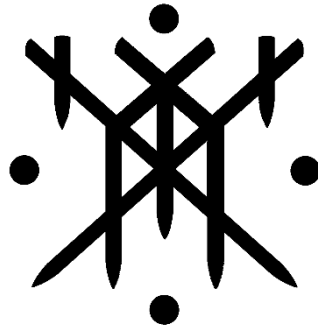


Heljalingar Political Charter



As stated in our Creed, we are horizontally organized. This means that no one kin has "power" over any other. The council and other positions exist to serve as a body of dedicated individuals who sacrifice their time and energy to ensure the Kindred continues to run smoothly, NOT as a governing body. All major decisions are either voted on at our yearly Thing (Assembly) or at public Moots (Meetings).

The council includes: Lawspeaker, Director, and 2 Thanes. The council meets regularly to discuss issues, lay down groundwork for event plans, come up with proposals to present at moot to be voted on, and generally refine our process as an organization. If a council meeting vote results in a tie the issue is brought to Moot for the kin to vote on.

Non-Council positions include: Folkspeaker, Treasurer, Ambassador, and Herrlof. The Folkspeaker and Treasurer will make quarterly reports to the council from their respective fields. All non-council positions can be called upon by the council at any time to share information, collaborate on projects, or join council meetings.

The Resolution Circle includes: 3 Mediators and either the Lawspeaker (for Arbitration) or Folkspeaker (for Mediation). The Resolution Circle meets as needed to mitigate any conflicts (see: Mediation and Arbitration Process).

All positions besides Mediator can only be filled by oathed kin. All council positions (and Folkspeaker) have a 2 year term. A third year can be taken uncontested by the council member (or Folkspeaker) in question. After that, the individual is required to take 1 year off from holding any office.

Titles (Elder, Kin, and Housecarl) are given with the unanimous approval of all oathed Kin (see: Kinship Oath).

Should any individual filling any of these roles become unsuited or ill-equipped for said role they can be voted out at any time. This includes lifetime appointments.

This document is intended to be adapted and revised based upon the needs of the Kindred.

COUNCIL POSITIONS

Lawspeaker

2 – 3 year term length

PREREQUISITES

- Must be Kin
- Must be a Herrlof

QUALIFICATIONS

- Trusted and respected by the kin as a whole
- Skilled public speaker
- Skilled at drafting documents
- Ability to remain impartial in official judgements
- Ability to be firm but not unkind

DUTIES

- Know all the official documents and laws of the kindred
- Serve to interpret the laws when unclear
- Propose revisions to laws (all revisions must be voted on by the kin)
- Draft and maintain all official Kindred documents and laws
- Keep records of all official kindred proceedings
- Inform individuals when they have broken the Code of Conduct
- Run Arbitration Meetings
- Run the yearly Thing

Director

2 - 3 year term length

PREREQUISITES

- Must be Kin
- Must be a Herrlof

QUALIFICATIONS

- Trusted and respected by the kin as a whole
- Organized and efficient
- Skilled at managing people
- Focused and dedicated
- Ability to consistently remind kin of their tasks and duties

DUTIES

- Form committees for various undertakings as needed
- Manage kindred to do list, keep people accountable
- Assign tasks and jobs

Thane

2 - 3 year term length

2 Thanes will be elected every 3 years

PREREQUISITES

- Must be Kin
- Must have been Kin for 1 year

QUALIFICATIONS

- Helpful and active

DUTIES

- Help organize, run, and put together events and/or programs

NON-COUNCIL POSITIONS

Herrlof (Veteran)

This is a position for those who have served as Thane in previous years. As Thanes end their term they automatically become Herlof. The Herrlof are consulted for their experience from years of organizing. We honor and value their long-term investment. An individual can hold both the Herrlof position and any other position simultaneously should they be elected for such.

- Lifetime position

PREREQUISITES

- Must be Kin
- Must have served as Thane

DUTIES

- Serve as consultants and guides to the council when called upon

Treasurer

- No term length

PREREQUISITES

- Must be Kin
- Must be a Herrlof

QUALIFICATIONS

- Trusted and respected by the kin as a whole
- Understands the basics of online banking
- Skilled with keeping records
- Skilled with data processing
- Communicative

DUTIES

- Schedule and organize quarterly meetings to make financial reports to council

- Maintain the Kindred bank account
- Accept and manage donations and income
- Withdraw money as it is needed by the council or others for events, business, and the occasional emergency loan request

Folkspeaker

2 - 3 year term length

PREREQUISITES

- Must be Kin
- Must be a Herrlof

QUALIFICATIONS

- Trusted and respected by the kin as a whole
- Highly empathetic and sensitive
- Skilled at listening to people talk about their feelings, concerns, ideas, etc
- Discrete; someone who is trusted with private personal information
- Ability to speak on behalf of and stand up for others without revealing identities

DUTIES

- Express the concerns and thoughts of individual Kindred members to the council and vice versa
- Avail themselves to the community as the person to speak to about any concerns, conflicts, or ideas
- Ensure that everyone is being heard at moots
- Contact every kin to ask about new kinship oaths
- Check in with past kin to see if they want to still be kin
- Run Mediation Meetings

Mediator

- 1 year term length
- Can also hold a non-council position
- 3 Mediators will be elected each year

PREREQUISITES

- Cannot hold a council position
- Must attend a state sanctioned QPR training
- See: Mediation and Arbitration Process

QUALIFICATIONS

- Trusted and respected by the kin as a whole
- Ability to remain impartial in official judgements
- Skilled at listening to people talk about their feelings, concerns, ideas, etc

DUTIES

- Attend all Mediation and Arbitration meetings
- Discuss and vote with other Mediators to decide upon resolution

TITLES

Elder

This is a special position for our honored elders. Any kin may choose to consult Elders for their wisdom and experience.

Kin

Kin are members who have taken the Kinship Oath. They are the inner family of the Kindred and are equal to all positions listed here. One must be Kin to fill most official positions, attend certain kin-only events, and vote at moots and in the yearly Thing (Assembly).

Housecarl

Housecarls are apprentices of older kin. They are usually younger members who seek to learn specific skills from individuals.