

CONSTITUTION AND BYLAWS

Adopted July 4, 2020

THE CIVILIZATION SOCIETY
211 Hope Street #842
Mountain View, CA 94041-1306

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CONSTITUTION

ARTICLE 1

NAME AND LOCATION

The name of this institution of veneration and celebration, having its headquarters in Mountain View, California, shall be The Civilization Society.

ARTICLE 2

PURPOSE

The purpose of The Civilization Society shall be to religiously and uniformly:

1. Teach the elemental dictionary definitions and textbook procedures, and celebrate the unified application, of:
 - 1.1 Faith,
 - 1.2 healthy Self-Image,
 - 1.3 Cogent Logic, and
 - 1.4 The Scientific Method;
2. Apply Faith, healthy Self-Image, Cogent Logic, and The Scientific Method to reach universally ethical conclusions; compile and update those conclusions in a document titled Q.E.D. The "Utopian" Agenda; and celebrate those conclusions;
3. Nurture the ability to recognize, understand, and both reason and act independently of the feelings generated by Dopamine and/or Change;
4. Promote and practice combined philosophic and scientific fellowship and social unity; and
5. Facilitate the cogent advancement of Healthy Civilization for this and all future generations throughout the observable universe.

ARTICLE 3**POLITY**

SECTION 1. The Civilization Society shall be no part of any other religious institution having a conflicting purpose.

SECTION 2. The government of The Civilization Society is vested in the Society Director and Principal Investigator who, as Chair of the Board of Directors, exercises the right of control in all affairs as set forth in this Constitution and these Bylaws. The Chair is not subject to the authority of any institutional body of The Civilization Society but does participate in a covenantal Peer Review fellowship with its Certified members.

SECTION 3. Each member holding a position or office including and below the rank of a Lab Manager will have not necessarily been Certified before taking office. Each member holding a position or office above the rank of a Lab Manager, up to and including the Chair of the Board of Directors, will have been Certified for two (2) consecutive years before taking office; and will be Recertified every year within one month following their birthday by a Certified member holding a position two (2) levels above their position where structurally possible; or the Chair in the case of the Board of Directors; and the Board of Directors in the case of the Chair. Except in the case of medically or legally documented emergencies, members unable to Recertify within thirty (30) days of their birthday are disqualified from holding said positions or offices and will be honorably released at the end of thirty (30) days. However, if said positions or offices are vacant and Certified members are not available for appointment, then the Uncertified member may be retained or another member may be appointed officer and will be, in each case, designated and known as an "Interim" officer until such time as the Interim officer can be Certified, or a Certified and otherwise qualified member can be appointed.

SECTION 4. If an individual in a position or office is honorably released and invited to attend subsequent leadership meetings of the same level by the senior officer of that meeting, then the ex-officer may have voice, but no vote.

SECTION 5. The Civilization Society is incorporated under the laws of the State of California as a non-profit corporation within the State and is, therefore, subject to its laws.

ARTICLE 4

FAITH AND COVENANT

SECTION 1. The Civilization Society acknowledges, as essential and primary existential givens, the relationships mapped on the diagram On the Origin of Behaviors by Means of Faith and Character Education, or The Preservation of Favored Philosophies in the Struggle for Civilization by Geoffrey O'Driscoll Gray-Lee.

SECTION 2. The Civilization Society looks to the conclusions of Q.E.D. The "Utopian" Agenda.

SECTION 3. The Civilization Society rejects the pleasure of Dopamine and the fear of Change as Proofs of Existence for any other Thing.

SECTION 4. The Civilization Society recognizes two (2) essential applications of the elemental dictionary definition of the word Faith:

- 4.1 Maintain an open mind, and
- 4.2 Make full, free, and unified use of healthy Self-Image, Cogent Reasoning, and The Scientific Method.

SECTION 5. The Civilization Society affirms its institutional responsibility to change in accordance with each Proof officially added to or removed from Q.E.D. The "Utopian" Agenda.

SECTION 6. The Civilization Society affirms the following expressions.

6.1 A Particular Conclusion, plus A Sincere Wish For said, defines Desire. Desire, plus Anticipation, defines Hope. Hope, plus Action To Bring About said, defines Faith. This definition of Faith is elemental and complete.

6.2 Faith and another Idea; such as an expression, notion, or philosophy; are different Things.

6.3 Faith is applied to another Idea.

6.4 Some people fear Change.

6.5 Some people induce Dopamine secretion.

6.6 Methods of argument or reasoning construction ranked for reliability, from least to most probable, are:

6.6.1 Persuasion (informal reasoning that is compelling due to whatever cause; i.e., whim, angry dog, sincere friend, charismatic speaker, etc.),

6.6.2 Valid Logic (formal reasoning that is Consistent),

6.6.3 Sound Logic (formal reasoning that is Consistent and True), and

6.6.4 Cogent Logic (formal reasoning that is Consistent, True, and both Necessary and Sufficient).

6.7 In a Formal Argument, neither the pleasure of Dopamine, nor the fear of Change, are reliable forms of Proof of Existence for any other Thing.

6.8 The most efficient form of inquiry is The Scientific Method.

6.9 Peer-Esteem and Self-Esteem are different Things.

6.10 Healthy Self-Esteem requires a Truly or Factually defined Identity, Talent Compound, and Conscience.

6.11 A healthy Identity recognizes one's Individuality, is Self-Defined, and maintains Consistency between one's Honor Code and Behavior.

6.12 Faith applied to Cogent reasoning and a healthy Self-Image results in practical behavior.

ARTICLE 5

AMENDMENTS TO THIS CONSTITUTION

Amendments to this Constitution may be made by the Chair of the Board of Directors at any duly called meeting of the Board of Directors. Written notice of any proposed amendment(s) to this Constitution shall be made by the Chair to the Board of Directors at least two (2) weeks prior to any duly called meeting of the Board.

BYLAWS

CHAPTER 1

AUTHORITY AND AREAS OF RESPONSIBILITY

SECTION 1: Legislative authority is vested in the Society Director and Principle Investigator (SDPI) who is Chair of the Board of Directors (Chair). It is the prerogative of the Chair to decide such questions as changes in the Constitution and Bylaws, buying and selling property, and the appointment and release of the President and each member of the Board of Directors. The Chair shall oversee Q.E.D. The "Utopian" Agenda document construction activities.

SECTION 2: Administrative authority is vested in the President. It is the prerogative of the President to decide such questions as the appointment and release of any person below the rank of President and the polity of the Labs. The President shall fill vacant Multi-Regional Manager positions with persons who have been Certified for at least two (2) consecutive years, and are currently or were previously Regional Managers.

SECTION 3: Multi-Regional Managers shall oversee the administrative duties and educational activities of the Multi-Regional Departments. Multi-Regional Managers shall be vested with powers and duties as provided in these Bylaws. Multi-Regional Managers shall fill vacant Regional Manager positions with who have been Certified for at least two (2) consecutive years, and are currently or were previously Area Managers.

SECTION 4: Regional Managers shall oversee the administrative duties and educational activities of the Regional Departments. Regional Managers shall be vested with powers and duties as provided in these Bylaws. Regional Managers shall fill vacant Area Manager positions with persons who have been Certified for at least two (2) consecutive years, and are currently or were previously in the position of Lab Director and Principal Investigator.

SECTION 5: Area Managers shall oversee the administrative duties and educational activities of the Area Departments. Area Managers shall be vested with powers and duties as provided in these Bylaws. Area Managers shall fill vacant Lab Director and Principal Investigator (P.I.) positions with persons who have been Certified for at least two (2) consecutive years, and are currently or were previously in the position of First or Second Assistant Lab Director and Principal Investigator (1API or 2API) or as stipulated in these Bylaws.

SECTION 6: Lab Directors and Principal Investigators (P.I.) shall oversee the administrative duties and educational activities of the Lab. The P.I. shall be vested with powers and duties as provided in these Bylaws. The P.I. shall fill vacant positions of First and Second API, Secretary, and Treasurer, with Lab members who have been Certified for at least two (2) consecutive years, Manager positions with capable members who have been in good standing for two (2) consecutive years, all other positions with capable members in good standing, and guide interested visitors through the membership process. The P.I. shall also conduct weddings, funerals, and other civic functions appropriate to this position or office.

SECTION 7: Persons in the position of First or Second Assistant Lab Director and Principal Investigator (1API or 2API) shall help the P.I. with the administrative duties and educational activities of the Lab. Each API shall be vested with powers and duties as provided in these Bylaws.

CHAPTER 2

MEMBERSHIP

SECTION 1: Members of The Civilization Society shall be those persons on the rolls at the time these Bylaws are adopted and those who are admitted thereafter.

SECTION 2: Members of The Civilization Society shall deem it a honor and duty to both participate in the healthy and scientific life of The Civilization Society, and support its work and altruisms through contributions of time, abilities, and financial resources.

SECTION 3: Membership in The Civilization Society shall be initiated via the Lab Director and Principle Investigator (P.I.).

SECTION 4: Membership Classifications

All members of The Civilization Society shall have no personal membership in any religious organization that has a purpose inconsistent with that of The Civilization Society, and shall have asked a Lab Director and Principle Investigator to add their name to The Civilization Society rolls, and shall have passed a formal membership interview with a P.I.

4.1 Undergraduate Members, in addition to those conditions noted in this section's introduction, are also attending a lab institute on a regular basis and working toward duel institute Graduation/Certification. Undergraduate Members may assist Lab officers as needed in unofficial capacities.

4.2 Credentialed, Certified, or Recertified Members, in addition to those conditions noted in this section's introduction, have successfully challenged the Society's Origin of Behaviors diagram, Symbolic Logic, and Scientific Method competency tests within the past three hundred and sixty-five (365) days. Credentialed, Certified, or Recertified members must be Recertified every three hundred and sixty-five (365) days and no later than thirty (30) days following their birthday. Credentialed, Certified, or Recertified Members may hold positions or offices within a lab, fully participate in the construction of Q.E.D The "Utopian" Agenda, and be listed as a co-author on an official Lab proof.

4.3 Graduate Members, in addition to those conditions noted in this section's introduction, have successfully challenged the Society's Origin of Behaviors diagram, Symbolic Logic, and Scientific Method competency tests but not within the past three hundred and sixty-five (365) days and their credentials have expired. Graduate Members may hold official positions or offices within a lab; except P.I., 1API, 2API, Secretary, Treasurer, and Manager; and participate generally with Credentialed Members in the construction of arguments for Q.E.D The "Utopian" Agenda, but will not be listed as co-author on an official Lab proof.

CHAPTER 3

ALL POSITIONS OR OFFICES

SECTION 1: All part-time positions or offices in The Civilization Society are lay or unpaid volunteer positions. Some full-time position or offices are lay or unpaid volunteer positions, and some may be paid at the discretion of the Chair.

SECTION 2: Responsibilities include:

1. Secure approval from the President for all expenditures exceeding the limitations as provided in these Bylaws or, if not provided, then by the limitations of petty cash.
2. Ensure that the Society has a sense of its purpose and mission.
3. Review and evaluate Society activities to ensure consistency with the Society's mission and purpose.
4. Maintain accurate records of Society meeting proceedings and actions.
5. Engage in office or position level strategic planning that accomplishes the Society purpose and mission.
6. Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 4

LAB ADMINISTRATION AND MANAGEMENT

SECTION 1: All positions or offices of Lab Administration and Management shall include:

- 2.1 Lab Director and Principal Investigator
- 2.2 First Assistant P.I.
- 2.3 Second Assistant P.I.
- 2.4 Past P.I.
- 2.5 Lab Secretary
- 2.6 Lab Treasurer
- 2.7 Lab Personnel Manager
- 2.8 Lab Physical Facilities Manager
- 2.9 Lab Virtual Facilities Manager
- 2.10 Lab Communication Manager
- 2.11 Lab Clarification Manager
- 2.12 Lab Symposiums Manager
- 2.13 Lab Life Manager
- 2.14 Lab Outreach Manager

SECTION 2: Lab Administration and Management positions or offices lower in rank than Assistant P.I. shall be appointed by the P.I.

SECTION 3: Lab Administration and Management responsibilities include:

- 3.1 Meet regularly to oversee and conduct the Lab's work.
- 3.2 Prepare a yearly department budget to present to the P.I. and Finance Manager.
- 3.3 Prepare department work reports to present to the P.I.
- 3.4 Recommend revisions and creation of department work policies and procedures.
- 3.5 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 5

LAB OUTREACH MANAGER

SECTION 1: The Lab Outreach Manager, at the time of appointment, shall have been Certified for at least two (2) years consecutively, shall serve a term of two (2) years, may serve a second consecutive term, but shall not be eligible to serve again in this position or office for a period of two (2) years after having served a second term. The Lab Outreach Manager helps build

the Lab's sense of community, and identifies, coordinates, and promotes the outreach activities for Lab members and non-members. This includes a program of monthly Collegiality and Wellness visits to all members and interested visitors.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 6

LAB LIFE MANAGER

SECTION 1: The Lab Life Manager, at the time of appointment, shall have been Certified for at least two (2) years consecutively, shall serve a term of two (2) years, may serve a second consecutive term, but shall not be eligible to serve again in this position or office for a period of two (2) years after having served a second term. The Lab Life Manager helps build the Society's sense of community, and identifies, coordinates, and promotes opportunities for meaningful communication and fellowship among Lab members and non-members. This includes hospitality initiatives, welcoming visitors, integrating new members into the life of the Lab, and identifying and promoting special events and fellowship activities.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 7

LAB SYMPOSIUMS MANAGER

SECTION 1: The Lab Symposiums Manager, at the time of appointment, shall have been Certified for at least two (2) years consecutively, shall serve a term of two (2) years, may serve a second consecutive term, but shall not be eligible to serve again

in this position or office for a period of two (2) years after having served a second term. The Lab Symposiums Manager works with the P.I. to plan, implement, and coordinate the activities of the Lab Symposiums.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 8

LAB CLARIFICATION MANAGER

SECTION 1: The Lab Clarification Manager, at the time of appointment, shall have been Certified for at least two (2) years consecutively, shall serve a term of two (2) years, may serve a second consecutive term, but shall not be eligible to serve again in this position or office for a period of two (2) years after having served a second term. The Lab Clarification Manager builds, coordinates, and promotes; and explores programs and strategies to strengthen; an effective and cogent healthy Self-Image and Scientific educational program for all Lab members.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 9

LAB COMMUNICATION MANAGER

SECTION 1: The Lab Communication Manager, at the time of appointment, shall have been Certified for at least two (2) years consecutively, shall serve a term of two (2) years, may serve a second consecutive term, but shall not be eligible to serve again in this position or office for a period of two (2) years after having served a second term. The Lab Communication Manager

oversees the formal and informal communication within the Lab, and between the Lab and everyone else.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 10

LAB VIRTUAL FACILITIES MANAGER

SECTION 1: The Lab Virtual Facilities Manager, at the time of appointment, shall have been Certified for at least two (2) years consecutively, shall serve a term of two (2) years, may serve a second consecutive term, but shall not be eligible to serve again in this position or office for a period of two (2) years after having served a second term. The Lab Virtual Facilities Manager oversees the maintenance, repair, and enhancement of the virtual properties rented or owned by the Society.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Investigate and recommend to the P.I. any Lab virtual facilities projects.

2.3 Oversee project progress and completion.

2.4 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 11

LAB PHYSICAL FACILITIES MANAGER

SECTION 1: The Lab Physical Facilities Manager, at the time of appointment, shall have been Certified for at least two (2) years consecutively, shall serve a term of two (2) years, may serve a second consecutive term, but shall not be eligible to serve again in this position or office for a period of two (2) years after having served a second term. The Lab Physical Facilities Manager

oversees the maintenance, repair, and enhancement of the physical properties rented or owned by The Civilization Society.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Investigate and recommend to the P.I. any Lab physical facilities projects.

2.3 Oversee project progress and completion.

2.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 12

LAB PERSONNEL MANAGER

SECTION 1: The Lab Personnel Manager, at the time of appointment, shall have been Certified for at least two (2) years consecutively, shall serve a term of two (2) years, may serve a second consecutive term, but shall not be eligible to serve again in this position or office for a period of two (2) years after having served a second term. The Personnel Manager ensures that policies, procedures, and processes are in place to support staff and lay leaders and to encourage a strong partnership between them.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Develop, recommend, and monitor policies, rules, and practices that comply with Federal and State labor laws.

2.3 With P.I. involvement, oversee the hiring and appointment process and present recommendations to the P.I. for all paid and unpaid positions and offices.

2.4 Oversee the performance evaluation process and review of every position and office throughout the Lab.

2.5 Periodically review current staffing and appointment patterns and make recommendations to the Treasurer and P.I. regarding needed changes.

2.6 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 13

LAB TREASURER

SECTION 1: The Lab Treasurer, at the time of appointment, shall have been Certified for at least four (4) years, shall serve a term of four (4) years, and is eligible to serve additional terms consecutively. The Lab Treasurer oversees the management and reporting of the finances of the Lab. This includes responsibility for the annual budget, expenditures, inventory, and stewardship including planned giving.

SECTION 2: Responsibilities include:

2.1 Oversee adherence to Society finance policies, and the management and reporting of the Lab finances.

2.2 Work closely with the P.I. on the maintenance of the annual budget.

2.3 Keep the P.I. informed and aware of all financial matters.

2.4 Ensure payment of all bills approved by the P.I. and Society Treasurer.

2.5 Oversee all monies received from the Society.

2.6 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.7 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 14

LAB SECRETARY

SECTION 1: The Lab Secretary, at the time of appointment, shall have been Certified for at least four (4) years, shall serve a term of four (4) years, and is eligible to serve additional terms consecutively. The Lab Secretary oversees the generation, management, and reporting of the Lab records.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.2 Maintain the official Lab membership roster.

2.3 Manage all official Lab correspondence.

2.4 Keep a record of all minutes and actions of and reports on, all Lab meetings including administration and management meetings, formal and informal workshops and symposiums, and socials.

2.5 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 15

PAST P.I.

SECTION 1: The Past P.I. shall serve a term of four (4) years and is eligible to serve additional terms consecutively. The Past P.I. provides advice, support and assistance to the P.I., and to incoming administrators and managers during their transition.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.3 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 16

FIRST AND SECOND ASSISTANT P.I.

SECTION 1: The First and Second Assistant P.I. (1API and 2API), at the time of appointment, shall have been Certified for at least four (4) years, shall serve a term of four (4) years, and are eligible to serve additional terms consecutively. 1API and 2API provide support and assistance to the P.I.

SECTION 2: Responsibilities include:

2.1 Serve as a representative of the Lab; and provide leadership and support for the Lab's administrative duties and educational activities.

2.3 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 17**LAB DIRECTOR AND PRINCIPAL INVESTIGATOR**

SECTION 1: The Lab Director and Principal Investigator (P.I.), at the time of appointment, shall have been Certified for at least four (4) years, shall serve a term of four (4) years, and is eligible to serve additional terms consecutively. The P.I. shall be appointed by the Area Manager and receive initial and ongoing training from the Area Manager to support the role.

SECTION 2: The P.I. shall serve as the highest ranked Lab administrative and educational leader, and the Lab's primary representative of The Civilization Society.

SECTION 3: The P.I. shall transact the business of the Lab and provide senior leadership and support for the Lab's administrative duties and educational activities.

SECTION 4: Responsibilities include:

4.1 Serve as The Civilization Society's representative in healthy Self-Image and Scientific community affairs.

4.2 Make an annual report to the Area Manager.

4.3 Administer the Lab's day-to-day business and educational affairs.

4.4 Appoint and release all Lab administration, managers, and staff.

4.5 Fill vacant positions or offices in the Lab in accordance with the Constitution, Bylaws, and Policies and Procedures.

4.6 Insure accuracy of all online postings for meeting dates, times, and locations.

4.7 Provide leadership to the Lab administrators and managers in the development and implementation of a purposed-focused strategic plan.

4.8 Direct all financial donors to The Civilization Society website.

4.9 Work closely with the Lab Finance Manager on the creation and oversight of the Lab budget.

4.10 Obtain the President's approval for all non-budgeted expenditures exceeding the limitations of petty cash.

4.11 Seek three bids for expenditures exceeding the limitations of petty cash.

4.12 Sign Lab checks.

4.13 Supervise generally all Lab staff and service programs in accordance with Society policies and procedures.

4.14 Provide the Lab members with Lab-specific educational guidance.

4.15 Interview, test, and authorize new members, graduate members, and Certified members for advancement.

4.16 Check Certified member Proofs for cogency, organize, and submit them to the Area Manager.

- 4.17 Create and oversee special and ad hoc committees.
- 4.18 Serve as an ex-officio member of all Lab services and committees.
- 4.19 Lead Lab meetings.
- 4.20 Perform ceremonies such as weddings and funerals.
- 4.21 Keep records of all services performed.
- 4.22 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

SECTION 5: Lab position or office appointments:

5.1 1API and 2API: The P.I. shall select a group of three (3) members, who have been Certified for at least four (4) years, from among the current Lab members to serve as 1API and 2API. The P.I. shall then recommend the candidates to the Area Manager for approval and appointment.

5.2 Secretary and Treasurer: The P.I. shall select a group of three (3) members, who have been Certified for at least four (4) years, from among the current Lab members to serve as Secretary or Treasurer and recommend them to the Area Manager for approval and appointment.

5.3 Managers: The P.I. shall select members who have been Certified for at least two (2) years from among the current Lab members to serve as Managers.

SECTION 6: To be released from the position or office, the P.I. shall give three (3) months notice unless another arrangement can be made by mutual consent. Release from the position or office shall be in accordance with the procedures, the Constitution, and Bylaws of The Civilization Society.

CHAPTER 18

AREA MANAGER

SECTION 1: The Area Managers, at the time of appointment, shall have been Certified for at least four (4) years, shall serve a term of four (4) years, and are eligible to serve additional terms consecutively. The Area Managers shall be appointed by the Regional Managers and receive initial and ongoing training from the Regional Managers to support the role. Area Managers shall transact the business of the Area Departments.

SECTION 2: The Area Manager shall select a group of no more than five (5) and no less than three (3) members who have been Certified for at least four (4) years from among the current Lab members to serve as P.I. and recommend them to the Regional Manager for approval and appointment.

SECTION 3: The Area Manager shall give initial and ongoing training to the P.I. to support the role.

SECTION 4: The Area Manager shall approve and appoint, from a group provided by the P.I. of no more than five (5) and no less than three (3) members who have been Certified for at least four (4) years from among the current Lab members, two (2) persons to serve as API.

SECTION 5: Responsibilities include:

2.1 Check Lab Proofs for cogency, organize, and submit them to the Regional Manager.

2.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

SECTION 3: To be released from the position or office, the Area Manager shall give three (3) months notice unless another arrangement can be made by mutual consent. Release from the position or office shall be in accordance with the procedures, and the Constitution and Bylaws of The Civilization Society.

CHAPTER 19

REGIONAL MANAGER

SECTION 1: The Regional Managers, at the time of appointment, shall have been Certified for at least four (4) years, shall serve a term of four (4) years, and are eligible to serve additional terms consecutively. The Regional Managers shall be appointed by the Multi-Regional Managers and receive initial and ongoing training from the Multi-Regional Managers to support the role. Regional Managers shall transact the business of the Regional Departments.

SECTION 2: The Regional Manager shall select a group of no more than five (5) and no less than three (3) candidates from among the current P.I.s to serve as Area Manager and recommend them to the Multi-Regional Manager for approval and appointment.

SECTION 3: The Regional Manager shall give initial and ongoing training to the Area Manager to support the role.

SECTION 4: Responsibilities include:

4.1 Check Area Department Proofs for cogency, organize, and submit them to the Multi-Regional Manager.

4.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY

AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

SECTION 5: To be released from the position or office, the Regional Manager shall give three (3) months notice unless another arrangement can be made by mutual consent. Release from the position or office shall be in accordance with the procedures, and the Constitution and Bylaws of The Civilization Society.

CHAPTER 20

MULTI-REGIONAL MANAGER

SECTION 1: The Multi-Regional Managers, at the time of appointment, shall have been Certified for at least four (4) years, shall serve a term of four (4) years, and are eligible to serve additional terms consecutively. The Multi-Regional Managers shall be appointed by the President for an indefinite period of time and receive initial and ongoing training from the President to support the role. Multi-Regional Managers shall transact the business of the Multi-Regional Departments.

SECTION 2: The Multi-Regional Manager shall select a group of no more than five (5) and no less than three (3) candidates from among the current Area Managers to serve as Regional Manager and recommend them to the President for approval and appointment.

SECTION 3: The Multi-Regional Manager shall give initial and ongoing training to the Regional Manager to support the role.

SECTION 4: Responsibilities include:

4.1 Check Regional Department Proofs for cogency, organize, and submit them to the Second Assistant SDPI.

4.2 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

SECTION 5: To be released from the position or office, the Multi-Regional Manager shall give three (3) months notice unless another arrangement can be made by mutual consent. Release from the position or office shall be in accordance with the procedures, and the Constitution and Bylaws of The Civilization Society.

CHAPTER 21**BOARD OF DIRECTORS**

SECTION 1: The Board of Directors shall consist of a:

- 2.1 Society Director and Principal Investigator, and Chair of the Board of Directors
- 2.2 President
- 2.3 First Assistant SDPI (1A-SDPI)
- 2.4 Second Assistant SDPI (2A-SDPI)
- 2.5 Past SDPI
- 2.6 Secretary
- 2.7 Treasurer
- 2.8 Director of Personnel
- 2.9 Director of Physical Facilities
- 2.10 Director of Virtual Facilities
- 2.11 Director of Communication
- 2.12 Director of Clarification
- 2.13 Director of Symposiums
- 2.14 Director of Society Life
- 2.15 Director of Outreach

SECTION 2: The Board of Directors shall transact the business of The Civilization Society. Decisions of the Board shall be made, at the discretion of the Chair, either by the Chair or a consensus of Board members present at a meeting.

SECTION 3: The Board shall formulate, adopt, and implement policies and procedures necessary to carry out the mission and operation of The Civilization Society consistent with its Constitution and Bylaws.

SECTION 4: The proposed budget for the following year will be distributed to the Board of Directors no later than October 15. Budget approval will be on the November Board meeting agenda.

SECTION 5: Special meetings of the Board of Directors may be called by the Chair, the President, or a majority of the members of the Board. Special meetings will occur within fourteen (14) days of the call. Only business mentioned in the call may be transacted at any special meeting.

SECTION 6: Proper notice of a special meeting shall be deemed given if the date, time, place, and purpose of the meeting have been announced at least seven (7) days preceding the date on which the meeting is to be held.

SECTION 7: Ten percent (10%) of a Board's members at the time of any meeting shall constitute a quorum. Voting at any level meeting may be by voice, show of hands, or secret ballot and shall be determined by the highest-ranking officer present. Only members of the Board of Directors who are present at the meeting

when the vote is taken are eligible to vote; except in the case of the Chair who is eligible to vote at any time prior to the vote and by any means whatsoever.

SECTION 8: The responsibilities of these positions or offices include:

8.1 Meet regularly to oversee and conduct the Society's work.

8.2 Prepare a yearly Society budget to present to the Chair and Treasurer.

8.3 Prepare department work reports to present to the SDPI.

8.4 Recommend revisions and creation of department work policies and procedures.

8.5 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 22

DIRECTOR OF OUTREACH

SECTION 1: The Director of Outreach helps build the Society's sense of community, and identifies, coordinates, and promotes the outreach activities for Society members and non-members. This includes a program of monthly Collegiality and Wellness visits to all members and interested visitors.

SECTION 2: Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 23

DIRECTOR OF SOCIETY LIFE

SECTION 1: The Director of Society Life helps build the Society's sense of community, and identifies, coordinates, and promotes opportunities for meaningful communication and fellowship among Society members and non-members. This includes hospitality initiatives, welcoming visitors, integrating new members into the life of the Society, and identifying and promoting special events and fellowship activities.

SECTION 2: Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I

"AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 24

DIRECTOR OF SYMPOSIUMS

SECTION 1: The Director of Symposiums plans and implements the activities of the Lab Symposiums.

SECTION 2: Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 25

DIRECTOR OF CLARIFICATION

SECTION 1: The Director of Clarification builds, coordinates, and promotes; and explores programs and strategies to strengthen; an effective and cogent healthy Self-Image and Scientific education program for all members of the Society.

SECTION 2: Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 26

DIRECTOR OF COMMUNICATION

SECTION 1: The Director of Communication oversees the formal and informal communications within the Society, and between the Society and everyone else.

SECTION 2: Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 27

DIRECTOR OF VIRTUAL FACILITIES

SECTION 1: The Director of Virtual Facilities oversees the maintenance, repair, and enhancement of the virtual properties of the Society.

SECTION 2: Responsibilities include:

2.1 Investigate and recommend to the Board of Directors any virtual facilities projects.

2.2 Oversee project progress and completion.

2.3 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 28

DIRECTOR OF PHYSICAL FACILITIES

SECTION 1: The Director of Physical Facilities oversees the maintenance, repair, and enhancement of the physical properties of the Society.

SECTION 2: Responsibilities include:

2.1 Investigate and recommend to the Board of Directors any physical facilities projects.

2.2 Oversee project progress and completion.

2.3 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 29

DIRECTOR OF PERSONNEL

SECTION 1: The Director of Personnel ensures that policies, procedures, and processes are in place to support staff and lay leaders and to encourage a strong partnership between them.

SECTION 2: Responsibilities include:

2.1 Develop, recommend, and monitor policies, rules, and practices that comply with Federal and State labor laws.

2.2 With Chair and President involvement, oversee the hiring and appointment process and present recommendations, including salary and benefit recommendations, to the Board of Directors for all paid positions and offices.

2.3 Oversee the performance evaluation process and review of every position and office throughout the Society.

2.4 Periodically review current staffing and appointment patterns and make recommendations to the Treasurer and Board of Directors regarding needed changes.

2.5 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 30

TREASURER

SECTION 1: The Treasurer oversees the management and reporting of the finances of the institution. This includes responsibility for the annual budget, expenditures, investments, inventory, and stewardship including planned giving.

SECTION 2: Responsibilities include:

2.1 Oversee the development of financial policies that support the mission and goals of the institution.

2.2 Work closely with the SDPI and President on the development of the annual budget.

2.4 Ensures that the annual budget is presented to the Board of Directors.

2.5 Signs checks and ensures all payments approved by the SDPI and the Board of Directors.

2.6 Keeps the Board of Directors informed of financial matters.

2.7 Oversees all monies received by the institution.

2.8 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 31

SECRETARY

SECTION 1: The Secretary generates and manages all records for the Board of Directors.

SECTION 2: Responsibilities include:

2.1 Serves as a representative of the Society; and provides leadership and support for the Society's administrative duties and educational activities.

2.2 Manages all official Board correspondence.

2.3 Keeps a record of all minutes and actions of and reports on, all Board meetings.

2.4 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 32

PAST SDPI

SECTION 1: The Past SDPI provides advice, support and assistance to the President, and to incoming Directors during their transition.

SECTION 2: Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 33

FIRST AND SECOND ASSISTANT SDPI

SECTION 1: The First and Second Assistant SDPI provide support and assistance to the SDPI.

SECTION 2: Responsibilities include:

2.1 Serve as representatives of the Society; and provide leadership and support for the Society's administrative duties and educational activities.

2.3 Check Multi-Regional Department Proofs for cogency, organize, and submit them to the Chair.

2.4 Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 34

PRESIDENT

SECTION 1: The President shall transact the administrative business of The Civilization Society. The President works in partnership with the Chair and the Board of Director to achieve the mission and programs of The Civilization Society and to enhance the relationship between all levels, positions and offices.

SECTION 2: Responsibilities include:

2.1 Calls all meetings of the Board of Directors.

2.2 Presides at all meetings of the Board of Directors and the Lab.

2.3 Serves as an ex-officio member of all departments and committees at all levels.

2.4 Along with the Secretary signs all contracts, loans, and deeds in the name of the Society.

2.5 With approval of the Chair may declare a vacancy in any Board position and appoint a replacement to fill the unexpired term.

2.6: Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 35

SOCIETY DIRECTOR AND PRINCIPAL INVESTIGATOR – CHAIR OF THE BOARD OF DIRECTORS

SECTION 1: The SDPI-Chair shall implement policies and procedures necessary to carry out the mission and operation of The Civilization Society consistent with its Constitution and Bylaws.

SECTION 2: Responsibilities and duties also include those outlined in the Constitution, these Bylaws including CHAPTER I "AUTHORITY AND AREAS OF RESPONSIBILITY" and CHAPTER III "ALL POSITIONS OR OFFICES", and as outlined in the Policies and Procedures manual.

CHAPTER 36**AMENDMENTS TO THESE BYLAWS**

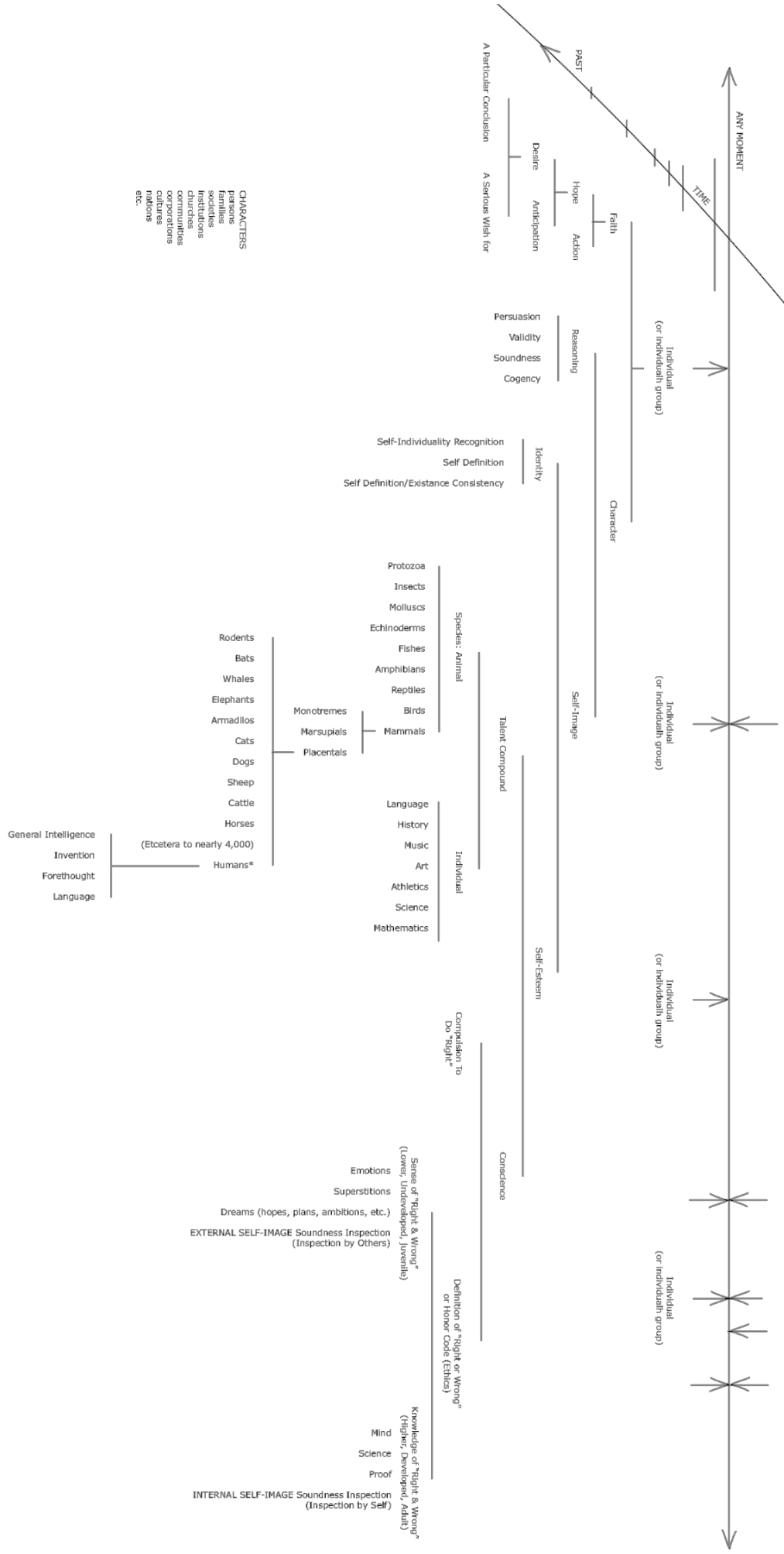
Amendments to these Bylaws may be made by the Chair of the Board of Directors at any duly called meeting of the Board of Directors. Written notice of any proposed amendment(s) to these Bylaws shall be made by the Chair to the Board of Directors at least two (2) weeks prior to any duly called meeting of the Board.

On the Origin of Behaviors by means of Faith and Character Education, OR The Preservation of Favored Philosophies in the Struggle for Civilization

by
Geoffrey O'Driscoll Gray-Lee

THE ORIGIN OF BEHAVIORS

v.1.00527.072400



*Carl Sagan & Ann Druyan, 'SHADOWS OF FORGOTTEN ANCESTORS?'