

## Policy Governing Hof Clergy

This document defines the requirements and expectations for Iðavelli Hof members to become, and then continue to be, Clergy for the Hof.

### I. Requirements for Clergy Candidates:-

1. Candidate must have been a Hof member for at least two years including at least one full year as a voting member. Proof of this membership shall be provided by the Hof Ristakona.
2. Candidate must have been active in a Heathen community (whether the Hof or other community) for at least three years. Proof of this active Heathen involvement shall be provided by three witnesses, named by the Candidate, who can attest to the Candidate's activity as a Heathen.
3. Clarification: the three year time period required in point 2 may include two or more years as a Hof member, required in point 1.
4. Candidate must apply to become Clergy by requesting provisional status as Clergy from the Rede.
5. This request must include the proofs mentioned in points 1 and 2, above. In addition, the request must include a written declaration of any allegiance or dedicated relationship the Candidate has with any deity or other wight, whether numbered among the Aesir or not. (Note: Any Candidate allied with a deity or wight hostile to the Aesir is unlikely to have their request approved.)
6. If the Rede approves the Candidate's request (following normal voting procedures), then the Candidate shall become provisional Clergy for a minimum of one year.

### II. Requirements for Provisional Clergy:-

1. During the Candidate's year (or more) as provisional Clergy, they are expected to serve as clergy for the Hof including having all the responsibilities (see section VI. Expectations for Clergy, below), rights, and privileges of confirmed clergy – with the exceptions that points 2 and 4 of section V (Rules Governing the Status of Confirmed Clergy) do not apply to provisional Clergy.
2. Further, during this time, provisional Clergy are expected to obtain training in pastoral care or counseling, such as through work with a crisis hotline or enrollment in a pastoral care program. They must obtain proof of completion of this training and provide it to the Hof membership prior to the members' vote on whether to approve them as confirmed Clergy (see below). Alternately, provisional Clergy who have had training in pastoral care and/or counseling prior to their year as provisional Clergy may simply provide proof of completion of this training prior to the members' vote.

### III. Vote to Approve Confirmed Clergy:-

1. Once a Candidate has served at least one year as provisional Clergy, they must request from the Rede that a members' meeting be held to vote on whether to approve the Candidate as confirmed Clergy. At the Rede's discretion, this vote may be held in a members' meeting specifically called for the purpose of the vote, or it may be held at the next scheduled members' meeting (such as at the annual Ping).
2. At the meeting and prior to the vote, the Candidate shall:
  - a. Provide proof that they met the requirements to become provisional Clergy (such as providing the same proofs required in section I, above);
  - b. Provide proof that they served for at least one year as provisional Clergy, in accordance with the Expectations for Clergy (such as by requesting testimony from members regarding their service);
  - c. Provide proof that they completed training in pastoral care and/or counseling, either before or during the year as provisional Clergy;
  - d. Declare any allegiance or dedicated relationship they have with any deity or other wight, whether numbered among the Aesir or not. (Note: Any Candidate allied with a deity or wight hostile to the Aesir is unlikely to be confirmed as Clergy. Further note: this declaration should reflect any changes in relationships since the prior declaration described in section I.)
3. At the meeting and prior to the vote, any Hof member may speak for or against approving the Candidate as confirmed Clergy.
4. Once all discussion of the Candidate's status is complete, the Jarl and Ristakona shall conduct a vote by the membership on whether to confirm the Candidate as Clergy. A four-fifths majority in favor of confirmation shall establish the Candidate as confirmed Clergy.

### IV. In the Event that Candidacy is not Confirmed:-

1. If a majority vote in favor of confirmation is not achieved, then the Candidate may request a vote from the membership, during the same meeting, on whether to allow the Candidate to continue as provisional Clergy for a further year. If this vote is requested, then the Jarl and Ristakona shall conduct the vote by the membership. Note: because of this possibility, any absentee ballots issued for the vote of whether to confirm the Candidate as Clergy must take this possible development into account.
2. A four-fifths majority in favor of allowing the Candidate to continue as provisional Clergy shall establish the Candidate as provisional Clergy for a second year, in accordance with section II,

above. At the end of this second provisional year, the Candidate must request from the Rede that a second members' meeting be held on whether to confirm the Candidate as Clergy (as described in points 1-4 of this section).

3. If a Candidate does not receive a majority vote in favor of confirmation after a second year as provisional Clergy (either by a lack of votes or by not asking for a vote to take place), then their request to become confirmed Clergy is denied and their status as provisional Clergy ends.
4. A Candidate whose request is denied may seek to become Clergy again after three years have elapsed. To do so, they must apply to become Clergy by requesting provisional status as Clergy from the Rede, as described in section I, above. Note: proof of meeting the requirements for Section I may be the same as the proof provided in the Candidate's original application.

#### V. Rules Governing the Status of Confirmed Clergy:-

1. Requirements: Confirmed Clergy must be Hof members in good standing and must serve as clergy for the Hof (see Expectations for Clergy, below).
2. Leave of Absence: Confirmed Clergy, after one full year serving as such, may request from the Rede a period of leave from their duties as Clergy without changing their status as confirmed Clergy. The details of such a period, its request, and its approval or denial shall be worked out between the Clergy member and the Rede, but must afterward be communicated by the Rede to the Hof members.
3. Resignation: Confirmed Clergy may resign their status as Clergy at any time by providing a written statement of resignation to the Rede, in which the reasons for the resignation are given. Clergy do not need Rede approval to resign. Clergy who have resigned may seek to become Clergy again after one year has elapsed. To do so, they must apply to become Clergy by requesting provisional status as Clergy from the Rede, as described in section I, above. Note: proof of meeting the requirements for Section I may be the same as the proof provided in the Candidate's original application.
4. Removal: A current member of the Clergy may not be removed from the Clergy without first being impeached. A member of the Clergy may be impeached only by a unanimous decision of the Rede members (other than the impeached Clergy member) or a two-thirds majority vote of the voting members in good standing. An impeached Clergy member may only be removed from the Rede by a four-fifths majority vote of the membership. A current member of the Clergy shall not be removed as a member of the Hof without first being removed from the Clergy according to this section. Removal of a Clergy member from the Clergy does not remove him or her from the membership, nor deprive them of any other right or responsibility they have as a Hof member. Clarification: a Hof member serving both as Clergy and on the Rede may be impeached and/or removed from one or both, as needed; such a member removed from the Clergy may continue to serve on the Rede, unless impeached and removed in that capacity as well, or vice versa.

## VI. Expectations for Clergy:-

1. Clergy are expected to be able to confidently lead religious ritual, including but not limited to: blót, sumbl, marriage, funeral, memorial, baby naming and/or blessing, and initiation into adulthood or elderhood.
2. Clergy are expected to be able to offer sound religious advice from a Heathen point-of-view, including, but not limited to, advice on: interpretation of lore, education, religious practice, religious belief, Rede or other Hof business, and community outreach.
3. Clergy are expected to be able to provide pastoral care and religious counseling, such as:
  - a. Providing relationship counseling;
  - b. Providing mental health counseling (by referral to a professional counselor, therapist, and/or psychologist);
  - c. Providing counseling for significant life events;
  - d. Visiting with Hof members who are sick, elderly, or otherwise in need;
  - e. Being available as Clergy to Hof members at all times, day or night.