

THE CORPORATE BYLAWS OF THE WICCAN RELIGIOUS COOPERATIVE OF FLORIDA, INC.

PREAMBLE: Ratified 12/4/07

Section 1. The Wiccan Religious Cooperative, Inc., also known as "W.R.C.F., Inc.," or "W.R.C.F.," is a legal structure for the practice of Wicca and other Pagan or Neo-Pagan Religions that are loosely based on a variety of traditions and closely connected with the Goddess-focused religions of the ancient Indo-European and pre-Indo-European peoples, adapted to the needs and sensibilities of modern people. We are a nonprofit religious, charitable, scientific, literary, artistic and educational corporation, organized to practice the full spectrum of legal activities practiced by any church, including, but not limited to, worship services, clergy functions, counseling, mediation, and spiritual leadership.

Section 2. As we define it, Wicca or the Wiccan Religion (aka, The Craft, The Craft of the Wise, Witchcraft, Wiccacraft) may be monotheistic, polytheistic, and/or a blend thereof. We conceive of a universe composed of many levels of reality or planes of existence. Wicca and Paganism are a nondogmatic, nondualist, nonsexist, nonracist, scientific, magickal, holistic, and ecologically oriented faith. We are dedicated to the preservation of our Holy Mother Earth, the full achievement of the potential inherent in all beings, the revival of the worship of the Old Gods and Goddesses in a modern context, and the creation of a world of peace, love, freedom, health, and prosperity for all sentient beings.

Section 3. The following Bylaws are intended to help us achieve these ideals, and all future Bylaws and amendments shall be similarly intended.

Title 1 - General Rules and Information

Section 1. The following Title 1 rules apply to all other titles throughout this document unless specifically exempted within a given title or section.

Section 2. The Board of Directors is the governing body of the Wiccan Religious Cooperative of Florida, Inc., and as such shall have the general management of the business and affairs of the Corporation. The interpretation of these Bylaws shall be vested in the Board of Directors. Unless otherwise delegated pursuant to Title 15 of these Bylaws, the Board of Directors is the judicial board of the Wiccan Religious Cooperative of Florida.

Section 3. The Board of Directors may delegate duties and responsibilities as permitted by law.

Section 4. Those items, the creation of which are stipulated in these Bylaws, shall be in writing to be accepted or rejected by the Board of Directors for inclusion in the corporation's rules and regulations.

Section 5. For the purpose of making clear the intentions of these Bylaws, the following words are defined:

A. Semi-public: Open to all people who are willing to participate in our religious services and are not disruptive.

B. Magick: The ability to shape reality in accordance with will, by methods that cannot be explained by current scientific paradigms. It is not illusion, or sleight of hand, spelled "magic."

C. Witch: From the Anglo-Saxon wicce (f.), sorceress; from root weik, to bend. A magickal shaper of reality. A shaman of Celtic or Saxon pre-Christian European tradition. A natural or trained practitioner of Witchcraft, who may work as a solitary, or be initiated into a coven. In medieval and renaissance times, most Witches were women, and specialized in herbalism and midwifery. Modern Witches may be men or women. Pagan workings are primarily directed towards healing of the Earth and all its inhabitants. A Witch may or may not be a Wiccan, while the majority of Wiccans consider themselves Witches.

D. Neo-pagan / Pagan: Non-indigenous pantheistic folk. It refers to nature religions, rooted in ancient traditions and attitudes.

E. Indo-European: A linguistic classification denoting those peoples, of differing cultures and geographic areas, who share a common linguistic base, the theory being that all these languages can be traced to a single origin.

Title 2 - Purposes

Section 1. To accomplish the goals outlined in the Preamble, W.R.C.F. advocates and practices, as an integral part of our faith, many sciences, arts, and disciplines, both mainstream and alternative, within a nondogmatic, pluralistic context, in order to change ourselves and the world around us.

Section 2. Since our stated purposes included the revival of the worship of the Earth and the Old Gods and Goddesses, and the full achievement of the potential inherent in all beings, W.R.C.F. advocates and practices, as an integral part of our faith, open, inclusive, and semi-public ceremonies to worship the Earth and the Old Gods and Goddesses, rites of passage to mark the cycles of our lives, and magickal rituals to accomplish our goals in an honest and ethical manner.

Section 3. Since education is one of our stated purposes, W.R.C.F. advocates and practices, as an integral part of our faith, scientific and scholarly research and debate about Witchcraft, the Indo-European peoples, comparative religion, folklore, ethnomusicology, and every other relevant field of human knowledge.

Section 4. In keeping with our reverence for and worship of Mother Earth, W.R.C.F. advocates and practices, as an integral part of our faith, ecological and environmental research, education, and activism.

Section 5. Since one of our stated purposes is the support of the arts and the creation of ritual, W.R.C.F. advocates and practices, as an integral part of our faith, a wide variety of auditory, graphic, physical, dramatic, liturgical and other arts and crafts.

Section 6. Since the ancient Witches/Pagans included many healers in their ranks, W.R.C.F. advocates and practices, as an integral part of our faith, the investigation, dissemination, and performance of a wide variety of healing arts and technologies, both mainstream and alternative, including herbal, nutritional, mental, magickal, and spiritual methods, among others; advising all parties concerned as to the presence or absence of appropriate credentials as required by law.

Section 7. Since the ancient Witches/Pagans included diviners in their ranks, W.R.C.F. advocates and practices, as an integral part of our faith, the use of the divinatory arts and sciences as tools for spiritual counseling and liturgical guidance; advising all parties concerned as to the presence or absence of appropriate credentials as required by law.

Section 8. Since one of our stated purposes is to provide counseling and mediation services within the Pagan community, W.R.C.F. advocates and practices, as an integral part of our faith, the investigation, dissemination, and performance of a wide variety of counseling arts and methods, both mainstream and alternative, as well as techniques for mediating disputes and judging conflicts between individuals and/or organizations in the community; advising all parties concerned as to the presence or absence of appropriate credentials as required by law.

Title 3 - Offices

Section 1. The principal office of the Corporations shall be located in the State of Florida. The corporation may have other such offices, either within or without the State of Florida, as the Directors may designate or the business of the corporation may require from time to time.

Title 4 - Calendar

Section 1. The eight High Holy Days of the Celtic calendar, as referenced in these Bylaws and all legal documents of W.R.C.F. are as follows: Samhain, Yule, Imbolc (Candlemas), Eostar (Ostara), Beltaine, Midsummer (Litha), Lammas (Lughnassad), and Mabon.

Section 2. For legal purposes, each High Holy Day shall commence at sunset in Florida on the day preceding the following dates: Samhain = Nov. 1st, Yule = Dec. 21st, Imbolc = Feb. 2nd, Eostar = March 21st, Beltaine = May 1st, Midsummer = June 21st, Lammas = Aug. 1, and Mabon = Sept. 21st.

Section 3. For ceremonial purposes, each High Holy Day may be celebrated upon either the legal date, the astronomical date, or upon a date mutually convenient to the participants of the particular celebrations involved.

Section 4. Since the Celtic year traditionally runs from one Samhain to the next, the corporation's legal and ceremonial years shall run according to the legal and ceremonial dates for Samhain described previously in this title.

Section 5. The corporation's fiscal year shall begin on the first day of January and end on the thirty-first day of December in each civil year.

Title 5 - Non-Voting Members

Section 1. All members of W.R.C.F., except as otherwise stated in these Bylaws, shall be expected to meet the following requirements:

- A. Sign the prescribed Code of Ethics, as set forth in Title 20, Section 4, of these Bylaws;
- B. Provide a current name and mailing address;
- C. Pay annual dues of an amount set by the Board of Directors.
- D. All members of W.R.C.F., except as otherwise stated in these Bylaws, shall be entitled to the following:

1. A newsletter and/or calendar of events at least four times a year;
2. An annual report of the church;
3. Membership in a church organized under the laws of the State of Florida; I.R.S. Section 501(c)(3) recognition;
4. Access to networking and educational information;
5. Confidentiality within the limits of the law;
6. Discounts on religious and educational materials as available.

Section 2. "General" members of W.R.C.F. are those individuals paying an annual amount of dues to the Wiccan Religious Cooperative of Florida, Inc., as determined by the Board of Directors, and who are entitled to receive all W.R.C.F. publications meant for the general membership.

Section 3. "Family" members of W.R.C.F. are those individuals annually paying a lesser amount than the general dues to the Wiccan Religious Cooperative of Florida, Inc., as determined by the Board of Directors, who reside with one or more general members, and who are relatives, spouses, or unmarried partners to the general member or members. Family memberships include only one copy of any publications sent to the general members.

Section 4. "Sponsoring" members are those individuals making large donations of money, service, time, resources, or any combination thereof to W.R.C.F. as shall be determined by the Board of Directors. They are entitled to receive all W.R.C.F. benefits and publications meant for the general membership, and shall be considered current with their dues for the rest of their lives, subject to all responsibilities of general membership and all other provisions of these Bylaws.

Section 5. "Prisoner" members are those individuals currently incarcerated in correctional institutions, who may pay a lesser amount than the general dues to the Wiccan Religious Cooperative of Florida, Inc., as determined by the Board of Directors. They are entitled to receive all W.R.C.F. benefits and publications meant for the general membership, except that all listings of membership and any other publications which the Board of Directors may decide constitute a violation of privacy or risk for the general membership if examined within the prison system; these publications shall be withheld. Prisoners may not run for a position on the Board of Directors.

Section 6. "Complimentary" members are those individuals whom the Board of Directors has decided should receive mailings of the general W.R.C.F. publications in order to keep them informed of our activities, and who pay no dues at all. They may not be voting members.

Section 7. "Exchange" members are those individuals and/or organizations, who publish periodicals with which W.R.C.F. has an exchange subscription agreement. They will only receive those W.R.C.F. publications deemed appropriate by the Board of Directors at the time the exchange agreement is made. The only requirements of this title which are applicable to the exchange members are found in Section 1, B and D.

Section 8. Children under the age of eighteen must have the signed and notarized permission of at least one parent or legal guardian in order to become a member of W.R.C.F. Children under the age of twelve attending W.R.C.F. events at which children are permitted shall be admitted free, but must be accompanied by at least one parent or legal guardian, or be members of W.R.C.F. in accordance with this section and be accompanied by another member of W.R.C.F. over the age of eighteen.

Title 6 - Voting Members

Section 1. "Voting" members, also known as "members of record," are those members of W.R.C.F. who:

- A. Belong to either the second or fourth categories of membership listed in Title 5 of these Bylaws;
- B. Pay the annual amount of dues as set for voting membership by the Board of Directors;
- C. While Voting Members need not be Wiccan, they should be willing to abide by the general concepts outlined in the Rede, which does not prohibit belief in more structured and stringent religious or moral requirements.
- D. Must have been a general member in good standing for the past consecutive 12 months;
- E. Must meet all other requirements for W.R.C.F. membership listed in Title 5, Section 1 of these Bylaws.

Section 2. In addition to those entitlements listed in Title 5, Section 1 of these Bylaws, each voting member shall be entitled to vote in all matters placed before the membership of W.R.C.F. as prescribed in the corporation's Articles and/or Bylaws as well as other matters which the Board of Directors may deem necessary to put before the membership for a vote.

Section 3. Each voting member shall have one and only one vote in each matter placed before the membership for a vote.

Section 4. A gap of more than three months from the expiration of membership to renewal shall constitute a discontinuity of membership, except as the Board of Directors may decide otherwise.

Section 5. Except as otherwise mentioned in these Bylaws, a quorum for voting purposes of the voting membership shall consist of those voting members representing twenty-five percent of the total number of votes available to be cast.

Section 6. Proxy votes are permissible, and shall be assigned to either a member of the Board of Directors or another voting member who is present at an annual or special meeting, through the signing of the proxy statements issued by the Board of Directors, and are valid only for the annual or special meeting described thereon.

Section 7. If election or referendum choices are combined with a proxy statement, the person receiving the proxy must cast those votes given him or her according to any electoral choices marked on the combined ballot/proxy statement. If a given member sending a ballot/proxy statement does not make such an electoral choice, the person receiving the proxy may cast those votes according to his or her best judgment.

Section 8. Voting members may attend annual or special meetings via electronic communications devices if such are available.

Title 7 - Governing Rules

Section 1. All official meetings of the Wiccan Religious Cooperative of Florida, Inc., shall be conducted under the guidelines set forth in Robert's Rules of Order, except as otherwise provided in the Articles, Bylaws and/or the Rules and Regulations of the corporation.

Title 8 - Annual Meeting

Section 1. The annual meeting of the voting members of W.R.C.F. shall be held in the month of July, roughly around the time of Lammas. The Board of Directors shall conduct this meeting in accordance with standard meeting procedure. All members of the corporation may attend this meeting, but only the voting members shall be allowed to cast votes on matters placed before the corporation membership by the Board of Directors or as required by the Articles or Bylaws of the corporation.

Section 2. There shall be mailed to each voting member at her or his last known address, by first class mail or overseas airmail, at least six weeks prior to the annual meeting, a notice setting out the time and place of the annual meeting, and including a combined proxy statement and ballot to be signed by those voting members so desiring. Said notice and proxy/ballot may be incorporated into a W.R.C.F. newsletter published at the appropriate time, which must be mailed out by first class mail or overseas airmail. Voting members may waive the annual meeting notice and proxy ballot right by indicating in writing to the corporation that they do not wish to receive such notice and proxy/ballot.

Section 3. In case a quorum is not present in body or proxy at the annual meeting, those present may adjourn to such a day and time as a majority shall agree upon. If said day and time is within five days of the originally planned date of the annual meeting, verbal notice to those voting members present shall suffice, and the necessary quorum shall drop to ten percent of the total membership vote. Otherwise, notice of such adjournment shall be mailed to each voting member of W.R.C.F. at least twenty-one days before said date and time.

Section 4. Alternately, if a quorum is not present at the annual meeting, those present may decide by majority vote to hold the annual meeting without binding votes upon any subject other than the election of a new Members' Advocate, who may be elected as described elsewhere in these Bylaws.

Title 9 - Special Meetings and Referenda

Section 1. A special meeting or referendum of the voting members may be called by the request of a majority of the Board of Directors, or by a petition representing one-third of the membership votes. Such a special meeting shall be held sixty to ninety days after the Board meeting at which such request or petition is received, at a location to be selected by the Board of Directors. Notice of such a special meeting, stating its particular purpose or purposes, shall be mailed to the voting members, as with the annual meeting notices, including the provision of proxy statements. Voting members may waive special meeting and referenda notices and proxy/ballot rights by indicating in writing to the corporation that they do not wish to receive such notice and proxy/ballot.

Section 2. The Board of Directors may decide to hold a referendum through the mails at any time, and such referendum may be instead of a special meeting, should the topic or topics under consideration be capable of effective consideration in this manner. Ballots for a referendum shall be mailed out with the next issue of the W.R.C.F. newsletter, which shall include brief arguments presenting all sides of the topics involved. Voting shall be considered closed sixty days after the ballots have been mailed.

Title 10 - The Board of Directors

Section 1. The Corporation shall be represented in all business matters by the Board of Directors of W.R.C.F., Inc., or an agent or agents officially designated by it. The Board of Directors shall have the general management of the business and affairs of the Corporation. No board member or group of board members shall have the authority to bind the corporation without previous approval of the majority of the Board. The Board also has the responsibility and authority for guiding the organization and making all decisions respecting the organization which are not granted to the voting membership of the organization.

Section 2. The Board of Directors shall consist of three to nine Directors. Directors must meet all the requirements of the voting membership, except that any membership fees required shall be set by the Board. The members of the initial Board of Directors need not have met the one year membership requirement. There shall be a Mediator of W.R.C.F. to serve the Board as described in Title 11 of these Bylaws, who shall be selected by the Board. The Mediator may be a Director and may hold another office at the same time he or she serves as Mediator, but shall not vote in board decisions except to decide a tie vote. There may also be in attendance a Members' Advocate, selected by the voting membership as described herein, whose duty it is to present to the Board of Directors issues of concern to the members. The Members' Advocate shall not be a Director or an Officer of the Corporation, but shall have a vote on the Board of Directors on all issues affecting the membership. The Directors may exercise all of the duties, responsibilities, and privileges normally held by the Directors of other nonprofit religious corporations.

Section 3. The Board of Directors shall hold as many regular meetings as is deemed appropriate with a minimum of six regular meetings being held per Celtic year. These meetings shall be held at the offices of the Corporation in Florida, or at such places as the Board shall appoint. The specific date, time, and place of each regular meeting shall be determined by the Board prior to the close of the regular meeting preceding it. Waivers of notice may be accepted for regularly scheduled meetings. Special meetings may be called by any Board member, as she or he may deem necessary, and shall require two weeks notice to all Board Members, as well as to the Members' Advocate if the special meeting concerns issues affecting the membership. Emergency meetings shall be called as deemed necessary by any two Board members, and shall require forty-eight hours notice to all Board members, and to the Members' Advocate if the emergency meeting concerns issues affecting the membership. Notices for special meetings and emergency meetings shall include an agenda, and discussion at said meeting shall be limited to those items set forth in the agenda.

Section 4. Attendance of sixty percent of the active Directors shall constitute a quorum for the transaction of W.R.C.F. business. Each Director shall have one vote. Except as otherwise stated in corporation's Articles of Bylaws, a simple majority shall carry all motions.

Section 5. An "active" Director is any Director not defined as "inactive." An "inactive" Director is defined as any Director who, upon the favorable decision of the rest of the Board of Directors, is granted a sabbatical leave of a period not to exceed one year and one day. A Director on sabbatical is not guaranteed a place as Director at the end of the sabbatical term, but is subject to reelection by the Board of Directors, consisting of the Active Directors, at their discretion.

Section 6. At the Mediator's choice, consensus decision making, defined as informal majority opinion, or Robert's Rules of Order may be adopted for all or part of any given meeting.

Section 7. The Board of Directors shall exercise all the powers that may be exercised or performed by the corporation under the law, the Articles, and the Bylaws. The Board may delegate duties and responsibilities as permitted by law. The Board may take action without meeting, by written consent, as permitted by Florida Statutes, Chapter 617.

Section 8. Minutes of every meeting of the Board of Directors shall be taken by the Secretary. Any member of W.R.C.F. may see these minutes by consulting the archives at the offices of the corporation, by appointment, or by paying for any reasonable copying and mailing costs. Abbreviated versions of the meeting minutes shall be prepared by the Secretary to eliminate meandering and/or possible violations of members' privacy, for potential inclusion in the regular W.R.C.F. newsletter/calendar.

Section 9. On those occasions when the Board of Directors is meeting with the majority of the Directors physically present in one location, such meetings shall be open to attendance by any member of W.R.C.F., unless matters of extreme delicacy or personal privacy may be involved, as determined by a vote of the Board of Directors, or in the case of a spiritual retreat of the Board of Directors. The Board shall create a protocol for the acceptance of discussion by and suggestions from members, incorporating the requirements set forth in Section 10 of this Title. A member of the Board may invite one or more individuals, whether members of W.R.C.F. or not, to attend as guests, unless matters of extreme delicacy or personal privacy may be involved, as determined by a vote of the Board of Directors, or in the case of a spiritual retreat of the Board of Directors.

Section 10. Any voting member may, through the Members' Advocate, request a position on the agenda of the Board of Directors meeting for the discussion of matters of concern to her or him. If she or he is an electronic guest, or is physically present at the Board meeting, said member may then address the Directors on the issues involved.

Title 11 - The Officers

Section 1. The Officers of this corporation shall consist of: a President, a Vice-President, a Secretary, a Treasurer, and a Mediator and should consist of an Attorney, if a competent and qualified attorney is available and willing to work pro bono, or for an amount such as the Board decides when budgetary constraints allow, and such other officers and agents as from time to time be chosen. These offices shall be voluntary until such time as budgetary constraints permit payment for services rendered upon a vote of the Board of Directors. Reasonable expenses may be reimbursed subject to the procedures outlined in the Rules and Regulations. The Officers shall be elected by a majority of the Board of Directors, for terms of one year. Any Officer may be removed from office by a two-thirds vote of the Board of Directors.

Section 2. The Mediator shall preside at all business meetings of the Board of Directors and voting members; shall be a member, whether participating actively, or not, of all committees organized by the Board of Directors; shall function as a "tie breaker" in the voting of the Board of Directors at such times as this might become necessary; and shall perform any and all other functions as deemed necessary by the Board of Directors.

Section 3. The President shall head the Executive Committee, to consist, at a minimum, of the President and Vice-President, who shall be vested with the powers of the Board of Directors when the same is not in session. The President must be a member of the Board of Directors. The President and/or Vice President and/or any designee or designees, as approved by the Board, shall sign all contracts or other documents legally binding the corporation, unless otherwise designated in these Bylaws. The President shall perform any and all other functions as deemed necessary by the Board of Directors, and may perform all other duties that would normally be performed by a corporate President. The President shall be the Acting Spokesperson for the corporation, or may direct inquiries to the appropriate individual, including Officers, Directors, Committee Chairs, or Event Coordinators.

Section 4. The Vice-President shall assist the President on the Executive Committee, and serve in his or her place should the President become incapacitated. The Vice-President must be a member of the Board of Directors. The Vice-President shall perform any and all other functions as deemed necessary by the Board of Directors, and may perform all other duties that would normally be performed by a corporate Vice-President.

Section 5. The Secretary shall keep a record of all votes and minutes of the proceedings of all meetings of the Board of Directors and the voting members and any major correspondence concerning W.R.C.F; shall keep a record of all other documents as deemed necessary by the Board of Directors; shall give notice as required in these Bylaws of all meetings, shall send proxy statements and/or mail ballots to all voting members as described in these Bylaws; and shall perform any and all other functions as deemed necessary by the Board of Directors, and may perform all other duties that would normally be performed by a corporate Secretary. Candidates for the office of Secretary shall have word-processing skills and the ability to take minutes, shall have a knowledge of all basic information regarding W.R.C.F. history, policies, theology, etc., and shall have access to a computer with which to perform the duties of Secretary.

Section 6. The Treasurer shall keep the records of all financial activities of the organization, shall sign documents necessary to the fulfillment of the duties of her or his office; and shall develop procedures for the collection and disbursement of funds, to be approved by the Board of Directors. The Treasurer, and/or a designee or designees as approved by the Board of Directors, shall sign all checks, drafts, and other commercial paper; shall have the custody of all monies of the corporation received or disbursed; shall deposit all monies and valuables designated for deposit in the name of and to the credit of W.R.C.F. in such banks and other financial institutions as the Board of Directors shall designate. All checks or other financial instruments involving sums greater than \$300.00 (US) shall require the approval of the majority of the Board of Directors prior to distribution. The Treasurer shall be responsible for keeping the corporation's financial record according to generally accepted accounting principles for nonprofit corporations; shall prepare all financial reports required of the church by the State and Federal governments as well as other financial reports deemed necessary by the Board of Directors; shall perform any and all other functions as deemed necessary by the Board of Directors, and may perform all other duties that would normally be performed by a corporate Treasurer.

Section 7. The Attorney shall keep copies of all legal documents concerning W.R.C.F., Inc. including membership applications, Development Class applications, and other documents which the Board of Directors may deem necessary. The Attorney shall review all legally binding documents and all legally binding agreements into which the corporation might seek to enter; shall review all legal documents served upon the corporation; shall review all tax documents, and shall offer advice based upon his or her review of these documents, and any corollary or supporting documents. The Attorney shall further research and answer legal questions affecting W.R.C.F. put before him or her by a vote of the Board of Directors; shall serve as registered agent for the corporation; and shall perform any and all other functions as deemed necessary by the Board of Directors. The Attorney may perform all other duties that would normally be performed by a corporate Attorney. The qualifications for this position include, but are not limited to graduation from an accredited law school in the United States, and membership in good standing in the Florida Bar. The Board of Directors may delineate additional qualifications as deemed necessary. If no qualified person is available and willing to accept the position, the Executive Committee shall assign another Officer or Officers to keep the documents which the Attorney would normally keep.

Title 12 - The Members' Advocate

Section 1. The Members' Advocate is an independent position, the purpose of which is to represent individual members and groups of members of W.R.C.F, at large, with special attention to the needs of minority factions not otherwise represented. She or he shall be a voting member, and shall function as an ombudsperson. At every annual meeting from the date of incorporation onwards, the voting members shall elect, by simple majority vote of those participating, with no quorum required, a Members' Advocate. The first Members' Advocate elected shall take office immediately. All subsequent Members' Advocates shall take office the following Samhain.

Section 2. No person may serve as Members' Advocate more than three years in a row. In the case of the death, suspension, expulsion, retirement, or incapacitation of a Members' Advocate, the voting membership shall select a replacement for the remainder of his term, unless there are less than three months remaining in his term. In the newsletter/calendar following the date of departure of a current Members' Advocate, a nominating form will be mailed to the voting members. The names of the persons nominated will then be mailed by newsletter or special ballot, for election by a simple majority of the voting members. Voting will be considered closed within twenty-one days of mailing.

Title 13 - Election of Directors

Section 1. The initial Directors of W.R.C.F., having made at the time of incorporation a commitment to serve as members of the Board of Directors until those directorships become elected positions as detailed further in this section, shall continue to serve as such until replaced by election. The Board of Directors may elect Directors only to replace initial Directors who may leave for any reason, with such Directors' terms ending as described further in this section. The normal term of office for an elected Director shall be three years, from Samhain to Samhain. In 1995, C.E., the voting members may elect three Directors who shall hold seats number one, four, and seven. In 1996, C.E., the voting members may elect three more Directors who shall hold seats two, five, and eight. In 1997, C. E., the voting members may elect three additional Directors who shall hold seats number three, six, and nine. These votes shall be made according to the provisions of Section 2 of this Title. The maximum number of Directors shall not exceed nine and as elected Directors are added to the Board, the initial Board shall either resign or stand for election to the elected Directorship to maintain the nine member maximum, "The Director seats will continue to be opened for election, becoming available to candidates and incumbent Directors wishing to run for reelection, in pattern of 3 seats each year in a 3 year cycle based in the starting dates named above for each seat until such time as the Bylaws may be amended or revised.

Section 2. Subsequent Directors will be elected by a three-fourths vote of the voting membership. The minimum number of Directors shall be three and the maximum number of Directors shall be nine. The Board of Directors will appoint a Nominating Committee, to consist of two active board members selected by the Board and a non-board member selected from the voting membership by the voting membership. The Nominating Committee will review all applications for Directors, and may solicit applications from among the voting membership. The Nominating Committee will select no more than two candidates for each available position, whose names shall be placed, in addition to the names of any active Directors eligible for reelection who wish to run, on a ballot for any subsequent annual meetings where Directors positions are up for a vote. The selected candidates and incumbent candidates shall be announced in the newsletter.

Section 3. In the event of the death, leave, suspension, expulsion, retirement, or incapacitation of any Director, the remaining Directors may elect a member of the corporation to finish out the term of the departed Director. After the corporation has been in existence for eighteen months, the remaining Directors may elect only a voting member of the corporation to finish out the term of a departed Director.

Section 4. At the annual meeting held near Lammas the candidates shall stand for election. At that and every third following annual meeting, the voting members shall vote to fill all expiring positions. Those candidates receiving seventy-five percent or greater of the votes cast for a given position shall be considered elected and shall take their positions the following Samhain. If a quorum is not present, in person or by proxy, at the annual meeting, all candidates up for re-election shall be considered to have been re-elected.

Section 5. Any voting member of W.R.C.F., excepting only prisoner members, may run for election as Director. All candidates must be at least eighteen years of age, and fulfill all other requirements for Director listed in these Bylaws.

Section 6. All Directors whether elected by the active Directors or by the voting membership, shall exercise equal powers and responsibilities, save as otherwise noted in these Bylaws.

Section 7. Missing three consecutive Board of Director meetings or attending fewer than two-thirds of a Celtic year's meetings shall constitute an offer of resignation from the Board of Directors by that Director, or an offer of resignation from an Office by an Officer. The Directors present at the meeting following the meeting which, when missed, qualifies as an offer of resignation may vote to accept or decline that offer.

Title 14 - Incapacitation

Section 1. A two-thirds majority of the Board of Directors may request any member of W.R.C.F. in any position of responsibility or authority, including any Director or Officer, to submit to evaluation by two or more appropriate medical or psychological specialists, who shall be chosen by the Board of Directors, and paid for by the corporation. A member of the Board of Directors shall be selected to consult with said specialists and shall make a written and verbal report of the specialists' findings, and her or his own findings and recommendations.

Section 2. Upon receipt of this report, the Board of Directors may then declare that the person so evaluated is temporarily or permanently incapacitated. Said person shall then be immediately removed from all positions of responsibility and authority, either temporarily or permanently, depending upon the declaration. A refusal to submit to an evaluation as described in Section 1 of this title shall constitute an offer of resignation to the Board of Directors from any and all aforementioned positions of trust within W.R.C.F. by that member.

Section 3. Restoration of his or her previous positions, whether through election, selection, appointment, or simple resumption of duties, shall be contingent upon a statement by the same, or other specialists acceptable to the Board, and paid for by the member seeking restoration, that she or he is once again fit to exercise the duties of the position.

Title 15 - Standing Committees

Section 1. The Executive Committee - shall represent the Board of Directors when the Board is not in session, shall perform the day to day administrative tasks of the organization, and shall develop procedures consistent therewith.

Section 2. The Education Committee - shall develop educational programs, review the qualifications of persons wishing to teach for presentation to the Board of Directors, and shall perform other tasks relevant to the furtherance of the educational purposes of the church.

Section 3. The Membership Committee - shall organize the records of membership and see that all such records are delivered to the Attorney for safekeeping, shall develop procedures for the solicitation of memberships from interested persons, and shall perform other tasks relevant to the maintenance and benefit of the membership.

Section 4. The Newsletter Committee - shall develop and supervise publications of the church. Shall work closely with the Membership Committee. May also perform public relations tasks, with appropriate authority.

Section 5. The Rules and Regulations Committee - shall develop a manual setting forth the rules and regulations of the church, in accordance with the Articles and Bylaws, and the procedures for amending or adding to them. Shall perform other tasks as necessary or as directed by the Board.

Section 6. The Events and Projects Committee - Shall select Event Coordinators to be considered by the Board of Directors, shall review and consider project proposals, and select those deemed of interest to the Board of Directors for approval or rejection as W.R.C.F. sponsored events, shall consult with the Treasurer regarding budgetary matters relating to proposed projects and events, and shall perform other tasks in furtherance of these objectives

Section 7. The Board of Directors may, at their discretion, create other committees, both standing and ad hoc.

Title 16 - Discrimination

Section 1. Membership and rank in W.R.C.F., attendance at public or semipublic W.R.C.F. activities, and participation in any study program, shall not be denied to any person on the basis of race, ancestry, color, physical disability, age, gender, or sexual orientation, but may be denied to individual practicing creeds inimical to the Code of Ethics in Title 20 Section 4.

Section 2. Membership on the Board of Directors, as clergy, or in other positions of responsibility, authority or trust, as the Board of Directors may determine, shall be granted only to those who are not simultaneously practicing a creed inimical to Code of Ethics in Title 20 Section 4.

Section 3. As used herein, "inimical creeds" shall include varieties of conservative monotheism, atheism, demonism, racism, or other such faiths or creeds, as shall be determined by the Board of Directors.

Section 4. Proven communication or behavior of a virulently racist, sexist, homophobic, heterophobic, antisemitic, or otherwise bigoted manner, shall be grounds for expulsion from W.R.C.F. as described in Title 17 of these Bylaws. This section shall in no way be interpreted to prohibit strong verbal statements about the theology, history, or psychological characteristics of other religions.

Section 5. All organizers of public and semipublic W.R.C.F. activities shall make strenuous efforts to facilitate the participation of differently-abled individuals. Nonetheless, all aspirants to any given rank or position must be able to meet all the relevant qualifications previously determined for said rank or position, unless the Board of Directors shall rule otherwise in a particular instance.

Title 17 - Discipline, Suspension, Expulsion and Resignation of Members

Section 1. The Board of Directors may, by a two-thirds vote, discipline, suspend, or expel any member confessing to or found guilty of committing a felony crime with a victim or victims, as recognized by law and current criminological opinion; or for proven and documented conduct of a disruptive or abusive nature which works directly against the aims, activities, or welfare of W.R.C.F. or its members.

Section 2. If a member under consideration for discipline, suspension, or expulsion is a Director, he or she may be disciplined, suspended, or expelled only by a two thirds vote of the remaining Directors.

Section 3. "Disruptive or abusive conduct" does not include: temperate expression of disagreement, such as public or private, written or verbal criticism of W.R.C.F. or its leadership; vigorous debate over matters of scholarship, art, spirituality, or politics; the circulation of petitions to the Board of Directors; the organization of members into voting blocks; or mere rudeness, thoughtlessness, or lack of social skills.

Section 4. "Disruptive or abusive conduct" does include: the spreading of slander or libel against W.R.C.F. or its leadership or members; bigoted communication or behavior as described in Title 16, Section 4; active efforts to persuade members to quit or to dissuade nonmembers from joining; or behavior prohibited by Section 9 of this Title and by Title 20 of these Bylaws.

Section 5. In the case of a person who was declared temporarily or permanently incapacitated at the time of resignation or removal from a position of responsibility or authority, the Board of Directors shall require a re-evaluation, as described in Title 14 of these Bylaws, of his or her competency before he or she may seek re-election or reinstatement.

Section 6. Members may resign from membership at any time for personal reasons, and will then be eligible to rejoin W.R.C.F. at a later date. Any member whose membership dues lapse for a period of three months or more shall be deemed to have resigned.

Section 7. Suspended, expelled, or resigned members may not serve as Directors or Officers, or act in any way as representatives of W.R.C.F., nor do they have the right to receive W.R.C.F. publications. Suspended or expelled members may not continue to participate in study programs administered by W.R.C.F.

Section 8. Members who have been suspended or expelled may, at the discretion of the Board of Directors, be banned permanently from attending W.R.C.F. activities, including public worship. Such bans shall be published immediately in W.R.C.F. publications. They may be published elsewhere in the case of very serious crimes.

Section 9. All W.R.C.F. activities will be conducted with socially acceptable ethical and moral behavior, including, but not limited to, the following:

A. No ritual nudity at W.R.C.F. sponsored events, unless the land and property are owned or legally leased by W.R.C.F. and afford reasonable security and privacy during all ceremonies or events. Any nudity shall be entirely optional, not required; shall be approved in advance by the Board of Directors, and shall be announced in advance by the group hosting the event.

B. All representations of sexual magick rites will be symbolic only. The corporation will regard private consensual sexual activities between adult members of W.R.C.F. to be their own private business, but exploitive behavior, such as pressure on a reluctant or unwilling being to engage in sexual activity of any kind, is entirely unacceptable, and constitutes grounds for termination of W.R.C.F. membership and any positions of responsibility or authority which the offender may hold within the corporation.

C. Sacrificial rites will be symbolic only. Ritual sacrifice of any person is expressly prohibited. While W.R.C.F. recognizes that the ritual slaughter of an animal or animals intended for consumption may be a valid expression of religious belief, absolutely no animal slaughter shall be allowed at W.R.C.F. functions under any circumstances. Acceptable sacrifices might include, but are not limited to, songs, poems, dances, and portions of prepared foods, as offerings given to the God and Goddess with love and respect. To engage in any animal slaughter at a W.R.C.F. function constitutes grounds for termination of W.R.C.F. membership and any position of responsibility or authority that the offender may hold within the corporation.

D. No substance abuse will be tolerated at W.R.C.F. functions. W.R.C.F. recognizes that the use of chemical substances for religious purposes may be a valid expression of religious belief, but such use is not acceptable at W.R.C.F. functions. To engage in any illegal drug activity at a W.R.C.F. function constitutes grounds for termination of W.R.C.F. membership and any position of responsibility or authority that the offender may hold within the corporation.

E. Serving alcoholic beverages as a sacrament at a W.R.C.F. ritual is acceptable as long as a non-alcoholic beverage is available for all under-age attendees and those not wishing to consume alcohol. W.R.C.F. recognizes that consumption of alcohol in small quantities during ritual is a religious tradition, but any disruptive, abusive, exploitive or intoxicated behavior is prohibited. Such behavior includes refusal to comply with reasonable requests of the Event Coordinator or any Board Member regarding behavior related to drinking and any exploitive behavior, such as pressure on an unwilling person to consume alcohol or offering alcohol to under age attendees. Such behavior will result in immediate reprimand from a corporate representative, possible expulsion from the event, and possible termination of W.R.C.F. membership upon the review of the Board of Directors.

F. In the case of persons appearing to have a substance abuse problem, with legal or illegal drugs or alcohol, the Board may, at its option, require evaluation and treatment (including, but not limited to, attendance at NA or AA, or another recognized self-help recovery program) for such substance abuse problem as a condition of continuing membership. If the Board chooses to impose such a condition on a person holding a position of responsibility, authority or trust, as determined by the Board, the procedures shall be the same as those provided for in Title 14. If the Board chooses to impose such a condition on a member not holding any such special position, then the Board is not required to pay for any evaluation or treatment.

G. Should behavior outside W.R.C.F. events by any member present an unfavorable image of W.R.C.F., and such behavior threatens the corporation, the Board of Directors shall have the option of terminating the membership privileges of the offending party or parties.

Title 18 - Finances

Section 1. All requests for expenditures and/or reimbursement for expenditures must be approved by the Board of Directors or an assigned Officer or Agent of the Board. Requests must be in writing with accompanying support as delineated in the Rules and Regulations.

Section 2. The Board of Directors may delegate the handling of specific requests or the reimbursement of specific funds to an appropriate Officer or to the Executive Committee.

Section 3. All requests for expenditures in excess of \$300.00 (US) must be considered by the Board of Directors and may not be delegated to any person or persons.

Title 19 - Financial Records

Section 1. All members of W.R.C.F. are entitled to review the financial records of the corporation. The Treasurer shall make these available upon written request either by appointment at the offices of W.R.C.F. or by mail upon the payment of a reasonable fee for copying and postage. Balance sheets and other similar summary reports shall be regularly published by W.R.C.F., and a summary annual report will be published in the appropriate copy of the newsletter/calendar.

Title 20 - Ethics

Section 1. The primary foundational law of our Religion, which the corporation and all of its Directors and Members should follow, is The Wiccan Rede, which reads: "An it harm none, do what thou wilt." We interpret this to mean that, provided our actions do not intentionally bring harm to another being, human or otherwise, and including ourselves, we are free to do what we wish. Deity charges us individually to take responsibility for our own actions, and binds us to the Threefold Law, which provides that whatever we do will be returned to us three times over, be it pleasant or unpleasant. (While Officers need not be Wiccan, they should be willing to abide by the general concepts outlined in the Rede, which does not prohibit belief in more structured and stringent religious or moral requirements).

Section 2. We will condone no harm being done to children in the name of our religion, nor do we approve of harm being done to children in the name of any religion.

Section 3. We believe that everything is alive throughout time, and that this life force should be respected. We recognize that there are often circumstances which require us to face difficult ethical and moral dilemmas, and believe that choices made under these circumstances should be made with full consideration in an effort to minimize harmful effects.

Section 4. All members of W.R.C.F. must read, sign, and abide by the following Code of Ethics:

- A. I will consider my pledged word sacred.
- B. I will respect all others' rights to freedom in all areas, including safety, privacy, and philosophy.
- C. I will respect the life of this planet.
- D. I will seek to repair that which I have damaged, and to make amends to those whom I have harmed, to the best of my abilities.
- E. Honesty is valuable. I will remember this in thought, word, and deed.
- F. I will not knowingly bring harm to the Wiccan Religious Cooperative of Florida, Inc., or any of its members.
- G. The willful transgression of the above Code of Ethics shall be grounds for the termination of membership by the judicial board of W.R.C.F., Inc.

Title 21 - Amendment and Replacement of Bylaws

Section 1. Amendments to these Bylaws may be made at any annual or special meeting or referendum, as described in Titles 8 and 9 of these Bylaws, by a three-fourths vote of the entire voting membership; or by a two-thirds vote of the Board of Directors and any regular, special or emergency meeting of the Board. In cases where the voting membership has requested an amendment to the Bylaws by petition, said petition must represent three-fourths of the entire voting membership.

Section 2. Replacement of these Bylaws shall be required upon the unanimous vote of the entire Board of Directors and three-fourths of the entire voting membership of the corporation at any annual meeting.

Section 3. In the event that replacement of the Bylaws shall be so ordered, a Bylaws Revision Committee shall be formed. The members of the committee shall include the Members' Advocate, two members of the then current, active Board, as selected by that Board, the Attorney, and the Chairperson of the Rules and Regulations Committee.

Section 4. The Bylaws Revision Committee shall have one year to produce a proposed new set of bylaws. Halfway through that year, an early draft, shall be published in the W.R.C.F. newsletter or otherwise delivered to all voting members for comment.

Section 5. At least six weeks prior to the following annual meeting, the Bylaws Revision Committee shall publish and distribute to the voting members a new set of bylaws. At that annual meeting, alterations to the proposal shall be debated and passed by a majority vote of those participating in a body or proxy. The final set of proposed new bylaws shall then be voted upon as a whole, with a three-fourths vote of the entire voting membership necessary for passage. The quorum for this vote shall therefore be seventy-five percent of all votes available to be cast.

Section 6. Should there not be a quorum in body or proxy at the annual meeting described in Title 8 of these Bylaws, the final set of proposed new bylaws shall be submitted by the Board of Directors, by first class or overseas mail, to the voting membership as a referendum within three weeks after the annual meeting concludes, with a six week deadline for reply. A three-fourths vote of the entire voting membership is necessary for passage.

Section 7. Should the new bylaws not be passed, either at the annual meeting described in Section 5, or by referendum, as described in Section 6, then the old Bylaws shall continue in effect.

Section 8. Should the new bylaws be passed under either method, they shall take effect upon the following Samhain, completely replacing the previous set of bylaws at that time. It shall be the duty of the existing Directors to notify all appropriate civil authorities and to arrange any required elections for new directors, officers, etc., in keeping with the new bylaws.

Section 9. All new sets of bylaws must contain a title equivalent to this one, allowing for their complete replacement at the will of the corporation's voting membership.