

MEMBERSHIP POLICY

Thank you for your membership and support of The Temple of Avalon!

The following is a policy for membership of The Temple of Avalon, as required by rule 3.2. of the Association's rules.

Introduction

- In accordance with its constitution, The Temple of Avalon has decided to establish a membership scheme and invites interested individuals to consider becoming members.

The role of Members

- Membership offers a means for interested individuals to participate in the activities of the Association and its future development.
- Members will be entitled to attend General Meetings including the AGM, when the Officers shall be elected or confirmed in office. All members of the Association in good standing are collectively responsible for the Association.

Criteria for Membership

- Applications for membership will be considered for any person who subscribes and is sympathetic to the objectives and aims of the Association.
- Members are expected to actively support the work of the Association to whatever extent they feel able.

Membership Fee and use of temple (* below)

- Members will pay a monthly financial contribution (membership fee) for the sum of a minimum of £5 per month (£60 per year) in support of the temple.
- If a member pays £50 per month, two half day sessions (* see below) will be included in their membership (please contact templeofavalon@gmail.com for availability), without any further need for a donation.
- Members will commit to the payment of the basic membership fee of £5 for a minimum of 6 months.
- As exception, the Secretary can decide that a member is to be exempt from paying the monthly membership fee, for instance for when the member contributes to keep the Temple open as a weekly Guardian.

Termination of Membership

Membership of the Association is ongoing subject to rules 3.7 and 3.8.

- Membership ceases upon receipt by the Secretary of written resignation and this information being communicated to the membership as a whole.
- The Membership can only cease after a minimum of six months.
- The Members in General Meeting and/or the MC have the right to terminate the membership of anyone whose conduct or lack of commitment, in their opinion, renders that member unsuitable for further membership.
 - (i) If a resolution to this effect is proposed at a General Meeting, and if the member in question is present, they shall be asked to withdraw from the meeting in the same way as if they were deemed to have a conflict of interest.
 - (ii) Before a decision to terminate a member's membership is confirmed, the member in question shall be given the opportunity to state their case and to discuss the circumstances with the other members.
 - (iii) This termination of membership cannot be applied to members of the Management Committee; (see also 2.6)

* Membership usage of the Temple

1. The Temple space is reserved exclusively for registered Members of The Temple of Avalon Unincorporated Association.
2. Every £50 per/month membership includes two half-day (4 hour) sessions per calendar month at no additional cost.
3. Four-hour sessions cover: 9am - 1am / 1am - 5pm / 5pm - 9pm (leave space 5 minutes before end-time, unless otherwise agreed).
4. All other and/or additional usage is done against donation.
5. Donations by members for the use of the temple is an expected part of their membership (according to article 3.1. of the "Rules governing The Temple of Avalon unincorporated Association"), as the organisation relies on member contributions to support the upkeep, maintenance, and ongoing operational costs of keeping the Temple open.
6. The suggested donation is £30 for half a day and £50 for a whole day.

* Usage Terms

7. All half-day sessions must be reserved at least 48 hours in advance by e-mail (templeofavalon@gmail.com), unless otherwise agreed.
8. Suggested donations for additional sessions should be submitted at the time of reservation to assist with space maintenance planning.
9. The donation can be left in the donation box at the door, preferably in an envelope with the member's name on it.
10. All members using the space agree to abide by the general rules and sacred care of the Temple environment.
11. If a member uses the temple for their own professional purposes/financial gain, the member is required to have their own public liability and professional insurance. In that case, their insurance details need to be sent with the email as mentioned at nr. 7 to request usage of the space.
12. If the member has no insurance, they cannot use the space for professional purposes/financial gain.

Attached: Rules governing The Temple of Avalon unincorporated Association / The Temple of Avalon schedule of powers

**Rules Governing
The Temple of Avalon
Unincorporated Association**

As adopted at the meeting on 1st December 2022

The name of the association is Temple of Avalon, in this document called “the Association” founded by Marion van Eupen and Katinka Soetens (further referred to as the Trustees), who have taken on the pre-existing Temple of Avalon, which used to be a Cooperative Society, founded by seven priestess-sisters (dissolved 1/11/22).

1. Objects

The object of the Association is the creation and maintaining of a physical Temple space in Glastonbury, UK in particular by:

1. Leasing a room at ‘The Old Clinic’ in Glastonbury (Room 1, 10 St. John’s Square, Glastonbury, BA6 9LJ)
2. Creating and maintaining this room as a Pagan Temple in honour and celebration of the Goddesses and Gods, spirits and deities of Avalon and welcoming to other Pagan pathways.
3. Keeping the Temple space open for the public at a number of hours per week and for public ceremonial offerings.
4. Offering the room for usage in the community, as meeting place, for therapy and other use in accordance with article 1.2.
5. Organising and hosting events and activities to support The Temple of Avalon and Glastonbury community.

2. Principles

The Association shall operate in accordance with the following principles:

1. The Association is organisationally and financially independent from other groups with the same objects.
2. The Association respects and recognises the value of other similar groups and temples and intends to work in harmony with all other support groups and organisations.
3. The Association shall not, as such, be affiliated with any political party or organisation, and shall not take part in political activities.
4. The Association shall not be run for profit, and any surplus which may be received from donation, usage or other activities shall be devoted to the furtherance of its aims. This can include the payment of the Trustees and Officers for their time and effort towards the governance of the Association.
5. All decisions and/or resolutions regarding the governance of the Association, as well as the day-to-day running of the Association shall be reasonably delegated to the Management Committee, or to specific members with appropriate skills or experience for a task at hand.
6. The MC makes decisions and/or resolutions through reaching consent. The Trustees however can use their right to apply a veto vote in support of reasonable and practical governance and best interest of the Association.
7. The Management Committee (further referred to as MC) exists of the Trustees (the founding members of the Association) and (other) Officers (see also article 7)
8. Termination of the membership of the MC members (Trustees and Officers), can only happen through consent between the Trustees for similar reasons as named in 3.8.

3. Membership

1. Membership is open to anyone who is prepared to support these aims, provided that they contribute financially and if possible physically to the creation, maintenance and running of the Temple of Avalon.
2. A copy of the membership policy must be made available to any applicant upon request.
3. Election to membership is in the hands of the MC, subject to rule 3.1 above and to the membership policy (attached).
4. The Secretary of the MC shall keep a register of members on the computer, which must be made available to any member upon request.
5. Members are expected to support the work of the Association to whatever extent they feel able, including a monthly financial contribution (membership fee) for the sum of a minimum of £5 per month. The MC can decide to not charge a membership fee if this seems unreasonable.
6. Members are deemed to be cognisant of these rules, a copy of which is to be available for their inspection on request, and to assent to them.
7. Membership ceases upon receipt by the Secretary of written resignation and this information being communicated to the membership as a whole.
8. The Members in General Meeting and/or the MC have the right to terminate the membership of anyone whose conduct or lack of commitment, in their opinion, renders that member unsuitable for further membership.
 - (i) If a resolution to this effect is proposed at a General Meeting, and if the member in question is present, they shall be asked to withdraw from the meeting in the same way as if they were deemed to have a conflict of interest.
 - (ii) Before a decision to terminate a member’s membership is confirmed, the member in question shall be given the opportunity to state their case and to discuss the circumstances with the other members.
 - (iii) This termination of membership cannot be applied to members of the Management Committee; (see also 2.6.)

4. General Meetings

1. A General Meeting may be called at any time and must be called within 31 days after a written request from at least five members of the Association, or fifty percent of the members, whichever is the smaller.
2. A quorum for a General Meeting shall be 3, or fifty percent of the members, whichever is the greater.
3. All members of the Association shall be eligible to attend General Meetings. They shall be formally notified by the Secretary in reasonable time once they have consulted the members as to the date and venue for the General Meeting.

4. General meetings can be called to discuss the practical day-to-day or governance of the Association by the MC, or for the reason mentioned in 3.8.
5. The Secretary shall take minutes at General Meetings or shall be responsible for arranging a minute-taker.
6. A General Meeting may be held either in person or through suitable alternative means agreed by the members in which each participant may verbally communicate simultaneously with all other participants.
7. Ideally decisions and/or resolutions will be reached through consensus. The Trustees however can use their right to use a veto vote in support of reasonable and practical governance and best interest of the Association.
8. A resolution which is in writing and agreed to by all members of the Association is as valid as a resolution passed at a meeting and for this purpose the resolution may be contained in more than one document and will be treated as passed on the date of the most recent. Such a resolution should be recorded with the minutes of the following General Meeting.

5. Amendment of Rules

1. The Members in General Meeting may propose an amendment of these rules or make any by-laws which may be considered desirable, provided that no amendment may be made to alter the Objects or Principles of the Association.
2. Any amendment to the Objects and Principles of these rules can only be made with consent of the MC after review at the following Annual General Meeting.

6. Application of Income and Property

1. The income and property of the Association shall be applied solely towards the promotion of the Objects and Principles.
2. Any member may however be reimbursed for reasonable expenses and time incurred by them when acting on behalf of the Association, including those incurred fulfilling his duties as an Officer or Trustee.
3. The MC (through consent) can authorise the payment of direct financial remuneration or support or other financial benefit to (MC) members, or to any person firm or company connected with them.
4. A proposal for this kind of payment can be made by members in General meeting. If it is proposed that such a person receive any remuneration or other financial benefit, then the MC must be satisfied that:
 - (i) the work they do, or the services they provide, are in the best interests of the Association.
 - (ii) they are the best person to do the work or provide the service.

7 Officers

- 7.1 The Officers of the Association's MC shall be at least a Secretary and Treasurer. Both Trustees are constant members of the MC and can hold any or none of the officer's roles. The MC will have a minimum of 2 and a maximum of 5 members.
- 7.2 Officers shall be elected by the members at the Annual General Meeting and shall hold office for one year and then become eligible for re-election. Officers may resign by informing their MC colleagues and members in writing of their wish to do so.
- 7.3 Vacancies for positions as Officers may be filled during the year by co-option, such members to hold office until the next Annual General Meeting.

8. Annual General Meeting (AGM)

- 8.1 An AGM shall be held in each calendar year, no AGM being held more than 15 months after the previous AGM.
- 8.2 28 days written notice for the AGM shall be sent to all current members by the Secretary with the agenda.
- 8.3 The agenda for an AGM shall include the following:
 - (i) to receive the accounts of the Association for the previous financial year;
 - (ii) to receive reports on the Association's activities since the previous AGM;
 - (iii) to elect Officers to replace those retiring from office;
 - (iv) to discuss and determine any matters of policy or deal with any other business put before them;
 - (v) to agree the date for the following AGM.
- 8.4 Other than as set out in rules 8.1, 8.2 and 8.3 above, rules and procedures for the conduct of the AGM shall be the same as for other General Meetings, as detailed in Section 4.

9. Powers

- 9.1 The Association shall have powers as specified in the Schedule of Powers which forms part of this Constitution. These may be exercised only in promoting the Objects and Principles.

10. Dissolution

- 10.1 In the event of the dissolution of the Association, after payment of all outstanding debts and liabilities and refunding any investments made by the Trustees, all assets shall be handed over to such charitable organisations with similar objects, as the members may determine.

The Temple of Avalon Schedule of Powers

9. Schedule of Powers

The Association has the following powers, which may be exercised only in promoting the Objects & Principles of the Association.

- 9.1 to organise meetings in support of the aims of the Association;
- 9.2 to organise ceremonies, workshops, lectures, broadcasts, courses of instruction and other events;
- 9.3 to publish literature and other instructional material in any format, but nothing shall be published in the name of the Association without the permission of the membership being obtained;
- 9.4 to provide or assist in the provision of money, materials or other help of whatsoever kind in and towards the Objects;
- 9.5 to buy, take on lease or in exchange, use or otherwise acquire any property necessary for the achievement of the Objects and to maintain and equip it for use;
- 9.6 to raise funds and invite and receive contributions, provided that in raising funds, the Association shall not undertake any substantial permanent trading activity and shall conform to any relevant statutory regulation;
- 9.7 to carry on temporary trade ancillary to carrying out the Objects and Principles;
- 9.8 subject to any consent required by law, to borrow money and to charge the whole or any part of the property of the Association with repayment of the money so borrowed. The Association must comply as appropriate with sections 38 and 39 of the Charities Act 1993, as amended by the Charities Act 2006 (or more recent legislation), if they intend to mortgage land or property;
- 9.9 to co-operate with other voluntary bodies, charities and statutory authorities operating in furtherance of the same or similar Objects and to exchange information and advice with them;
- 9.10 to establish or support any charitable trusts, associations or institutions in pursuit of the Objects;
- 9.11 to establish branches comprising members of the Association, such branches to be governed by regulations from time to time prescribed by the members, noting that rule 3.1 would in this circumstance require amending, as well as 'Size of Membership' in the Membership Policy;
- 9.12 to make grants or loans of money and give guarantees.
- 9.13 to open and operate such bank and other accounts as the Trustees consider necessary and to invest funds and to delegate the management of funds in the same manner and subject to the same conditions as the trustees of a trust are permitted to do by the Trustee Act 2000;
- 9.14 to appoint and remove at least two but not more than four Members of the Association (or a corporate trustee registered in England and Wales) as nominee(s) for the Association to hold on its behalf and under the control of the Members in General Meeting any assets of the Association;
- 9.15 to insure the Association's (leased) property against any foreseeable risk and take out other insurance policies to protect the Association where required;
- 9.16 to insure members of the Association against any liability that by virtue of any rule of law would otherwise attach to any member or other officer in respect of any negligence, default, breach of duty or breach of trust of which they may be guilty in relation to the Association but excluding:
 - (i) fines;
 - (ii) costs of unsuccessfully defending criminal prosecutions for offences arising out of the fraud, dishonesty or wilful or reckless misconduct of the member or other officer;
 - (iii) liabilities to the Association that result from conduct that the member or other officer knew or ought to have known was not in the best interests of the Association or in respect of which the person concerned did not care whether that conduct was in the best interests of the Association or not;
- 9.17 to employ paid or unpaid agents (volunteers), staff or advisers;
- 9.18 to enter into contracts to provide services to or on behalf of other bodies; such contracts should contain a provision stating that the liability of the officers or other members entering into any contract for the association or other bodies and the liability of any members on whose behalf the contract is made is limited to the assets of the association.
- 9.19 to pay the costs of forming the Association;
- 9.20 to delegate any functions of the Members in General Meeting in accordance with the rules, specifically rule 4.9 and its sub-clauses;
- 9.21 to do anything else within the law that promotes or helps to promote the Objects.