3.1.2.9. Awaken the North has a zero-tolerance policy for any sexual harassment. Consequences will result in immediate removal from all Awaken the North platforms and revocation of membership.

3.1.2.10. All ideas, UPG (unverified personal gnosis), or opinions on subjective matters will be treated as valid and with respect, so long as they meet the criteria of the bylaws and the CoC. Debates and discussion are encouraged but are to remain in frith and with respect.

3.1.2.11. We recognize that there is no single right way to be Heathen/Asatru/Pagan; all members should always respect one another.

3.1.2.12. Personal conflicts that do not keep the frith will not be tolerated. You will be asked to take it to a private message board. If it continues, one or all parties will be muted.

3.1.2.13. Profanity is not banned, but it should not get excessive. Excessive profanity, lewdness, crude/rude behavior will not be tolerated.

3.1.2.14. All posts must be within the platform community standards.

3.1.2.15. Awaken the North asks that the poster not delete any comments or posts if there is a violation until an admin has reviewed the post/comment in question. Only Admins and mods can turn off commenting features.

3.1.2.16. Banned topics

- 3.1.2.16.1. Political discussions that are not directly related to Heathenry/Asatru/Paganism
- 3.1.2.16.2. Racist remarks, and/or symbols used by Nazi/hate groups, any memes, pictures, comments that do not promote or support the idea that all humans are equal. Contact a Chancellor of Religious Studies privately to discuss symbolism before posting.
- 3.1.2.16.3. Any depiction of illegal activities (including drug use).
- 3.1.2.16.4. Awaken the North reserves the right to add or remove items from this list at any time.

4. Ethics

4.1. Statement on Inclusivity

4.1.1. Awaken the North is an all-inclusive organization focused on promoting religious, spiritual, and community aspects based on the influence of Heathenry/Asatru. Awaken the North does not reject other paths, nor do we require any members to follow any specific path. Awaken the North recognizes the individualistic nature of all spiritual paths, thus embracing our diversity and welcoming the many different perspectives our members bring to the community.

4.1.2. Awaken the North actively rejects all racist, bigoted, xenophobic or discriminatory actions, words (written and/or spoken), behaviors, and beliefs in any Awaken the North function – both online and offline. Awaken the North will not accept membership of/or ordain anyone who is currently associated with any organization or business that is known to be racist, white supremacist, or promotes hate. Anyone applying for a membership that are former members of these types of organizations or businesses will be subject to a higher amount of scrutiny to ensure their reformation via screening and interviews. Awaken the North will never partner with any kindreds, organizations, or businesses associated or aligned with racist, bigoted, xenophobic or discriminatory actions, behavior, or literature.

4.1.3. Members that misrepresent themselves about current or past affiliations with any organization or business that promotes, endorses, or engages in hate, racism, bigotry, xenophobia, or discriminatory practices to gain membership or benefits of Awaken the North will have their membership revoked. There will be zero tolerance of all hatred accepted by Awaken the North in any function that we have control over online or in person.

4.2. Privacy

4.2.1. All information given to Awaken the North 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.

4.2.2. No applications provided to Awaken the North are available for public view.

4.2.3. Members are allowed to remain anonymous to the public if they wish to do so. No member's legal identity will be mentioned directly or indirectly without their prior permission.

4.2.4. Members are allowed to participate in online communications using chosen names if Awaken the North has knowledge of the person's legal identity.

4.2.5. No Members (Probational, Full nor Affiliate) are required to tell anyone about their role and/or participation with Awaken the North in any way that may violate their personal privacy rights.

4.2.5.1. Council Members are public figures and as such will be known by their public identity.

4.2.6. If any Members wish 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 Awaken the North or no longer participate in events, workshops, notification lists or any other action. Awaken the North will comply with said request unless legally unable to do so.

4.2.7. All physical documents will be destroyed by shredding.

5. Council

5.1. Structure

5.1.1. Awaken the North has aa Council who are all ex officio Directors of the Board. These officers/directors will carry the title of Chancellor except for the Scribe, and High Drighton. Scribe and High Drighton titles are equal to that of Chancellor.

5.1.1.1. The Council may decide to add assistants, officers, or deputies for any or all positions. This may be done by individual chancellors or by council vote.

5.1.1.2. Only those elected to council seats shall have a vote in council manners, unless given proxy powers.

5.1.2. All Chancellors, Scribe, and High Drighton have equal authority on the Council. To satisfy any legal considerations the Council will choose one of the Chancellors to be Chair of the Council on an annual basis.

5.1.2.1. The Chairperson has veto authority during council votes.

5.1.3. The Council is the governing body of Awaken the North and manage the day-to-day affairs of Awaken the North. The Council positions consist of the following titles:

5.1.3.1. High Drighton (HD)

5.1.3.2. Chancellor of Religious Studies (CoRS)

5.1.3.3. Chancellor of Public Affairs (CoPA)

5.1.3.4. Chancellor of the Emissary Program (CoEP)

5.1.3.5. Chancellor of the Treasury (CotT)

5.1.3.6. Chancellor of Member Affairs (CoMA)

5.1.3.7. Chancellor of Military Services (CoMS)

5.1.3.8. Scribe

5.1.3.9. Chancellor of Regnbue Aett (CoRA)

5.1.3.10. Chancellor of Racial Diversity (CoRD)

5.1.4. The Council consists of volunteer members of Awaken the North. There is no compensation implied or promised for this service.

5.1.5. Awaken the North reserves the power to create or eliminate Council positions as determined by the needs of the organization, growth of membership, and/or for any pertinent reason that is aligned with these bylaws and that benefits the membership and community of AtN.

5.2. Powers

5.2.1. The Council shall have general management of the business and affairs of Awaken the North.

5.2.2. The Council is the supreme authority in the organization and may override the decisions, policies and practices of any groups within Awaken the North, except that which is voted in by the membership in a general election or vote.

5.3. Duties

5.3.1. High Drighton (HD) is a member of the Council and has one vote.

5.3.1.1. The duties of the HD shall be to oversee and direct new projects to ensure that all projects fit into the general direction of Awaken the North. The HD ensures that the Council follows the bylaws, code of conduct and conducts business in an ethical manner. The HD protects the membership from harm,

ensures the creation of the safe place in all Awaken the North activities. The HD performs planning and administration duties not specifically covered by the other Chancellors. The HD is active in all public facing venues, such as social media, and is open to the membership.

5.3.2. Chancellor of Religious Studies (CoRS) is a member of the Council and has one vote.

5.3.2.1. CoRS is the religious director of Awaken the North. The CoRS, and their designees, develops and maintains the Gothar Training Program, administers the ordination process, and leads in all spiritual needs of Awaken the North. The CoRS, and their designees, are the primary contact for the membership in religious and/or spiritual concerns. The CoRS is active in public facing venues, such as social media, and is open to the membership.

5.3.3. Chancellor of Public Affairs (CoPA) is a member of the Council and has one vote.

5.3.3.1. CoPA is responsible for Public relations. The CoPA, and their designees, shall oversee concerns such as advertisement, social media content creation, and directs the overall public face of Awaken the North. CoPA is the voice of the Council to the membership and public, this is done via a monthly newsletter and/or magazine and updating the website. The CoPA is active in all public facing venues, such as social media, and is open to the membership.

5.3.4. Chancellor of the Emissary Program (CoEP) is a member of the council and has one vote

5.3.4.1. CoEP, and their designees, operate the outreach programs with the purpose of promoting real world, grass roots style, community building. The CoEP, and their designees, develop and maintain the training program for Emissaries. The Emissaries are the volunteer members who work within their local areas communities by holding open, inclusive events and attending local and area general pagan programs. Emissaries are the outreaching arm of Awaken the North to promote frith and bring new

members to Awaken the North. The CoEP is active in public facing venues, such as social media, and is open to the membership.

5.3.5. Chancellor of the Treasury (CotT) is a member of the Council and has one vote.

5.3.5.1. CotT serves as the treasurer for legal matters. CotT is in charge of the finances, tax concerns, bookkeeping, and is the authority on all matters financial. The CotT keeps the Council updated on the financial situation of Awaken the North and ensures that AtN is compliant with all applicable tax laws. The CotT is active in forward facing venues, such as social media, and is open to the membership.

5.3.6. Chancellor of Member Affairs (CoMA) is a member of the Council and has one vote.

5.3.6.1. The CoMA, and their designees, develop and maintain the membership application process. The CoMA maintains member information and ensures that Awaken the North follows all applicable privacy laws and AtN policies. The CoMA, and their designees, reviews all applications and approves or rejects applicants based on criteria set by these bylaws and the Code of Conduct. The CoMA maintains a member directory that can be used for any verification of members Awaken the North may need. The CoMA, and their designees, is the onboarding contact for all new members and handles issues, concerns and/or problems members and applicants may have with membership related items. The CoMA is active in public facing venues, such as social media, and is open to the members.

5.3.7. Chancellor of Military Services (CoMS) is a member of the Council and has one vote

5.3.7.1. The CoMS, and their designees, develop and maintain a program that supports and trains Military Emissaries to support active duty military personnel in military specific needs, such as religious services, religious accommodations, and coordinates with base leadership as needed. The CoMS is active in public facing venues, such as social media, and is open to the membership. The CoMS is the primary contact for active duty military personnel.

5.3.8. Scribe is a member of the Council has one vote.

5.3.8.1. The Scribe is the secretary for legal purposes. The Scribe records all official Council meetings, posts meeting minutes on the website and social media, and acts as the Historian/Lore Keeper for Awaken the North. If the Scribe is unavailable for an official meeting the Council Chairperson will designate another councilperson as scribe. The Scribe is active on public facing venues, such as social media, and is open to the members.

5.3.9. Chancellor of Regnbue Aett (CoRA) (Rainbow Clan) is a member of the Council and has one vote.

5.3.9.1. The CoRA is the face and voice of Regnbue Aett (Rainbow Clan). The CoRA is responsible for creating an atmosphere of inclusion within AtN and the community at large focusing on LGBTQIA2S+. The CoRA is the voice and presence on the Council to ensure that AtN is inclusive. CoRA, and their team, motivate the AtN community to be aware of events, news, and other happenings within the greater LGBTQIA2S+ community – especially those concerning Heathenry/Asatru. The CoRA is responsible for keeping the Council updated on news and events with regards to the LGBTQIA2S+ community. The CoRA is active on public facing venues, such as social media, and is open to the members.

5.3.10. Chancellor of Racial Diversity (CoRD) is a member of the Council and has one vote.

5.3.10.1. The CoRD is the voice of the people of the global majority within the AtN community. The CoRD advises the Council on areas to improve in allyship and inclusion. They will establish opportunities to engage the people of the global majority within the Heathen/Asatru community. The CoRD is the point of contact for those people of the global majority who identify or are curious about the Heathen community to ensure that they feel included and safe. The CoRD is active on public facing venues, such as social media, and is open to the members.

5.3.10.2.

5.3.11. Chair Positions

5.3.11.1. A chair position within Awaken the North is a role that is part the leadership team for Awaken the North but has no council vote, unless acting as proxy for a Council member. Chairs are selected either by council vote or by the Chancellor role under which they would serve.

5.3.11.2. The Chair Shall serve under the applicable Chancellor with the oversight of the Council insofar as deemed necessary and/or appropriate. This means that a Chair may be removed or replaced by the choice of the Chancellor or majority vote by the Council. A newly elected Chancellor may replace any or all chairs serving under them at the Chancellor's discretion.

5.4. Protocols

5.4.1. If a member of the Council is suspected, or charged, with violating any of the bylaws, Code of Conduct, and/or acting in an unethical manner the High Drighton (HD) will be responsible for suspending the offending Council member and initiating the investigation process. The offending member will be suspended until the investigation is completed. The High Drighton will gather all pertinent information and evidence. This may include interviewing witnesses/complainants, and/or reviewing any social media posts/comments if those are involved. After the information is gathered, the HD will call a special meeting of the Council. The Council shall review all information and return a vote to acquit or convict. Upon acquittal the Council member may be returned to full Council membership if they so choose. If conviction is returned the Council member is immediately and permanently removed from the Council. Depending on the violation, the convicted Council member may have their membership with Awaken the North permanently revoked.

5.4.2. If the High Drighton is the accused, the Chancellor of Religious Studies assumes the HD role.

5.4.3. No member of the council is immune, or above this law.

5.4.4. If the offense is criminal Awaken the North, and all Council members (including the offending member) will cooperate with local, state or federal law enforcement as necessary, as required by law.

5.4.5. All members of Awaken the North will be held to laws as detailed in the bylaws and Code of Conduct. AtN will comply with all Social Media platform policies, FCC laws, and all applicable local/state/federal laws and will hold the membership to this same level.

5.4.6. Any admin or mod of any Awaken the North managed social media platforms has the authority to shut off commenting on any post deemed in violation of the bylaws, CoC, or to be unethical. This is to be reported to the CoPA, or any Council member, for further action.

5.5. Meetings

5.5.1. The Council Members shall be in frequent communication on all matters that pertain to the organizational structure or any other matter that concerns the operation of Awaken the North. At least once per month, an official meeting will take place in which The Council will be updated on all Council projects and any issues or other matters by the members. The list of projects will be kept updated. The agenda and conduction of the meeting will be a duty of the Scribe. Each Chancellor will have a report for their Chancellorship for each meeting.

5.5.2. Total number of available Council votes will be defined as the total number of Council members who hold office at the time of the meeting.

5.5.3. Full Council vote is defined as all members of the Council currently serving in office and being present for the vote or having designated a proxy for their vote.

5.5.4. Quorum is defined as being more than half of the total number of Council members (rounded up).

5.5.5. All votes require a simple majority to pass, unless the articles of incorporation or these bylaws require otherwise.

5.5.6. Official meetings can be called by any member of the Council at any time outside of the routine interval. A quorum is required to schedule an off-cycle meeting.

5.5.7. Awaken the North will use the standard Gregorian calendar to define the frequency of the meetings.

5.5.8. Unofficial meetings may happen even if a quorum is not present. Unofficial meetings could be used for decisions on matters that are part of day to day operation but outside of clearly defined bylaws, code of conduct or generally

accepted best practices and are not concerning legal or business critical issues. An example of this would be a Chancellor, acting in their role, comes across an issue that is not clearly in opposition of any rule, bylaw or code of conduct or not clearly defined in their role description. These meetings would typically be conducted via a Council chat forum (such as Facebook messenger).

5.5.9. Full Council voting is required for:

5.5.9.1. Business-critical items

5.5.9.1.1. Adoption of Bylaws

5.5.9.1.2. Approval of the Articles of Incorporation

5.5.9.1.3. Amendments and updates to the Bylaws

5.5.9.1.4. Creating, or eliminating Council positions

5.5.9.1.5. Large expense and/or investment of Awaken the North funds. "Large" will be determined by anything that requires more than 25% of the total available funds.

5.5.9.1.6. Semi-Annual meetings

5.5.10. The Council may allow any non-Council attendees in the meeting for the whole meeting or any part for any reason deemed necessary by the Council.

5.5.11. All official Council meetings shall be recorded, and minutes taken. The recording and minutes shall be posted on the website in the members section for review by all members.

6. Membership

6.1. Inclusivity

6.1.1. Membership in Awaken the North is open to anyone looking for a connection to a community of individuals who share interests in Heathenry, for religious or cultural reasons, not based on racial or political reasons.

6.1.2. Awaken the North shall not discriminate against any applicant based on, but not limited to, the following

6.1.2.1. Gender

6.1.2.2. Gender identity

6.1.2.3. Race

6.1.2.4. Nationality

6.1.2.5. Ethnicity

6.1.2.6. Sex

6.1.2.7. Sexual orientation

6.1.2.8. Ability

6.1.2.9. Age

6.1.2.10. Faith

6.1.2.11. Creed

6.2. Membership levels

6.2.1. Probationary member is a person who has applied and has been approved for membership but has not yet completed 90 days of membership. Probationary members do not have access to the benefits of a full member.

6.2.2. Full Member is a person who has applied and has been approved for membership and has completed 90 days as a member. Has access to all member benefits.

6.2.3. Affiliated Member is a person or group of people, such as those of a Kindred, who are connected the Awaken the North through an affiliate program. Individual members of such affiliated group may have access to some member benefits, but only those members who have applied and have been approved for membership with AtN as an individual, will be able to vote.

6.2.4. Family membership is a group of related persons typically residing in the same household who share a membership for the purpose of sponsoring a minor member guest. Each Adult in the “family” shall be issued their own membership number.

6.3. Member benefits

6.3.1. Voting in all general and special elections

6.3.2. Access to Clergy Training Program

6.3.3. Ability to become an Emissary

6.3.4. Can hold elected office

6.3.5. Access to Military special forms and requests for accommodations or referrals

6.4. Applications

6.4.1. Applications for membership are completed online at Awaken the North’s website or in person at events. All applicants must complete all required information

requested, honestly and accurately. Any applicant found to have falsified information on the application for the purpose of gaining membership will have their membership revoked. Applicants are permitted to use a chosen identity or a screen name on an application, if they are willing to disclose their legal name to the CoMA, their designee, or any member of the Council who has a need to know. If a member does not wish to have their legal identity known, publicly – for any reason deemed important to the applicant – they must inform the CoMA, or their designee. AtN will honor this request so long as no other member would be harmed in any way by allowing this.

6.4.2. 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 for 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 Awaken the North will consider the rejection as accepted by the applicant. Rejected applications who either did not appeal or appeal and were denied the appeal will be prevented from becoming members. They may request a review one year after rejection or denial of appeal.

6.5. Disciplinary Action for members

6.5.1. Awaken the North reserves the right to discipline or expel any member who has been deemed to have violated these bylaws, Code of Conduct, or the spirit of the mission, vision, or values of Awaken the north.

6.5.2. The purpose is foremost to maintain the frith of the community and the integrity of the organization while upholding the rights and freedoms of the individual members. When a member's behavior impedes on the community frith or the ability to maintain a constructive and safe environment for all members, discipline will be necessary.

6.5.3. Any discipline shall be handled in as expeditious manner as possible without compromising honesty or honorable investigations.

6.5.4. All members can bring forth a grievance, however, Awaken the North does not get involved in personal disputes. Any grievance found to be a result of a personal

dispute shall not be handled by Awaken the North unless the bylaws or code of conduct are violated.

6.5.5. All Members, whether bringing forth a grievance, or the subject of an investigation, regardless of their position with AtN, will be treated fairly and justly in any disciplinary action.

6.5.6. Any Council member has the authority to make the decision to suspend any member for up to one-week without a Council vote.

6.5.6.1. Must be able to defend their cause

6.5.6.2. A council vote is required for further suspension.

6.5.6.3. Revocation requires a full Council vote.

6.5.6.4. This vote is informal and may be done via a messenger app, such as Facebook Messenger

6.5.7. Suspension will prevent the member from utilizing any Awaken the North benefits or privileges, including voting. This will be a progressive process, that is cumulative over the lifetime of the member.

6.5.8. Awaken the North reserves the right to escalate to any step depending on the severity and disruption caused.

6.5.9. The process will be the following, unless the High Drighton, the Council or their designees, determine that the offense warrants escalation:

6.5.9.1. A warning will be issued asking that the behavior desist

6.5.9.2. If the behavior continues, at any point, the HD will take any or all of the following actions:

6.5.9.2.1. Remove the offending post

6.5.9.2.2. Mute the offending member

6.5.9.2.3. Suspend the member

6.5.9.3. A third offense will result in immediate suspension for a minimum of one week.

6.5.9.4. A fourth violation will result in a minimum of two weeks suspension.

6.5.9.5. Any violation after that will result in immediate revocation of membership.

6.5.10. Malicious behavior will result in revocation without any steps or progression, after investigation is conducted. Reported malicious behavior will result in the member being suspended during the investigation

6.5.11. No disciplinary action shall include any physical or fiduciary harm.

6.6. Jurisdiction

6.6.1. Awaken the North does not claim to be the enforcer of any standard of conduct outside of the events and activities directly sanctioned by AtN. It is expected that members conduct themselves in a way that reflects positively on Awaken the North at all times, across all social media platforms and at sanctioned events. AtN will not actively search for violations outside of AtN controlled events/activities unless for vetting purposes for a volunteer role. AtN will take complaints from all members seriously and look into the claims. Disciplinary action may be required.

6.7. Canceling Membership

6.7.1. Any full member may cancel their membership at any time for any reason.

6.7.2. Council members may resign their position at any time for any reason. With or without notification. All Awaken the North property must be returned to the Chancellor of the Treasury within 30 days of resignation.

7. Finances

7.1. All funds donated to and/or received by Awaken the North for any purpose are to be used at the sole discretion of Awaken the North for the operation of and in support of the purpose of the organization. The funds may not be used for personal gains or any activity which would be considered a “corporate venture”, an investment or any activity which is seen as a profit. All Funds will be used in accordance with all applicable tax laws pertaining to charitable organizations, such as those found in section 501(c)(3) of the Internal Revenue code.

7.2. A financial report will be provided by the Chancellor of the Treasury to the Council no less than quarterly and posted on the website in the member section.

7.3. Chancellor of the Treasury acts as controller for all expenses and expenditures made from Awaken the North account(s).

8. Elections

8.1. General terms

8.1.1. All Council positions are subject to role specific qualifications. These qualifications will be decided on by the sitting council members and posted ahead of the election.

8.1.2. In the event of an open council position, or new position, the Council shall post a call to the membership to fill the role. This will be done on social media and via email.

8.1.2.1. The call will state the role and full description of the duties

8.1.2.2. It will list the minimum qualifications for the role

8.1.2.3. The call will state how the members will apply for the Council Seat

8.1.2.4. The call will also state the open period for application (not less than one week and not more than 30 days).

8.1.3. At the end of the period the Council will choose the top three candidates.

8.1.3.1. These three may be interviewed by designated Council members.

8.1.3.2. The Scribe (or Chairperson if the Scribe is the position being filled) will set the vote on the agenda for the following meeting (unless the next meeting is more than 30 days away then a special meeting will be scheduled).

8.1.3.3. The Council will then vote for the person they choose. In the case of a tie the Chairperson will have final say to decide. This vote requires a full Council vote.

8.2. Application Process

8.2.1. Any full member in good standing is eligible to apply for any open council seat, so long as they meet the basic qualifications for the position.

8.2.2. If a current Councilperson wishes to be selected for another council position they shall apply and go through the same process as all other candidates. They shall not vote in the selection.

8.2.2.1. They will assume the new role after their current role is filled.

8.2.2.2. If they are selected for the new role the process for selection to fill their role will be treated as a new process and follow all the applicable steps.

8.2.3. No candidate may apply for more than one position at a time

9. Dissolution

9.1. Upon dissolution of this organization, assets shall be distributed to another organization as per the laws pertaining to a 501(c)(3) corporation and will be determined by the Council at the time of dissolution.