

ARTICLES OF INCORPORATION

MISSION

Forn Sidr of America exists to establish a Universalist and Humanist branch of Norse Paganism, which celebrates different expressions of spiritual identity and promotes the establishment and protection of equity between all human beings.

VISION

An American Heathen spiritual identity rooted in Ancient Norse beliefs with modern evolving values that place the inherent worth of all people before creeds, dogma, or doctrine.

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ARTICLE I. NAME OF ORGANIZATION

Section 1. Name

The name of the organization shall be Forn Sidr of America.

ARTICLE II. NON-PROFIT NATURE OF THE ORGANIZATION

Section 1. Non-Profit Purpose

Forn Sidr of America is organized exclusively for charitable, religious, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section 2. Compensation for Services Rendered

No part of the net earnings of Forn Sidr of America shall inure to the benefit of, or be distributable to, its members, directors, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

Section 3. Non-Political Status

No substantial part of the activities of the Forn Sidr of America shall be the carrying on of propaganda, or otherwise attempting, to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

Section 4. Maintaining the Mission and Vision

Notwithstanding any other provision of these bylaws, the Forn Sidr of America shall not carry on any other activities in any substantial degree 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, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section 5. Dissolution of the Corporation

Upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the 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. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE III. FORN SIDR EXPLANATION OF BELIEFS

Section 1. Origin

Forn Sidr (pronounced Forn Seeth-ir or the more anglicized Forn Seed-er) is Old Norse for “Ancient Customs” and refers to the spiritual practices and folk beliefs of pre-Christian Scandinavian, Icelandic, and Germanic cultures. Practices and beliefs that are derived from Forn Sidr include religions such as “Norse Polytheism”, “Norse Paganism”, and “Heathenry.”

Section 2. Tenets

2.1 Freedom and Autonomy

We recognize Freedom and Autonomy as an inherent human right. Everyone should have the right to determine their own beliefs, values, choices, and maintain personal autonomy of physical body and personal identity according to their own needs and well-being. To uphold and protect the rights of all people as described in the Universal Declaration of Human Rights is something that Forn Sidr of America represents throughout our beliefs and practices.

2.2 Responsibility to Community

We hold community second only to freedom and autonomy. The human experience is defined by our relationships with each other. We practice community when we share in these relationships an attitude of collaboration, alliance and support. We seek to establish community between ourselves and all other peoples upon the earth. Our commitment moves us to actively participate in all communities to which we belong, whether they be local, spiritual, provincial, national, global and universal, for the development and wellbeing of humanity.

We hold ourselves responsible to our community. This is defined as immediate religious communities, local communities, provincial communities, national communities, and our global community with other nations. No individual or society is self-sustaining, self-reliant or completely isolated – not in our history and not in our modern global community. Community involvement, action, and support is a core value of our faith.

2.3 Frith

Frith is a word from Old Norse, Middle English, and Anglo Saxon which promises Peace and Hospitality, Refuge, Security, and Goodwill between parties. These values are embodied in Forn Sidr and in Heathen Culture worldwide. Frith is a pledge to uphold the well-being and safety of those we extend it to while they are with us, either in our company or in our spaces. Frith is reserved for those that extend the same courtesy. Frith cannot apply to those that would promote violence, oppression, or discrimination towards others we hold under Frith.

2.4 Integrity

We hold ourselves accountable for the sincerity of our words and the defining qualities of our deeds; that they should reflect our moral principles and represent the whole of our character. Commitment to our personal integrity requires that we act in consistency with our words, values, and commitments, with constant self-examination to ensure their alignment; and when personal development and new awareness occurs, to adjust these in accordance with our convictions.

2.5 Diversity

We distinguish the inherent value of each individual within our global community as sacred. The celebration of what makes us all unique as individuals and what that diversity brings to community and society reflects the core values held by our Ancestors, Powers, and Deities. It is therefore core to our religious identity to promote and protect diversity of human agency and expression in all its forms. We acknowledge the presence of and are committed to overcoming our internalized racial, social, economic, and cultural biases as an integral part of our oath to Diversity and Inclusion.

2.6 Environmental Stewardship

We recognize the interconnected relationship that humans have with the earth; and that while we are a part of nature, we are also uniquely positioned to impact it on a larger scale than any other creature. We accept this potential for great impact with equal responsibility: to act in conscious understanding of how we care for, and interact with, our natural home and its other inhabitants. Responsible environmental stewardship requires direct and mindful action to reduce our impact, preserve ecosystems, and to reinvigorate communities and species that are under threat.

2.7 Compassion

We see compassion as an intentional practice—literally “to suffer together.” This allows us to recognize ourselves in all sentient beings, and to reject the illusion of arbitrary differences. It is only in a state of compassion that we are called to challenge our assumptions of others. We bear witness to each other’s suffering and seek to understand it. The interconnection and interdependence of humanity also requires compassionate accountability; to see a person’s inherent worth and wellbeing and gently, but resolutely, call them back to that.

Section 3. Diversity, Inclusion, and Appropriation Stances

3.1 Statement on Diversity and Inclusion

Forn Sidr of America recognizes diversity as a core tenet of our faith and a core value of the Ancient Norse People. A village does not flourish through isolation or uniformity, but through the diverse identities and roles of people present within it and their neighboring communities through which they form relationships.

While it may be the focus of media and some modern sub-groups within Heathenry to focus on the Viking warrior class that was prevalent for 300 years following the Iron Age, this does not adequately represent the diverse culture of people that made up the Ancient Norse cultural identity that spans thousands of years and continues into folkloric practices today. Forn Sidr is a world-affirming religion, which means it is also a Humanistic religious identity. Human Agency is as core to Forn Sidr as it was to the Ancient Norse. We recognize the inherent value in all persons present in our community, which includes, but is not limited to; the young, the elderly, individuals of varying physical and mental capabilities, and those of varying needs for extra accessibility or special needs.

Where diversity and responsibility to all individuals within their own culture or tribe must be acknowledged, so must the role that European Culture played in the conquest and colonization of other cultures and peoples worldwide. Recognition of our part in reshaping and destroying other cultural identities is just the first step towards taking our place as conscious members of the global human community. This includes the acknowledgement that the results of colonization are social; economic and cultural; social privilege and systemic oppression dynamics; and the reality that these privilege and oppression dynamics will always be present to some degree in all communities worldwide. Consistently acknowledging and seeking to overcome our racial, social, economic, and cultural biases is part of our Core Tenet of Diversity.

Forn Sidr also seeks to effectively separate Colonial cultural norms from American Heathen cultural norms that may have become prevalent via its insertion in modern American and European society. This includes celebrating a spectrum of gender identities, sexual orientations, and family dynamics as valid and inherently sacred to religious identity. These include, but are not limited to, transgender, genderfluid, agender, genderqueer, homosexual, bisexual, pansexual, asexual, polysexual, polyamorous families, multigenerational families, a-biological families, matriarchal families, single-parent families, and co-parenting by non-biological parents.

3.2 Statement on Appropriation

Forn Sidr of America is committed to empowering and supporting the Peoples from Indigenous and Closed Cultures in their goals for autonomy, self-governance, recognition, and liberation from the continued social or economic suffering of colonialism worldwide. This commitment requires that we consistently acknowledge and seek to overcome where we may intentionally or unintentionally contribute to systems of oppression. One system of oppression we consistently confront is the detrimental proliferation of Appropriation or Misappropriation of Indigenous beliefs and practices.

Through advocacy and allyship, Forn Sidr of America seeks to form positive relationships with those belonging to Indigenous and Closed Cultural communities. Therefore, it must be stated that advocacy and allyship should always focus on the people and the societal obstacles they face rather than seeking to replicate their traditions for entertainment value or to seek added credibility to our own beliefs and practices. The Education and Appreciation around these cultures should be done in a respectful and non-invasive manner, with active dialogue and collaboration with representatives of these cultures.

It is our responsibility as conscious Allies to consistently refuse to participate in the removal of beliefs and practices from Indigenous and Closed Cultural traditions from their proper context. This includes, but is not limited to, the following cultures:

- The First Nations of the Americas
- Black American Cultures and African Cultures
- Hoodoo and Voodoo
- Sami Culture of Scandinavia
- Santeria
- Central American religious and cultural identities
- Aboriginal practices and beliefs from the continents of Australia, Africa and Oceania

- Hinduism
- Tibetan Buddhism
- Judaism
- Romani

3.2.1 Closed Cultures Defined

Cultures and backgrounds who continue to experience and suffer marginalization due to social, economic, and political systems put into place by American and European Colonialism, and who have decreed their beliefs and practices are Closed to those who may not already inherently belong to that culture by birth or adoption by that Culture.

3.2.2 Appropriation/Misappropriation Defined:

The use of staple ceremonies, terms, practices, beliefs, ceremonial dress, or ceremonial tools from Closed Cultures outside of the cultural context to which they belong, or the use thereof by persons not educated by a member within that cultural identity with the authority to educate and initiate others within these traditions.

Section 4. What is Forn Sidr

Forn Sidr is a practice that encourages and fosters a personal connection with Religious and/or Spiritual identity; including the powers, entities, and spirits found and revered in Norse Polytheism, Scandinavian Folklore, and Germanic Practices without the need for priests or clergy to mediate these relationships. The modern practice of Forn Sidr has advanced through connection with the natural world and historical study of Norse, Germanic, and Scandinavian pre-Christian Culture. Forn Sidr can be practiced by anyone who finds meaning and fulfillment in these beliefs. Forn Sidr is also committed to promoting positive relationships between all peoples, cultures, and religions, and affirms that the practice of these beliefs is not restricted by genetic descent, race, gender identity, familial ties, or any other protected class or marker of individuality.

Section 5. How Forn Sidr is Practiced

5.1 Deities and Powers

Deities and Powers are defined as the beings and spirits of the Nine Realms encompassed in Nordic, Scandinavian, and Germanic Folklore. These can include, but are not limited to, Deities, Ancestors, Land Spirits (*Landvættir* or *Wights*), and Giants (*Jotnar* or *Etins*). For example: Odinn, Loki, Thor, etc.

5.2 Practice

Forn Sidr can be practiced in a variety of ways as Norse Paganism is an expression of the individual. The following is a list of the most common practices encompassed within Forn Sidr, but not all are required for someone to claim Forn Sidr as their religious belief.

5.2.1 Acknowledgement of and interaction with Norse Deities.

5.2.2 Veneration of Ancestors, which is not limited to Norse ancestry, or strictly blood relations.

5.2.3 Acknowledgement of other beings and spirits from Nordic or Germanic Folklore, including, but not limited to, Dwarves, Elves, Jotnar, Trolls, Wights, and other Land Spirits.

- 5.2.4 A belief in powers and processes that do not include deities, spirits, or ancestors (atheism/agnosticism).
- 5.2.5 Respect and living in harmony with Nature, its residents, and acknowledging the passage of time in the form of seasonal celebrations throughout the year.
- 5.2.6 Acknowledgement of significant transitions in human life through celebrating rites of passage from naming ceremonies to funerals.
- 5.2.7 Responsible caretaking of the land and the environment.
- 5.2.8 Recognizing the inherent sacred value of the land, protecting and awakening its holy places, while also respecting the Peoples that previously inhabited it before colonization.
- 5.2.9 The preservation, teaching, and practice of spiritual and metaphysical wisdom.
- 5.2.10 Exploring myths, stories, and literature of Forn Sidr worldview and cosmology as a guideline for practice.
- 5.2.11 Fostering spiritual practice through various creative expressions, including, but not limited to, storytelling, music, dance, historical recreation, cultural expression, culinary arts, and crafting.
- 5.2.12 Creating an individual connection with the Powers through personal ceremony, offerings, and communion.
- 5.2.13 Connection with the self and the Powers through healthy grooming and hygiene, including keeping hair/beard well-kept and naturally long as a reflection of personal identity and a symbol of commitment to their spiritual practice.
- 5.2.14 A belief in possessing a soul. Can include the belief in the eventual reincarnation of that soul in the afterlife.
- 5.2.15 A belief in an afterlife spent in one of various realms or locations best suited to the individual, including but not limited to: Hel's Hall (Helheim), Baldr's Hall (Bleidablik), Frigg's Hall (Fensalir), Freyja's Hall (Fólkvangr/Sessrumnir), Forsetti's Hall (Glitnir), The Holy Mountain (Helgafjell), and Odinn's Hall (Valhalla).

5.3 Texts

The Poetic Edda, The Prose Edda, Norse Mythology, Norse Epic Poetry, Norse Sagas, and other Norse-Germanic Folklore are starting points for formulating our beliefs, with the understanding that these texts should be taken in context with the Author's worldview, the times they were written, the geographic location in which they originate, the cultural context in which they existed, and how they compare to modern day practice. Forn Sidr is a world-affirming religion, and therefore our ethics, values, and understanding of history should evolve to match the needs and awareness of modern society.

5.4 Other Sources

Texts should be utilized in conjunction with other sources derived from most recent anthropological understanding, archeological finds, and new developments in the interpretations of older sources as a basis for beliefs and practices of Forn Sidr. Oral tradition, as well as historical or modern folklore, can also be used as valid guides for practicing Forn Sidr.

5.5 Validation of Beliefs

Forn Sidr acknowledges that religious identity is an evolving and living concept that is shaped by the experiences and beliefs of the practitioners who make up the faith. Forn Sidr of America validates the inclusion of Unverified Personal Gnosis, Shared Personal Gnosis, and Academically Supported Gnosis.

5.5.1 Stance on Proselytization

The sharing of beliefs of Forn Sidr shall always be done in a manner that respects the beliefs and religious identity of others. Forn Sidr of America in no way seeks to convert or teach a “One Truth” perspective on spiritual gnosis or metaphysical concepts.

5.5.2 Unverified Personal Gnosis, Shared Personal Gnosis and Academically Supported Gnosis

5.5.2.1 Unverified Personal Gnosis Defined:

The beliefs and perspectives belonging to an individual which have no primary or secondary sources, written or otherwise, to support the experiences of that individual.

5.5.2.2 Shared Personal Gnosis Defined:

The beliefs and perspectives belonging to and supported by a group of individuals personal experiences which have no primary or secondary sources, written or otherwise, to support the beliefs that are held by that group.

5.5.2.3 Academically Supported Gnosis Defined:

Beliefs, practices, and perspectives that are supported through academic analysis and argument based on current primary and secondary sources, written or otherwise. These may add to or alter previously held understanding of Norse Culture, Forn Sidr Practices, Spiritual Beliefs and Anthropological record.

5.5.2.4 Stance on Unverified Personal Gnosis, Shared Personal Gnosis, and Academically Supported Gnosis

Forn Sidr validates the experiences of the individual’s connection with the powers, and therefore the beliefs that are derived from those experiences. While Shared Personal Gnosis and Unverified Personal Gnosis will never take the place of the Primary or Secondary sources listed above for practice, the experiences of the individual shall never be invalidated, so long as they do not violate the basic Tenets of Forn Sidr (See Article IV, Section 2).

Furthermore, Forn Sidr of America greatly values the continued academic and anthropological study of Norse spiritual perspectives. This demands the continuous and persistent consideration of academically supported theories and models that further inform our understanding of both the Ancient Norse People and our modern spiritual practice.

5.6 Holidays

Because holiday practices of the ancient Norse were unique to the region and cultures of their specific geographical location, the holidays presented here by Forn Sidr of America are a blend of the traditions from North America with the practices and beliefs of the Ancient Norse. While we believe the holidays established here accurately represent the traditions of the modern American Heathen, practitioners shall still personally determine which holidays they are to observe and how.

5.6.1 Blots and Feasts

Blots and Feasts are considered High Days. “Blot” is an Old Norse word that means “offering” or “sacrifice.” Blot in Forn Sidr of America practices include offerings made to the spirits and powers of the land and of Nordic Folklore.

5.6.2 Festivals and Fests

Festivals and Fests are considered Low Days and are, by nature, less traditional and more exuberant. Fests often include the secular fun and mirth that is already ingrained in American culture.

Yule Feast – Winter Solstice (Dec 20-22nd respectively)

A festival of light, celebrated on the 12 days and nights on and following the Winter Solstice, the sun’s return and anticipation of warmer days ahead are celebrated. Baldr’s rebirth is honored as a symbol of returning hope and warmth following his sacrifice at Summer Solstice. Various Yuletide traditions are observed, and Odinn appears in the role of the Yule God (Julnir) bringing gifts. Feasts and gatherings are shared with friends and family. Although historically a lesser holiday, today it is celebrated with enthusiasm and jubilation in accordance with American Holiday customs.

Skadi and Ullr Fest (2nd weekend in January)

A festival to honor the powers and spirits of the Winter season. The deities of Skadi and Ullr are honored for their gifts and blessings, whether that be extra snowfall or to be sustained through the winter season. Practitioners may participate in hunting with the blessing of Ullr if desired, and friends and Family gather over fires to stave off Winter’s chill.

Spring Blot – Vernal Equinox (March 21-23 respectively)

Spring Equinox is celebrated on the midway point between Winter and Summer Solstices. Feminine powers and land spirits are honored as the processes of gestation, rebirth, and the budding life of Spring are observed. A focus on balance and equity is prevalent. Celebrants often participate in scavenger hunts, picnics, outdoor activities, and environmental conservation projects.

Loki Fest (April 1)

Celebrated on April Fool’s Day, satire and irony are major themes as logic and cultural norms are turned on their head to highlight the mischievous nature of the trickster deity, Loki. Loki Fest is celebrated with whimsy, practical jokes, and ridiculous performative expression as the status quo is turned upside down. Masks and Costumes in line with the topsy-turvy themes of this festival may also be worn. A Trickster/Fool is crowned for the day.

Yggdrasil Fest (April 22 – May 1)

Beginning on Earth day and ending on May Day, this festival is a raucous celebration to herald the beginning of summer and new life. The nine days and nights leading up to May Day are observed for the days and nights Odin sacrificed himself on Yggdrasil, the world tree, for the knowledge of the runes to share with humanity. May Day celebrations are conducted outside, where Bale/Bon fires are lit, Maypole Dances are performed, and other frivolity is enjoyed. Deities of fertility, life, and the earth are honored as well as Odin.

Remembrance Day Feast (Last Monday in May)

Coinciding with Memorial Day, this is a holiday to remember the honorable dead. Customs include memorial services, visiting and caretaking of burial sites, and feasts and celebrations to remember the fallen. Empty tables are set to hold space for the missing while toasts, offerings, and stories are shared to honor warriors and other casualties of violence.

Midsummer Blot– Summer Solstice (June 21 – 22 respectively)

The longest day of the year and Baldur's sacrifice is honored as a cyclic event which corresponds with the shortening of days until the return of the sun at Winter Solstice. This is a time to honor the sacrifices of deities, powers, and spirits for the bounty and blessings of autumn. Sacrifices of the self and of deities are honored through offerings, ceremony and Symbel.

Kvasi Fest – First Harvest (August 1)

The end of summer and the first harvest is celebrated. The first harvest is typically composed of grains, wheat, and honey. Kvasir, the deity associated with the Mead of Poetry, is honored by presentations of creative expression and music. Sif, the grain goddess, is honored for the sacrifice of her golden hair as representation of reaping of wheat. Bragi and Saga may also be honored. Mead, ale, beer, and other alcohol is brewed and enjoyed.

Autumn Blot – Autumn Equinox (Sept 21-22 respectively)

The Autumn Equinox is the midway point between the Summer and Winter Solstices. Corresponding with the second harvest, offerings and an impressive feast of Thanksgiving is prepared, and the earth powers are honored for a fruitful year. Good food and community are shared between friends, allies, and family. Additional focus is placed on reestablishing balance and equity in all things and situations.

Hel/a's Feast (Oct 31 – Nov 2)

This feast day for the Dead is one of remembrance for Ancestral Spirits, spirits of the deceased, unborn, close friends, and other beloved dead. Silent Suppers and Memorial Feasts are held to honor them. This is also a night of mischief and fraternization by the spirits that visit while the Veil between the physical and unseen is thin. Costumes and masks may be worn to emulate the spirits and join in their revelry, the likes of which can include festivals and other gatherings of the uncanny.

5.7 Conducting Religious Services (Blot)

A Blot Officiant serves as Master of Ceremonies for the period and purpose of ritual only. The role of Officiant is a role that is stepped in and out of by a member selected by the group rather than a permanent position in Forn Sidr. The Officiant is fully responsible for how to conduct the blot, ensuring it takes place under dignified conditions, and for ensuring Guidelines (5.7.3 of this Article) are observed.

5.7.1 Selection of Officiant

Selection of a Blot Officiant should take place through voluntary nomination and subsequent popular vote with enough time for the individual decided upon to prepare. Individuals selected to Officiate the blot must be 18+ years of age and follow all Tenets (Article 2) and Articles herein regarding Forn Sidr Blots.

5.7.2 Loss of Eligibility for Officiating

If Forn Sidr of America receives a report of inappropriate conduct exhibited by a Blot Officiant, the Forn Sidr of America's Council reserves the right to remove this individual from eligibility to act as a Blot Officiant from that point forward.

Any member wishing to report an Officiant for inappropriate conduct may do so by submitting a written report to Forn Sidr of America's Council. The Council may at any time require an Officiant submit to a criminal background check.

Any person who has been rejected or removed as a Blot Officiant by the Forn Sidr of America's Council has the right to challenge their case. The case will then be treated in the same way as an exclusion case.

5.7.3 Guidelines

5.7.3.1 There shall be one Clergy Officiant selected to conduct the blot ritual according to Section 4.8.1.

5.7.3.2 All participants must be 18 years of age or older or have written consent from a guardian to take part in ritual.

5.7.3.3 Introductions should take place in the beginning, starting with the Officiant and including all individuals present. Introductions shall include the following information:

[a] Name or Kenning by which each participant wishes to be called.

[b] Pronouns such as She/Her, They/Them, He/Him, etc. by which each participant wishes to be referred to until otherwise informed by the individual.

5.7.4 Before ritual starts, participants shall be informed of how the Blot will take place and of any actions they will be asked to perform. At this time, Officiant should ask if anyone wishes to opt out of any part of the ritual or the ritual in its entirety.

- 5.7.5 Officers are responsible for upholding appropriate Conduct by participants, members, and guests in event spaces. Violations of the Code of Conduct shall be immediately addressed and, if necessary, the offending party removed from the space.

ARTICLE IV. MEMBERSHIP

Section 1. Eligibility for Membership

1.1 Must be an Adult

Must be 18+ years of age

[a] or an emancipated minor (See Section 6 of this Article)

[b] or have written consent by official guardian and communication between that guardian and Forn Sidr of America officers (see Section 6 of this Article)

1.2 Spiritual Identity

Beliefs that align with Explanation of Beliefs listed in Article III

1.3 Application

All Application documents must be filled out and provided to Forn Sidr of America.

1.4 Incarcerated Members

Members currently incarcerated in correctional institutions shall have the right to vote. Incarcerated members may not hold Office or be nominated for Election and may only participate in the and workshops that the Council designates to be open to them either physically or electronically.

Section 2. Membership and Annual Dues

Annual Membership Dues shall be listed as Unrestricted Donations for the utilization of covering costs of operation to be determined responsibly by the Officers. To ensure that Forn Sidr of America Membership is accessible to everyone, dues shall be determined based on a sliding scale model in correlation with Member's Income. All dues collected are non-refundable.

2.1 Individual Membership

2.1.1 Annual Dues

Annual Dues shall be determined with respect to costs of the organization and at a reasonable cost for the individual.

2.2. Family Membership

A Family Membership shall be determined to include 3 adults.

2.2.1 Family Income Brackets and Annual Dues

Annual Dues shall be determined according to income bracket of families, and with respect to costs of the organization.

2.3 Honorary Membership

Honorary Memberships may be granted to individuals in the community who have demonstrated a significant contribution to furthering the tenets, mission, and purpose of Forn Sidr of America, and as decided upon by the Forn Sidr of America's Council. Honorary memberships are for individuals only and do not include the members, if any, of their households.

2.4 Hardship Membership

2.4.1 Hardship Memberships may be granted on a case-by-case basis by the Forn Sidr of America's Council to individuals or families experiencing financial hardship.

2.4.2 Application for Hardship Membership should include a description written about the situation and why the individual is applying for Hardship Membership to be granted by the Forn Sidr of America's Council.

2.4.3 Application for Hardship shall not have any limit.

Section 3. Privileges of Members

Members in Good Standing with Forn Sidr of America are part owner of the Non-Profit Organization under US Law. As such, the following rights and privileges are held by Members.

3.1 Voting Rights

All Members may participate in Voting for Officers and Council Member positions. Each member is awarded one vote and will be properly notified at the time of voting.

3.2 Officer Eligibility

To be nominated or nominate oneself and others for election to a place on the Forn Sidr of America's Council.

3.3 Invitation to Annual General Assembly

3.4 Invitation to Member Meetings

3.5 Religious Affiliation by Law

3.6 Access to Additional Benefits and Resources

Member's Resources and Benefits shall be determined in accordance with the Benefits of that year.

3.4 e-Publications

Early and Discounted access to e-publications, newsletters, and any and all information sent to the Member's Email list.

3.5 Other Benefits

Other benefits and privileges to Members not listed specifically here.

Section 4. Obligations of Members

- 4.1 Conduct yourself in accordance with Forn Sidr of America's Core Tenets, Code of Conduct, and signed Inclusion and Diversity Agreement inside and outside of the Forn Sidr of America community.
- 4.2 Remain in Good Standing with Forn Sidr regarding Conduct as well as Annual Dues.
- 4.3 Do not speak on behalf of Forn Sidr of America to any parties, foreign or domestic governments, press, or on behalf of Forn Sidr Officers.
- 4.4 Cooperate fully and in Frith with the Forn Sidr of America's Council when necessary.
- 4.5 Maintain appropriate boundaries between yourself and any Groups or individuals that express white nationalist, homophobic, transphobic, ableist, Völkisch, Folkish, or other extremist ideologies that promote discrimination or oppression of protected identities (as defined in the current Code of Conduct).

Section 5. End of Membership

5.1 Suspension or Termination of Membership

Membership may be suspended or ended by a vote of the Forn Sidr of America's Council at a special meeting for conduct in violation of the policies and procedures of Forn Sidr of America and all applicable local and federal laws.

5.2 Motion to Suspend/Terminate

Motion to Suspend or Terminate an individual's Membership can be initiated by another Member, Chapter Leadership, or by a Member of the Forn Sidr of America's Council. All motions will be treated with respect and due diligence to investigate the matter. A Suspension or Termination must have more than two thirds of the Council's vote.

5.2.1 Grounds for Immediate Suspension/Termination

5.2.1.1 Participation or Membership with a Hate Group

5.2.1.2 Charges of Sexual Misconduct

5.2.1.3 Participation in a Hate Crime

5.2.1.4 Exhibition of Hate Speech or discrimination towards marginalized individuals

5.2.1.5 Participation in or Supporting Acts of Terrorism foreign or domestic

5.2.2 Restrictions for Ethical Termination

The Council may not terminate the Membership status of any individual who has leveraged a formal report or complaint against an Officer or Council Member until the proper Investigations have been concluded and a resolution is reached.

5.3 Resignation of Membership

- 5.3.1** Resignation of Membership can be submitted at any time in writing by a Member to the Forn Sidr of America Forn Sidr of America's Council. Upon receiving an official Resignation of Membership, that Member shall be removed from all member lists, mailing lists and privileges and rights will be revoked.
- 5.3.2** Failure to pay annual dues will also be treated as Resignation of Membership, unless the Forn Sidr of America's Council are otherwise informed of intent to apply for Hardship Membership (Section 2.4 of this Article).
- 5.3.3** Dues are non-refundable under the 501(c)3 category of Forn Sidr as a Charity. Once Dues are received, and Membership granted it may be revoked or resigned at any time. Resignation or Loss of Membership will not include a refund.

Section 6. Minors

Forn Sidr of America reserves the right to withhold membership and Participation of Minors at its discretion. Should Participation or Membership be granted, the Minor will be held to the same standards of conduct and comporment as all other Participants.

6.1 Minors Participating in Groups, Services or Events

Parental supervision shall be required for all minors under the age of 15 at events and workshops by Forn Sidr Chapters or public Forn Sidr events. Any Minor participating in Forn Sidr of America events or groups must first return a "Minor's Permission Form" that includes:

[1] A notarized parent or guardian signature.

In instances of shared custody, both parents or guardians must provide separate notarized waivers. And

[2] Audio/Video Conference OR In-person Meeting

With Forn Sidr of America Leadership and at least one Legal Guardian. If being conducted by Chapter, the Leadership is responsible for returning the Permission Form to the appropriate Forn Sidr of America of America Officers, and retaining the Permission Form in their records.

6.2 Emancipated Minors Applying for Membership

Minors who have been legally emancipated must:

[a] Submit a Minor's Membership Application with the Emancipation Box checked.

[b] And Provide legal documentation of emancipation along with legal identification and agree to a video chat with Forn Sidr of America Officers.

ARTICLE V. CHAPTERS

Section 1. Chapters

Forn Sidr of America will have the authority to establish or grant Chapters as an official affiliate. Chapters are legally affiliated via official Charter document with Forn Sidr of America for the purpose of establishing a local religious organization that conducts services and community under Forn Sidr of America and in the Forn Sidr tradition.

1.1 Requirements for Chapter Application

- [a] Must have a tax ID.
- [b] Must identify as a Religious/Spiritual group that conducts meetings for the purpose of spiritual community.
- [c] Must have at least 3 Members.
- [d] Spiritual Identity
- [e] Must identify with the Explanation of Beliefs as outlined in Article III.

1.2 Application

You will be required to submit the following for review by the Forn Sidr of America Council for approval:

1.4.1 Filled out Application

1.4.2 Signed Inclusion and Diversity Agreement

1.4.4 Bylaws that meet the Current Criteria for approval.

1.3 Chapter Orientation and Approval

Once a Chapter has submitted their application and been accepted the Leadership of that applicant Chapter will begin the Orientation and Approval Process.

1.3.1 Orientation

At the time of beginning Orientation the applicant Charter will be assigned to a Liaison to assist them through the orientation process. Orientation consists of a brief curriculum designed to prepare the Leadership for conducting spiritual services and maintaining a welcoming and dignified atmosphere.

1.3.2 Approval

Once Orientation has been completed, the Liaison will recommend that Chapter for approval in accordance with meeting Chapter Standards of Forn Sidr of America.

Section 2. Rights of Chapter

2.1 Determination of Beliefs

To determine the practices, beliefs, holidays, procedures, and stances of your own Chapter provided that they adhere to and adequately represent Forn Sidr of America's Code of Conduct and Core Tenets.

2.2 Financial Autonomy

To collect moneys and funds for the running of that Chapter from its Members without tithe requirements or financial obligations to Forn Sidr of America with the Exceptions of:

[a] Annual Dues to retain Chapter.

[b] Dissolution Clause 4.4 of this Article.

2.3 Access to Resources

To receive publications, newsletters, and other resources as they are distributed for free.

2.4 Events

Discounted tickets to retreats, workshops, charity events and more.

2.5 Perks

Discounts and Pre-orders of Merchandise

2.6 Digital Access

Access to Member's Only Areas AND Chapter Areas of the Forn Sidr of America Website

2.7 Other Benefits

Other Benefits not listed here but may be added with the growth of the organization.

Section 3. Obligation of Chapter

3.1 Annual Dues of Chapter

Annual dues for Chapters will be determined according to size brackets of the Chapter and with respect to the costs to the organization.

3.2 Continued Spiritual Leadership Education

Each Chapter shall be required to attend several online workshops per year on subjects that pertain to facilitating spiritual communities.

3.3 Conduct

Conduct yourself in accordance with Forn Sidr's of America's Explanation of Beliefs, Core Tenets, Code of Conduct, and signed Inclusion and Diversity Agreement inside and outside of the Forn Sidr of America community.

3.4 Remain in Good Standing

Remain in Good Standing with Forn Sidr regarding Conduct as well as Annual Dues.

3.5 Press and Public Speaking

Do not speak on behalf of Forn Sidr of America to any parties, foreign or domestic, governments, press, or on behalf of Forn Sidr of America Officers.

3.6 Cooperate with the Council

Cooperate fully and in Frith with the Forn Sidr of America's Council when necessary.

3.7 Boundaries

Maintain appropriate boundaries between the Chapter and any Groups or individuals that express extremist ideologies that promote discrimination, intimidation, or oppression of protected identities (as defined in the current Code of Conduct).

3.8 Update Council with Updated Bylaws

When Bylaws of Chapter are updated, amended, or ratified, supply an updated copy to Forn Sidr of America's Council within 60 days.

3.9 Update Council with Leadership Changes

When officers and leadership change notify Forn Sidr of America's Council in writing of the changes.

3.10 Immediate Notification Requirements

Notify Forn Sidr of America's Council immediately of any of the following:

- [a] Legal Action taken against the Chapter
- [b] Criminal Activity in which the Chapter may be directly or Indirectly Involved.
- [c] Incidents that arise within your Chapter and how they are being addressed.
- [d] Removal of any individual from Membership of your Chapter and reason for termination.
- [e] Removal of any individual from Chapter Leadership and reason for termination.
- [f] Interaction with the Press or Authorities for any reason.
- [g] Dissolution of Chapter

Section 4. End of Chapter**4.1 Suspension or Termination of Chapter**

Chapter status may be suspended or ended by a vote of the Forn Sidr of America's Council at a special meeting for conduct in violation of the policies and procedures of Forn Sidr of America and all applicable local and federal laws.

4.2 Motion to Suspend/Terminate

Motion to Suspend or Terminate a Chapter can be initiated by another Member, Chapter Leadership, or by an officer of Forn Sidr of America's Council. All motions will be treated with respect and due diligence to investigate the matter. A Suspension or Termination must have more than two thirds of the Council's vote.

4.2.1 Right to be Heard

Any Chapter has a right to have their defense heard by the Forn Sidr of America Council. This can be submitted in writing, conducted via a video call, by phone or in person before the Council.

Chapter Leadership will present their case and either:

- [a] Reach a resolution and remain a Chapter under Forn Sidr of America
- [b] Fail to reach a resolution and face a Vote of No Confidence.

4.2.2 Grounds for Immediate Suspension/Termination

- 4.2.1.1 Displaying ideologies, teachings or practices that violate the Inclusion and Diversity Agreement.
- 4.2.1.2 Contributing to, engaging with, promoting, or otherwise supporting Groups that promote ideologies, teachings or practices that violate the Inclusion and Diversity Agreement.
- 4.2.1.3 Involvement in organizing or participating in Hate Crimes, movements or events that are meant to endanger or discriminate against marginalized groups or individuals.
- 4.2.1.4 Allowance of the presence of an unemancipated Minor at Chapter Events or meetings without the explicit permission of a legal Guardian.

4.3 Resignation

4.3.1 Submitted Resignation of Chapter

Resignation of Chapter can be submitted at any time in writing signed by all acting Chapter leadership to the Forn Sidr of America's Council. Upon receiving an official Resignation of Chapter, that group shall be removed from all member lists, mailing lists and privileges and rights will be revoked.

4.3.2 Failure to pay annual dues will also be treated as Resignation of Chapter.

Dues are non-refundable under the 501(c)3 category of Forn Sidr as a Charity. Once Dues are received, and Membership granted it may be revoked or resigned at any time. Resignation or Loss of Membership will not include a refund.

4.4 Dissolution of Chapter

Upon dissolution of the Sub-group of the Organization Forn Sidr of America, the officers shall, after paying or making provision for the payment of all the liabilities of the Sub-group of the Corporation, dispose of all the assets of the Sub-group of the Corporation exclusively to Forn Sidr of America.

Section 5. Chapter Leadership

5.1 Responsibilities of Chapter Leadership

- 5.1.1 Embody the Tenets and spirit of Forn Sidr of America in all areas of community, in and outside of spiritual spaces.
- 5.1.2 Abide and adhere to the Inclusion and Diversity Agreement.
- 5.1.3 Uphold the Code of Conduct and the intent therein.

ARTICLE VI. FELLOWSHIPS

Section 1. Fellowship Groups

1.1 Fellowships Defined

Groups held by Forn Sidr of America Members with the intent to engage in spiritual community and discussion, but without intent to hold religious services open to the public.

1.2 Requirements

[1] Facilitator(s) must hold a Membership in Good Standing with Forn Sidr of America

[2] Register your fellowship with Forn Sidr of America

1.3 Obligations of Fellowships

1.3.1 Exhibit Conduct that is in accordance with Shieldwall of North America's Tenets, Vision, and Purpose.

1.3.2 Abide by Forn Sidr of America's Code of Conduct.

1.3.3 Must not charge or accept any compensation in exchange for attendance to Fellowship meeting attendance

ARTICLE VII. PARTNERS

Section 1. Partnerships

Forn Sidr of America shall have the authority to establish meaningful Partnerships which are in alignment with our mission, vision, tenets, and goals.

Section 2. Common Types of Partnerships

Common types of partnerships will include, but are not limited, to partnering with:

2.1 Corporations, Organizations, and Businesses

2.2 Religious Faith Organizations

2.3 Nations and Sovereign Entities

2.4 Other Collectives and Initiatives

2.5 Ambassadors or Liaisons

2.6 Individuals of Merit and Distinction

Section 3. Expectations of Partners

3.1 Sign a copy of our Inclusion and Diversity Agreement

3.2 Exhibit Conduct that is in accordance with Shieldwall of North America's Vision and Purpose.

3.3 Maintain appropriate boundaries between yourself and any Groups or individuals that express white nationalist, homophobic, transphobic, ableist, "Völkisch", Folkish, or other extremist ideologies that promote discrimination or oppression of protected identities (as defined by the current Code of Conduct).

- 3.4 Must not accept funding, either via donation or direct financial investment, or any moneys of significant worth from any entities who are found to promote extremist ideologies that encourage (directly or indirectly) violence or discrimination.
- 3.5 Must not accept funding, either via donation or direct financial Investment, any moneys of significant worth from any entities who are found to engage in or promote Hate Crimes.
- 3.6 A clear and present desire to work Forn Sidr of America.

Section 4. End of Partnership

4.1 Suspension or Termination of Partnership

Partnership status may be suspended or ended by a vote of the Forn Sidr of America's Council at a special meeting for conduct in violation of the policies and procedures of Forn Sidr of America and all applicable local and federal laws.

4.2 Motion to Suspend/Terminate

Motion to Suspend or Terminate a Partnership can be initiated by another Member, Chapter Leadership, or by an officer of Forn Sidr of America's Council. All motions will be treated with respect and due diligence to investigate the matter. A Suspension or Termination must have more than 51% of the Council's vote.

4.3 Right to be Heard

Any Partner has a right to have their defense heard by the Forn Sidr of America Council. This can be submitted in writing, conducted via a video call, by phone or in person before the Council.

Leadership of the Partnering entity will present their case and either

- [a] Reach a resolution and remain a Partner under Forn Sidr of America
- [b] Fail to reach a resolution and face a Vote of No Confidence.

4.4 Grounds for Immediate Suspension/Termination

- 4.4.1 Displaying ideologies, teachings or practices that violate the Inclusion and Diversity Agreement.
- 4.4.2 Contributing to, engaging with, promoting, or otherwise Supporting Groups that promote ideologies, teachings or practices that violate the Inclusion and Diversity Agreement.
- 4.4.3 Involvement in organizing or participating in Hate Crimes, Movements or Events that are meant to endanger or discriminate against marginalized groups or individuals.
- 4.4.3 Direct or Indirect Involvement in Terrorism against marginalized groups.
- 4.4.4 Involvement of leadership in sexual assault, rape, sexual involvement with a minor, or other sexual misconduct.

ARTICLE VIII. CLERGY

Section 1. Role of Clergy

Because Forn Sidr places emphasis upon the experiences of the individual, a Forn Sidr practitioner need not go through a Clergy intermediary to connect with the Norse Powers. Forn Sidr Clergy may facilitate ceremonial events such as blots, celebrations, marriage ceremonies, naming ceremonies, and funerary rites. Clergy is not a position of authoritarian leadership in Forn Sidr, but a service fulfilled at the request of a group or individual for the purpose of public ceremony and trained clergy services.

Section 2. Clergy Program

Forn Sidr of America will have the ability to establish a Clergy Program designed and maintained by the Religious Education Director.

Section 3. Application for Clergy

3.1 Eligibility

Any Member in Good Standing with Forn Sidr of America over 18 years of age may apply for Clergy Status through the Clergy Program.

3.1.1 If Clergy Applicant is already a Member of a Chapter

If an applicant for Clergy is already a member of a Chapter, the position they occupy in that Chapter must not have greater voting and/or decision-making authority than their lowest member.

If an applicant receives Clergy approval under Forn Sidr of America, they must not thereafter receive any greater voting and/or decision-making authority than that of their lowest member.

3.2 Application and Clergy Program Access

3.2.1 Application

Application and Inclusions and Diversity Agreement must be filled out, signed, and submitted to be considered for a Clergy Member of Forn Sidr of America. The Council may request a criminal record check for an applicant or approved Clergy.

3.2.2 Clergy Program Access

Once Application is approved for Forn Sidr of America Clergy Program, they will have immediate access to workshops, coursework, resources, and educational material intended to prepare them for their role as Clergy.

3.3 Obligations of Clergy

3.3.1 Conduct

Clergy must always uphold and represent the Tenets (Section 2) and Code of Conduct of Forn Sidr of America. Appropriately represent this faith organization when performing private ceremonies and when participating in the world.

3.3.2 Continued Spiritual Leadership Education

Clergy shall be required to attend several online workshops per year on subjects that pertain to facilitating spiritual communities.

3.4 End of Clergy Status

3.4.1 Suspension or Termination of Clergy Status

Forn Sidr of America may Suspend or Terminate Clergy Status of an individual by a vote of the Forn Sidr of America's Council at a special meeting for conduct in violation of the Tenets, Code of Conduct, Bylaws, or for violating ethical trust placed on the role of Clergy, or thereby the violation of local, state or federal laws that apply to place of residence.

3.4.2 Motion to Suspend/Terminate

A petition to Suspend or Terminate an Individual's Clergy Status may be submitted to the Council for consideration by any Member in Good Standing of Forn Sidr with the references to violations of the Tenets, Code of Conduct, Bylaws or for violating ethical trust expected by Clergy, or thereby the violation of local, state or federal laws that apply to place of residence. Such a petition will be investigated with discretion and respect to the privacy and safety of all parties involved.

3.4.3 Resignation

Resignation by Clergy can be submitted at any time in writing signed by all acting Chapter leadership to the Forn Sidr of America's Council. Upon receiving an official Resignation of Chapter, that group shall be removed from all member lists, mailing lists and privileges and rights will be revoked.

ARTICLE IX. ALTHING – GENERAL ASSEMBLY

Section 1. Notice of Meeting

Notice of Meetings for the annual Althing Assembly shall be given no less than 60 days in advance via written communication of the recipient's choice of [a] Postal Mail [b] Electronic mail.

Section 2. Content Notice

The Notice of Meeting shall include an outline and summary of issues to be discussed, voted upon, or reviewed. Proceedings shall be mostly led by the currently elected Law Speaker.

Section 3. Conduct and Frith

All Officers and Members present are expected to conduct themselves with dignity and in Frith. All Council Members, Chapter Members, and Members of Forn Sidr of America shall have a right to be heard in a concise and dignified manner. If necessary, all Members shall be requested by the Law Speaker to keep comments under 3.5 minutes long.

Section 4. Outline

4.1. Welcome and Keynote

Introductions shall be made with opening remarks. Document packets shall be provided to all attendees detailing program of events, issues to be discussed and other point of order. Keynote Speaker will be introduced and present.

4.2 Legislative Council

Led by the Law Speaker, a review of Policies, Bylaws, Code of Conduct and other legal issues affecting Forn Sidr of America shall be conducted. Each issue shall first be introduced, and all pertinent information presented. There shall be a point in time where any other members in attendance may have their voice heard and considered prior to the Voting of the Council.

4.3 Elections (if any that year)

If Elections are to be held this year, nominations should have been conducted via electronic nomination and results should already be in by this time. Results of the elections shall be announced, and confirmation of new officers shall take place accompanying Oaths of Office and Ceremony.

4.4 Annual Report and Strategic Planning

4.4.1 Review of Previous Year Programs and Goals

4.4.2 Review of Next Year's Goals

4.4.3 Review of Next Year's Workshops and Events

4.4.4 Review of Volunteer Opportunities and Open Positions

4.5 Annual Report and Strategic Planning with Regards to Shieldwall Of North America

4.5.1 Review of Previous Year Programs and Goals

4.5.2 Review of Next Year's Goals

4.5.3 Review of Next Year's Workshops and Events

4.5.4 Review of Volunteer Opportunities and Open Positions

4.6 Special Recognition of Partners and Advocates

Recognition and Hails - presented by Community Outreach Director

4.7 Annual Budget Report

Annual Budget Report - presented by Treasurer

4.8 Annual Presentation of Fundraising Opportunities and Events

Fundraising Opportunities and Events Presentation - presented by Development and Planning Director

4.9 Closing Remarks

4.10 Symbol

At this time everyone in attendance will be invited to participate in Symbel. An explanation should be given as to the following rounds:

During each round a horn shall be passed to each person or table head. That person shall introduce themselves with their Name or preferred Kenning and their pronouns before introducing their statement.

- Round to Hail the Deities and Powers of Nordic Folklore
- Round to Hail Ancestors, Heroes and those that came before
- Round to present a Toast or a Boast

4.11 Closing Feast / Refreshments

ARTICLE X. SAFETY

Section 1. Maintaining the Safety of Physical Spaces

Forn Sidr of America reserves the right to maintain the safety of spaces established for the purpose of spiritual community, education, events, or other meetups in physical spaces for all people present. This shall be upheld by establishing an expected Code of Conduct within such spaces and taking appropriate action when violations of that Code of Conduct occur, or when the imminent safety of those present is put in question. When necessary, those tasked with upholding the safety of such places will notify appropriate law enforcement of incidents and provide documentation.

Section 2 Maintaining the Safety of Non-Physical Spaces

Forn Sidr of America reserves the right to maintain the safety of spaces established for the purpose of spiritual community, education, events, or other meetups in non-physical spaces for all people present. This shall be upheld by establishing an expected Code of Conduct within such spaces and taking appropriate action when violations of that Code of Conduct occur, or when the imminent safety of those present is put in question. When necessary, those tasked with upholding the safety of such places will notify appropriate law enforcement of incidents and provide documentation.

Section 3 Addressing Bias Incidents, Hate Speech, and Discrimination

Forn Sidr of America shall immediately address bias incidents, discrimination, and anything deemed as 'Hate Speech' under the current Code of Conduct. Protocols for appropriately addressing these situations shall be determined and overseen by the Social Justice Director.

Section 4 Right to Removal

Forn Sidr of America reserves the right to remove any individual from their spaces, physical or non-physical, immediately for any reason. That individual may petition an investigation regarding their removal or the incident in question by the appropriate committees.

ARTICLE XI. EXECUTIVE LEADERSHIP AND OFFICES

Section 1. Forn Sidr of America's Council

1.1 Duties and Responsibilities expected from Council Directors

The Council shall serve its Members, Clergy, Staff and Volunteers faithfully with a commitment to its Tenets first and approaching the Mission and Vision second.

The Council of directors is legally and ethically responsible for all activities of the organization.

1.2 Powers Granted

The Officers shall be granted all appropriate powers needed to conduct the running and operating of the organization within accordance with its Vision, Purpose, Tenets, and Code of Conduct. All powers not expressly given are granted unless specifically prohibited.

Chairperson

Role Description:

The Chairperson shall be responsible for providing direction and guidance of Forn Sidr of North America and for serving and overseeing day-to-day operations of the organization. The Chairperson is responsible for developing strategic operational planning for the current year and ensuring it is carried out with collaboration from the Council.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

Elected – 4 years

Treasurer

Role Description:

The Treasurer shall be responsible for handling the financial operations of Forn Sidr of America, to maintain all accounts, budget accounts with spending, and to prepare appropriate financial documents as needed by government entities.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

N/A – Appointed by the Council

Steward of Records and Law Speaker

Role Description:

The Steward shall be responsible for keeping account of all meetings, scheduling, events, and the yearly calendar for Forn Sidr of America. The Steward is also responsible for keeping careful account of all meetings, minutes, records, and documents related to the operations of the organization. During General Assembly at the Annual Althing, the Steward shall also serve in the capacity of Law Speaker and uphold the bylaws and procedures of the Assembly, including Voting- in addition to ensuring compliance with the laws of the governing body.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

Elected – 3 years

Development and Planning Director

Role Description:

The Development and Planning Director shall be responsible for researching, pursuing, planning, and managing Funding Operations for Forn Sidr of America. The Development and Planning Director will create annual projections for funding and collaborate with the Treasurer and Council to ensure goals are met yearly in addition to managing other Development and Planning personnel.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

N/A – Appointed by the Council

Religious Education Director

Role Description:

The Religious Education Director shall be responsible for establishing a spiritual and religious community that represents and emphasizes the tenets, mission and vision of Forn Sidr of America. The Religious Education Director shall ethically and responsibly lead by example and provide academic education and spiritual guidance for the advancement of Members and the Forn Sidr of America Religious Community. They will be responsible for creating religious material, curriculum, clergy programs, training, and other educational material in which to teach upon the beliefs of Forn Sidr of America.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

N/A – Appointed by the Council

Media and Publications Director

Role Description:

The Media and Publications Director shall be responsible for the all media production by Forn Sidr of America; written, audio, and visual. They shall plan and ensure the regular publication of media as well as recruit new talent and media creators that represent the Tenets, Mission, and Vision of Forn Sidr of America in addition to managing other Media and Publications Personnel.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

Elected – 3 years

Community Outreach Director

Role Description:

The Community Outreach Director shall be responsible for building and maintaining relationships between current and potential Partners of Forn Sidr of America by networking with communities and individuals who share the mission, values, and present goals of Forn Sidr of America. The Community Outreach Director shall collaborate with the Council in planning and executing strategic Social Justice Initiative operations and goals for the year in addition to managing other community outreach personnel.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

N/A – Appointed by the Council

Art and Merchandise Director

Role Description:

The Art and Merchandise Director shall oversee the art and merchandise planning, creation, and distribution for Forn Sidr of America. They are responsible for recruiting and managing creators and marketing team for all art and merchandise belonging to and representing Forn Sidr of America in addition to managing other art and merchandising operations and personnel.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

Elected – 3 years

Social Justice Director

Role Description:

The Social Justice Director shall be responsible for the consistent education of the Council regarding current social issues including but not limited to racial, social, and economic justice. They shall be responsible for establishing and upholding policies related to Social Justice in Forn Sidr of America, with the goal of establishing a community that keeps their commitment to building equity between all peoples and seeking an end to systems of oppression. Additionally, the Social Justice Director will manage other social justice personnel.

Candidacy:

Forn Sidr of American Council shall be responsible for establishing candidacy requirements as needed. Any Nominees for this position **must** meet the requirements for candidacy outlined by the Council.

Term Length:

N/A – Appointed by the Council

2.3 Other Non-Officer Council Members

Non-Officer Council Members shall be elected to represent the Membership body when called upon.

Member Advocate

Roles Description:

In addition to representing the voices of the Membership, they will also oversee committees for special purposes when called upon. Such Council Members shall also oversee Special Committees and Advisory Councils for the purpose of investigating official reports and complaints filed against Council Officers.

Candidacy:

Any Member in Good Standing may be nominated for the position of Non-Officer Council Member.

Section 2. Advisory Council and Other Staff

2.1 Advisory Council Creation

The Forn Sidr of America Council Shall be granted power to create and expand Advisory Council Office as needed for the growth of the organization.

2.2 Limits of Obligations and Rights

Advisory Councils and Other Staff shall not sit on the Council for Voting purposes but shall advise the Council in the appropriate areas designated by each position.

2.3 Positions

Advisors and Staff may be required for additional support and are recommended but are not required for the consistent management and function of Forn Sidr of America. Positions may be comprised of Member Volunteers, Contractors, Pro-bono Consultants and/or Hired Employee Staff. These positions will be determined as necessary by the Council through voting and discussion regarding organization needs and budgeting without a Vote by Membership. Contracts, IRS tax paperwork and other consultant agreements shall be drawn up by appropriate Officers on the Council.

2.3.1 Religious Advisor and Support Staff

These positions will fulfill a variety of roles to be determined as needed by the Religious Education Director and the Council.

2.3.2 Business and Non-Profit Advisory Positions

Business and Non-Profit Advisory Positions will work directly with the Chairperson of the Council. These positions will fulfill a variety of roles to be determined by the Council.

2.3.3 Privacy and Security Advisory Positions

Privacy and Security Advisory Positions will work directly with the Chairperson and the Steward of Records to fulfill needs in these areas. These positions will fulfill a variety of roles to be determined as needed by the Council.

2.3.4 Special Committees

The Council shall establish committees for special designated purposes as needed. Non-Officer Council Members shall preside over these committees until their purpose is concluded.

ARTICLE XII. REGIONAL OFFICES

Section 1. Regional Offices Creation

The Forn Sidr of America Council shall be granted powers to create and expand Regional Offices as needed for the growth of the organization.

ARTICLE XIII. COMMITTEES

Section 1. Committees Creation

The Forn Sidr of America Council shall be granted powers to create and expand Committees as needed for the growth of the organization.

ARTICLE XIV. ELECTION, RESIGNATION, AND REMOVAL

Section 1. Elections

1.1 Elections Officer

The Elections officer shall be selected through a volunteer basis to officiate the election process.

1.2 Nominations Protocol

90 days prior to Elections, the Law Speaker will notify via electronic communication all Members, Officers, and Staff of the date of elections and request nominations be submitted by no later than 30 days prior to Elections. Any Member may nominate themselves or another Member in Good Standing with Forn Sidr, regardless of whether that Member has served on staff or on the Council prior to.

1.3 Elections Voting Protocol

30 Days prior to Elections the Members with the most nominations will be placed on an electronically delivered ballot to all Members of Forn Sidr along with a set deadline for Voting Completion. Voting is not mandatory to maintain Membership in Good Standing.

Majority Votes for a single nominee eligible for election will earn the position. In the event of a tie, Council Members will perform a tie-break vote according to the number of votes awarded them. In the event of a filibuster, the outcome shall be determined by a die roll, coin flip, rune casting or other appropriate chance method.

Votes Awarded:

Members	1 vote each
Staff	1 vote each
Council Members	1 vote each
Chairperson	1 vote each

Section 2. Resignation and Removal

2.1 Suspension or Termination of Council Status

Forn Sidr of America may Suspend or Terminate Council Member Status or Advisory Council Status by a vote of No Confidence by the Forn Sidr of America's Council at a special meeting.

This can be due to any of the following:

- Violation of the Tenets, Code of Conduct, or Bylaws.
- Violating ethical trust placed by other staff or a Member.
- Violation of local, state or federal laws that apply to place of residence.
- Violation of the Inclusion and Diversity Agreement
- Violation of Non-Disclosure/Non-Compete Agreement
- Failure to perform the needed responsibilities and duties of the Office they hold.
- Irreconcilable Differences relating to professionalism, ethics, or alignment of beliefs.

2.2 Motion to Suspend/Terminate

A petition to Suspend or Terminate an Individual's Council Status may be submitted to the Council for consideration by any Member or Council Member in Good Standing.

2.2.1 Submitted by Staff or Council

A petition must be submitted by Staff Personnel detailing their reasons for submission and request for review by the Council for a Vote of No Confidence.

At a Special Council Meeting the petition and supporting information shall be read and reviewed. If necessary, further investigation should take place. If no further investigation is deemed necessary, the Council shall vote. A Vote of No Confidence needs at least 51% majority.

2.2.2 Submitted by Members

A petition submitted by members must have at least 5% of Membership population of Forn Sidr of America to have a Mandatory Special Council Meeting to review the petition and its contents. If deemed necessary by the Council further investigation will be conducted. If no further investigation is needed, Council may vote regarding Council Member removal.

2.3 Resignation

Any Member of the Council may resign their Council Status at any time by submitting their resignation in writing (electronically, certified mail, or in person) to the Chairperson.

2.4. Votes

Votes Are as Follows:

Chairperson – 3

Council Member – 1

2.5 Transitional Periods

All Council Members agree to a minimum 60-day transition period to provide necessary information and training to their successor, attend exit interview meetings. Upon leaving, Council Members will return all property, documentation, and data that belongs to Forn Sidr of America and agree to not redistribute or otherwise share copyrighted information. All Non-Disclosures and Non-Compete Agreements remain in effect until their termination date on the signed document.

ARTICLE XV. CONFLICT OF INTEREST AND COMPENSATION

Section 1. Purpose

The purpose of the conflict of interest policy is to protect this tax-exempt organization's (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.

Section 2. Definitions

Interested Person. Any director, principal officer, or member of a committee with governing Council delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2.1 Financial Interest.

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

2.1.1 An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,

2.1.2 A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or

2.1.3 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.

2.2 Compensation

Includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

2.3 Financial interest

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 Council or committee decides that a conflict of interest exists.

Section 3. Procedures

3.1 Duty to Disclose.

In connection with any actual or possible conflict of interest, an 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 Council delegated powers considering the proposed transaction or arrangement.

3.2 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 Council or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining Council or committee members shall decide if a conflict of interest exists.

3.3 Procedures for Addressing the Conflict of Interest

3.3.1. The chairperson of the governing Council or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

3.3.2 After exercising due diligence, the governing Council or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

3.3.3 If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing Council 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.

3.4 Violations of the Conflicts of Interest Policy

3.4.1 If the governing Council 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 for such belief and afford the member an opportunity to explain the alleged failure to disclose.

3.4.2 If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing Council or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Section 4. Records for Proceedings

4.1 The minutes of the governing Council and all committees with Council delegated powers shall contain:

4.1.2 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 Council's or committee's decision as to whether a conflict of interest in fact existed.

4.1.3 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.

Section 5. Compensation

5.1 A voting member of the governing Council who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.

5.2 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.

5.3 No voting member of the governing Council 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.

5.4 No Officer, Director, or Charter Leadership shall request or accept compensation directly from Members or Service Attendees. All compensation for Membership or other purchased products or services must go through the organization rather than any individual.

Section 6. Annual Statements

Each director, principal officer and member of a committee with governing Council delegated powers shall annually sign a statement which affirms such person:

6.1 Has received a copy of the conflicts of interest policy,

6.2. Has read and understands the policy,

6.3 Has agreed to comply with the policy, and

6.4 Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Section 7. 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:

7.1 Annual Conflict of Interest Attestation

An Annual Conflict of Interest Attestation form shall be filled out and submitted by each Officer and Council Member prior to the Althing, with the purpose being to identify and disclose any possible conflicts of interest that may be present.

7.2 Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.

7.2 Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Section 8. Use of Outside Experts

When conducting the periodic reviews as provided for in Section 7, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing Council of its responsibility for ensuring periodic reviews are conducted.

ARTICLE XVI. INDEMNIFICATION

Section 1. Definitions.

For purposes of this Article:

- 1.1 The terms "director" or "officer or "chairperson" or "council member" shall include a person who, while serving as a director or officer of the Corporation, is or was serving at the request of the Corporation as a director, officer, partner, trustee, employee, or agent of another foreign or domestic corporation, partnership, joint venture, trust, other enterprise, or employee benefit plan. A director or officer shall be considered to be serving an employee benefit plan at the request of the Corporation if his or her duties to the Corporation also impose duties on or otherwise involve services by him or her to the plan or to participants in or beneficiaries of the plan. The term "director or officer" shall also include the estate or personal representative of a director or officer, unless the context otherwise requires.
- 1.2 The term "proceeding" shall mean any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, whether formal or informal, any appeal in such an action, suit, or proceeding, and any inquiry or investigation that could lead to such an action, suit, or proceeding.
- 1.3 The term "party" includes an individual who is, was, or is threatened to be made a named defendant or respondent in a proceeding.

- 1.4 The term “liability” shall mean any obligation to pay a judgment, settlement, penalty, fine (including an excise tax assessed with respect to an employee benefit plan), or reasonable expense incurred with respect to a proceeding.
- 1.5 When used with respect to a director, the phrase “official capacity” shall mean the office of director in the Corporation, and, when used with respect to a person other than a director, shall mean the office in the Corporation held by the officer or the employment or agency relationship undertaken by the employee or agent on behalf of the Corporation, but in neither case shall include service for any foreign or domestic corporation or for any partnership, joint venture, trust, employee benefit plan, or other enterprise.

Section 2. General Provisions.

The Corporation shall indemnify any person who is or was a party or is threatened to be made a party to any proceeding by reason of the fact that such person is or was a director or officer of the Corporation, against expenses (including attorneys’ fees), liability, judgments, fines, and amounts paid in settlement actually and reasonably incurred by such person in connection with such proceeding if such person:

- [a] conducted himself in good faith
- [b] reasonably believed, in the case of conduct in his or her official capacity with the Corporation, that his or her conduct was in the best interests of the Corporation, and, in all other cases, that his or her conduct was at least not opposed to the best interests of the Corporation, and
- [c] with respect to any criminal proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

However, no person shall be entitled to indemnification under this Section 2 either:

- [a] in connection with a proceeding brought by or in the right of the Corporation in which the director or officer was adjudged liable to the Corporation or
- [b] in connection with any other proceeding charging improper personal benefit to the director or officer, whether or not involving action in his or her official capacity, in which he or she is ultimately adjudged liable on the basis that he or she improperly received personal benefit. Indemnification under this Section 2 in connection with a proceeding brought by or in the right of the Corporation shall be limited to reasonable expenses incurred in connection with the proceeding. The termination of any action, suit, or proceeding by judgment, order, settlement, or conviction or upon a plea of nolo contendere or its equivalent shall not of itself create a presumption that the person did not act in good faith or otherwise failed to meet the standard of conduct set forth in this Section 2.

Section 3. Successful Defense on the Merits; Expenses

To the extent that a director or officer of the Corporation has been wholly successful on the merits in defense of any proceeding to which he or she was a party, such person shall be indemnified against expenses (including attorneys’ fees) actually and reasonably incurred by him or her in connection with such proceeding.

Section 4. Determination of Right to Indemnification

Any indemnification under Section 2 of this Article (unless ordered by a court) shall be made by the Corporation only as authorized in each specific case upon a determination that indemnification of the director or officer is permissible under the circumstances because such person met the applicable standard of conduct set forth in such Section 2.

Such determination shall be made

- [a]** by the Forn Sidr of America's Council by a majority vote of a quorum of disinterested directors who at the time of the vote are not, were not, and are not threatened to be made parties to the proceeding, or
- [b]** if such a quorum cannot be obtained, by the vote of a majority of the members of a committee of the Forn Sidr of America's Council designated the Council, which committee shall consist of two or more directors who are not parties to the proceeding (directors who are parties to the proceeding may participate in the designation of directors to serve on such committee), or
- [c]** if such a quorum of the Forn Sidr of America's Council cannot be obtained or such a committee cannot be established, or even if such a quorum is obtained or such a committee is so designated, but such quorum or committee so directs, then by independent legal counsel selected by the Forn Sidr of America's Council in accordance with the preceding procedures, or
- [d]** by the members.

Authorization of indemnification and evaluation as to the reasonableness of expenses shall be made in the same manner as the determination that indemnification is permissible, except that, if the determination that indemnification is permissible is made by independent legal counsel, authorization of indemnification and evaluation of legal expenses shall be made by the body that selected such counsel.

Section 5. Advance Payment of Expenses; Undertaking to Repay

The Corporation shall pay for or reimburse the reasonable expenses (including attorneys' fees) incurred by a director or officer who is a party to proceeding in advance of the final disposition of the proceeding if:

- [a]** the director or officer furnishes the Corporation a written affirmation of his or her good faith belief that he or she conducted himself in good faith,
- [b]** the director or officer furnishes the Corporation with a written undertaking, executed personally or on his or her behalf, to repay the advance if it is determined that he or she did not conduct himself in good faith, which undertaking shall be an unlimited general obligation of the director or officer but which need not be secured and which may be accepted without reference to financial ability to make repayment, and
- [c]** a determination is made by the body authorizing indemnification that the facts then known to such body would not preclude indemnification.

Section 6. Reports to Members

If the Corporation indemnifies, or advances the expenses of, a director or officer in accordance with this Article in connection with a proceeding by or on behalf of the Corporation, a report of that fact shall be made in writing to the members with or before the delivery of the notice of the next meeting of the members.

Section 7. Other Employees and Agents

The Corporation shall indemnify such other employees and agents of the Corporation to the same extent and in the same manner as is provided above in Section 2 with respect to directors and officers, by adopting a resolution by a majority of the members of the Forn Sidr of America's Council specifically identifying by name or by position the employees or agents entitled to indemnification.

Section 8. Insurance

The Forn Sidr of America's Council may exercise the Corporation's power to purchase and maintain insurance (including without limitation insurance for legal expenses and costs incurred in connection with defending any claim, proceeding, or lawsuit) on behalf of any person who is or was a director or officer of the Corporation against any liability asserted against him or her or incurred by him or her in any such capacity or arising out of his or her status as such, whether or not the Corporation would have the power to indemnify him or her against such liability under the provisions of this Article.

Section 9. Non-exclusivity of Article.

The indemnification provided by this Article shall not be deemed exclusive of any other rights and procedures to which one indemnified may be entitled under the Articles of Incorporation, any bylaw, agreement, resolution of disinterested directors, or otherwise, both as to action in such person's official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a director or officer, and shall inure to the benefit of such person's heirs, executors, and administrators.

ARTICLE XVII. BOOKS AND RECORDS

Section 1. General

The corporation shall keep complete books and records of account and minutes of the proceedings of the Forn Sidr of America's Council.

ARTICLE XVIII. SOCIAL JUSTICE INITIATIVE PROJECT – SHIELDWALL OF NORTH AMERICA

Section 1. Shieldwall of North America (SONA) Mission, Vision and Purpose

1.1 Mission

Building a network of spiritual communities that empower minorities and celebrate diversity. Shieldwall of North America aims to empower and protect Inclusion and Diversity as a Social Justice initiative project under Forn Sidr of America.

1.2 Vision

A society made up of communities that are committed to cultivating awareness and education on how social biases contribute to systems of oppression, discrimination, and other social justice issues in our world today.

Section 2. Commitments

2.1 Commitment to Diversity and Multicultural Awareness

Shieldwall of North America is committed to maintaining awareness and proactive intentionality regarding diversity and multicultural awareness and directly confronting systems of oppression worldwide. Shieldwall of North America is dedicated to advocating for spaces and organizations that promote and respect diversity in all its manifestations, including, but not limited to, race, ethnicity, a/gender, a/gender identity, a/gender expression, a/sexual orientation, ability, veteran status, national origin, age, religious/spiritual practice, socioeconomic background, and weight/body type.

2.2 Commitment to Social Justice

Shieldwall of North America is also committed to awareness of the social and cultural presence of systemic privilege and oppression dynamics, and the reality that these privilege and oppression dynamics are ever-present in American society at large. Shieldwall of North America actively works toward equality and social justice while acknowledging intersectionality and addressing social inequality within our organization and partnering with other organizations who wish to do the same.

Section 3. Officers Involved in Shieldwall of North America Operations

Council Members will also serve in roles and positions to further the goals and mission of Shieldwall of North America as needed.

3.1 Additional Officers

Advisors and Staff may be required for additional support and are recommended, but are not required, for the consistent management and function of Shieldwall of North America. Positions may be comprised of Member Volunteers, Contractors, Pro-bono Consultants and/or Hired Employee Staff. These positions will be determined as necessary by the Shieldwall Officers through voting and discussion regarding organization needs and budgeting without a Vote by Membership. Contracts, IRS tax paperwork, and other consultant agreements shall be drawn up by appropriate Officers on the Council (such as Treasurer).

3.2 Suggested Officer Positions

Suggested Additional Staff and Consultants. Partners may also serve in the capacity of Consultant.

- Cultural Affairs Advisor
- Racial Awareness Educators
- LGBTQIA+ Awareness Educators
- Ambassadors and Liaisons in Social Justice and Equality
- Leaders in other social justice movements
- Legal advisory

Section 4. Partnerships

4.1 Purpose of Partnerships

Shieldwall of North America, as the social justice initiative under Forn Sidr of America, will seek to form partnerships inside and outside of our spiritual community with entities who have aligning values and a mission towards intersectional action towards Inclusion, Diversity, and addressing social issues affecting our global community.

4.2 Types of Partnerships

Common types of partnerships will include, but are not limited, to partnering with:

- Corporations, Organizations, and Businesses
- Religious Faith Organizations
- Nations and Sovereign Entities
- Other Collectives and Initiatives
- Ambassadors or Liaisons
- Individuals of Merit and Distinction

4.2.1 S.P.E.A.R. – Strategic Prevention of Extremist Action Resources

This specialized classification of Partners is reserved for entities and individuals who are uniquely qualified to counter violent ideologies and intervene in extremist groups. S.P.E.A.R. Partners are dedicated to curbing the propagation of extremist ideologies that promote hate and discrimination. These Partners may proactively engage with individuals to offer them the opportunity to leave hate and violence behind. Because of the nature of their social justice work, these Partners are held to case-by-case requirements to retain partnership.

4.4 Expectations of Partners

- 4.4.1 Sign a copy of our Inclusion and Diversity Agreement
- 4.4.2 Exhibit Conduct that is in accordance with Shieldwall of North America’s Vision and Purpose.
- 4.4.3 Maintain appropriate boundaries between yourself and any Groups or individuals that express white nationalist, homophobic, transphobic, ableist, Völkisch, Folkish, or other extremist ideologies that promote discrimination or oppression of protected identities (as defined by the current Code of Conduct).
- 4.4.4 Must not accept funding, either via donation or direct financial investment, or any moneys of significant worth from any entities who are found to promote extremist ideologies that encourage (directly or indirectly) violence or discrimination.
- 4.4.5 Must not accept funding, either via donation or direct financial investment, any moneys of significant worth from any entities who are found to engage in or promote Hate Crimes.
- 4.4.5 A clear and present desire to work with Shieldwall of North America in a joint effort towards inclusion and diversity, and to counter hateful ideologies of white supremacy, homophobia, transphobia, ableism, and discrimination or systemic oppression against other protected identities.

4.5 End of Partnership

4.5.1 Suspension or Termination of Partnership

Partnership status may be suspended or ended by a vote of the Forn Sidr of America’s Council at a special meeting for conduct in violation of the policies and procedures of Forn Sidr of America and all applicable local and federal laws.

4.5.2 Motion to Suspend/Terminate

Motion to Suspend or Terminate a Partnership can be initiated by another Member, Chapter Leadership, or by an officer of Forn Sidr of America’s Council. All motions will be treated with respect and due diligence to investigate the matter. A Suspension or Termination must have more than 51% of the Council’s vote.

4.5.2.1 Right to be Heard

Any Partner has a right to have their defense heard by the Forn Sidr of America Council. This can be submitted in writing, conducted via a video call, by phone or in person before the Council.

Leadership of the Partnering entity will present their case and either

- [a] Reach a resolution and remain a Partner under Forn Sidr of America
- [b] Fail to reach a resolution and face a Vote of No Confidence.

4.5.2.2 Grounds for Immediate Suspension/Termination

- 4.5.2.2.1 Displaying ideologies, teachings or practices that violate the Inclusion and Diversity Agreement.
- 4.5.2.2.2 Contributing to, engaging with, promoting, or otherwise Supporting Groups that promote ideologies, teachings or practices that violate the Inclusion and Diversity Agreement.

- 4.5.2.2.3 Involvement in organizing or participating in Hate Crimes, Movements or Events that are meant to endanger or discriminate against marginalized groups or individuals.
- 4.5.2.2.3 Direct or Indirect Involvement in Terrorism against marginalized groups.
- 4.5.2.2.4 Involvement of leadership in sexual assault, rape, sexual involvement with a minor, or other sexual misconduct.

ARTICLE XIX. AMENDMENTS

Section 1. Articles of Incorporation

The Articles may be amended in any manner at any regular or special meeting of the Forn Sidr of America's Council, provided that specific written notice of the proposed amendment of the Articles setting forth the proposed amendment or a summary of the changes to be effected thereby shall be given to each director at least three days in advance of such a meeting if delivered personally, by facsimile, or by e-mail or at least five days if delivered by mail. As required by the Articles, any amendment to Article III or Article VI of the Articles shall require the affirmative vote of all directors then in office. All other amendments of the Articles shall require the affirmative vote of an absolute majority of Council Members then in office.

Section 2. Bylaws

The Forn Sidr of America's Council may amend these Bylaws by majority vote at any regular or special meeting. Written notice setting forth the proposed amendment or summary of the changes to be affected thereby shall be given to each director within the time and the manner provided for the giving of notice of meetings of directors.

ARTICLE XX. ADOPTION OF BYLAWS

We, the undersigned, are all the initial directors or incorporators of this corporation, and we consent to, and hereby do, adopt the foregoing Bylaws, consisting of the 48 preceding pages, as the Bylaws of this corporation.

ADOPTED AND APPROVED by the Forn Sidr of America's Council on this 4TH day of April 2019.

TERMS DEFINED:

Abrahamic:	The practices, beliefs, and traditions stemming from the figure of Abraham mentioned in religious history including, but not limited to, Judaism, Islam, and Christianity.
Althing:	A yearly parliament in which residents or members participate in democratic process, voting, discussion of annual issues, and other such necessary politics for the running of the organization. All members are invited to the Annual Althing.
Ancestors:	Those from whom one is descended; those who preceded the current living generation, though not specifically related by blood. Often venerated or remembered ceremoniously in spiritual practice.
Ancestor Veneration:	The spiritual practice of remembering, honoring, and sometimes praying to Ancestors.
Bias Incident:	“Conduct, speech, images or expression that demonstrate conscious or unconscious bias which targets individuals or groups based on, but not limited to, their actual or perceived race, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age, religion, socioeconomic status or other social identities.” (Bryn Mawr College, 2019).
Blots and Feasts:	High Day holidays. “Blot” is an Old Norse word that means “offering” or “sacrifice.” Practices include offerings made to the spirits and powers of the land and of Nordic Folklore.
Blot Officiant:	Master of Ceremonies for the period and purpose of ritual only. The role of Officiant, sometimes called Gothi or Gothyia, is a role that is stepped in and out of by a member selected by the group rather than a permanent position in Forn Sidr.
Colonialism and Colonization:	The forceful, and often violent, spread of European social, political, economic and religious systems for the purpose of wealth, resources, and the advancement of religious doctrine.
Closed Culture:	A tradition or culture which has frequently experienced genocide, persecution, cultural theft, racism, endangerment, slavery, forced religious conversion through white colonialism and has collectively declared their culture Closed to anyone not born or initiated into it (up to the discretion of Cultural elders) for the preservation of their cultural integrity.

Deity:	A spirit recognized as being divine. “A being with powers greater than those of ordinary humans, but who interacts with humans, positively or negatively, in ways that carry humans to new levels of consciousness, beyond the grounded preoccupations of ordinary life.” (Littleton, 205)
Dwarves:	A spirit from Nordic folklore known for living under the earth and their skill as magical craftsmen. They play a vital role in Norse Cosmology.
Elves, Light and Dark:	Spirits from Nordic folklore known for their intimate relationship with the earth and its natural processes.
Equinox:	Celebrated as a holy day, Spring and Fall Equinoxes are two of four geo-solar events that are responsible for Earth’s changing seasons. During an Equinox the Earth has rotated upon its axis until its tilt is nearly perpendicular to the Sun’s orbit. During equinoxes the Earth experiences equal hours of daylight and darkness.
Festivals and Fests:	Low Day holidays and are, by nature, less traditional and more exuberant. Fests often include celebrating with secular fun and mirth to observe sacred times of the year.
Fellowship:	A group that meets for the purpose of sharing in spiritual and religious community but does not offer spiritual services and is not established as a Chapter of Forn Sidr of America.
Folklore/Folkloric:	The traditional beliefs, myths, tales, and practices of a people, often transmitted through oral tradition.
Forn Sidr:	“Ancient Customs” in Old Norse, referring to the folkloric and spiritual practices of Scandinavian and Icelandic cultures. Originally found in Norse Sagas and literature describing pre-Christian practices.
Frith:	A word with origins in Old Norse, Middle English, and Anglo-Saxon word meaning a pledge to Peace and Hospitality, Refuge, Security, and Goodwill between parties.

Old English *frip*, *fripu*: n. “peace, tranquility, security, refuge”

Proto-Germanic *fripuz*: n. “peace, reconciliation”

Proto-Indo-European *priHós*: n: “beloved, happy”

Cognate with Dutch *vrede*: n. “peace, quiet, tranquility”

German *frieden*: n. “peace, tranquility”

Swedish *frid*: n. “peace, serenity”

Icelandic *friður*: n. “peace, tranquility”. Related to free, equivalent to free + -th or freedom.

Middle English *frithien* and Old English *fripian*: v. “to give frith to, make peace with, be at peace with, cherish, protect, guard, defend, keep, observe”

Proto-Germanic *fripōnq*: v. “to make peace, secure, protect”

Proto-Indo-European *prēy-*, *prāy-*: v. “to like, love”

Cognate with Scots *frethe*, *freith*: v. “to set free, liberate”

Danish *freed*: v. “to have peace, protect, enclose, fence in”

Swedish *freda*: v. “to cover, protect, quiet, enclose, fence in”

Icelandic *friða*: v. “to make peace, preserve”

(“Frith”, 2018)

- Giants/Jotnar/Etins:** A race of beings from Norse cosmology that, according to the legends, helped shape the earth and create humankind.
- Gothi or Gothyia:** N. ‘chieftain-priest, liege-lord, chief’; An archaic title from Old Norse referring to chieftains who also served as priests and held political power as well as influence of wealth in ancient times. With the separation between religious leadership and organizational leadership in Forn Sidr of America, today this title simply means Officiator for blots and events.
- Hate Group:** Any group or movement that seeks to remove or undermine the universal human rights of a group of people according to factors of identity through intimidation or violence, enacted or encouraged. Factors of identity include, but are not limited to, race, ethnicity, religion, physical ability, mental ability, social or economic standing, background, sex assignment or gender identity, sexual orientation, or physical appearance.
- Hate Speech:** Language, imagery, or other methods of implied communication that are intended to undermine the universal human rights of a group of people according to factors of identity through intimidation or violence, enacted or encouraged. Factors of identity include, but are not limited to, race, ethnicity, religion, physical ability, mental ability, social or economic standing, background, sex assignment or gender identity, sexual orientation, or physical appearance.
- Hearth:** Another word for Kindred that sometimes denotes a more home-like atmosphere.
- Heathen:** From Norse, Germanic and Old English languages meaning literally “dweller on the heath, one inhabiting uncultivated land.” Later used derogatory towards anyone who did not worship the god of Abraham. Today, a reclaimed term for “Norse Pagan”.
- Heathenry:** Referring to the belief, practices, and traditions of modern Norse Paganism.

Hof:	A Heathen Temple that exists for the purpose of engaging in spiritual community and/or collective worship. Usually describing a structure designated for the purpose of Heathen religious services.
Kenning:	Nickname or common name for a person, place, or thing.
Kindred:	A congregation or group established as a spiritual community under Forn Sidr of America, who meet with the purpose of collectively engaging in spiritual practice or community together.
Metaphysical/ Metaphysics:	“The branch of philosophy that examines the fundamental nature of reality, including the relationship between mind and matter, between substance and attribute, and between possibility and actuality.”
Misappropriation Or Appropriation:	The use of staple ceremonies, terms, practices, beliefs, ceremonial dress, or ceremonial tools from Closed Cultures outside of the cultural context to which they belong, or the use thereof by persons not educated by a member within that cultural identity with the authority to educate and initiate others within these traditions.
Offering:	A gift presented to the Powers to honor the relationship between practitioner and divine being.
Norse/Nordic:	Related to the Nordic Countries and Cultures, including but not limited to Denmark, Iceland, Norway, Finland and Sweden.
Norse Paganism:	The practice of cultural and spiritual traditions and beliefs originating from Scandinavian and Germanic Cultures, including but not limited to Denmark, Iceland, Norway, Finland and Sweden (which are not rooted in Abrahamic perspectives).
Norse Polytheism:	The practice of honoring deities from Pre-Christian Scandinavian cultures, including but not limited to Denmark, Iceland, Norway, Finland, and Sweden.
Officer Council	The Forn Sidr Officer Council is made up of elected and appointed officials who will serve as management to oversee the running and operations of Forn Sidr of America. Council Officers (or Directors) have specific roles outlined for the function of overseeing their respective departments and can make decisions for the organization.

Non-Officer Council	Non-Director Council Members are also elected, but their purposes are very specific and do not give them decision-making abilities except in specific circumstances.
Pagan/ism:	A reclaimed word to denote earth-centered spiritual beliefs and practices, often including folkloric elements from Pre-Christian culture, originating from the Latin to mean 'countryside dweller', 'rustic'.
Powers:	Spirits, deities, and ancestors that practitioners of Forn Sidr recognize, interact with, or honor through ceremony.
Prejudice:	Preconceived negative opinion that is not based on reason or actual experience.
Reincarnation:	The belief that a soul, or a part of the conscious spirit, remains intact after death and continues to be reborn into different expressions of life.
Shared Personal	
Gnosis:	The beliefs and perspectives belonging to and supported by a group of individuals personal experiences which have no primary or secondary sources, written or otherwise, to support the beliefs that are held by that group.
Silent Supper:	A wake feast to commune and remember the beloved deceased. Often held in the last week of October to commemorate the Feast of the Dead for several cultures that include Ancestor veneration.
Solstice:	The Winter and Summer solstices are two of four geo-solar events that are celebrated as holy days. During the equinoxes each hemisphere has reached their closest and farthest point in distance to the Sun. Equinoxes are responsible for the seasons beginning to change from Winter to Spring or Summer to Fall.
Spirit:	Multiple meanings in Forn Sidr: the animating life force that exists within all living organisms; the essence of an organism, object or place; the consciousness that informs identity which can exist outside of a physical vessel such as a body; the soul of a living or deceased being.
Symbol:	'Feast' where participants make rounds of toasts, boasts, and other acknowledgements in a community building and often jovial manner to build morale and enjoy each other's company while inviting various Powers to join them in their feasting.

Old English *symbol*: "feast, banquet, (social) gathering"

Old Saxon *symbal, sumbal*: "feast, banquet, (social) gathering"

Old High German *sumbal*: "feast, banquet, (social) gathering"

Old Norse *sumbl*: "feast, banquet, (social) gathering"

Systemic Oppression: When the laws, institutions, political systems, or economic structures of a place function in such a way that benefits one group of people and fails to function as effectively for another due to unchangeable factors of identity including, but not limited to, race, ethnicity, social or economic status, background, religion, orientation, sexual assignment or gender identity.

Unverified

Personal Gnosis: The beliefs and perspectives belonging to an individual which have no primary or secondary sources, written or otherwise, to support the experiences of that individual.

Viking: A raider class of the Old Norse peoples known for their pillaging, warrior culture, and seafaring skills during the 300 Years following the Iron Age. This age was also known as the Viking Age after these raiders.

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