

Bylaws of the Greenman Ministry, Inc

ARTICLE I Name, Purpose and General Information

Section 1 Name: The name of the organization shall be Greenman Ministry, Inc.; hereinafter referred to as Greenman Ministry.

Section 2 Definitions:

1. Ministers of the Greenman Ministry shall be called either Priest or Priestess, as they may choose
2. Wiccan shall be defined as a religious practice that gives reverence to the gods and goddesses, and abides by the Wiccan Rede: 'An it harm none, do as ye will.

Section 3 Scope of Operation: Prisons located in Texas and surrounding states

Section 4 Duration of Operation: Until no Wiccans or other Pagans are in Texas prisons

Section 5 Earnings: No part of the net earnings of Greenman Ministry shall inure to the benefit of, nor be distributable to its members, trustees, officers or other private persons, except that the corporation shall be empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the Mission Statement of Greenman Ministry.

Article II Board of Directors

Section 1 Membership: The governing body of Greenman Ministry shall be the Board of Directors; hereafter referred to as the Board. The Board shall consist of a minimum of three members. As determined by the Board, additional members may be added in accordance with a membership system devised by the Board that is accordance with these Bylaws, the Charter of Greenman Ministry, and the law.

Section 2 Duties & Powers: The duties and powers of Greenman Ministry shall be vested in the Board. It shall manage, control, and have charge of the affairs, personnel reviews, funds (including acceptance of contributions of gifts and property to Greenman Ministry). It shall fill vacancies among the Board and perform all acts and functions consistent with these Bylaws, the Charter of Greenman Ministry, and the law.

Section 3 Clergy: Priests and Priestesses may serve as members of the Board.

Section 4 Annual and Regular Meetings: The Board shall meet at least twice a year in January and July or mutually agreed upon alternate months. The purpose of these meetings shall be to review the operations of Greenman Ministry and to transact such other business as may come before the meeting. Regular meetings of the Board shall be held at any convenient time and location designated by the Board.

Section 5 Special Meetings: Special meetings may be called by the Board and can be held at any convenient location.

Section 6 Decision-making Process and Manner of Acting: A simple majority may be accepted to decide any issue, unless otherwise stated in this document.

Section 7 Appointment to the Board, Term of Office, Vacancies and Removal: Appointment to the Board shall be made by the Board with recommendations from Greenman Ministry members. Members of the Board shall make a one year commitment to serve on the Board. Commitments will be reviewed and can be renewed at the end of the one year term. 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. The regular decision making process (Article II Section 6) shall be used to determine removal of a member.

Section 8 Informal Action by the Board of Directors: Any action required by law to be taken at a meeting of the Board may be taken without a meeting if consent in writing shall be signed by the majority of the Board.

Section 9 Quorum: 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 at a meeting, the meeting may be adjourned.

Section 10 Proxies: A member of the Board may, at any meeting, vote by proxy. The proxy shall be assigned and in the possession of the person designated to act on behalf of the absent Board member at the time of the meeting.

Section 11 Committees of the Board: At its discretion, the Board shall have the ability to appoint committees. Such committees shall act in an advisory capacity.

Article III Priests and Priestesses

Section 1 Selection of Clergy: The Board shall be responsible for selecting and ordaining Priests and Priestesses.

Section 2 Policies and Procedures: All Priests and Priestesses shall abide by the Mission Statement, Charter and Bylaws of Greenman Ministry.

Section 3 Compliance with the law: Priests and Priestesses are required to pass all state or federal security screenings, and take all required classes to enter prison facilities, as required by law.

Section 4 Scheduling of Services: Priests and Priestesses are expected to schedule all services to be held within prisons with the appropriate chaplain or other prison official.

Section 5 Employment by the State or Federal Government: Priests and Priestesses may also serve as chaplains or other prison officials.

Section 6 Notification of Prison Authorities: Priests and Priestesses are expected to notify the appropriate prison authorities if they are unable to conduct a service due to health or other overriding circumstances.

Section 7 Training Classes: Priests and Priestesses are expected to schedule and conduct Wiccan training classes in the Texas prisons if the facility will allow them.

Section 8 Compensation of Priests and Priestesses: The Board shall determine the compensation package for the Priests and Priestesses.

Section 9 Allowed Expenses: The Board shall determine allowed expenses and shall authorize payment all allowed expenses.

Article IV General Membership

Section 1 Classes of Membership: Greenman Ministry shall have three classes of membership:

1. Citizen Members
2. Offender Members
3. Military Members

Section 2 Rights of Members: All members shall have the same rights as any other member, with the exception that offender members may not serve on the Board.

Section 3 Citizen Members: Citizen members must not be incarcerated or in military service, and must pay annual dues of \$20.

Section 4 Offender Members: Offender members must be incarcerated by a state or federal authority, and pay annual dues of \$5.

Section 5 Military Members: Military members must be currently serving, active duty military personnel, and pay annual dues of \$5.

Section 6 Waiver of Dues for Indigent Members: Any two members of the Board may waive the payment of dues for indigent members on an ad hoc basis.

Article V Sale of Religious Literature and Articles

Section 1 Items for Sale: The Board may designate any member of Greenman Ministry to place for sale religious literature and articles; such as books, prayer beads and prayer rugs in the name of Greenman Ministry.

Section 2 Catalog of Articles for Sale: The Board may appoint any member of Greenman Ministry to compile a catalog containing such items available for sale.

Section 3 Compliance with the Law: All items sold must be in compliance with applicable state laws.

Section 4 Compliance with Organizational Goals: All items sold must be in the spirit of the Mission Statement of the Greenman Ministry. This means that any item sold to offenders shall further the goal of promoting Wicca and Paganism in the prison system. This also means that any item sold to the general public shall promote Wicca and Paganism to the general public. With this in mind, we may sell any item that complies with the law and has some possible use in Wiccan or Pagan religious practice. Such items that are only used in Jewish, Muslim or Christian religious practices are outside this scope.

Article VI Conflict of Interest:

All directors, trustees, officers, agents, and key employees of Greenman Ministry shall disclose all real or apparent conflicts of interest that they discover or that have been brought to their attention in connection

with organizational activities. "Disclosure" shall mean providing properly, to the appropriate person, a written description of the facts comprising the real or apparent conflicts of interest. An annual disclosure statement shall be circulated to trustees and officers to assist them in considering such disclosures, but disclosure is appropriate and required whenever conflicts of interest may occur. The written notices of disclosures shall be filed with the board chair or such other person designated to receive such notifications. At the meeting of the governing body, all disclosures of real or apparent conflicts of interest shall be noted for the record in the minutes.

An individual trustee, officer, agent or employee who believes that he or she or an immediate member of his or her immediate family might have a real or apparent conflict of interest, in addition to filing a notice of disclosure, must abstain from

1. Participating in discussions or deliberations with respect to the subject of the conflict (other than to present factual information or answer questions)
2. Using his or her personal influence to affect deliberations
3. Making motions
4. Voting
5. Executing agreements or
6. Taking similar actions on behalf of the organizations where the conflict of interest might pertain by law, agreement or otherwise.