

ARTICLE 1 - NAME, PURPOSE

Section 1: The name of the organization shall be *Elaion*.

Section 2: *Elaion* was formed to be a non-profit, international religious organisation for the followers of the religion of ancient Greece, with a number of central focuses:

- i. To assist *Elaion* members in establishing local worship groups (*thiasoi*);
- ii. To provide support and resources to members and their worship groups;
- iii. To provide resources and information to those who are interested in ancient Greek religion;
- iv. To promote ancient Greek religion through articles, workshops and other forms of outreach;
- v. To facilitate communication between members of the organisation;
- vi. To further public awareness of Traditionalist Hellenismos.

ARTICLE II - MEMBERSHIP

Section 1: *Elaion* possesses a two-tiered membership structure, involving *affiliate members* and *full members*.

Section 2: Application for *affiliate membership* shall be open to any individual that supports the purpose statements in *Article 1, Section 2*, and continuing membership is contingent upon the continued practice of, and belief in, Traditionalist Hellenismos.

Section 3: Affiliate members are defined as those who have successfully applied for affiliate membership to the Membership Council. The application process is as follows:

- i. The applicant contacts the Membership Council and requests affiliate membership;
- ii. The Membership Council sends the applicant the affiliate membership questionnaire (*Appendix I*);
- iii. The applicant fills out and returns the questionnaire;
- iv. A copy of the questionnaire is distributed to all members of the Council, who then convene to discuss the merits of the application;
- v. The applicant is then contacted with the decision of the Council, who may accept or reject the application, or provide further questions to clarify any issues;
- vi. In the event of a negative response, the Council is required to inform the applicant of any activities they could undertake in order to meet selection criteria;

In the event of a successful application, the Council will then introduce the affiliate member to the full *Elaion* mailing list, and assign the affiliate a mentor from the mentoring pool.

Section 4: Full members are defined as those who have successfully applied for affiliate membership to the Membership Council. Full membership is required for those who wish to undertake administrative or leadership roles within Elaion. The application process for full membership is as follows:

- i. Following at minimum three-month period of affiliate membership, the applicant contacts the Membership Council to express an interest in becoming a full member;
- ii. The Membership Council sends the applicant the full membership questionnaire (*Appendix II*);
- iii. The applicant fills out and returns the questionnaire, alongside one character reference from a full member of the organisation (usually a mentor);
- iv. A copy of the questionnaire and reference is distributed to all members of the Council, who then convene to discuss the merits of the application;
- v. The affiliate is then contacted with the decision of the Council, who may accept or reject the application, or provide further questions to clarify any issues;
- vi. In the event of a negative response, the Council is required to inform the affiliate of any activities they could undertake in order to meet selection criteria;
- vii. In the event of a successful application, the Council will then send the affiliate instructions for the membership oath;
- viii. Once the affiliate has undertaken the membership oath, the affiliate contacts the Membership Council, who then informs Elaion of the applicant's new membership status;

In the event of a negative response, the Council is required to inform the applicant of any activities they could undertake in order to meet selection criteria

Section 5: When applying for membership, all individuals must provide their current residence and full legal name. A member's details shall not be published outside of Elaion unless the organisation is required by law to provide such details.

Section 6: Children under the age of 18 may be granted affiliate membership, but they remain ineligible for full membership.

Section 7: The Membership Council may investigate a member's conduct if they believe they have evidence to suggest that the member has committed a crime, acted in such a way as to contravene their membership oath, or repeatedly disrupted or undermined the aims of the organisation.

ARTICLE IV – ADMINISTRATION OF ELAION

Section 1: Elaion has implemented a three-tiered administrative rollout to ensure that the management of the organisation can best respond to the needs of members.

Section 2: (*Phase 1*) Elaion is currently in Phase 1 of its development. The central focus is on the development of key projects and the honing of Elaion's mission. Leadership roles are unofficially demarcated, however, the development of the organisation is being managed by:

- i. *The Elaion Core:* Constituted largely by founding members, Elaion Core is the group that is driving the development and evolution of the organisation.
- ii. *The Membership Council:* The Council is constituted by three Elaion Core who are managing the membership and administrative processes. The members of the Membership Council are appointed by the consensus of Elaion Core.

Section 3: (*Phase 2*) This phase will be implemented when membership has exceeded fifty individuals, or when the Elaion Core team believes that such a move has become necessary. Phase 2 will include:

- i. The establishment of elections for leadership roles;
- ii. The institution of membership dues;
- iii. The application of internal accountability measurements as required for legal and tax purposes

Section 4: (*Phase 3*) This phase embraces a longer-term vision for the organisation, should Elaion membership exceed one hundred, or grow to such a size that existing administrative and management structures are no longer viable.

Section 5: The mentoring activities of Elaion are overseen by the Mentoring Officer, who is appointed by consensus of Elaion Core. All mentors are responsible to the Mentoring Officer.

ARTICLE V - THIASOI

Section 1: A key goal of Elaion is the establishment of worship groups for members. Local groups established by Elaion members shall be known as thiasoi. Thiasoi are expected to operate in accordance with the values of piety, tradition and virtue, and abide by the principles of Traditionalist Hellenismos. They are expected to meet no less than six times per year.

Section 2: An Elaion thiasoi is defined as a traditional worship Hellenic group with at least one member of Elaion.

Section 3: Each thiasoi is self-governing and self-determining, however, any practice which contravenes the purpose statements in *Article 1, Section 2* shall be considered grounds for disciplinary action.

Section 4: Clergy are defined as individuals who are determined as such by their thiasoi.

Section 5: Each thiasoi is expected to keep Elaion informed of all activities and rituals.

Section 6: Any Elaion member whose group is acting in contravention of the purpose statements in *Article 1, Section 2* will be contacted by the Membership Council for clarification. The Membership Council may take any action it deems necessary if it finds that the thiasos is acting contrary to the interests of the organisation.

Section 7: Under Elaion, priest/hood is defined as a role taken in ritual. Elaion does not presently offer clergy training or ordination.

ARTICLE VI – DISCRIMINATION

Section 1: Membership or participation in Elaion activities shall not be denied to any person on the basis of race, ancestry, colour, physical disability, age, gender, or sexual orientation, but may be denied to individuals whose beliefs or practices are anathemic to Traditionalist Hellenismos.

ARTICLE VI - AMENDMENTS

Section 1: These Bylaws may be amended when necessary by a consensus of the Elaion Core.

Appendix I

Affiliate membership questionnaire

1. What religions or spiritualities have you practiced in the past, if any?
2. When did you first begin exploring the religion of ancient Greece?
3. Tell us what attracts you to Hellenismos.
4. Do you currently believe in the ancient Hellenic religion, or is it something that you are exploring?
5. Is there anything about Hellenismos that you find challenging or disconcerting?
6. What does Traditionalist Hellenismos mean to you?
7. Are you currently a member of any other religious or spiritual organisation? If you are, please tell us more about your affiliations.
8. Do you practice occultism or believe that you possess magic or supernatural abilities?
9. Why would you like to be a member of Elaion?
10. Do you have a favourite Hellenic myth? Please tell us which one, and why it stands out for you.
11. Do you presently worship a God/dess who was not traditionally worshipped in ancient Greece? If so, please tell us how the worship of this divinity relates to your Hellenic beliefs.

Appendix II

Full member questionnaire

1. Have you read the Iliad and Odyssey of Homer?
2. What do you believe is the definition of 'hubris'? Give us an example of hubristic conduct.
3. The Elaion motto celebrates the values of *eusebia*, *paradosis* and *arête*. How do you feel these values relate to one another? Tell us how they apply to your life.
4. What has Hellenismos given you?
5. What will you bring to Elaion?
6. What role, if any, does divination play in your spirituality?
7. What do you believe is the proper relationship between the Gods and their worshippers?
8. What virtue do you look for in other people?
9. What virtue do you strive for in yourself?
10. What virtue do you believe you have realised in yourself and your life?
11. Do you see your commitment to Hellenismos as a life-long one?