

8/9/74

Dear Brothers and Sisters,

The enclosed constitutes the first report of the By-Laws Committee, which decided that, since any sort of legal-type organization we can set up will give us the benefits we're interested in, it seemed wisest to shoot for a kind of organization that could be Craft-wide and national (eventually), but with complete local options and autonomy. I came up with this "Covenant" by stealing ideas from an organization that has the same structural situation that the Craft does: every "local group" is sovereign and autonomous. I don't think that any "constitution" that was much different in concept would be able to work.

Anyhow, please read through the enclosed carefully, several times; it's very dense. You will probably discover that questions that occur to you early on in the reading get answered later on. Then please put down on paper any ideas you have about anything that should be added to, changed in, or deleted from this document. I'd like us to be able to discuss it quickly at the next RC meeting on 8/25, said quickness depending on everyone having done some homework. Once we have it in a shape where it looks good to us, I propose we simply send a copy of it, with a covering letter explaining what the hell is going on, to every Craft coven we know about in the country, and see what kind of reactions and/or suggestions we get about it. Hopefully, as a result, we will be able to get the organization into existence sometime next year.

Blessed be,

Taliesin

COVENANT of the National Confederation of Craft Covens

PREAMBLE

Since in the fullness of time and by the providence of our Lady, it seems good to us that we shall again stand forth as members of an ancient and honorable religion, to claim the common rights enjoyed by members of other religions, we, as members of Craft Covens in America, do establish this COVENANT with one another, in order to create a confederation that shall serve to further our mutual interests and purposes in the service of our Lord and our Lady. Let us be agreed that the reality of our religion lies within each Craft Coven, of whatever tradition, that there is no sovereign authority in our religion outside that exercised by each Craft Coven, and that the Craft Covens which join in confederation under this COVENANT cede only as much of their sovereignty to the confederation thus created as that confederation needs to have in order to function effectively as an instrument of our joint will.

The provisions of this COVENANT define and regulate the COUNCIL, as well as the other agencies and instrumentalities of the CONFEDERATION that are established by, recognized by, or responsible to the COUNCIL, and describe the free and voluntary relationships which CRAFT COVENS and Priests and Priestesses of the Craft sustain with the COUNCIL and with each other. The pattern of relationships and procedures thus described is recommended to the CRAFT COVENS, to local associations of Craft Covens, and to Craft Covens that are related within a tradition, as promising to enable them to work more effectively toward their goals, both jointly and severally.

ARTICLE I. NATURE OF THE CORPORATION.

This corporation shall be a confederation of sovereign and equal Craft Covens. The name of the corporation shall be the National Confederation of Craft Covens, hereinafter referred to as the CONFEDERATION or as the Confederated Covens.

The purposes of the CONFEDERATION shall be exclusively religious, educational, and charitable: religious, in enabling the members of the Craft Covens associated in the CONFEDERATION to practice our religion with the same rights, privileges, and responsibilities enjoyed by members of other religious bodies in the United States of America; educational, in enabling the members of Craft Covens to educate themselves, other members, and the general public about the nature, tenets, practices, and all other aspects of our religion; and charitable, in enabling members of Craft Covens to work more effectively toward alleviating the various plights of our fellow human beings.

ARTICLE II. MEMBERSHIP

Section I. Classes of Membership. There shall be three classes of membership, to be known as Active Members, Associate Members, and Honorary Members.

A. An Active Membership in the CONFEDERATION shall be held, not by an individual, but only by a Craft Coven. A Craft Coven that has been recognized as being such by the Credentials Committee of the Confederated Covens and that holds an Active Membership in the CONFEDERATION is hereinafter referred to as a CRAFT COVEN.

B. A local group that does not meet the criteria established by the Confederated Covens for admission into Active Membership may, at the discretion of the Credentials Committee, be admitted with Associate Membership, in order that the resulting improvement of communication may further the general purposes of the CONFEDERATION.

C. Any person or group may, for meritorious service to our religion or for any other reason that recommends itself to the Council of Priests and Priestesses of the CONFEDERATION, hereinafter referred to as the COUNCIL, be admitted with Honorary Membership by a majority decision of the COUNCIL, in order that the COUNCIL may have the benefit of the counsel of such persons or groups.

Section 2. Definition of Voting Member. Each CRAFT COVEN shall have two votes at meetings of the COUNCIL. These two votes shall be exercised individually by whichever two persons each CRAFT COVEN shall designate as its official representatives at a meeting of the COUNCIL. The same two persons need not be designated as the representatives of a CRAFT COVEN for any two successive meetings of the COUNCIL. However, all persons chosen as representatives shall be expected to hold Ministerial Credentials from the CONFEDERATION, with at least one representative from each CRAFT COVEN at each meeting of the COUNCIL holding credentials as a "High Priest or High Priestess of the Craft." All persons thus properly designated as representatives of CRAFT COVENS at a meeting of the COUNCIL shall be the VOTING MEMBERS at that meeting.

ARTICLE III. GOVERNMENT OF THE CONFEDERATION.

The COUNCIL, composed at each meeting of properly designated Voting Members, shall be the governing body of the CONFEDERATION. Members of all three classes of membership and members of any CRAFT COVEN, but no one else, shall be entitled to attend and speak at meetings of the COUNCIL. However, only Voting Members shall be entitled to vote, and a proposal shall not be considered to be placed before the COUNCIL unless a Voting Member states that it is so placed. A simple majority of votes shall be sufficient for the adoption of any proposal placed before the COUNCIL, except as otherwise provided in this COVENANT.

SECTION 1. The Executive Board. In order to provide for continuing oversight of the affairs of the CONFEDERATION, the COUNCIL shall establish an Executive Board, which shall carry out the proposals adopted by the COUNCIL, and which shall comprise five Officers, two members-at-large, and the Coordinators of the Standing Committees, all of whom shall be Voting Members and chosen from among those who hold Ministerial Credentials as a "High Priest or High Priestess of the Craft." The five Officers and the two members-at-large shall be elected annually at a regular national meeting of the COUNCIL by a majority vote of the Voting Members present, and their election may not be challenged unless a gross irregularity in the notification about said meeting is demonstrated to the satisfaction of the Ethics Committee.

Section 2. The Officers and Their Duties. The five Officers shall be (1) the First Officer, (2) the Second Officer, (3) the Sumner, (4) the Recorder, and (5) the Pursewarden.

A. The First Officer shall preside as Coordinator at all meetings of the COUNCIL and of the Executive Board, and shall be a voting member of all committees.

B. The Second Officer shall, if the First Officer is absent or unable to act, assume his or her duties at all meetings. He or she shall also carry out such other duties as may be directed by the First Officer or by the Executive Board.

C. The Sumner shall be responsible for handling the official correspondence of the CONFEDERATION, of the COUNCIL, and of the Executive Board, for notifying the CRAFT COVENS of all transactions at any and all meetings of the COUNCIL or of the Executive Board, for notifying all CRAFT COVENS of national meetings of the COUNCIL, and for giving members of the Executive Board such advance notice of its meetings as the members of said Board may deem desirable. The Sumner shall also be a voting member of the Publications Committee.

D. The Recorder shall prepare and maintain records of the transactions at all meetings of the Executive Board and of the COUNCIL, and shall be prepared to read from such records concerning any past meeting if requested to do so.

E. The Pursewarden shall keep and be responsible for all the accounts and funds of the CONFEDERATION, maintaining the financial books of the CONFEDERATION in a manner that will safeguard its tax-exempt status. He shall collect and promptly deposit in the bank account of the CONFEDERATION all items of income to the CONFEDERATION, including those from any fund-raising activity, and shall make payments from these monies as authorized by a majority vote of the Executive Board or of the COUNCIL.

He shall prepare and be ready to read a financial statement at each regular meeting of the Executive Board or of the COUNCIL.

Section 3. General Powers of the Executive Board. The Executive Board, or any of its members, may appoint whatever special assistants they deem necessary to carry out the Board's duties properly. The Executive Board may also make such arrangements for financial remuneration of its members or assistants as are approved by a majority vote at a regular national meeting of the COUNCIL. The Executive Board shall be empowered to carry out the routine business of the CONFEDERATION, and at all times to act in what it deems to be the best interests of the Confederated Covens. Any definition of what is or is not routine business that is not covered by provisions of this COVENANT shall be subject to the approval of the COUNCIL. Meetings of the Executive Board may be called by the First Officer or by one-third of its members. A quorum of two-thirds shall be necessary for any meeting of the Executive Board. However, a document of which copies are circulated by mail and are signed by every voting member of the Executive Board shall be deemed to have been considered and voted upon at a meeting of the Executive Board at which a quorum was present.

ARTICLE IV. MEETINGS AND SIMILAR CONSIDERATIONS.

Section 1. Regular Meetings. A regular national meeting of the COUNCIL shall take place at least once annually, and in no case shall two regular national meetings be separated by an interval of more than 13 civil months. The Executive Board shall establish special by-laws setting forth the requirements for notification of all CRAFT COVENS concerning said meeting, and these by-laws shall be subject to approval by the COUNCIL. A national meeting for which the notification does not meet the requirements thus established shall not be considered a regular national meeting as required by various provisions in this COVENANT. The Voting Members present at a regular national meeting of the COUNCIL shall be considered to constitute a quorum. A document of which copies are circulated by mail and are signed by properly designated representatives of each and every CRAFT COVEN shall be deemed to have been considered and voted upon at a regular national meeting of the COUNCIL.

Section 2. Ratification. Any five CRAFT COVENS may issue a call for ratification concerning any decision made by the COUNCIL, the Executive Board, or any Standing COMMITTEE. The Summoner shall then have sent to each and every CRAFT COVEN a complete set of copies of all documents and of the records of all transactions at meetings that constitute relevant evidence concerning the decision. Each CRAFT COVEN shall then exercise its two votes for or against ratification of the decision, by mailing its votes to the Recorder, who, after receiving the votes from all CRAFT COVENS, shall tabulate them and report them to the Executive Board. The results of such a ratification shall be deemed to have resulted from a vote at a regular national meeting of the COUNCIL, shall be maintained like the records of a meeting, and shall be reported to the CRAFT COVENS by the Summoner. If the votes cast for or against a proposal at a meeting of the COUNCIL are sufficient to represent more than 50 per cent of all votes exercised by CRAFT COVENS, then a call for ratification may not be issued concerning that proposal.

Section 3. Rules of Order. The Coordinator at a meeting shall recognize speakers, decide whether comments are relevant to the topic under discussion, decide the order in which topics will be discussed, and otherwise make such decisions as are needed to enable the business of the meeting to be carried forward efficiently. Any person who is a voting member of the body that is meeting may challenge a decision or ruling of the Coordinator. Such a challenge shall immediately be voted upon without any debate, and a simple majority of the votes shall be sufficient to uphold or overturn the decision or ruling. A tied vote shall be taken to uphold the decision or ruling.

ARTICLE V. POWERS OF THE CONFEDERATION.

The basic and only real unit of the life of the Craft is the Craft Coven. The autonomy and sovereignty of a Craft Coven are inherent and are modifiable only by its own action. Nothing in this COVENANT or in any by-laws adopted by the CONFEDERATION or by any agency or instrumentality of the CONFEDERATION shall limit the right of each CRAFT COVEN to continue to operate in its customary way, or shall be construed as giving to the CONFEDERATION or to any agency or instrumentality of the CONFEDERATION, now or at any future time, the power to abridge or impair the autonomy of any CRAFT COVEN in the management of its own affairs, which affairs include, but are not limited to, the following rights: to retain or adopt its own methods of organization, worship, and education; to retain or secure its own charter or name; to adopt its own covenant and by-laws; to formulate its own theology, beliefs, and rituals; to admit and initiate members in its own way, and to provide for their discipline or dismissal; to ordain or dismiss its own Priests and Priestesses by such procedures as it shall determine; to acquire, own, manage, and dispose of its own property and funds; and to withdraw from membership in this CONFEDERATION by its own decision at any time without forfeiture of ownership or control of any real or personal property owned by it.

Actions by, or decisions or advice emanating from, the CONFEDERATION or one of its properly constituted parts, agencies, or instrumentalities should be held in the highest regard by every CRAFT COVEN.

Section I. Issuing of Instruments. The Confederated Covens, operating through the Executive Board or the Standing Committees, shall have the power to issue instruments, which shall include (A) the Secondary Covenant, issued to establish or recognize a LOCAL COUNCIL of the CONFEDERATION; (B) the Certificate of Membership, issued to recognize a CRAFT COVEN upon its admission into active membership in the CONFEDERATION; and (C) Ministerial Credentials, issued to recognize the ordination of a person as a Priest or Priestess of the Craft. The issuing of these instruments shall be considered routine business of the CONFEDERATION.

A. The Secondary Covenant. A LOCAL COUNCIL shall be any Council representing CRAFT COVENS within an area smaller than the entirety of the United States of America, and such a LOCAL COUNCIL may be formed by any five CRAFT COVENS. A LOCAL COUNCIL shall be empowered by its Secondary Covenant to perform for itself and for the CRAFT COVENS that hold Active Membership in it all the functions that the COUNCIL can perform for the CONFEDERATION as a whole, and its powers shall include the issuing of the three kinds of instruments listed above, so long as said LOCAL COUNCIL abides by all the provisions of this COVENANT. An already existing association of CRAFT COVENS may be recognized as a LOCAL COUNCIL so long as that association, in functioning as a LOCAL COUNCIL, shall be able to abide by all the provisions of this COVENANT.

B. Certificates and Credentials. It shall be understood that a Craft Coven is not and can not be created by the issuing of a Certificate of Membership by the CONFEDERATION. Instead, the issuing of such a certificate merely recognizes the real and previous existence of the Craft Coven as a congregation of members of our religion, and shall guarantee to that CRAFT COVEN the advantages of having as well a legal existence according to the laws of this country. It shall also be understood that a person does not and cannot become a Priest, Priestess, High Priest, or High Priestess of the Craft by means of receiving Ministerial Credentials issued by the CONFEDERATION. Instead, such credentials merely recognize the real and previous existence of a status that a person has earned according to the usages and tradition of his or her Coven, and shall guarantee to a person who receives them the legal status, rights, and responsibilities enjoyed by ministers of religion according to the laws of this country. It shall further be understood that, in establishing certain minimal criteria that must be met before a Certificate of Membership or Ministerial Credentials will be issued, the Confederated Covens are merely providing for the viability and proper governance of the CONFEDERATION, and are in no way attempting to define the nature of a Craft Coven, to interfere with the autonomy of the CRAFT COVENS, or to establish universal procedures that CRAFT COVENS should follow.

Section 2. Disciplinary Action. For the sake of its viability as an organization, and in order to be able to continue to further the mutual purposes and interests of the Confederated Covens, the CONFEDERATION must have the power to carry out DISCIPLINARY ACTION, which shall consist of the exclusion of a person or group from the fellowship and privileges of membership in the CONFEDERATION and/or of the revocation of any Instruments Issued by the CONFEDERATION or by any of its parts, agencies, or instrumentalities.

Let us hope and pray that, by the grace of our Lady, we will never need to enforce the provisions of this section, and that, by the power of our Lord, we will have the courage and the fortitude to enforce them if and when doing so is needful to preserve the usefulness of the CONFEDERATION for the CRAFT COVENS who jointly constitute it.

A. A Disciplinary Action may be carried out only for due cause as defined in Article VI, Section 3, Item A.

B. The Ethics Committee shall hold a hearing, conducted according to the by-laws provided for in Article VI, Section 3, in order to determine whether there is in fact due cause for a Disciplinary Action.

C. The Ethics Committee shall Communicate its findings, and its recommendations concerning them, to the Executive Board. If the Ethics Committee recommends that there be no Disciplinary Action taken, the Executive Board must adopt this recommendation. If the Ethics Committee recommends in favor of a Disciplinary Action, the Executive Board shall vote on whether to accept this recommendation, and shall be able to accept it only by a two-thirds majority of the Board's votes.

D. Any one Voting Member of the COUNCIL may successfully call for ratification of the Executive Board's decision if the Board accepts a recommendation in favor of a Disciplinary Action.

E. From the date of the Executive Board's decision to undertake a Disciplinary Action, the group or person whom said action concerns shall have a year of grace, during which membership in the CONFEDERATION shall be continued, although all the privileges of membership shall be suspended. This year shall be extended by the amount of time taken up by the ratification process, if ratification is called for. This year of grace is intended to serve two purposes. First, if the Disciplinary Action to be undertaken will expel a LOCAL COUNCIL or a CRAFT COVEN from membership, and if such group has a legal existence only by virtue of its membership in the CONFEDERATION, the year will be ample time for the group to adopt a charter and establish its legal existence independently of the CONFEDERATION, and thus to avoid the possibility of its losing ownership of or control over its own property. Second, if at any time during this year of grace the group or person in question shall demonstrate to the satisfaction of a majority of members of both the Ethics Committee and the Executive Board that they, he, or she have become willing and able to abide by all the provisions of this COVENANT, then the decision in favor of the Disciplinary Action shall become null and void, and full membership privileges shall be restored immediately to the group or person in question.

ARTICLE VI. COMMITTEES.

Section 1. General Considerations. For the furtherance of its general purposes, the CONFEDERATION shall establish and maintain Standing Committees, which shall include the Credentials Committee, the Ethics Committee, and the Publications Committee. The Coordinator of each Standing Committee shall become a voting member of the Executive Board, and shall serve until such time as a new Coordinator may be chosen. All voting members of the Credentials Committee and of the Ethics Committee shall be chosen from among people who hold Ministerial Credentials Issued by the Confederated Covens as a "High Priest or High Priestess of the Craft." Coordinators of Standing Committees shall be appointed by the First Officer, subject to approval by a majority vote of the Executive Board. Further by-laws for the organization of Standing or Ad-Hoc Committees shall be adopted by the Executive Board, and shall be subject to approval by a majority vote of the COUNCIL. It shall be understood that the members of a Standing Committee should be from as many different Craft Traditions as possible, and that in no case should all the members of a Standing Committee be from only one Craft Tradition.

Section 2. The Credentials Committee. The COUNCIL shall establish criteria to be used by the Credentials Committee in deciding which local groups shall be admitted into active membership in the CONFEDERATION as CRAFT COVENS, and to which members of these CRAFT COVENS Ministerial Credentials shall be issued. Once these criteria have been established by an absolute majority of all votes exercised by CRAFT COVENS, the task of applying them to individual cases shall be considered routine business to be carried out by the Credentials Committee.

A. Criteria for CRAFT COVENS. A CRAFT COVEN shall be considered to be a local group of members of our religion that:

- (1) has 10 to 13 members ideally, and in no case less than three;
- (2) has at least one member who is qualified to receive Ministerial Credentials as a "High Priest or High Priestess of the Craft," and at least one other who is qualified to receive Ministerial Credentials as a "Priest or Priestess of the Craft;"
- (3) has been meeting monthly or oftener for at least a year in order to conduct worship services in honor of the Goddess and Her Consort;
- (4) focuses its rituals, theology, mythology, and so on around the worship of the Goddess and Her Consort;
- (5) subscribes to a code of ethics compatible with that adopted by the COUNCIL;
- (6) is a cohesive, self-perpetuating group fully able to practice and preserve the Craft according to the standards of its tradition; and
- (7) is recognized as being a CRAFT COVEN by whichever CRAFT COVENS are familiar with it.

It shall be understood that this seventh criterion is both highly flexible and the most important of all seven. In case of doubt, the Credentials Committee shall poll those CRAFT COVENS familiar with the group under consideration, and the consensus of opinion of these CRAFT COVENS shall be considered presumptive evidence as to whether the group in question is or is not a Craft Coven for the purposes of the CONFEDERATION. Evidence concerning the other six criteria shall be submitted to the Credentials Committee under Craft oath by a properly designated spokesperson for the group. If a group is accepted into Active Membership as a CRAFT COVEN, it shall pledge under Craft oath to abide by the Code of Ethics and all other provisions of this COVENANT.

B. Criteria for Ministerial Credentials as a "Priest or Priestess of the Craft." In order to qualify for these credentials, a person shall:

- (1) be an active member of a CRAFT COVEN;
- (2) have been fully initiated as a member of that CRAFT COVEN, that is, have taken on the responsibility of the full commitment to the requirements of the Craft tradition to which his or her Coven belongs; and
- (3) have undergone at least a full year of active training in his or her Coven.

Evidence concerning a person's fulfillment of these requirements shall be submitted to the Credentials Committee under Craft oath by the High Priestess or High Priest of--or by a properly designated spokesperson for--the person's Coven. A person receiving such credentials shall pledge to abide by the Code of Ethics and all other provisions of this COVENANT.

C. Criteria for Ministerial Credentials as a "High Priest or High Priestess of the Craft." In order to qualify for these credentials, a person shall:

- (1) satisfy the three criteria listed under Item B above;
- (2) have undergone at least another year of active training and participation in his or her Coven after the initiation and the year of training discussed under Item B above; and
- (3) be in fact fully able to establish a Coven and train its members in all the tenets and practices of his or her tradition of the Craft.

If a person has in fact established and trained a Coven that qualifies as a CRAFT COVEN according to the criteria of Item A above, this fact shall constitute presumptive evidence that the person merits these credentials. However, it shall also be understood that a person may qualify for these credentials even if the Coven in which he or she is currently active does not quite meet the criteria under Item A above--as, for example, when the Coven has been formed fairly recently. Evidence concerning a person's fulfill-

ment of these criteria shall be submitted to the Credentials Committee under Craft oath by the High Priest or the High Priestess of--or by a properly designated spokesperson for--the person's current or previous Coven, or by members of a Coven he or she has established. That is, relevant evidence may be offered by the person who trained him or her, persons whom he or she has trained, and so on. A person receiving these credentials shall pledge under Craft oath to abide by the Code of Ethics and all other provisions of this COVENANT.

D. Once a Certificate of Membership or Ministerial Credentials have been issued, they shall remain in force even if the group or person ceases to meet some of the criteria under Items A to C above, and may be revoked only by means of the provisions of Article V, Section 2, and Article VI, Section 3.

Section 3. The Ethics Committee. This committee shall be responsible for conducting fair and impartial hearings concerning alleged breaches of the Code of Ethics or any other matters that might create due cause for a Disciplinary Action. It shall establish special by-laws to enable such conduct of hearings, and these by-laws shall be subject to approval by an absolute majority of all votes exercised by CRAFT COVENS. It shall decide what infractions of the Code of Ethics are minor, and what major, and how many infractions of each kind shall constitute due cause for a Disciplinary Action. The committee shall base its findings solely on the evidence presented to it or gathered by it, and shall not consider the results of any trial in a civil or criminal court to constitute evidence; instead any evidence introduced in such a trial shall be introduced independently as evidence at a hearing of the committee.

A. The following shall constitute due cause for a Disciplinary Action:

(1) Knowingly and wilfully making a false statement under Craft oath to any CRAFT COVEN, committee, Council, or other duly constituted agency or instrumentality of the Confederated Covens;

(2) Repeated knowing and wilfull infractions of the Code of Ethics;

(3) Persistent refusal to abide by the provisions of this COVENANT or by such decisions of the COUNCIL as are needful for the viability and continued usefulness of the CONFEDERATION in furthering the mutual interests and purposes of the Confederated Covens.

Let it be understood that any statement by a member of a CRAFT COVEN concerning a breach of the Code of Ethics by any person or group associated with the CONFEDERATION shall be considered sufficient grounds for a hearing by the Ethics Committee.

B. The following shall constitute the Code of Ethics adopted by the COUNCIL.

(1) Since the Craft and all its arts and practices are the gift of the Goddess, they shall be given free and freely, fully and responsibly, to any person whom a CRAFT COVEN deems worthy to receive them. Let it be understood, however, that a CRAFT COVEN has a right to expect each of its members to bear his or her fair share of the Coven's actual operating expenses, and that a member of a CRAFT COVEN has a right to charge a reasonable fee for the ordinary services by means of which he or she earns a living.

(2) Each CRAFT COVEN shall respect the autonomy and sovereignty of every other CRAFT COVEN, and the right of each CRAFT COVEN to oversee the spiritual, mental, physical, and emotional development of its members according to its own traditions. A CRAFT COVEN should therefore require that a person who has previously been associated with another CRAFT COVEN should bring a letter from that previous Coven, explaining the circumstances under which his or her association with that Coven ended, before he or she may be considered for any association with the new Coven.

(3) An attack on any religion is an attack on all religion, for such attack can destroy the ground from which religion grows, the ground that gives meaning to human life. Therefore members of CRAFT COVENS shall always speak well of humanity's various religions and of those persons who believe in them, and shall especially speak well of the various traditions and Covens of the Craft and of their members. Let it be understood that all should engage in reasoned discussions of theology, academic dialogue, and other methods for attempting to pursue truth.

(4) Members of CRAFT COVENS shall at all times comport themselves in such a way as to bring credit, and not disgrace, upon our religion and its members, remembering that the ordinary virtues of consideration for others, respect for privacy and personal rights, and politeness of manners enable us all to live diversely but at peace. Let it be understood, however, that the morality of the Craft is its own, and not that of any other religion.

(5) The arts and practices of the Craft shall always be used for the good of all human beings, and not least for the good of members of our religion. Let it be understood, however, that because a person for whom you do an unasked "favor" may well think you a busybody who has interfered in her or her life, it should be left to each person whom a working may affect to decide whether its effect would be a "good" for him or not.

(6) Every CRAFT COVEN has an inviolable right to defend itself. However, let all in the Coven who are competent to decide such questions discuss and agree upon any working for defense before it is carried out, in order that the cooler minds may prevail and that the "defense" may not degenerate into an attack that would bring the Laws into effect, to the detriment of the Coven.

(7) Members of CRAFT COVENS shall respect the traditional secrecy of the Craft, and shall give to anyone outside the CONFEDERATION only information that they have permission to give, such permission being in writing and from all persons concerned. Let it be understood that this includes information about all groups that may apply for membership in the CONFEDERATION, whether they are accepted into membership or not.

(8) Members of CRAFT COVENS shall endeavor to keep in mind both the underlying unity of the Craft and the diversity of its manifestations, and shall attempt to make clear in all communications just whom they are speaking for or about.

Section 4. The Publications Committee. This committee shall be responsible for putting out such publications as the Executive Board shall deem useful for furthering the general purposes of the CONFEDERATION. Some publications might be intended for dispersal to the general public, others might be restricted under the Code of Ethics to the attention of CRAFT COVENS only. This committee shall also be responsible for dealing with the media and for preparing any and all statements that are released to the general public in behalf of the COUNCIL. Any such public statements shall be subject to the approval of the Executive Board before being released. The Coordinator of the Publications Committee shall be considered the CONFEDERATION's Public Relations Officer.

ARTICLE VII. FINANCES.

All financial concerns of the CONFEDERATION shall be under the general supervision of the Pursewarden. It shall be expected that all CRAFT COVENS will contribute regular donations to the CONFEDERATION, perhaps in the form of annual dues, in order to make it possible for the CONFEDERATION to function effectively as the instrument of the joint wills of the Confederated Covens. It shall also be expected that the CONFEDERATION shall not be allowed to become a financial burden on the Confederated Covens. The Pursewarden shall prepare an annual budget to be presented at the regular national meeting of the COUNCIL, and this budget shall be subject to approval as a whole by the COUNCIL.

ARTICLE VIII. AMENDMENTS.

This COVENANT may be amended by a vote equal to two-thirds of all votes exercised by CRAFT COVENS. By-laws may be adopted by the COUNCIL, or by any other body within the CONFEDERATION, by a simple majority vote, so long as said by-laws are not in conflict with any provision of this COVENANT.

~~ARTICLE IX. RESOLUTIONS.~~

~~Section 1.~~

ARTICLE IX. DISSOLUTION.

Section 1. In the event that this CONFEDERATION is dissolved, its assets will be donated and distributed to an organization organized exclusively for religious, charitable, or educational purposes within the meaning of Section 501 (c) (3) of the United States Internal Revenue Code. The selection of said organization shall be made by the Executive Board of this CONFEDERATION holding office at the time of dissolution, and said Executive Board shall require suitable proof of compliance with the provisions of said Section 501 (c) (3) by the recipients of the assets of this CONFEDERATION.

Section 2. In the event that a LOCAL COUNCIL of this CONFEDERATION is dissolved, the EXECUTIVE BOARD of said LOCAL COUNCIL holding office at the time of such dissolution shall select an organization to receive its assets according to the provisions of Section 1 above.

ARTICLE X. EMPOWERMENT.

This COVENANT shall come into being on such date as it has been signed by the duly authorized representatives of at least six CRAFT COVENS, not all of which belong to the same tradition of the Craft, said representatives being qualified to be Voting Members of the COUNCIL, the terminology here being understood as defined in the body of this COVENANT. These signers shall then serve as an interim and extraordinary Executive Board, appointing Officers from among themselves, until the first regular national meeting of the CONFEDERATION, at which time Officers shall be elected according to the provisions of this COVENANT and all its other provisions shall come into effect.

This first regular national meeting shall be held as soon as possible after the date on which this COVENANT comes into being, and shall in no case be held more than 13 civil months after said date. If a regular national meeting has not been held by this deadline, this COVENANT shall become null and void and shall cease to exist.

We, the undersigned, being qualified to sign this COVENANT according to the provisions of Article X above, do hereby pledge the support and agreement of ourselves and of our Covens to all the provisions of this COVENANT, in the names and to the greater glory of our Lord and our Lady. In witness whereof, we have hereunto subscribed our names this ___ day of the month ___ of the year ___ C.E. In the county of ___ of the state of ___ of the United States of America.

For the Coven of _____

For the Coven of _____

For the Coven of _____

For the Coven of _____

G. Rowan Baldwin
87 Bond St
San Francisco 94110



A. Kelly
452 Hanover Avenue
Oakland, CA 94606

BB
731-8336
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