



[AMMENDED – 14th February 2007]

1. NAME:

1.1 There shall be an Organisation named The Ancient Ways Incorporated, hereinafter referred to as TAWI.

2. DEFINITIONS:

2.1 In this constitution unless the contrary intention appears:

“Organisation” means the Incorporated body known as The Ancient Ways Inc. and referred to as TAWI

”Committee” means the Committee of Management of the Organisation

”The Council” refers to the Grand Council of Elders of the Organisation

“General Meeting” means a general meeting of members of the Organisation convened in accordance with this constitution

“AGM” means an Annual General Meeting of the members of the Organisation convened in accordance with this constitution

“Member” means any member of the Organisation

“Community” means any member group of the Organisation

“Associated Person” is a person who is a member of a recognised Group, not being individually a member

“The Act” means the Organisation Incorporation Act, 1985

3. Aims and Objectives:

3.1 The Ancient Ways Inc. aims to foster a community spirit and build the foundations of a knowledge base for future members of TAWI.

3.2 To provide support, advice, and pastoral care for Pagans in the community especially families, and to set up a network of support services targeting families in crisis. This will be achieved through:

3.2.1 A charity arm that fundraises and takes collections of non-perishable foodstuffs, household items and clothing

3.2.2 Social welfare work through qualified workers

3.2.3 Supporting a residential care program for children with disabilities and/or social disadvantage.

3.3 Environment Policy

3.3.1 Members of the Organisation shall strive to support local industry wherever possible and provide an outlet for local producers and wholesalers at planned events.

3.3.2 The Organisation will endeavour to educate it's members via it's website and other forms of communication of local environmental issues and suggest strategies.

3.3.3 The Organisation will endeavour where possible to encourage the use of environmentally friendly products. Where possible the Organisation will support Organic Producers.

3.3.4 The Organisation will develop strategies in cooperation with other organisations enhancing the wellbeing and flourishing of all life, and performing a service to the Earth by learning to live more sustainably on the Earth.

3.3.5 The Organisation will strive to reduce waste, conserve resources, eliminate or minimise adverse environmental effects and risks that may be associated with our services and operations.

3.3.6 The Organisation will endeavour to be environmentally conscious.

3.3.7 The Organisation will endeavour to respond to the environmental challenges in all areas with special focus on the needs of the local community.

3.3.8 The Organisation will periodically review and revise the Environmental Policy and procedures to maintain their relevance.

3.4 To seek personal growth and Enlightenment through community building and sharing and to gather a body of knowledge and pave The Ancient Ways, for ALL the children/ members to come.

3.5 To publish, procure and distribute literature compatible with the principles of TAWI

3.6 Through research and community building we will collect a resource of information and future teachers for members to come. We will work towards spiritual growth both individually and communally by sharing and discussing ideas and beliefs. The Ancient Ways will be an inclusive community that embraces all paths and accepts all beliefs.

3.7 In order to achieve these objectives the Group shall hold at least two activities each year that include and/ or invite all members. That all members holding a position on Council or a position of authority in the Member Communities will contribute regularly to the knowledge base by writing theses and articles.

4. Not For Profit Clause

4.1 The assets and income of the Association shall be applied solely in furtherance of the aforementioned objects and no portion shall be distributed directly or indirectly to the members of the Association except as bona fide compensation or expenses incurred on behalf of the Association.

5. POWERS:

5.1 The Group shall have all the powers conferred by section 25 of the Act.

5.2 Beyond this the Grand Council of Elders has the power to

- a) Coordinate National and International activities of TAWI and it's members, associates, and member groups**
- b) Form associations with other groups and organisations within the context of the aims and objectives of the organisation**
- c) Establish, endorse and implement educational programs and issue credentials and certificates.**
- d) Expand on the aims and objectives as is seen to be appropriate within the guiding principles of the Organisation**
- e) Develop TAWI International within the ethos of the Organisation.**
- f) Be spokespeople for the Charity Arm of TAWI.**

5.3 These powers shall be exercised by meetings of The Grand Council of Elders to be held at least once each season, i.e. approximately every three months, and by online communications with appropriate records being kept of all such meetings.

6. MEMBERSHIP:

6.1 Anyone can apply to be a member of the online community. This type of membership does not have a vote in the organisation.

6.2 Anyone can apply to the Elder of a Member Community for membership of that group. This type of member does not have a vote within the organisation.

6.3 Anyone shall be eligible for membership of the Group mailing list upon payment of the Group membership fee. The Group Membership Fee shall be payable annually, and shall be determined by the Council provided that the fee shall be no less than the minimum costs of postage and newsletter production and the amount be set at the AGM for the coming year. This type of membership does not have a vote within the organisation.

6.4 Anyone can apply for membership of the Organisation provided they meet the requirements of such membership as set out below and pay the membership fee prescribed as set out at each AGM for the coming year.

6.4.1 Anyone applying for membership must sign the appropriate forms stating their own compatible philosophy, reasons for joining and any other required information as set out by the Council at the AGM for the coming year.

6.4.2 Membership may take the form of any of the following:

- a) As an Individual
- b) As a couple
- c) As a family (family unit living at a single address)
- d) As a business
- e) As a Member Community (see 6.5)

6.5 Member Communities are those that meet the following criteria

6.5.1 Membership shall be restricted to organisations that: -

- a) Are Spiritual in nature,
- b) Have a strong focus on needs of Children and Youth,
- c) Have been formally constituted for at least 1 year,
- d) Have 5 members or more and
- e) Are not for profit in nature
- f) Have an environmental policy,
- g) And have a compatible philosophy, credo or ethos to that of the Organisation

6.5.2 Organisations not represented on the Council are eligible to apply to the Council for membership if they show that they meet the requirements for membership and the aims of TAWI. Membership is conferred after a vote whereby a clear majority of the Council are satisfied that the nominating organisation has met the membership requirements.

6.5.3 There will be two different kinds of member Organisation Memberships:

6.5.3.1 Associate Group – Is a stand-alone independent group that has associated itself with TAWI for support and other ancillary benefits. The group has full voting rights through its nominated representative and each vote cast is counted as two where the membership of the group is fewer than ten and three when it is larger than ten. The group must meet all the requirements of member organisations. The group may be of any format and is fully responsible for its own management and decisions. The group may be a business.

6.5.3.2 Affiliate Group - Is a group that was an Independent group and has affiliated and become a local branch of the TAWI. The group originally purchased its assets from its own funds. The group has voting rights through its nominated representative. The group must meet all the requirements of member organisations. The group is a part of TAWI and therefore fully responsible and accountable to TAWI. It may have The Ancient Way Inc in its title and referred to in its accounts.

Affiliation is only available to a group that is not incorporated. Affiliation has conditions.

6.6 Membership on The Grand Council of Elders is open to a select number of people.

6.6.1 The Elders are:

- a) The founding members of the Organisation**
- b) The Council members for member organisations will be the chief office holders (2) of their parent organisation (or their properly nominated proxy) and have full authority to represent their organisations in fulfilling the terms of reference for TAWI**
- c) Any other member of the community who is deemed to have performed a service for the community and/ or is held in high regard and who is voted into the position by the majority of the existing Council.**

6.7 Resignation

6.7.1 A member may resign from membership of the Group by giving written notice thereof to the chairperson, the secretary or public officer of TAWI.

6.7.2 A member of the online community may resign from membership by removing themselves from the mailing list.

6.7.3 Any member so resigning shall be liable for any outstanding monies owed and or any assets held, which shall be recovered as a debt due to TAWI.

6.8 Expulsion of a Member

6.8.1 Subject to giving a member an opportunity to be heard or to make a written submission, the Council may resolve, by a clear majority vote, to expel a member upon a charge of misconduct detrimental to the interests of the Group.

6.8.2 Particulars of the charge shall be communicated to the member at least one week before the meeting of the Council at which the matter will be determined.

6.8.3 The determination of the Council shall be communicated to the member, and in the event of an adverse determination the member shall, subject to section 6.8.4, cease to be a member 14 days after the Council has communicated its determination to the member.

6.8.4 It shall be open to a member to appeal to the Council in general meeting against the expulsion. The intention to appeal shall be communicated to the chairperson, the secretary or public officer within 14 days after the determination of the Council has been communicated to the member.

6.8.5 In the event of an appeal under subsection 5.6.4 the appellant's membership of the Group shall not be terminated unless the determination of the Council to expel the member is upheld by the members of TAWI in general meeting after the appellant has been heard by the members of the Group, and in such event membership will be terminated at the date of the general meeting at which the determination of the Council was upheld.

7. COMMITTEE:

7.1 The affairs of the TAWI shall be managed and controlled by the Grand Council of Elders which in addition to any powers and authorities conferred by this constitution, may exercise all such powers and do all such things as are within the objects of the Group, and which are not by the Act or by this constitution required to be done by the Group in general meeting.

7.2 The day to day running and function of the TAWI shall be overseen by a Committee. The Committee shall have authority to interpret the meaning of this constitution and any other matters relating to the affairs of the Group on which this constitution is silent and to submit these interpretations to the Council for approval. This approval will be obtained by a clear majority vote.

7.3 The Committee shall comprise of:

(i) Chair appointed from the member representatives, required to chair meetings convened. The Chair holds deciding vote in a tie.

(ii) Deputy Chair appointed from the member representatives, required to chair meetings convened when the Chair is unavailable to do so.

(iii) Secretary appointed from the member representatives to prepare the agenda, takes complete and accurate minutes at all convened meetings and prepare letters as required by the Committee. Minutes are to be sent to all committee members and a paper copy and a digitised copy kept.

(iv) Treasurer appointed from the member representatives to maintain the financial records of the Organisation.

7.3.1. These positions shall be filled by members of the Grand Council, with ordinary members open to fill up to four other positions.

7.3.2 These four positions are not be held by two representatives from the same Member Community.

7.3.3 Other committee positions could be Environment Officer, Publicity Officer, Entertainment Officer, Fundraising Officer and Records and Resources Officer. These would all be responsible for running sub-committees in their chosen field. These will be selected by the Council prior to any vote at any given AGM.

7.4 The Council shall appoint a Public Officer as required by the Act. The Public Officer will be a member of the Council. The Public Officer can sit on the Committee. This position is permanent until such time as the member resigns from the position, becomes deceased, by their actions bring the position and/or the Organisation into disrepute, or are charged with a serious criminal conviction making them ineligible.

7.5 The Committee shall meet at least once each month during the financial year. This meeting can occur online with all members present as long as the secretary keeps a record of the meeting in printed form. An online forum or other such conferencing technology will be utilised and set up for this purpose.

7.6 Any member of the Committee, excluding the Public Officer (see 7.4), shall cease to be a member of the same upon any of the following happening:-

(I) He/ she submits in writing, his/her resignation to the Secretary and the Council.

(ii) He/ she is absent from three consecutive Committee Meetings without leave of absence being granted by the Committee.

(iii) He/ she cease to be a member of the Group.

7.7 The Committee shall have the power to fill any vacancy occurring on the Committee provided that such appointment is ratified by a clear majority vote in a meeting of the TAWI Grand Council, to be held within one month of such appointment being made.

7.8 The Committee shall have the power to appoint from time to time such officers and sub-committees, as it deems necessary. The duties of such officers and sub-committees shall be defined by the Committee in consultation with the Council to which the said officers and sub-committees shall be responsible.

8. AUDIT

8.1 TAWI accounts will be audited every year as required by Taxation legislation.

9. FINANCE:

9.1 There shall be one account in the name of The Ancient Ways Inc. at the Australian Central Credit Union. The account shall be as specified by the Council and there shall be no other account. All funds of TAWI shall be kept in the Group's bank account and allocated and/or appropriated only with the approval of the Council.

9.2 The Council member in the role of Treasurer shall keep proper books of account for the Group and shall prepare such statements of the Group's financial affairs as are required by law and any other additional financial records as the Committee directs. The Treasurer shall send a report of TAWI's books to all members of the Council at the end of every three months.

9.4 The financial year of the Group shall be from the 1st July to the 30th June.

9.5 The Treasurer shall prepare a report of the TAWI's books at the close of the Organisation's financial year that shall be duly audited by a Council member appointed by the Council for such a purpose.

9.6 The Bank Account shall be so structured as to require "any two" signatures for each expenditure from the account, with the authorized signatures being those of the Treasurer, Chair, Deputy Chair, and Secretary

10. ANNUAL GENERAL MEETING:

10.1 There shall be an Annual General Meeting of the Organisation to be held once each year to:

- a) Receive a report from the Council,**
- b) To hear detailed reports from the Committee,**
- c) Receive the audited statements of the financial affairs of the Organisation for the previous year, elect the Committee for the coming 2 years, discuss plans for the future and progress so far and conduct such other business as is properly brought before the meeting.**

10.2 The Council member in the position of Secretary shall give fourteen days notice of the Annual General Meeting by means of an advertisement published online and via post so as to be received 14 days prior to the date of the Annual General Meeting.

11. GENERAL MEETINGS:

11.1 The Secretary shall convene a General Meeting of the Group:

- (i) at the direction of the Council,**
- (ii) or as required by the Committee,**
- (iii) within fourteen days of a petition signed by one-third of the total membership or ten members of the TAWI, whichever is the greater; provided that such a petition shall state the business to be discussed at the General Meeting.**

11.2 The Secretary shall give seven days notice of a General Meeting by email to all members and by post to those on the mailing list.

11.3 A general meeting may be conducted online in a chat forum

12. VOTING:

12.1 The Chairperson at each meeting of the Group shall be the Council member in the position of Chair, the Deputy Chair in absence of the Chair, or another Council member elected by the meeting.

12.2 Persons eligible to vote shall be:

- (I) at Committee meetings, members of the Council and the Committee,**
- (ii) at General and Annual General Meetings, those members of the Organisation with voting rights present.**

12.3 The Chairperson of each meeting of TAWI shall have a deliberative vote only.

12.4 All questions before meetings of TAWI shall be determined by a simple majority of those voting except where stated otherwise in this constitution.

13. QUORUMS:

13.1 The quorum for a Committee Meeting shall be half plus one of the Committee.

13.2 The quorum for General or Annual General Meetings shall be one-third of the total membership, or a minimum of ten members if the paid membership of the Organisation is less than 25; provided that for a General Meeting called under clause 11.1 (iii) of this constitution, the quorum must include at least fifty percent (50%) of the petitioning members.

14. ALTERATIONS TO THIS CONSTITUTION:

14.1 The procedure for altering this constitution shall be:

- (I) the proposed amendments shall be set out in full and posted on a website and emailed to all members at least fourteen days before the General Meeting at which they are to be discussed.**
- (ii) The amendments shall be agreed to by at least two-thirds of the members of those Group members who are present at the Annual/General Meeting at which such amendments are discussed.**
- (iii) All amendments shall subsequently be approved by the Grand Council at a separate meeting.**

15. THE SEAL

15.1 The Group shall have a seal known as the logo upon which its corporate name shall appear in legible characters. This will be the Ancient Oak of Wisdom

over the Celtic Knotwork and incorporate the words “The Ancient Ways Inc.” and the acronym “TAWI”.

15.2 This logo is the property of TAWI and copyright shall be held by the Organisation.

15.3 The seal shall not be used without the express authorisation of the Council, with such use to be documented, and every request for use of the seal shall be recorded in the minutes of the Committee. This includes keeping a record of all websites that use the logo or banner to link to the site of the Organisation.

15.4 The approval to use the seal shall be authorised by any Council member as long as it’s use is within the guiding principals of the Organisation.

16. THE WEBSITE

16.1 There shall be a website set up at the domain <http://ancientways.org.au> by the founding members.

16.2 The website shall be the property of the Organisation.

16.3 The website shall be used to promote the aims and objectives of the organisation and further the knowledge base of its members and the wider community.

16.4 All contents shall be approved by the Council with the Public Officer having the right to veto anything deemed to be at odds with the nature and ethics of the Group, containing offensive language, or otherwise deemed inappropriate. It will not contain any racial, bigoted, discriminatory matter and will not be used as a medium to further any individual political agenda. It will not contain any pornographic or illegal data.

16.5 A webmaster/ artist will be appointed by the Council and may be given remuneration for any work. The webmaster/ artist will answer to the Council.

16.6 The Organisation will own copyright of all material on the website however copyright of their own intellectual property will be retained by the original artists and authors.

16.7 The website will always contain the Ethos of the Organisation and the Declaration of the Rights of the Child Proclamation (November 1959)

17. WINDING UP/ DISSOLUTION

17.1 The TAWI may be wound up or dissolved in the manner provided for in the Act.

17.2 At the winding up or dissolution of TAWI the assets of TAWI are not to be acquired by any of the members and where possible should be returned to the original source.

17.3 If after winding up of the Group there remains 'surplus assets' as defined in the Act, such surplus assets shall be distributed to another Pagan or similar community as agreed by the closing members at the time of dissolution; proper record must be made of this transfer.