

BY-LAWS OF THE Left Hand Alliance, A NONPROFIT CORPORATION

ARTICLE I ORGANIZATION

- A. The name of the organization shall be Left Hand Alliance, doing business as The Satanic Temple Austin, also known as TST ATX.
- B. TST ATX operates as an official congregation of The Satanic Temple, also known as TST, and, when applicable, the national organization rules supersede what is written in this document.
- C. The organization shall not have a seal.
- D. The organization may at its pleasure, by a vote of the Board of Directors, change its name.
- E. The organization has filed, with the state, the nonprofit Articles of Incorporation.

ARTICLE II PURPOSES

A. General

The purposes for which the Left Hand Alliance is organized are:

- i. Left Hand Alliance is organized and shall be operated exclusively for charitable, scientific, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "Code") or the corresponding section of any future federal tax code. Specifically, the Left Hand Alliance shall work to strengthen nonprofits through consulting, education, networking, and resources.
- ii. To engage in any and all lawful activities incidental to the foregoing purposes, except as otherwise restricted herein.
- iii. To encourage benevolence and empathy among all people, reject tyrannical authority, advocate practical common sense and justice, and be directed by the human conscience to undertake noble pursuits guided by the individual will. The Left Hand Alliance works to ensure that our society remains a pluralistic one, ungoverned by religiously motivated principles, as well as to develop customs, culture, and ceremonial concepts for the Satanic community.

B. Powers

The Left Hand Alliance is a nonprofit corporation and shall have all of the powers, duties, authorizations, and responsibilities as provided in the Texas Non-Profit Corporation Act; provided, however, the Left Hand Alliance shall neither have nor exercise directly or indirectly in any activity, that would invalidate its status as a corporation that is exempt from federal income taxation as an organization described in Section 501(c)(3) of the Code.

ARTICLE III MEMBERSHIP

- A. Annual dues are not required, but donations are welcome and encouraged.
- B. Every member has to follow TST's Code of Conduct and TST ATX's Code of Conduct.

C. Membership status

i. Supporting member

A supporting member will still be informed about annual and regular meetings but is not allowed to vote. One full year of inactivity, including no donations made, results in a warning and, following one (1) month of inaction on their part, they will be removed from the congregation. When requested, reasonable accommodations will be provided for extenuating circumstances.

ii. Member on Probation

New members will be on probation for up to six (6) months after joining the congregation. After this time, a member will gain the ability to vote if they follow the requirements of a voting member.

iii. Voting member

A voting member has to attend at least one (1) regular meeting, fundraiser or other organizational event every quarter. Voting members are able to vote the Board of Directors in the annual meeting, but cannot be voted into such a position.

iv. Active member

Active members have to attend at least 50% of meetings (including online attendance options) and contribute to the congregation by assisting with at least one public event (for example: leading book club, preparing fundraising events, participating in public rituals). Active members are able to vote and can be voted to sit on the Board of Directors.

D. Grievances, Resignation, and Termination

i. All grievances shall be directed to members of the Board as soon as possible. This may be done in person, via email, or via the form made available to the members. It is recommended that any in-person or text-communication grievances be memorized via email promptly. The Board will keep all discussions anonymous unless it is a matter of safety or legal issue. The Board will, as a matter of policy, report any threat of harm to a person to the appropriate authorities. The Board will address complaints as necessary and within the congregation membership. Members will not send congregation-wide communications regarding issues without approval from the Board so that a fair assessment of the situation can first be conducted. Members may escalate matters to TST's Concerns Committee or the Suryan Council as appropriate. Any member may resign by filing a written resignation and emailing it to the Boards email address.

ii. Membership may be terminated when sufficient cause exists for such termination. This may be determined by consultation of TST's Concerns Committee. The membership may also be terminated by any violations of TST and TST ATX's Code of Conduct.

ARTICLE IV BOARD OF DIRECTORS

A. General Powers and Responsibilities

The Left Hand Alliance shall be governed by a Board of Directors ("the Board"), which shall have all of the rights, powers, privileges and limitations of liability of Directors of a nonprofit

corporation organized under the Texas Non-Profit Corporation Act. The Board shall establish policies and directives governing business and programs of the Left Hand Alliance and shall delegate to the Executive Committee and members of the Left Hand Alliance, subject to the provisions of these Bylaws, authority and responsibility to see that the policies and directives are appropriately followed. The Board of Directors shall select from the Board of Directors the officer positions of Congregation Heads, Spokesperson and Committee Chairs. The Board will assign standing and ad hoc committees as needed for the organization. The Board shall provide duties and responsibility to committees.

B. Number and Qualifications

i. The business of this organization shall be managed by a Board of Directors consisting of 3 to 8 members. All members of the Board shall be members of the congregation. Including the Congregation Head(s) and standing committee chairs of the Left Hand Alliance.

ii. In addition to the regular members of the Board, representatives of such other organizations or individuals as the Board may deem advisable to elect shall be Ex-Officio Board Members, but shall not have voting power, shall not count as one of the regular Board members.

C. Board Elections

The Executive Committee shall present nominations for new and renewing Board members at least two (2) months prior to the annual meeting. Voting may be conducted online and only voting members and active members are eligible to vote. New and renewing Board members shall be approved by a simple majority (50% + 1 vote) of those Board members at a Board meeting at which a quorum is present.

D. Term of Board

All appointments to the Board shall be for a term of one (1) year with no term limits.

E. Vacancies

Vacancies on the Board may be filled by a vote at a special meeting. A Board member elected to fill a vacancy shall be elected for the unexpired term of his or her predecessor in office.

F. Resignation

Each Board member shall have the right to resign at any time upon written notice thereof to the Congregation Head(s). Unless otherwise specified in the notice, the resignation shall take effect upon receipt thereof, and the acceptance of such resignation shall not be necessary to make it effective.

G. Removal

A Board member may be removed when sufficient cause exists for such removal. This will be determined by an independent investigation through TST's Concerns Committee.

ARTICLE V OFFICERS

A. Officers and Duties

i. Officers shall by virtue of their office be Directors of the Board of Directors and follow the duties of a director in addition to their officer duties.

ii. No director and/or officer shall for the reason of their office be entitled to receive any salary or compensation, but nothing herein shall be construed to prevent an officer or director from receiving any reasonable reimbursement from the organization for duties as a director or officer.

iii. Congregation Heads

The Left Hand Alliance utilizes a two-person Congregation Head structure. The Congregation Heads of the organization, by virtue of the office, shall be Co-Chairmen of the Board. The Congregation Heads shall preside at all meetings.

iv. Spokesperson

The spokesperson shall attend to all correspondence of the organization, including public relations and liaising with the media, and shall exercise all duties incident to the office of Spokesperson. They shall complete assigned tasks, as necessary.

v. Secretary

The Secretary shall be appointed by the Board and (a) cause the minutes of all Board and Executive Committee meetings and proceedings to be recorded, (b) certify the accuracy of such minutes, (c) cause notice of all meetings to be given, (d) attest the signatures of the Left Hand Alliance's officers and Board members as required, (e) sign correspondence on behalf of the Board, and (f) have all other powers assigned by the Board, the Chair, or these Bylaws.

vi. Treasurer

The Treasurer shall be the chair of the Finance Committee and have access to records of all receipts, disbursements, assets, and liabilities of the organization and shall report to the Board on the condition of such records and financial condition of the Left Hand Alliance from time to time and at least quarterly.

vii. Committee chairs

The Chair may designate and appoint committees of the Board as deemed necessary. Each Board committee shall be chaired or co-chaired by a Board member appointed by the Chair or, at the Chair's discretion, selected by the committee's members, subject to the approval of the Board. Non-Board members may be appointed to any Board committees at the discretion of the Chair. Any member of the Board may attend committee meetings at any time.

ARTICLE VI COMMITTEES

A. Standing Committees

The Board shall maintain the following standing committees: Executive Committee, Finance Committee, Media Committee and Event Committee.

B. Executive Committee

The Executive Committee shall be composed of the officers of the Left Hand Alliance and the chairs of each of the Board committees. The Executive Committee shall be responsible for conducting Board affairs in the intervals between meetings, dealing with matters of urgency that may arise between Board meetings.

C. Finance Committee

The Finance Committee shall be composed of two or more Board members, one of whom shall be the Treasurer. The Finance Committee shall oversee all financial operations of the organization.

D. Media Committee

The Media Committee consists of at least TST ATX's spokesperson and the Media Committee chair. This may be the same person. It is responsible for all but not limited to social media channels as well as maintaining the website.

E. Event Committee

The Event Committee consists of at least the Event Committee chair. The responsibilities of the Event Committee includes but is not limited to planning and organizing events as well as writing event proposals for TST's Regional Committee.

ARTICLE VII MEETINGS

A. Annual Meetings

The annual meeting of this organization shall be held in the month of January and the Board of Directors shall fix the day at least two month prior.

B. Regular Meetings

Regular meetings of this organization shall be held in an agreed upon location monthly no less than at least once every quarter. Meetings may occur virtually when necessary. Meetings may be canceled as deemed necessary by the Board of Directors and will resume the following month.

C. Special Meetings

Special meetings of this organization may be called by the Congregation Head(s) when they deem it for the best interest of the organization. Notices of such meeting shall be emailed to all voting and active members at least twenty-four (24) hours before the scheduled date set for such special meeting. Such notice shall state the reasons that such meeting has been called, the business to be transacted at such meeting, and by whom it was called.

ARTICLE VIII QUORUM

All issues to be voted on shall be decided by a simple majority (50% + 1 vote). This includes the changing of bylaws. A quorum for a meeting of the members shall consist of at least 10% of the combined voting and active members. If at any time the voting and active members consist of

an even number and a vote results in a tie, the Congregation Head(s) will cast a final joint vote. A quorum for a meeting of the Board shall consist of at least 50%.

ARTICLE IX MISCELLANEOUS

A. Fiscal Year

The fiscal year of the Left Hand Alliance shall be from January 1st to December 31st.

B. Books and Records

The Left Hand Alliance shall keep correct and complete books and accounting records and shall also keep minutes of the proceedings of its Board.

ARTICLE X AMENDMENTS

The Board may amend these Bylaws by a simple majority vote (50% + 1 vote) at any regular or special meeting of members. Written notice setting forth the proposed amendment or summary of the changes to be affected thereby shall be given in advance for review prior to voting.