

STONE CIRCLE TRADITION OF WICCA (USA)

BYLAWS

1. NAME AND PURPOSES:

1.1: The name of this organization is the Stone Circle Tradition of Wicca (USA).

1.2: Stone Circle Tradition of Wicca (USA) is incorporated as a religious corporation under the laws of the State of Maryland (effective October 30, 2018), and seeks recognition as a “church” for purposes of Federal law.

1.3: Throughout this document, “the organization,” “the Tradition,” “Stone Circle Wicca (USA),” “SCW (USA),” “Stone Circle Wicca,” and “SCW” all refer to the aforementioned Maryland religious corporation.

1.4: The purposes of the Stone Circle Tradition of Wicca (USA) are set forth in the Articles of Incorporation, namely to “Establish a congregation for purposes of worship, teaching, and spiritual care; to promote the spiritual growth of all its members; to encourage responsible fulfillment of vocations to Wiccan priesthood and priestesshood; and to make ceremony and prayer together as a family of spirit.” These purposes are amplified in greater depth and detail in the Charter.

1.5: Notwithstanding any other provision of these Bylaws, the Tradition shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code of 1986 or (b) by a corporation contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code of 1986.

2. ORGANIZING DOCUMENTS:

2.1 Three organizing documents govern the operations of the Stone Circle Tradition of Wicca (USA). These are the *Articles of Incorporation*, the *Charter*, and the *Bylaws*. These three documents are legally and operationally distinct and their purposes are as follows:

2.2.: The *Articles of Incorporation* constitute the organizing document for purposes of the laws of the United States and the State of Maryland.

2.3: The *Charter* describes the beliefs and practices of SCW (USA) as a religious organization and movement. Its purposes are cultural, not legal or administrative. The Charter concisely describes the core beliefs and values of our religious organization; describes processes for Dedication and Initiation; defines religious roles such as Teacher and Mentor; and affirms the reasons Wiccan practitioners join together to form and continue this Tradition.

2.4: The *Bylaws* are the administrative documentation for purposes of the laws of the United States and the State of Maryland. The Bylaws provide operational guidance and detail to implement the Articles of Incorporation and the Charter. The Bylaws describe specific actions and behaviors expected of all members of the SCW (USA) community; prescribes codes of conduct and ethical standards for Trustees and officers; and establishes methods for the sustainable growth of the organization and the wise stewardship of its resources. These Bylaws

provide for governance of the organization consistent with Federal, State, and local law; with Wiccan values of freedom and responsibility; and with clear standards of legitimacy, transparency, accountability, inclusion, equality, mutual support, dignity, and self-determination.

3. MEMBERSHIP:

3.1: Members. The Stone Circle Tradition of Wicca (USA) shall have members.

3.2 Dues: For Initiates, Membership in SCW (USA) shall be \$13 each year per Member, as a magickal symbol of commitment. Initiates and Community Members are encouraged, as they are able, to donate to the organization to sustain the growth of SCW. Donations to the organization are tax deductible pursuant to section 501(c)(3) of the Internal Revenue Code of 1986. Some events may charge admission, but any event which is sponsored by SCW (USA) will operate on a policy of “No One Turned Away For Lack of Funds.”

3.3: Criteria for membership: An individual may be deemed a member of SCW (USA) if she/he/they meet the following criteria:

3.3.1: Initiation to the First (1°), Second (2°), or Third (3°) Degree in the Stone Circle Tradition of Wicca (USA), as attested by one’s name appearing on the Roll of Initiates; OR

3.3.2: Current status as Wicca 101 student or a Dedicant to the First Degree in the Stone Circle Tradition of Wicca (USA), as attested by the current Lead Teacher(s) of the Wicca 101 class; OR

3.3.3: Having attended three SCW ceremonies in the last 366 days, AND making a request to be a Community Member either verbally or in writing, during a period between the beginning cycles of Wicca 101 classes, OR

3.3.4: Being a minor, under the age of 18, and developmentally too young to participate in formal Wicca 101 training, with one or more parents who are Initiates or Community Members of the Tradition, and with the consent of parents to participate as a Community Member in the Tradition.

3.4: Rights and Responsibilities of Members: All Members have certain rights and corresponding responsibilities, rooted in the SCW (USA) teaching of freedom and responsibility.

3.4.1: Members may attend and participate actively in Spring and Fall Gatherings, and in any in-person or real-time electronic meeting of the Trustees. Members have the responsibility to honor commitments they make as volunteers to work on tasks at Gatherings and Trustee Meetings.

3.4.2: Members have the right to be heard at Trustee Meetings, including the right to ask to have an item placed on the agenda for discussion. Members have the responsibility to listen to others as well in Gatherings and Trustee Meetings, and to listen for understanding, not just to respond.

3.4.3: Members have the right to spiritual freedom. Initiates have the responsibility to pursue their own vocations to Wiccan priesthood responsibly.

3.4.4: Members have the right to review the financial records, tax records, meeting minutes, and legal organizing documents of the organization, but not to personally identifiable information or other personal and financial information of individuals. Members have the

responsibility to provide reasonable advance notice of intent to review, and to safeguard any personal information learned about fellow group members. The Trustees shall create policies designed to codify such responsibilities.

3.4.5: Members have the right to request spiritual care and support from the community. Members have the responsibility to recognize the appropriate time, place, and manner to request or provide assistance, and not allow personal needs to impinge upon the group's functioning.

3.4.6: Initiated members have the right to identify themselves in other locations as Initiates of their respective Degree in SCW. Members have the responsibility to seek the approval of the Trustees (who may consult with the Council of Thirds if necessary) before claiming SCW endorses or sponsors any activity or event that has not been actually planned by the SCW (USA) community itself pursuant to the Trustee-maintained calendar of events.

4. GOVERNANCE BODIES (THE THREE CIRCLES):

4.1 The SCW (USA) religious organization is governed by *the Three Circles*, three different governance bodies, which perform distinct but mutually complementary leadership functions: the Trustees (described in Section 5, below), the Officers (described in Section 6, below), and the Council of Thirds (described in Section 7, below).

4.2 All Three Circles are accountable to the Membership as a whole, and to Wiccan values and ethics. Leadership is a form of service.

4.3 All who volunteer or are called to serve in any leadership role on any of the Three Circles must commit to be bound by the *Nine Promises (Leadership Code of Conduct)*. The Nine Promises are enumerated as Appendix A to these Bylaws, below.

4.4 An individual may have leadership roles in more than one Circle at the same time, if eligible to hold each of the roles.

5. THE TRUSTEES:

5.1. The *Trustees* are the individuals elected by the Membership of SCW (USA) to exercise legal and administrative stewardship over the Tradition, and to perform duties of Trustees as required under the laws of Maryland.

5.2: Elections. Trustees are elected to renewable two-year terms by the membership as described in the Articles of Incorporation. Eligibility to volunteer to serve as a Trustee, eligibility to vote in the election of Trustees, and the election process are all detailed in the Articles of Incorporation, Article IV.

5.2.1: Elections for Trustees are held every two years, in even-numbered years, at the annual Spring Gathering, using the voting procedures outlined in the Articles of Incorporation, Article IV (A).

5.2.2: Criteria to be elected as a Trustee are enumerated in the Articles of Incorporation, Article IV (B), and are here reproduced for reference only: "To be elected as a Trustee, an individual must meet all of the following criteria: (a) Be at least 18 years of age as of the date of the election; (b) Be an initiate of Stone Circle Wicca (USA), either to the First, Second, or Third Degree, as attested by their name appearing on the Roll of Initiates; and (c) Have actively

supported the life of the SCW (USA) community for the most recent year and a day, as attested by leadership or contributions to ceremonies, spiritual care, classes, or community events.” This language may not be altered by the process for Bylaws amendment alone, but may be changed only through the process for amendment of the Articles of Incorporation.

5.2.3: Qualifications of those able to vote for Trustees are enumerated in the Articles of Incorporation, Article IV (C), and are here reproduced for reference only: “To be eligible to vote for Trustee, an individual must meet all of the following criteria: (a) Be at least 18 years of age as of the date of the Spring Gathering election; (b) Be an initiate of Stone Circle Wicca (USA), either to the First, Second, or Third Degree, as attested by their name appearing on the Roll of Initiates, or be a current Dedicant to the First Degree or student in the Wicca 101 class, as attested by affirmation of the Lead Teacher(s) of that class; and (c) Be physically present at the Spring Gathering where the election is held.” This language may not be altered by the process for Bylaws amendment alone, but may be changed only through the process for amendment of the Articles of Incorporation.

5.3: Duties of Trustees. Trustees have the following duties, responsibilities, and powers:

5.3.1: Trustees select Officers (as described in Section 6, below) from the membership. Officers may also be Trustees, but this is not required; however, Officers must meet the criteria to be eligible to serve as Trustees as enumerated in the Articles of Incorporation.

5.3.2: Trustees finalize the calendar of events, including determining the dates, times, choice of ceremonial events, and individuals in service or delegated ceremonial and organizational responsibility for the event. The Trustees may delegate this responsibility to an individual or a Calendar Committee. The exception to this is the scheduling and coordination of initiatory ceremonies (including Initiations to First, Second, or Third Degree; Dedication ceremonies inaugurating a Pathway to any of those Degrees; or Ceremony of Releasing from the Second Degree), which is within the purview of the Council of Thirds.

5.3.3: Trustees approve large purchases (in excess of \$200). The Trustees may delegate this responsibility to an individual or a Finance Committee.

5.3.4: Trustees are responsible for scheduling the annual Spring and Fall Gatherings, including identifying and obtaining locations, coordinating schedules, announcing the Gathering in advance, and preparing an agenda. The Trustees may delegate this responsibility to an individual or Gathering Committee.

5.3.5: Trustees review, approve, and implement plans for fundraising. The Trustees may delegate this responsibility to an individual or Fundraising Committee.

5.3.6: Trustees authorize the President to sign legal documents and contracts on behalf of the Tradition with other entities for business purposes. If the Trustees delegate a sphere of responsibility to an individual or Committee (such as a Finance Committee or Calendar Committee), that individual or Committee is also delegated authority to approve Presidential signature of documents and contracts directly required for the portfolio of the delegated individual or Committee, except as regards financial transactions requiring Trustee approval excluded under 5.5.6, below.

5.3.7: Trustees authorize any individual other than the Treasurer to hold a credit or debit card in the name of the organization or to be a signatory on any organizational bank account.

5.3.8: Trustees approve content to appear on the public-facing web page of the organization. The Trustees may delegate this responsibility to an individual or Web Committee.

5.3.9: Trustees appoint moderators for social media pages, groups, and handles associated with Stone Circle Wicca (USA), and establish social norms and etiquette for social media in SCW (USA) spaces. The Trustees should establish norms and etiquette that appropriately balance responsibility with freedom. The Trustees may delegate this responsibility to an individual or Social Media Committee.

5.3.10: Trustees prepare and approve an annual budget for the organization. The Trustees may delegate the responsibility to prepare the budget to the Treasurer and/or the Finance Committee, but may not delegate the responsibility to approve the budget. The budget, once prepared by the Treasurer or Finance Committee, must be approved by the Trustees.

5.4. Non-compensation. Trustees are volunteers and are not compensated for their work. Like any Member, they may be reimbursed by the Treasurer for actual and approved expenses incurred on behalf of the organization, upon presentation of appropriate receipt or documentation.

5.5: Trustee Meetings. The President shall convene meetings of the Trustees monthly.

5.5.1: Meetings may be in person or may be via real-time telecommunications such as video conferencing.

5.5.2: Meetings are open to attendance and speaking by any Member, but authority to make decisions shall be vested in the Trustees, with appropriate consultation by Officers.

5.5.3: The Secretary shall keep minutes of all decisions made in the Trustee Meeting.

5.5.4: Trustee Meetings shall be conducted by modified consensus for decision making. One individual will be chosen to facilitate, or a talisman used, to ensure that all have the opportunity to speak and that the process remains orderly and on task. The President must convene the meeting, but may facilitate it, or the Trustees may ask another individual to facilitate, as they wish.

5.5.5: If no clear consensus emerges, a formal vote may be required, or the matter may be tabled until the next meeting for further reflection and investigation.

5.5.6: For matters where there is a legal requirement that a formal vote be taken, this shall be conducted with all Trustees' votes recorded by the Secretary. This legal requirement applies, among other situations, to Trustee decisions to appoint an Officer, remove an Officer, remove a Trustee, or install a Trustee in case of vacancy, to enter into a contract involving expenditures of more than \$2,000, to approve the annual Budget, to enter into any litigation, or to make or formally recommend any amendment to the Bylaws, Articles of Incorporation, or Charter.

5.5.7: Meetings of the Trustees shall provide for participation by all Trustees and Officers, and any interested Members, in a conversation that is respectful, thoughtful, productive, and inclusive. The Trustees may establish rules or agreements for facilitation which ensure that no one is silenced, that all are respected, and that necessary business is accomplished.

5.5.8: The quorum for a Trustees' meeting shall be one more Trustee than half the currently seated Trustees, rounded down, so that if there are 13 Trustees, 7 are required for a quorum; if 11 Trustees, 6 are required; if 9, 5 are required; and if 4, 3 are required. A quorum is

necessary to take any action requiring a formal vote or to approve any expenditure of funds or endorsement of an external event, but Trustee Meetings without a quorum may discuss any matter and may take limited action not inconsistent with this section.

5.5.9: If the President is unable to attend, the Vice President convenes the meeting. However, if neither President nor Vice President is available, the Trustees may designate another Officer, Trustee, or Member to convene the meeting instead.

5.6: Resignation: A Trustee may resign by submitting a written resignation to the President or to the other Trustees, if the resigning Trustee is the President.

5.7: Vacancies. Procedures for handling vacancies among the Trustees between elections, due to any cause, are described in the Articles of Incorporation, IV(A)(j).

5.8: Delegation to Committees. As enumerated above, the Trustees shall have power to delegate specific duties and responsibilities to an individual or committee. Each such committee shall exercise the authority of the Trustees to the extent authorized by the Trustees. However, a committee may not by itself: Approve action that requires Trustees approval by law; Fill vacancies among the Trustees or on any Committee; Amend the Articles of Incorporation; Adopt, amend or repeal the Bylaws; Amend the Charter; Approve a plan of merger, consolidation or dissolution; or transfer of assets of the corporation.

6. THE OFFICERS:

6.1.: The *Officers* are members of the Board of Trustees, or individuals who meet the criteria to serve as Trustees (as outlined in the Articles of Incorporation), voted by the Trustees to perform specific functions or duties related to the legal, financial, and administrative activity necessary to sustain the Tradition.

6.2: Certain Officers are required by the Bylaws. These are the President, the Vice President, the Treasurer, and the Secretary, and their duties are enumerated below:

6.2.1: *The President* is tasked by the Trustees with ensuring that meetings of the Trustees are convened as scheduled, and signs legal documents and contracts requiring an Officer to sign. The President does not have the sole authority to approve a contract being signed, but must consult with Trustees (or the individual or Committee with delegated authority) for advance approval.

6.2.2: *The Vice President* serves as the President to convene and facilitate Trustees' meetings in the event the President is unavailable or unable to do so. The Vice President may also sign a contract under the same terms as described above for the President, at the direction of the Trustees, if the President is not available or able to sign.

6.2.3: *The Treasurer* is tasked by the Trustees with maintaining the financial resources of the Tradition, including savings and checking accounts, with paying routine and customary bills and expenses of the organization, and with providing Financial Reports to the Trustees and/or the Finances Committee monthly. The Treasurer provides a public accounting of resources--the Treasurer's Report--to all members at the Spring and Fall Gatherings. Any Member may upon request inspect the books of the organization, with reasonable time for the Treasurer to prepare the information. The Treasurer also is responsible for ensuring that donors receive annual confirmation of charitable donations to the organization for tax purposes. The

Treasurer is an authorized signatory on any banking account held by the organization. If the Trustees form a Finances Committee, the Treasurer is a member of the Finances Committee.

6.2.4. *The Secretary* is tasked by the Trustees with ensuring that accurate minutes of meetings of the Trustees are taken and shared with the Members. The minutes must include all decisions made by the Trustees, and must uphold the standards of transparency, openness, and inclusion established by SCW (USA) for its governance processes. The Secretary also maintains the Roll of Initiates and the distribution list of current Members.

6.3: Other Officers. The Trustees may create any additional Officer roles they deem necessary and prudent. These may include Chairs of Committees or any other administrative functionary necessary to handle business, administration, finances, and communications. The Trustees may not create Officers whose authority exceeds the limits established by the Articles of Incorporation and Bylaws for the Trustees.

6.4: Non-compensation. Officers are volunteers and are not compensated for their work. Like any Member, they may be reimbursed by the Treasurer for actual and approved expenses incurred on behalf of the organization, upon presentation of appropriate receipt or documentation.

7. THE COUNCIL OF THIRDS:

7.1: The *Council of Thirds* is the group of all currently active members of the SCW (USA) who are Initiates to the Third Degree of Wiccan Priesthood within the Tradition.

7.2: Members of the Council of Thirds are not elected or appointed. They study for and attain Third Degree through the process of Dedication and Initiation to the Third Degree as detailed in the Charter. Only active Third Degree Initiates from the SCW (USA), as defined in the Charter, serve on the Council. Membership in the Council of Thirds is lifelong so long as the individual remains active as a Third Degree Initiate.

7.3: The Council of Thirds is responsible for coordinating spiritual activities of the Tradition, and specifically of coordinating classes, spiritual care, Dedication, and Initiation. Powers and duties of the Council of Thirds are as follows:

7.3.1: To select teachers for SCW (USA) classes, including the Introduction to Wicca (“Wicca 101”) class required for Dedication and Initiation to the First Degree in this Tradition, as well as any Advanced or specialized classes.

7.3.2: To review curricula and syllabi for SCW (USA) classes, in consultation with the selected teacher(s)

7.3.3: To select Mentors to work with Dedicants to the Second and Third Degrees of Initiation, as described in detail in the Charter.

7.3.4: To review and approve requests for initiation to First, Second, or Third Degree in SCW (USA) as described in detail in the Charter.

7.3.5: To schedule and organize Ceremonies of Initiation to First, Second, and Third Degree, as described in detail in the Charter.

7.3.6: To coordinate provision of spiritual care to Members of this Tradition and their families. The Council of Thirds may elect to fulfill this duty by selection of individuals who are Initiates at the First or Second Degree level to act as Spiritual Care Coordinators.

7.3.7: To provide consultation and advice to the Trustees and Officers on content which appears in public communications such as the website or social media, to ensure accuracy of statements reflecting SCW (USA) belief and appropriate non-disclosure regarding information specific to Mystery teachings for Initiates.

7.3.8: To advise the Trustees regarding circumstances and situations in which use of the SCW indicia may be appropriate or inappropriate, including the scope of interfaith and community events at which SCW may be a participant. The Council of Thirds may provide general guidance to other Members about when public use of the SCW (USA) identity is appropriate.

7.4. Non-compensation. Third Degree Initiates are volunteers and are not compensated for their work. Like any Member, they may be reimbursed by the Treasurer for actual and approved expenses incurred on behalf of the organization, upon presentation of appropriate receipt or documentation.

7.5: A Third Degree Initiate, in addition to her/his/their service on the Council of Thirds, may also concurrently serve as a Trustee and/or an Officer. Third Degree Initiates may also elect not to serve as Trustees and/or Officers. Third Degree Initiates who serve as Trustees do not command any greater authority than any other elected Trustee.

7.6: Within the Council of Thirds, there are no offices or rankings. All members of the Council have equal voice and authority in its decisions.

8. AMENDMENTS:

The Bylaws may be amended by consensus of the Trustees following a period of organizational discussion.

8.1: Bylaw amendments must be proposed in advance of the meeting at which they are discussed. At least 30 days prior to the meeting, the proponent must send to the Secretary the proposed Bylaw amendment, including specific language and the rationale for the change. The Secretary then must, at least two weeks prior to the meeting, send the proposed Bylaw Amendment to the Trustees and the Membership for reflection. The Bylaws may be amended by a formal vote of the Trustees, following discussion with the community of Initiates and Community Members, and prior notice of at least one month. Bylaws changes most typically require a discussion at a Spring or Fall Gathering, but where necessary and appropriate Bylaws changes may be made between Gatherings in regular Trustee meetings.

8.2: Amendments to the Bylaws cannot by themselves cause changes to be made to the Charter or the Articles of Incorporation. Sections of the Bylaws which reproduce language excerpted verbatim from either of the other organizing documents cannot be changed except by change of the underlying governing organizing document. Procedures for amendments to the Charter and the Articles of Incorporation are as follows:

8.2.1: The Articles of Incorporation may only be amended in a manner consistent with the Articles of Incorporation and the laws of the State of Maryland. A formal vote of the Trustees is required for amendment, following discussion with the community of Initiates and Community Members, and prior notice of at least one month. The latest-dated version of the Articles of Incorporation accepted and on file with the Maryland State Department of

Assessments and Taxation, and bearing the seal of the Director of that Department, is the lawful and governing document at any given time.

8.2.2: The Charter may only be amended after discussion at a Spring or Fall Gathering, a period of reflection of at least one month, and both a vote of the Trustees and the consensus of the Council of Thirds, as described in the Charter. The modified consensus of the community, as sought at one or more Gatherings, is ordinarily required to amend the Charter.

9. CONFLICT OF INTEREST:

9.1: The Trustees, Officers, and all Members shall avoid any action which creates a conflict of interest or the appearance of a conflict of interest. Any dual relationship, potential for personal financial gain or loss, or secondary gain attendant any decision must be fully disclosed in advance by any Trustee, Officer, or Member participating in the decision, and recusal is ordinarily expected from any decision which poses a potential conflict of interest. Other Trustees may proactively act to identify any potential conflict of interest in another Trustee, Officer, or any Member in the event that Trustee, Officer, or Member fails to identify or disclose the conflict of interest.

9.2: Trustees and Officers must recuse themselves from decisions which involve a conflict of interest. If a situation is ambiguous as to whether a conflict of interest is posed, the Trustee or Officer must identify it to the group for discussion. Recusals due to conflict of interest are noted by the Secretary in the minutes of the meeting, to memorialize the action.

9.3: Nothing herein shall be construed to replace, diminish, or alter conflict of interest rules, disclosure requirements, or ethical standards imposed on SCW community members by their regular employers or others to whom they owe a duty. Scrupulous adherence to professional and occupational ethical standards including conflict of interest disclosure and avoidance standards is expected of SCW members.

10. INDEMNIFICATION:

The Tradition shall indemnify its directors and officers to the fullest extent permitted by state and federal law including the payment of related legal expenses.

11. INSURANCE:

The Trustees shall evaluate the Tradition's needs for insurance coverage as appropriate for its activities.

12. ETHICAL AND SUSTAINABLE PROCUREMENT PRACTICES:

The Trustees, in disbursing the financial resources of the Tradition, should ensure that the donations of Members are used in a manner consistent with Wiccan values and ethics.

12.1: Procurement of goods should to the extent feasible prefer sustainable and ethically sourced items. This shall include, to the extent possible, organic and locally grown agricultural products, recycled goods, union-made items, and fair trade items if purchased from international sources.

12.2: Procurement of services should to the extent feasible prefer union labor, small business, and support for local businesses owned by women, people of color, LGBT community members, and members of the Wiccan and Pagan communities.

12.3: Rental of space for ceremonies and other events should to the extent feasible prefer nonprofit organizations, religious organizations, or community small businesses owned by women, people of color, LGBT community members, and members of the Wiccan and Pagan communities.

12.4: In evaluating multiple potential vendors, fact-based social responsibility indices may be used, such as the Human Rights Campaign Employers' Index or the AFL-CIO Just Employers' Buying Guide.

12.5: Nothing herein regarding Ethical and Sustainable Procurement Practices shall be construed to modify or diminish the Conflict of Interest policy in Section 9 of these Bylaws.

13. POLITICAL ACTIVITY:

The Stone Circle Tradition of Wicca (USA) shall take no positions, make no public statements, or carry on any other activities regarding any partisan election in a manner inconsistent with the provisions of law applicable to a corporation exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code of 1986.

14. INTERFAITH ENGAGEMENT:

14.1: The Tradition and its members may seek opportunities to participate in interfaith dialogue and interfaith worship.

14.2: Official endorsement or co-sponsorship of an Interfaith event, using the name of the Stone Circle Tradition of Wicca (USA), requires approval by the Trustees. However, any individual member participating in an interfaith event may freely identify themselves/herself/himself as being of SCW for personal affiliative purposes, not organizational endorsement.

14.3: Neither the Tradition's leadership, nor any Member purporting to speak on behalf of Stone Circle Wicca, shall make publicly disparaging or demeaning statements about the sincere faith of those on other sacred Paths. However, nothing herein shall preclude the Tradition or any of its members from speaking out against sexism, misogyny, heterosexism, homophobia, cissexism, transphobia, or other oppressive order, when such systems of oppression are falsely cloaked in religious rhetoric.

15. SIGNATURE AUTHORITY:

All checks, notes, acceptances, and orders for payment of money shall be signed by any individual(s) authorized by the Trustees. All contracts, leases, and deeds of any kind shall be signed by the President.

16. FISCAL YEAR:

The fiscal year of the Corporation shall be from January 1st to December 31st.

17. EMPLOYMENT AND VOLUNTEERISM:

17.1: Members of the SCW (USA) community serve as a volunteer expression of responsibility for the growth and vitality of the Tradition. Members are precluded from paid employment relationship to the organization, pursuant to policies of non-compensation. Other individuals, who are not members of the community, may be paid for services rendered consistent with fair and reasonable market rates.

17.2: Volunteers are still entitled to respect, courtesy, and equitable treatment from Trustees and other representatives of the organization, notwithstanding their not having an employment relationship. Exploitation or mistreatment of volunteers by the organization or any of its Trustees, Officers, or Members is not permitted and subjects the individual engaged in such mistreatment to the provisions of the Policy on Abuse and Bullying.

18. POLICY ON ABUSE AND BULLYING:

18.1: SCW (USA) recognizes that all forms of abuse and bullying are incompatible with Wiccan values about humanization, inherent worth of the person, liberation, equality, and the immanent Divine in all beings. Therefore, the Tradition asserts a “zero tolerance” posture with regard to all forms of abuse and bullying, including physical abuse, verbal abuse, emotional abuse, and sexual abuse.

18.2: The Trustees shall establish a Code of Conduct (as described in Section 19 of these Bylaws) for themselves and all other members of the organization, which shall include specific definitions of abuse and bullying, specific sanctions for such acts, and a process for victims or witnesses to elevate abuse concerns to the leadership for action.

18.3: In addition to internal reporting requirements to be imposed by the Code of Conduct, all Members shall report suspected criminal acts related to abuse to law enforcement authorities, and any suspected act endangering a child or vulnerable adult shall be reported to the child or adult protective services authority with competent jurisdiction. Members who are licensed clinicians, health care workers, teachers, or other mandated reporters shall observe the mandated reporting standards to which they are subject. Leadership of the organization, including Trustees, Officers, and the Council of Thirds, bear particular responsibility to report to local and state authorities any suspected act of reportable or criminal abuse.

19. CONDUCT OF MEMBERS:

19.1: Stone Circle Wicca is a Free Community of Spirit and all its Members and especially those in leadership positions must demonstrate Wiccan *morals and ethics* in their actions.

19.2: The Trustees will establish a Code of Conduct, in dialogue with the whole community, by which all members shall abide. The Code of Conduct shall define the standards of behavior expected of all as congruent with Wiccan ethical values and the social norms of a Free Community of Spirit. Upon adoption by the Trustees, the Code of Conduct will be sent to every Member by the Secretary, and the Code of Conduct will be posted on the public-facing website of the organization.

19.3: The Code of Conduct shall specifically address the following types of behaviors which are inconsistent with the community’s norms and values, and shall provide for each processes for reporting to leadership and appropriate consequences:

19.3.1: Abusive or bullying behaviors, including physical, verbal, emotional, and sexual abuse.

19.3.2: Behaviors that support systems of oppression and dehumanization, such as words or actions that promote racism, sexism, homophobia, cissexism, ableism, xenophobia, anti-Semitism, or any other system for the marginalization and subjugation of people.

19.3.3: Desecration behaviors that are inconsistent with Wiccan belief in the sacredness of Earth and all in Earth's household, such as littering or cruelty to animals.

19.3.4: Actions which violate local, state, or Federal law, and invite criminal justice authorities' intervention, creating unacceptable risk to the Tradition, its members, and their reputations. However, nothing in this policy shall apply to legitimate nonviolent civil disobedience for purposes of challenging injustice, protecting natural environments, or opposing an unjust law.

19.3.5: Behaviors which are deceitful, manipulative, and inconsistent with Wiccan values of Authenticity, Integrity, and Compassion. This includes the use of deception to interfere with others' ability to make informed decisions, exercise consent, and experience "perfect love and perfect trust" in this community.

19.3.6: Behaviors which are toxic or corrosive to the well-being and integrity of the community, such as a pattern of broken agreements, practice of maleficia, violating initiatory promises or revealing Mysteries inconsistent with community agreements, or fostering disharmony among community members for purposes of personal advantage or entertainment.

19.3.7: Dangerous or negligent behaviors, evidencing recklessness with the physical and emotional safety of others, even in the absence of any specific intent to cause harm, including ritual practices that expose others to physical risk without specific informed consent, reckless behavior entailing predictable consequences of harm to others, or serious dereliction of basic duties resulting in real or potential damage to the reputation, finances, property, or emotional well-being of the group.

19.4: The leadership of the community shall collaborate in the imposition of consequences of actions inconsistent with the Code of Conduct, which shall be proportional to the offense. Potential consequences include counseling of the member about her/his/their conduct and its consequences for others; group interventions to confront the member with how his/her/their behavior harmed others; removal from positions of trust or responsibility; and in some circumstances suspension or expulsion from the group, where there is a clear safety issue. Suspension or expulsion from the group requires a formal vote of the Trustees.

19.5: The Trustees shall revisit and amend the Code of Conduct as required. Whenever changes are made to the Code of Conduct, the Secretary shall share the updated Code of Conduct with all the Members of the community. Amendments to the Code of Conduct shall never create retroactive obligations or requirements.

19.6: In addition to the Code of Conduct, which governs all Members, those in leadership positions have heightened responsibility to be accountable to the group for their behavior. All leaders--Trustees, Officers, and members of the Council of Thirds--must commit to honor the Nine Promises (Appendix A of the Bylaws). The Nine Promises shall be posted on the public-facing website of the organization.

20. NONDISCRIMINATION:

20.1: In its business dealings, events, and internal operations, the SCW (USA) religious corporation does not discriminate on the basis of race, ethnicity, sex, gender, gender identity, national origin, size, affiliation, disability, marital status, family situation, economic circumstances, immigration status, or on any unlawful basis.

20.2: The Tradition is a specifically Wiccan religious corporation, and teaches and supports the practice of Wicca as a religion. However, adherents of other faiths are welcome to participate in public events.

20.3: Beyond legal obligations to avoid unlawful discrimination, the Tradition is committed to practices that foster racial and gender equity, and that reflect the commitment of the Tradition to LGBTIQ+ people and their cultural and political needs. The Tradition will actively pursue policies and approaches that promote social justice, human equality, and the liberation of oppressed populations.

20.4: The Trustees will work to assure accessibility of SCW meetings, ceremonies, and events to all those who wish to attend but have access and functional needs requirements to do so. The Trustees shall take such actions in response to actual requests.

21. PRIVACY:

21.1: As Wiccans, we recognize that religious faith is a personal and private matter, and that each member of our community is empowered to make her/his/their own decisions about how public to be about being Wiccan.

21.2: Members agree to respect the right of each other member to reveal, or not, their religious faith to others in their lives. Members must obtain consent from other members before informing others outside the community that they are Wiccan or are members of this Tradition.

21.3: Trustees are responsible for developing privacy policies and procedures to appropriately safeguard documents and records that would include personally identifiable information.

21.4: The Roll of Initiates maintained by the Council of Thirds is available for inspection by any Member of the Tradition. However, it may not be shared outside the Tradition in its entirety due to the above Privacy considerations.

22. INTELLECTUAL PROPERTY:

22.1: The Stone Circle Tradition of Wicca (USA), as a religious corporation, may in the corporation's name own intellectual property, including literary works, songs, chants, ritual texts, articles or books, visual art or images, video or audio recordings, or other recognized intellectual property.

22.2: Works created by one or more members of the Tradition are the intellectual property of their respective authors or creators. However, the creating members may freely elect to share intellectual property rights with the religious corporation. Where creations are the result of the work of many community members and specific authorship is not asserted by any individual members, the Tradition is the author for purposes of law. Members and the corporation may also agree to make intellectual property freely available to others under a recognized Commons agreement.

22.3: Nothing herein shall be construed as requiring any individual to donate her/his/their intellectual property to the Tradition.

23. DISSOLUTION:

23.1: It is the intent of the organization to remain perpetual. Dissolution of the organization may only occur under conditions described in the laws of Maryland and the Articles of Incorporation. Voluntary dissolution requires two separate votes of the Trustees in two consecutive months, after discussion with the whole community at a Gathering.

23.2: In the event of dissolution, the Trustees shall dispose of all of the net assets of the Tradition exclusively to such organization(s) which are organized and operated exclusively for charitable or educational purposes as shall at the time qualify as an exempt organization under section 501(c)(3) of the Internal Revenue Code of 1986 (or corresponding provision of any future United States Internal Revenue Law) .

23.3: Any remaining assets not disposed of by the Trustees shall be disposed of by the Court of Common Pleas of Prince George’s County, Maryland, exclusively for such purposes or to such organizations, consistent with the laws of the state of Maryland.

Adopted by the Trustees this 17th day of January, 2019

President Dated

I, the undersigned, being Secretary of the Stone Circle Tradition of Wicca (USA) religious corporation, hereby certify that the above is a true, complete and accurate copy of the Bylaws adopted by the Trustees.

Secretary Dated

APPENDIX A
THE NINE PROMISES
(SCW LEADERSHIP CODE OF CONDUCT)

As a leader in the Stone Circle Tradition of Wicca (USA), in circle cast I commit to the following Nine Promises, so long as I serve in this leadership position. I ask that my friends in this Tradition help hold me accountable to these promises.

1. I claim the power and authority of leadership in this Tradition and commit to using it responsibly and in accordance with Wiccan ethics. I will be a servant leader and a friend to others in this Tradition.
2. I will hold myself and other leaders in my Circle to a higher standard than the membership at large. I will support other leaders in my Circle but also challenge them if they do not attain the ethical standards we have promised to uphold.
3. I will make a free offering of my service. I will not use my authority for any personal financial gain or benefit, and I will comply fully with the Conflict of Interest policy of this Tradition.
4. I will be transparent. The sacred Mysteries will be kept in secrecy and silence, but all financial, administrative, and social decision-making will be open and inclusive, and I will defend the right of community members to ask questions and to respectfully dissent from decisions.
5. I will use my power to ensure the safety and dignity of all. I will be vigilant to prevent any abuse, bullying, cruelty, exploitation, or neglect from ever taking place within this community.
6. I will use my power to balance the needs of the Tradition as a whole with the needs of each member as a sacred individual. I will never sacrifice the well-being of one member of the community to any idea of the greater good, nor compromise the good of the whole to give preferential treatment to any one individual.
7. I will uphold Stone Circle Wicca as a Community of Free Spirits. I will never attempt to assert spiritual authority over another person or attempt to deprive them of their spiritual freedom.
8. I will maintain balance between my duties to this Circle and the Tradition and all the other commitments and duties in my life. I will practice discernment to know when it is time to ask for help, or to ask to step down for a time.
9. I will pass the Wand. I will, when the time is at hand, relinquish this power and authority to another.