

Heathens Organized Around Radical Defense Of Diversity. (H.O.A.R.D.D.)

Heathens fostering diversity, tolerance, and unity, by helping and protecting those in need.

We are an Earth centered spiritual society of like minded pagans and heathens. We operate world wide, with membership all over the globe, though we are nested in the Pacific northwest region of the north American continent, a place we have come to know as Cascadia.

We are here to counter the hate and bigotry that is rising around us, while working to build a world where all people can communicate and work together peacefully, regardless of culture, religion, gender, sexual orientation, self expression, economic status, abilities, or skin color.

We seek balance and harmony with this planet and all other life therein. We believe in strength through diversity. Mother Earth is home to a great diversity of life, ecosystems, and cultures, and we will protect this diversity, in all its forms, through any means necessary.

We make this pledge to further affirm our goals, to keep us focused and on target, and as a constant reminder of who we are.

Pledge to our mother~ We will work within our communities to elevate, support, and protect people who have been beat down and marginalized by discriminatory and bigoted politics, rhetoric, practices, and violence. We will work to build strong, resilient, connected, cooperative, and integrated communities. We will work closely with the Indigenous people of this land to build bridges and mend cultural wounds. Centering and elevating the voices and needs of the first nations while working towards their vision of decolonization. To become good stewards of the land, to help restore and preserve the natural balance and health of our ecosystems.

The purpose of the HOARDD;

- To create a safe and welcoming community for all like minded radical, earth centered spiritualists, pagans, and heathens.
- To expose, and protect people from; racism, racial extremism, ultra nationalism, fascism, sexism, hatred, bigotry, and bullying.
- To reclaim and revive ancient practices, symbols, and lore, and to protect these from destructive, hateful appropriation, and misrepresentation.
- To reach out to communities around us, building bridges, fostering diversity and tolerance, centering and elevating the voices and needs of the most marginalized and vulnerable people.
- To fight for justice, taking action, and educating those around us to trigger a shift of consciousness, and bring about a more just, balanced, and egalitarian world.
- To create a stronger, more cooperative, and resilient society.
- To seek out new information, and elevate our knowledge, wisdom, and understanding, and to make resources available so that others may do the same.

MEMBERSHIP

Membership shall be open to anyone who is eighteen years old (18) or older who find that they honestly identify with the mission, vision, and values of the HOARDD. To gain membership:

- A membership request must be submitted to the specific chapter one seeks to join.
- Chapters shall report all new requests to the mother chapter, and report if or when the request is approved.
- If there is no local chapter close enough, a participant may submit a membership request to the mother chapter as a “nomad”.
- When someone submits a membership request they become a “hopeful member”.
- Membership requests shall be responded to in a timely manner; no more than 3 business days from the date the request is received.
- All hopefuls must be interviewed at least twice by at least two separate members, starting with the chapter’s steward, before the chapter may vote to approve the request to join.
- Membership interviews must be conducted over phone, video chat, or in person. Interviews shall NOT be conducted through any form of text.
- Membership approval shall require a 2/3rd majority vote. If membership is vetoed it shall not bar a hopeful from requesting membership again at a later time. Any membership veto should be discussed by the chapter.
- Membership to the HOARDD shall not be discriminated against based on spirituality, cultural background, gender, sexual orientation, self expression, economic status, abilities, or skin color.

ORGANIZATIONAL STRUCTURE

HOARDD chapters shall operate on a horizontal “collective” basis, organizing around a **function council** as described in the next section of this charter. The “mother chapter” shall act as the central coordinating body of the HOARDD.

Chapters shall self organize under this charter, and;

1. Must contain no less than five (5) members.
2. Shall immediately report their forming to the mother chapter.
3. Shall identify their chapter by either the city in which they are operating, or their geographical location.
4. May adopt new by-laws in a manner consistent with this charter.
5. Must report in on a regular and consistent basis, sharing any and all information on actions, projects, donations, membership, and flow of resources.

Nomads. If a member is not, or chooses not to be, officially part of a chapter they shall be considered a nomad. All nomads must report in regularly to the mother chapter via any available means of communication.

FUNCTION COUNCIL

A **function council** shall serve as a “support team” to help coordinate the work and information flow of their chapter. The function council shall have no authority above and beyond the responsibilities specific to each position.

Function officers shall include a Function Chief, PR media lead, Web Tech coordinator, Cyber security coordinator, Action resource coordinator, Peacekeepers, and Steward. Regional coordinators may be chosen as needed for each level of geography.

Any member of the HOARDD may fill a position on the function council. Members may fill multiple rolls if need.

Elected positions shall be chosen in a manner that works best for that chapter;

1. The Function chief - elected by no less than a 2/3rd majority of the total membership of the chapter.
2. Regional coordinator - elected by no less than a 2/3rd majority vote of the total membership of the chapters in the region.
3. All other functions are filled on a volunteer basis.

Function officers shall serve as long as they feel compelled to do so or until the other members choose to replace that officer through a 2/3 majority vote.

If a vacancy occurs;

1. In any of the function positions, the function chief may request someone to fill that function. If no one is available to assume a vacant seat, the chief, or another function officer may assume the role of the vacant position.
2. In the function chief seat;
 - a. A steward may assume the role of chairperson, until a new function chief is chosen.
 - b. If the chapter has no steward a peacekeeper may assume the role of a chairperson, until a new function chief is chosen.
 - c. If none of the above is applicable, the chapter must hold an emergency election to appoint a new function chief.

DUTIES OF OFFICERS

Function chief;

- Presides at meetings.
- Votes only in case of a tie.
- Represents the chapter to the public.
- Coordinates the work of the other function officers and the rest of the chapter.

- Coordinates with other chapters, and the regional coordinator.

PR/Media lead;

- produces and distributes press releases and newsletters.
- represents their chapter to the media, and acts as press liaison.

Web tech coordinator;

- Maintains web pages, blogs, forums, social media accounts, etc.

Cyber Security;

- Gathers and compiles information and resources on cyber security for the purpose of protecting members online data.
- Assists others in obtaining resources for protecting themselves and their electronics while on and offline.

Action Resource Coordinator;

- Handles financial records and books for their chapter.
- Handles requests and distribution of resources for members initiatives.
- Coordinates needed resources and support for actions; permits if needed, equipment, materials, putting out call to action, boots on the ground, etc.

Peacekeepers;

- May consist of up to three (3) members.
- Mediates and helps to resolve internal conflict.
- Employs methods of de escalation and aikido principles to protect members, actions, and the general public.
- Develops and adopts training methods to teach other members self defense, de escalation, and direct action training.

Steward;

- Cares for the chapter.
- Records minutes for their chapter's meetings.
- Handles new member requests.
- Conducts the first interview for hopeful members.
- Welcomes new members to the HOARDD
- Checks in on current members.
- Checks in with supporters and participants.
- And gauges the overall health and growth of the HOARDD.

Regional coordinators; When multiple chapters exist in a geographical region they may pick a member among them to act as a regional coordinator.

- A coordinator may be selected at every level of geography as determined necessary by the chapters in each region.

- Ensures open and transparent information flow and work coordination between chapters within their region.
- Coordinates with other regional coordinators.
- Acts as a regional representative for the chapters in their region.

Function Deputies; With the exception of peacekeepers, all other function roles may appoint up to two (2) deputies to assist them in their work.

MEETINGS

Robert’s Rules of Orders shall govern the HOARDD in all cases to which they are applicable and in which they are not inconsistent with this charter and it’s by-laws.

Moots are a meeting to debate or discuss a particular topic in extended discussion. Moots can be held anywhere, at anytime, by no less than three (3) members of a chapter, must be open to all members, and are free from the hour and a half time limit.

Round table means every member of the chapter gets an equal and equitable voice in a group decision. As some people may take more time to fully formulate an argument, no member should be too limited in their amount of time to speak, yet enough time should be made for all to speak. The function chief may use their judgement to keep a discussion moving forward.

Meetings are to coordinate work and information among the chapter.

- Regular meetings should be held on a schedule that works best for each chapter.
- Meetings should be somewhat relaxed, and casual.
- Meetings should last no more than an hour and a half.
- Discussion shall take place in a “round table” manner. If a topic needs further debating a “moot” may be scheduled, providing more time for further in-depth debate or presentation.
- Every member is expected to attend regular meetings as frequently as possible.
- Function officers must attend every meeting.

Special Meetings may be called by the function chief with the approval of the function council.

If the chapter must make a group decision, the decision shall be made on a consensus building basis, unless stated otherwise elsewhere in this charter.

1. A “moot” may be scheduled to discuss the decision at hand before a vote takes place.
2. Discussions shall continue around until a consensus has been formed about the decision.
3. If a decision is to be voted on, it shall only take one veto to end that decision.
4. All members of a chapter must be included in a vote.

5. If a decision is vetoed, that topic must then be set aside and discussed another day.

MEMBERS RIGHTS AND RESPONSIBILITIES

Any member may take initiative and act for or in the name of the HOARDD, and are encouraged to do so. Initiatives taken must be in line with the mission, vision, and goals, and must respect the code of ethics and conduct of this charter.

Supporters and “hopefuls” may participate in HOARDD initiatives in a limited capacity, and only under member supervision. Only members are permitted to take initiative in the name of the HOARDD.

Three Heathen rule; If three (3) or more members agree an initiative would be good for the HOARDD, they have automatic approval and may receive HOARDD resources to act.

Members must be aware and mindful of the laws of an area in which they operate (City, State, National, etc.) including common laws, and cultural norms, and must respect such laws to the point of which doing so would not violate this charter.

Members should be aware and assertive of their rights as human beings and rights granted to them or protected by the laws in their area.

CODE OF ETHICS AND CONDUCT

Member autonomy. No member has the authority to mandate or restrict another member's actions or initiatives, except where the member has been found to have knowingly and maliciously violated this charter as described in the section; **INTERNAL JUSTICE**.

Ethics. As Earth centered spiritualists we follow a path that brings us closer to our ancient pagan roots, thus bringing us closer to the Earth. We seek to bring together other radical spiritualists looking for a like minded family. Together we will work in an abundance of ways to promote understanding, compassion, and justice, fostering diversity and tolerance; in an effort to promote a shift of consciousness towards a more earth centered, resilient, and cooperative society.

HOARDD DOES NOT promote, permit, or condone any behaviors or actions of a sexist, racist, derogatory, or judgmental nature. We abhor and most definitely will not tolerate; racism, sexism, fascism, supremacy, oppression, hatred, or bullying in any form for any reason.

We promote a safe space and a positive and healing atmosphere, where people may voice their needs and express themselves, as well as seek assistance. Promoting education, spiritual, mental, and physical growth and advancement. To study, learn, share, work together, and create a more loving, trusting, and compassionate society.

Spirituality. Though the HOARDD is a spiritually driven organization, members are not

required to follow a spirituality, yet shall be respectful to the spirituality of other members, and the spiritual overtones of the HOARDD as a whole.

St Paul Principles, adapted for the HOARDD.

- Our solidarity will be based on respect for a diversity of tactics and the plans of other groups.
- Actions and tactics used shall be organized to maintain a separation of time or space.
- Any debates or criticisms shall stay internal to the HOARDD, avoiding any public or media denunciations of fellow members, participants, allies, activists, and events.
- We oppose any State repression of dissent, including surveillance, infiltration, disruption, and state sponsored violence. We shall not assist law enforcement actions against members, allies, activists, and others.
- **With respect to security culture**, HOARDD shall not reveal sensitive information that would threaten the privacy, or expose the actions or identities of vulnerable people, members, participants, and anyone else we work with or protect.

THIRTEEN HEATHEN MERITS

Four rules of the Magus. These rules come from ancient wisdom, and are here to ensure that we are properly prepared for anything we do.

- To know: what you are doing and what is required. Gain as much knowledge as you can about the action you are about to take.
- To dare: to attempt your rite. Take a chance, take action, tempt fate, and make something happen.
- To will: your work into being. Put the work in, produce results, and achieve your goals.
- To keep silent: about your work. Be humble, don't boast, and don't give away sensitive information to untrusted ears.

Nine Noble Virtues. We adopt these virtues to guide us in our actions with the HOARDD, with each other, and with those we connect. These virtues shall serve as markers for self improvement that all members of the HOARDD should strive to achieve, to better ourselves in our daily lives, and to ensure the overall success of the HOARDD.

- **Courage** – even if it scares you, do it anyways, especially if you think the outcome may be good for you or for those around you. Learn to embrace your fears and overcome them. Be comfortable being uncomfortable, because great things can happen when you step out of your comfort zone.
- **Honesty** – Members should always be transparent when and wherever possible, with themselves, and with each other. Be in accordance with fact and reality. Always speak the truth, seek the truth, and live the truth.
- **Honor** – your deeds and how you treat others determine how others see you, and ultimately how they see those you associate with. Be kind, be respectful, and be ethical.

- **Fidelity** – Members need to know they can rely on each other. Be loyal, faithful, and true to your word.
- **Discipline** – Control yourself, show restraint. Set personal desires aside for the greater good. Stay on course and do what must be done to achieve your goals. Use reason to make decisions.
- **Hospitality** – Act with goodwill towards others. Help those in need. Reach out to your community, and take care of each other.
- **Self reliance** – Embrace who you are. know your strengths and how to use them. Always do the best you can. Know how to survive, and take care of yourself.
- **Industriousness** – Work hard towards your goals. Be creative, efficient, and devoted to the completion of your task.
- **Perseverance** – Be resilient. Never give up. Never surrender.

LOGO AND CONTRIBUTED ART

Official HOARDD logo shall be the alchemical earth symbol overlaid with a V, representing the divine feminine and the mothers womb, an upward triangle nested in the middle representing the sacred masculine being cradled within the mother's womb, and two ravens carrying olive branches in their beaks perched on opposite tops of the V representing Odin's ravens, huginn and muninn, thought and memory, bringing offerings of peace.

Creative commons shall be used to protect all symbols, logos, and contributed arts specific to the HOARDD and the artists that contribute such works.

Contributing artists shall retain rights to their own works when placed in creative commons.

HOARDD merchandise containing the HOARDD logo and contributed arts may be sold as a form of revenue for the HOARDD. If such art is sold the contributing artist shall keep the largest percentage of the proceeds, with smaller agreed upon percentages going to the chapter, and any members assisting in the sale of the art.

Official HOARDD logo patches shall be made available to the members of the HOARDD and **shall never be sold as merchandise to the public.**

HOARDD cutts are a vest or coat of a members choosing with the official HOARDD logo patch permanently fixed on the back, identifying the HOARDD, and the name of the chapter the member belongs to, worn by HOARDD members.

Official Patches may be earned when a member is recognized by a majority of their chapter for their deeds and achievements, through a process that works best for that chapter.

Patches may be created through the collective agreement of the members of the chapter, using contributed artwork, to recognize a member for their deeds and achievements.

Once a patch is created, the patch and a detailed summary of its meaning and intended use shall be made available to the other chapters of the HOARDD for use. Chapters are not required to adopt any patches from other chapters and are free to create their own patches as they so choose.

RECORD KEEPING AND REPORTING

Chapters shall keep records of all chapter revenue, expenses, donations, resource flow, and membership.

Chapters shall report to the mother chapter on a monthly basis, sending detailed reports of their records and details of any month to month changes.

AMENDMENTS AND NEW BY-LAWS

New by-laws may be established by no less than the unanimously agreed upon consensus of the chapter, and shall only apply to the members of that chapter

No by-laws may be established or amended that are inconsistent with this charter.

All members of a chapter must receive reasonable advance notice and opportunity to be informed and involved in the decision making process when any decision, by-law, or amendment is proposed.

MAKING CHANGES TO THIS CHARTER

The original signing members of the HOARDD shall retain the collective power to;

- Make contextual changes to make this charter more readable for the members of the HOARDD.
- Make interpretations of this charter, should there ever be any confusion in the meaning of its wording.
- Document interpretations and make them available to the membership of the HOARDD.
- Rewrite portions of this charter, should there ever be any disagreement in the intended meaning of its wording, in such a way that the founding members collectively agree would properly convey its original intended meaning.

No other changes may be made to this charter, unless unanimously agreed upon by the total membership of every chapter of the HOARDD.

HANDLING CONFLICT

Peace is the goal of conflict resolution. Use words and reasoning to resolve conflicts and disputes. Deescalate heated situations before they become violent.

Members may physically resist the actions of an aggressor or oppressor to the point and with any tools and tactics, deemed necessary by any individual member or group of members involved in the situation at that time and place.

Violence is always a very last resort, shall only be used if deemed absolutely necessary, and only when all other avenues of conflict resolution have been exhausted. If violence is deemed necessary, the use of such must remain consistent with this charter.

INTERNAL JUSTICE

Chapters are encouraged to adopt a model of restorative justice that works best for their chapter.

If a member violates the by-laws outlined in this charter, or that of their chapter, they may be subject to a process of disciplinary action deemed most appropriate by the members of their chapter.

All members retain rights to due process and a defense against any accusations made against them.

Each chapter shall develop their own process that works best, and is the most fair, for all parties involved, to determine the guilt of an accused member.

If guilt is determined the chapter may decide best course of action for the guilty party, through a 2/3rd majority decision.

If accusations against a member are found to be false the chapter may take action to determine the motives of the accuser. The chapter may take further action if accuser is found to have made accusations with malicious intent.

If a member is found to have;

1. Knowingly and maliciously violated the principles of this charter,
2. Worked against the goals and values of this charter,
3. Been dishonest about their own past or intent upon gaining membership to the HOARDD,

that member may be subject to excommunication from the HOARDD, as decided by a 2/3rds majority.

The mother chapter shall retain the power to investigate, audit, depose, and determine guilt of members in other chapters, through a 2/3rd majority decision.

RATIFICATION

We, the undersigned, hereby ratify the above document as our charter, henceforth establishing the organization forever known as the Heathens Organized Around Radical Defense of Diversity (HOARDD)

Date of signing: 12 / 2 / 2018