

BYLAWS
of the
Wolf Run Wildlife & Spiritual Sanctuary

I. Name, Purpose, General Information

1. Name

- a. The name of this organization shall be called Wolf Run Wildlife & Spiritual Sanctuary, hereinafter known as the Wolf Run Wildlife & Spiritual Sanctuary. The following by-laws are the standing rules of operation for this open minded Organization. A majority of the Board may call for a modification of the by-laws, and this majority will consist of no less than two-thirds of the Board.

2. Purpose

- a. The main purpose of this organization shall be the advancement of religion and elimination of prejudice and discrimination based on religious beliefs, specifically those religions that fall under the definition of "Pagan" as defined for this document. The organization is organized exclusively for charitable, religious, and educational purposes. This organization is a religious Organization.
 - i. For the purposes of this document, the words Pagan and Neo-Pagan may be used interchangeably, and are defined as follows. A Pagan or Neo-Pagan is someone who self-identifies as a Pagan, and whose spiritual or religious practice or belief fits into one or more of the following categories:
 - Honoring, revering, or worshipping a Deity or Deities found in pre-Christian, classical, aboriginal, or tribal mythology; and/or
 - Practicing religion or spirituality based upon shamanism, shamanic, or magickal practices; and/or
 - Creating new religion based on past Pagan religions and/or futuristic views of society, community, and/or ecology; and/or
 - Focusing religious or spiritual attention primarily on the Divine Feminine.

- b. Provide services to Solitary and Group Practitioners of the various religions. As well as providing a safe environment for members during gatherings and religious outing.
- c. Develop and provide an adequate and comprehensive format for both individual and communities that are interested.
- d. Extend a non-confrontational hand to the community.

3. Activities

- a. The mission of Wolf Run Wildlife & Spiritual Sanctuary is to promote religious tolerance in the community through education, activism, charity and community. To further this mission, Wolf Run Wildlife & Spiritual Sanctuary helps members in the group as well as the community to promote to the public religious ceremonies, picnics, festivals, networking events, public education through media or publications, and food drives or other charitable donation drives. Neither Board Members nor Members shall, in any substantive manner, engage in activities that are illegal or that are not in furtherance with the stated purpose of this organization.

II. Board of Directors

1. Membership

- a. The governing Board of Wolf Run Wildlife & Spiritual Sanctuary shall be the Board of Directors, hereinafter called the Board. The Board shall have a minimum of three; additional members may be added as the Board sees fit.

2. Duties and Powers

- a. The duties and powers of Wolf Run Wildlife & Spiritual Sanctuary shall be vested in the Board. They shall be able to do all things necessary or convenient, not inconsistent with law, to further the activities and affairs of the Organization.

3. Meetings

- a. The annual meeting shall take place every thirteen months, at such a place and time as shall be designated by the Board. The purpose of the Annual Meeting shall be to review the annual operations of the Wolf Run Wildlife & Spiritual Sanctuary and to transact such other business as may come

before the meeting.

- b. Notice of the annual meeting shall be communicated to every member through telephone, letter, e-mail, or other means of communication to which the Board and members are amenable.
- c. Regular meetings shall be held at any convenient place and time decided by the Board.
- d. A member may participate in an annual, regular, or special meeting of the members by or through the use of any means of communication by which all members participating may simultaneously hear or communicate with each other during the meeting. This includes but is not limited to communication on a chat room or via e-mail. A member participating in a meeting by this means is considered to be present in person at the meeting.
- e. Special meetings shall be called as needed.

4. Decision making process

- a. It is expected that the majority of decisions shall be made via consensus among the Board. If consensus fails, the decision will be made by a 2/3 majority.

5. Appointment to the Board , Term of Office, Vacancies, and Removal

- a. Appointment to the Board shall be made by the Board of Directors.
- b. Members of the Board shall make a thirteen month commitment to serve on the Board. Commitments will be reviewed and are renewed at the end of the thirteen month term pending a vote of confidence by the Board. As long as there are continued votes of confidence by the Board, there is no limitation as to how many terms a Board member may serve.
- c. Vacancies on the Board due to a decision not to recommit, death, resignation, removal, disqualification, or otherwise shall be filled by the Board. Any Board member may be removed when, in the judgment of the Board, they have failed to fulfill their obligations as a Board member.
- d. A Board member may remove himself voluntarily at any

time.

6. Quorum

- a. A majority of the Board shall constitute a quorum for the transaction of business at any meeting of the Board. If less than a majority of Board members is present the Director and Co-Director may make the decision or the meeting may be adjourned if a decision cannot be agreed upon.

7. Action without meetings

- a. Action required to be approved by the members of the Board can be taken without a meeting if the action is approved by Board members holding at least eighty percent (80%) of the votes entitled to be cast on the action. The approval must be written, either on paper or electronically.

8. Proxies

- a. Board members may vote by proxy, if the Board is made aware prior to the vote.

9. Vote entitlement

- a. Any Board member is entitled to a single vote on any issue.
- b. Any member that does not sit on the Board is entitled to vote on designated member issues.

10. Committees of the Board

- a. At its discretion, the Board shall have the ability to appoint committees. Such committees shall act in an advisory capacity.

III. Officers of Wolf Run Wildlife & Spiritual Sanctuary

1. Officers

- a. The officers of Wolf Run Wildlife & Spiritual Sanctuary shall be as follows: Director, Co-Director, Scribe, and Treasurer.
- b. Officers of this Board may hold, at anytime, more than one position.
- c. Other offices will be appointed as needed.

2. Election and Term of Office

- a. The officers shall be elected upon resignation of the officer's position or if they have failed to adhere to the rules and regulations that are set forth for the Board. Every thirteen months there will be a review by the Board, to ensure that each members have maintained their duties, as listed in the by-laws.

3. Removal and Addition to Office

- a. Any officer elected by the Board may be removed from the Board, with or without cause, following the regular decision-making process outlined in Article II Section 4.
- b. Active members will have the opportunity to approach the Board after a thirteen months active service in the group, which is outlined in Article IV.
- c. Members of this Board shall be absent no more than 2/3 of the meetings per year. Unless there are unavoidable circumstances that would prevent them from showing up for the meetings.
 - i. Absentees are not allowed or counted for any votes that may take place when they are not present.
 - ii. If constant absentees continue, this will give cause for the remaining Board members to vote for removal.
 - iii. Board members that are absent more than four consecutive meetings will be considered as voluntary resigning.

4. President

- a. There will be a Director. The Director must be a member of the Board, and shall have general executive duties as assigned, including but not limited to keeping membership records, and shall ensure that those records remain confidential.
- b. The Director is not an elected position and therefore cannot be voted out. In case of the Director not being able to fulfill his/her duties the Director must name a Primary successor. In the case that the Primary successor is unable to accept this position a Secondary successor must also be named.
- c. The Director may announce his/her Primary and/or

Secondary successor at any Board meeting with 2/3 members attending and these choices will be dully noted in the minutes of that meeting.

- d. In the case of death or other event that leaves the position of Director vacant, the Primary then Secondary successor will become Director. If a primary or secondary successor is not able to fulfill the position of Director, the position will then become an elected position and must be voted on by the full board and must receive a 2/3 majority vote.

5. Vice-President

- a. There will be a Co-Director. The Co-Director shall have duties as assigned, including but not limited any other duties that need to be carried out. In the absences of the Director, the Co-Director will carry out any and all duties of the Director.

6. Secretary

- a. There will be a Scribe. The Scribe shall have duties including but not limited to keeping the written records and minutes of each meeting. These duties may be delegated as needed, but the Scribe must ensure that the records are complete

7. Treasurer

- a. There will be a Treasurer. The Treasurer shall have duties including but not limited to the keeping of financial records for the organization. These duties may be delegated as needed, but the Treasurer must ensure that the records are complete and updated. Records are to be brought to each and every meeting.

8. Sharing Responsibilities

- a. The organizational, fiscal, corporate, and legal duties of the Organization shall be the responsibility of all Board members equally. When necessary, the Board will appoint individuals to carry out specific tasks including the convening of meetings, keeping and reporting of financial records, signing of contracts or other instruments, and entering into agreements necessary to carrying out the objectives of the Organization.

IV. Media and Media Contact

- a. Wolf Run Wildlife & Spiritual Sanctuary recognizes that this organization has members that can be affected by public affiliation with us; therefore we hereby put into place the following guidelines:
 - i. No Board member of this Organization shall use names of other Board members in this Organization, for media purposes of any kind without the approval of the Board and the written approval of the members affected by the interview.
 - ii. A member who wishes to issue a media release or interview that could possibly affect the Organization and/or any member of the Organization must have written approval from the Board and the affected members.
 - iii. The Board is to review any media request or transmission that could affect the Organization and/or members of the Organization before using in an interview. If an interview with a media person is granted, there is to be at least one Board member present during said interview if it is possible to do so.
 - iv. The attire to be worn to the interview shall not reflect a bad image on the Organization or Paganism in itself.

V. Harassment and Consequences

- a. No disrespectful, slandering, trashing, bashing, behavior against other religions and/or persons that may be in attendance of events. This includes sexual misconduct and/or harassment toward others, which may include derogatory comments against ones sexual orientation.

Bottom line, if you continue with the rude, crude, lewd, obnoxious behavior after the verbal warning, the following will occur:

- a. First offence, three months suspension.
- b. Second offence, six months suspension.
- c. Third offence, the person/persons will be banned from all future events, public &/or private.

VI. General Membership

- a. Membership in this organization shall be open to any person interested in the objective of the organization.
- b. Members, non-voting volunteers, supporters, and donors shall be entitled to benefits as determined by the Board of Directors.
- c. Membership fees, conditions, and requirements shall be as determined by the Board of Directors.
- d. These bylaws shall be made available for inspection or copying by any member during normal business hours. A nominal charge may be made for copying the bylaws, but such charge may not exceed the cost of reproduction.
- e. Members may at any time terminate their formal affiliation by submitting to the Board a request to be removed from active membership.

VII. Amendments

1. Amendments to the Bylaws

- a. The Board may approve amendments in of this document. In cases where the law requires membership approval, a simple majority is needed to approve.

VIII. Dissolution

1. Upon the dissolution of the Organization, 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 Organization 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.