

CHK7: Roles within the Confederation
Committee



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1 Role of the Chairman

The central responsibility of The Chairman is to guide, serve, and protect the community's interests and traditions.

1. Community Leadership:

- The Chairman is often the primary leader and representative of the community. This includes gently guiding the group according to its beliefs, values, and traditions.
- They may lead or facilitate rituals, ceremonies, and gatherings, such as Blots and Sumbels, ensuring they are conducted respectfully and in accordance with the community's traditions.

2. Organizing Events and Gatherings:

- The Chairman typically plans and oversees community events, festivals, workshops, and seasonal celebrations (Like Yule, Midsummer, or Sigrblot), ensuring that these gatherings are inclusive and meaningful.
- They may coordinate with other members or committees of other organisations for the logistics, such as venue selection, schedules and required materials.

3. Facilitating Communication:

- The Chairman is responsible for clear and effective communication within the community, including updates on events, decisions, and other relevant matters.
- They may also act as a liaison between the community and external organizations (Such as Asatru UK and The Pagan Federation), representing the group's interests and maintaining positive relations.

4. Preserving and Teaching Tradition:

- A key responsibility is to help preserve and transmit the beliefs, customs, stories, and values of Heathenry, often through education, storytelling, and guiding newcomers to helpful resources and organisations.
- The Chairman may organize study groups, reading circles, or discussion sessions to deepen the community's understanding of its wider heritage and beliefs.

5. Ensuring Ethical and Respectful Conduct:

- The Chairman has the duty of maintaining a respectful and inclusive environment within the Confederation, addressing any discriminatory, exclusionary, or disruptive behaviour in the community.

- They will establish or enforce codes of conduct and community guidelines in alignment with Inclusive Heathen values.

6. Administrative Responsibilities:

- The Chairman may handle various administrative duties, including managing finances, overseeing member contributions, and handling relevant legal matters if the Confederation becomes a registered organization.
- They may be responsible for the group's budget, funds for events, or charitable activities. Potentially including working closely with treasurers or financial officers from collaborating organisations.

7. Encouraging Community Involvement:

- They will help to foster a spirit of shared responsibility, encouraging all members to actively participate in community events, rituals, and decisions should they so wish.
- The Chairman may organize volunteering opportunities or roles within the community, ensuring that all members feel valued and engaged.

2 Role of the Vice Chairman

The Vice Chairman role combines leadership, support, and community involvement. The overall goal is to assist The Chairman in leading the Confederation effectively while also honouring and promoting Heathen values.

1. Supporting Leadership and Decision-Making:

- *Assisting the Chairman:* The Vice Chairman supports the Chairman in overseeing meetings, guiding organizational strategy, and maintaining the Confederation's vision and goals.
- *Acting as Chairman in Absence:* When the Chairman is unavailable, the Vice Chairman will step in to lead meetings, make decisions, and manage activities on their behalf.
- *Collaborative Decision-Making:* The Vice Chairman works with the Chairman and Committee to make decisions that respect the Confederation's values and ensure alignment with the mission statement.

2. Community Engagement and Representation:

- *Representing the Confederation:* The Vice Chairman may represent the Confederation at events or gatherings, especially when the Chairman is not available to do so.
- *Building Relationships with Members:* The Vice Chairman should be a point of contact for members, answering questions and addressing concerns.
- *Liaising with External Groups:* This role could involve communication with other Heathen or Pagan groups, or engaging with interfaith councils to promote mutual understanding.

3. Facilitating Rituals and Events:

- *Assisting with Rituals:* The Vice Chairman may help plan, organize, and lead Confederation rituals.
- *Promoting Heathen Values and Education:* The Vice Chairman might play a role in educating members and the broader community about Heathen values, traditions, and practices.

4. Administrative and Operational Support:

- *Supporting Organizational Tasks:* This could include managing communication, handling external correspondence or assisting with finances.
- *Overseeing Committees or Working Groups:* If the Confederation sets up any specific committees, the Vice Chairman might supervise these groups, ensuring that they meet their goals.

- *Handling Conflict Resolution:* The Vice Chairman may be required to act as a mediator when necessary.

5. Promoting Inclusivity and Respect:

- *Maintaining Community Values:* The Vice Chairman is responsible for upholding the Confederation's ethics, creating a welcoming and inclusive environment, and ensuring all members feel respected and valued.
- *Encouraging Diversity in Heathen Practice:* The Vice Chairman should help to support and foster the diverse array of Heathen practices that are present within the Confederation's member base.

6. Succession and Mentorship:

- *Mentoring Future Vice Chair Holders:* Part of the Vice Chairman's role may include preparing for committee transitions by mentoring other members who may eventually take on leadership or administrative roles.
- *Continuity Planning:* The Vice Chairman will work closely with the Chairman to ensure smooth succession, whether it's a temporary fill-in role or long-term planning.

3 Role of the I.T. Officer

Outlined below are the responsibilities of the I.T. Officer of The Confederation of UK Heathen Kindreds.

Maintaining and Updating The Website:

1. Engage with Kindred reps to ensure updates are made to Kindred's information on the website.
2. Keeping the Interactive Kindred Location Map up-to-date as per the changes in locations of kindreds, and the arrival of new kindreds.
3. Ensure decisions made within meetings are accurately reflected on the website.
4. Upload and update the relevant files located on the website.
5. Work with the Chair and Vice Chair to complete payments for the website.

4 Role of the Games Keeper

The Games Keeper role is to create a space where members of Kindreds can engage in friendly, meaningful competition that honours tradition, builds unity, and reinforces shared cultural values and spiritual identity. They play a key part in keeping the spirit of ancient Heathen practices alive and thriving within the modern community.

1. **Organizing Traditional Games and Competitions:** The Games Keeper plans events that reflect traditional sports, games, or contests, often inspired by historical activities from the Scandinavian and Germanic Pagan Era. They may adapt modern games to reflect current Heathen values and/or contemporary morals, ethics and safety standards. The core purpose remains to honour ancient customs and foster a sense of community and connection with each other, with the Gods, and with our ancestors.
2. **Ensuring Safety and Fair Play:** While these activities are intended to test strength, skill and resilience, the Games Keeper is responsible for ensuring the safety of all participants. They enforce rules to minimize the risk of injury and make sure everyone competes with good sportsmanship. Fair play is pivotal to maintaining long lasting Frith, and to prevent tensions or conflicts that could disrupt the community.
3. **Creating a Sense of Ceremony or Ritual:** The Games Keeper often incorporates a ceremonial aspect, which can include invocations to the Gods. These activities may serve as offerings, making physical achievements more spiritually significant. The Games Keeper might open or close games with a short ritual to venerate the Gods, ancestors, or spirits of the land.
4. **Preserving and Reviving Heathen Culture:** The role of the Games Keeper may often include studying historical practices to ensure reasonable authenticity in the Kindred Games. They might research ancient texts, sagas, and archaeological sources to identify games and competitions that were valued by historical Heathen cultures.
5. **Engaging Youth and Newcomers:** The Games Keeper helps to involve all age groups in the Kindred Games. They might adapt games for children or newcomers, helping them feel included while learning more about modern Heathenry in the process.
6. **Maintaining and Preparing Equipment:** Depending on the games chosen, the Games Keeper may be responsible for the upkeep and preparation of equipment, such as Kubb sets, Hnefatafl boards, footballs, or axes for holding. Ensuring everything is in good condition is paramount to the safety, and hence the enjoyment of each event.

7. **Encouraging the Upholding of Positive Heathen Values:** As competitions can serve as a test of honour and skill, the Games Keeper encourages participants to embody humility, respect and frith during games. Being magnanimous in both victory and defeat is a quality which should be fostered within the Games.

5 Role of the Editor

The Editor serves to oversee the creation, refinement and finalisation of any and all documents which are necessary for the Confederation to operate at its full capacity. This may include, but is not limited to, policies and legislation, proposals for partnership with external organisations, Confederation sanctioned pamphlets, and rules for the relevant Kindred Games.

1. **Editing Existing Unrefined Documents:** The Editor is responsible for reformatting, rewording and smoothing out any old documents which are in need of update.
2. **Creation of New Documents:** At the request of the Chairman and/or Vice Chairman, the Editor may be provided with raw information that needs to be formatted in an appealing, concise and digestible way. This will often include rules and policies which were previously unofficial, which now need to be ratified.
3. **Use Initiative to Make Positive Changes:** The Editor reserves the right to make small changes to any document, so long as no unintended messages are put out as a by-product, and so long as the original meaning, purpose, and all important points of the document are preserved. This mostly includes fixing grammatical errors, changing the wording of phrases to improve clarity, increase brevity, or sound more professional. Any larger changes must be at the approval of the Chairman and/or Vice Chairman.
4. **Send Off for Approval:** Once any documents have been finalised, the Editor will send them to the rest of the committee, in order for them to be approved, made official, and subsequently published to the wider Confederation member base.

6 Role of the Social Media Officer

The Social Media Officer is responsible for managing and monitoring the Confederation's social media outlets to increase general awareness of the Confederation through good publicity. They should be well acquainted with social media platforms such as Facebook, YouTube, TikTok and Instagram. They must also understand content creation, audience engagement and analytical tools.

1. Content Creation and Management:

- Develop and schedule engaging posts for various social media platforms.
- Design visual content using tools like Canva and Adobe Creative Suite.
- Maintain high quality and consistency across all platforms.

2. Strategy Development:

- Identify trends, social insights, and new innovations to drive continued improvement.
- Plan and manage potential promotional activities across the Confederation's social media platforms.

3. Community Engagement:

- Actively monitor and respond to comments, messages and other interactions with the Confederation's social media platforms.
- Work with other Heathen organisations on social media to build a shared community.

4. Analytics and Reporting:

- Track, analyse and report on the Confederation's reach and engagement.
- Use any insights gained from analytics to improve the Confederation's social media presence.
- Prepare a brief summary report to deliver at the monthly Confederation meetings.

5. Platform Management and Optimisation:

- Stay updated on the relevant algorithms used by social media platforms, and how best to exploit such algorithms for positive engagement and far reach.
- Optimise Confederation social media accounts for better search visibility and consumer experience.
- Ensure all content complies with copyright, data protection, and ethical guidelines.