

# **A New Australian Sauna Culture**

# **ASBA**

**The Australian Sweat Bathing Association**

Promoting Happy and Healthy Communities

## **CONSTITUTION**

of

**THE AUSTRALIAN SWEAT BATHING  
ASSOCIATION INCORPORATED**

#saunamakespeoplehappy

#spreadthegoodheat

#ASBA Sweat

THE BATH and its purposes have held different meanings for different ages. The manner in which a civilization integrates bathing within its life, as well as the type of bathing it prefers, yields searching insight into the inner nature of the period.

Bathing, in whatever fashion performed, is concerned with care of the body. To maintain the balance of this delicate instrument, to dwell in harmony with our organism, is a prime necessity of life. Some periods have viewed bathing as part of a broad ideal: total regeneration. Other periods have seen it as a mere ablution to be performed in swiftest routine. One age may weave bathing into the well-being of the whole society. Another age may see it as an isolated act, or neglect it almost altogether.

**The role that bathing plays within a culture reveals the culture's attitude toward human relaxation. It is a measure of how far individual well-being is regarded as an indispensable part of community life.**

**This is a social problem.** Should society assume responsibility for guarding health and promoting well-being, or is this a private matter? Is it a duty of the state to provide the agencies of relaxation regardless of cost? Or should it regard its people as mere components of the production line, leaving them to their own devices as soon as they have finished their work?

Sigfried Giedion

*Mechanization Takes Command: a contribution to anonymous history*  
(New York: Oxford University Press, 1948), p. 628.

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# PART 1 – Preliminary

## 1. Name of the Association

- 1.1 The name of the association is *The Australian Sweat Bathing Association Incorporated*.
- 1.2 The name of the association can be abbreviated to “ASBA” in both speech and writing.
- 1.3 The motto of the association is “Promoting Happy and Healthy Communities”.

## 2. Definitions

- 2.1 In this constitution:

**ASBA** means The Australian Sweat Bathing Association Incorporated.

**Sweat Bathing** means intentional sweating of the body for purposes of hygiene, physical health, mental health, relaxation, and social connection, using traditional and/or modern technologies (typically sauna or steam room) that generate dry heat, wet heat, or infrared heat. See also “thermic bathing” at 2.3 below.

**Bathhouse** means a building of either small or large scale, the purpose of which is to provide sweat bathing facilities and related services to members of society.

**Community Bathhouse** means a bathhouse with a not-for-profit structure and ethos, as opposed to bathhouses and spas that operate on a for-profit basis.

**Sauna** follows the definitions in clause 2.3 below.

**ISA** means the International Sauna Association, to which ASBA belongs as a joining member since October 2016. See section 4 below for ASBA’s declaration as a joining member.

**Member** means an individual member of ASBA unless otherwise specified.

**The Membership** means all ASBA individual and supporting members, unless otherwise specified.

**The Committee** means the governing body of ASBA, as constituted in Part 4 below.

**The Executive** means the executive body of the ASBA committee, comprising the roles and powers defined at clause 19 and elsewhere.

**AGM** means the Annual General Meeting of ASBA.

**Brainstorming Carnival** means a semi-formal sauna party, ideally in an open-air location with music, games, public speaking, craft workshops, and other frivolities, where ASBA members meet to discuss ideas about advancement of the association and its objectives.

**Shvitzmas** means the annual sauna festival from June 20-30 each year, during which the ASBA AGM is required to take place, and during which ASBA members celebrate the glory of sauna and the power of mutual aid in formal and spontaneous manner.

**The Act** means the *Associations Incorporation Act 2009* (NSW).

**The Regulation** means the *Associations Incorporation Regulation 2010*.

**This Constitution** means this constitution.

**Director General** means the Director-General of the Department of Finance, Services, and Innovation.

**Goals** mean the objects of the association.

**The Public Officer** is the President of the association, unless another person is nominated by the executive.

Further terms relevant to sweat bathing are covered under clause 2.3 below.

2.2 In this constitution:

2.2.1 a reference to a function includes a reference to a power, authority and duty, and

2.2.2. a reference to the exercise of a function includes, if the function is the duty, a reference to the performance of the duty;

2.2.2. a reference to the singular may include the plural and *vice versa*;

2.2.3. a reference to any statute or statutory provision includes that statute or statutory provision as amended, extended, consolidated or replaced by subsequent legislation and any orders, regulations, instruments or other subordinate legislation made under the relevant statute;

2.2.4 references to persons include only natural biological persons, not corporations and bodies politic;

2.2.5 a reference to something being "written" or "in writing" includes that thing being represented or reproduced in any durable mode in a visible form, including braille and similar symbol systems.

2.3 In general:

**Sauna** can have the following meanings:

(i) *n.*<sup>1</sup> a type of hot-air bath that typically takes place in a wooden room with wooden benches (at different heights if space permits), with a typical temperature range of 70°-110° C., heated by wood fire, electricity, or gas; most saunas also containing dense igneous rocks heated by the stove, upon which water is poured via ladle in order to increase humidity and create a deeply pleasurable sensation by enveloping the body in clouds of hot vapour.

This type of bath is sometimes described as **Traditional Sauna**, as opposed to the post-industrial infrared variety.

(ii) *n.*<sup>2</sup> the sauna room, as in "Armed with towel, bucket, and ladle, they stepped into the sauna".

(iii) *n.*<sup>3</sup> the act of having a sauna bath, typically with indefinite article, as in "I had a great sauna after work last night", or the traditional Finnish proverb, "The human body is never as beautiful as thirty minutes after a sauna".

(iv) *n.*<sup>4</sup> sauna bathing as an abstract or generalized activity, as in "Sauna is good for you".

(v) *v.*<sup>1</sup> the act of sauna bathing, typically the infinitive, as in "Do you sauna?".

**Sauna Bathing** means the act of using a sauna, in which the body is heated and then cooled in repeating fashion, the heat typically being between 70°-110° C., the cooling ideally taking place with very cold water.

**Saun (v.)** means the act of sauna bathing, as in “Are you sauning in the morning?”; or in the participle, “She was freshly sauned”. Cf. Finnish *saunoa* and German *saunieren*.

**Sauner** means one who sauns, as in “He was an enthusiastic sauner” or “She was an occasional sauner” or “The session involved multiple sauners”.

**Löyly** (pronounced *ler-lu*) means the vapour created by pouring water onto hot sauna rocks. ASBA hereby declares that löyly is now the second Finnish word in the English language.

**Saunameister** means a person who leads a sauna session and assumes responsibility for the comfort and safety of fellow bathers, particularly with respect to the application of water to the rocks, the distribution of fresh vapour using a towel or fan, the handling of equipment, monitoring of the entrance, monitoring of the group’s mood and each person’s state, and the use of sauna whisks or other techniques that somehow enhance the experience. ASBA declares that this German word is now a fully-fledged word in English.

**Set**, in addition to established meanings, means a single sitting inside the sauna, typically of 10-15 minutes, as in “Shall we have another set?”.

**Session**, in addition to established meanings, means a full sauna bathing session comprised of one or more sets, typically not more than four sets, breaks between sets being anywhere from 1-30 minutes.

**Infrared Sauna** means a device designed to induce sweat using either near-infrared or far-infrared technology, typically designed with the look of a traditional wooden sauna, but with significantly lower ambient temperature (c. 40-60° C.).

**Mobile Sauna** means a portable contraption meeting the criteria of a sauna (described above at 2.3.i) that can be either assembled at or delivered by vehicle to most outdoor locations normally accessible to humanity.

**Steam Room** means a type of vapour bath with seats or benches in which humidity is typically 70-100%, with the steam (vapour)\* created by external steam generator and delivered through “steam heads” inside the steam room; typically with walling largely or completely made of ceramic tiles or acrylic material.

\* Note: with reference to sauna and sweat bathing, **Steam** and **Vapour** are regularly used as synonyms, as in the term “steam room” (meaning a vapour bath), or the phrase “Shall we hit some more steam?” (meaning löyly created in a sauna). While ASBA recognises that “vapour” is the scientifically correct term to describe water in *visible* gaseous state (e.g. löyly, or the hot mist of a steam room), ASBA also recognises that “steam”, technically *invisible*, has widespread colloquial currency as the same visible mist. ASBA endorses this colloquial usage on grounds that language is as language does.

**Shvitz (n.)** is a synonym of *sauna* (n.<sup>3</sup>) as defined above, as in “I had a great shvitz with my friends last night” or “I haven’t had a shvitz in weeks”.

**Shvitz (v.)** is a synonym of *sauna* (v.<sup>1</sup>) as defined above, as in “I shvitz”.

**Morgenshvitz (n.)** means a morning sauna, typically one taken before beginning other activities of the day, e.g. “Nothing beats a morgenshvitz to get your day going”.

**Sweat**, in addition to established meanings, can be a synonym for **Shvitz** in both meanings directly above, e.g. “We should have a sweat soon” and “Let’s sweat” respectively.

**Cooked**, in addition to established meanings, can mean when a person has taken all the heat they want or can handle, as in “Ok I’m cooked, I’ll see you outside”, or “I got well cooked yesterday”.

**Plunge Pool** means an artificially constructed pool with extremely cold water (typically c. 5°-12° C.) designed for the explicit purpose of cooling after sauna bathing, typically a feature of any good bathhouse.

**Plunge (n.<sup>1</sup>)** means the act of voluntarily immersing the body in a plunge pool or other body of cold water (e.g. lake or ocean), typically for 5-50 seconds, for the purpose of cooling the body after the intense heat of sauna bathing, typically leaving a glorious physical feeling unobtainable using water above 15° C.; as in the phrase “I’ll see you in the dressing room, I’m just going to have one more plunge”.

**Plunge (n.<sup>2</sup>)** means a **Plunge Pool**, as in “This place would be great if only they had a good plunge”.

**Plunge (v.)** means the act of immersing the body in water as at **Plunge (n.<sup>1</sup>)**, as in “I came, I sweated, I plunged”.

**Ice Bath (n.<sup>1</sup>)** is a synonym of **Plunge Pool**, as in “This place has a fantastic ice bath”.

**Ice Bath (n.<sup>2</sup>)** means the act of bathing with ice cold water, either in a **Plunge Pool**, or by pouring ice cold water from a vessel (e.g. a bucket) over the body to achieve a similar effect, as in “I gave myself a good ice bath”.

**Sauna Whisk** means a bundle of leafy twigs tied into a broom and used inside the sauna to gently whip the body for massage and stimulation of the skin, either through self-flagellation or at the hands of another person, often being accompanied by additional therapeutic body treatment in the latter scenario (such as massage, stretching, and the use of soap and/or salt scrubs). Cf. Finnish *vihta*, and Russian *venik*, for which there is no good translation. “Sauna whisk” is both boring and clunky, “broom” does not satisfy, and English yields little else in the way of alternatives. Suggestions are welcome.

**Platza** means a body treatment that takes place inside the sauna involving the use of sauna whisks, stretching, and regular splashes of cold water on the recipient, conducted by a Saunameister, bathhouse attendant, or fellow sauner. ASBA acknowledges this Yiddish word, used at the Russian & Turkish Bathhouse in New York City to describe the treatment, as a legitimate word in the English language.

**Sauna Hat** means a covering for the head, typically conical in shape, often with embroidering, decoration, or other sartorial flair, typically made of thick felt or similar material, used primarily for the purpose of protecting the head and ears from the intense heat of the sauna, especially the blast of heat created by pouring water on the rocks, thereby significantly increasing the bather’s endurance.

**Thermic (adj.)** means of or relating to heat. While etymologically the same as “thermal”, the term “thermic” (see “thermic bathing” below) is hereby cast as a new technical term within Sauna Studies that serves as a generic descriptor of any type of bathing in which heat is a central element. The term itself is not new, but is used here in distinction from “thermal” in order to provide new cognitive space.

**Thermic Bathing (n.)** means any type of bathing in which heat is a central element, including atmospheric heat (e.g. sauna, banya, steam room, hammam, sweat lodge) and direct aqueous heat (e.g. hot spring, spa, jacuzzi, hot bath, hot shower).

**Extreme Bathing** means a type of bathing that utilises extremes of hot and cold temperature to achieve a feeling of extreme vitality, e.g. taking an ice bath after using a sauna or hot spring.

**Sauna Studies** means an interdisciplinary research domain that includes health science, history & culture, and technology & design. Sauna Studies focuses on sauna, but covers all types of thermic bathing and extreme bathing. See part 7 of this constitution on ASBA’s **International Journal of Sauna Studies**.

**Hyperthermophile**, in addition to established meanings in evolutionary biology and other fields of science, means a person who really loves the good heat.

**Thermovangelism** means actively preaching about the health and wellbeing benefits of sauna; lit. “spreading the good heat”. ASBA declares that this neologism is now a legitimate word in the English language.

**Thermovangelist** means a person who spreads the good heat.

**Saunatarian (n.)** means a person who identifies with sauna culture and sauna practice at a deep existential level. Typically but not necessarily a thermovangelist.

**Saunatarian (adj.)** means of or pertaining to Saunatarians, the Saunatarian ethos, or the Saunatarian way of life, broadly conceived.

**Saunatarianism** means the ethos and/or the systems of practice that define those who identify as Saunatarians, the ethos comprising a mixture of love of sauna, care of community, concern for social justice, and celebration of play.

## PART 2 – Goals and Activities of the Association

### 3. Goals and Activities of the Association

The Australian Sweat Bathing Association Incorporated (ASBA), a not-for-profit organisation created for the good of the people, constitutes itself as a not-for-profit association with the following aims:

- 3.1 to advance **physical health, mental health, and community building in Australia** through the promotion of sauna and other forms of sweat bathing;
- 3.2 to promote **sauna as a technology of “total regeneration”**, referring to its capacity to alleviate stress, distress, and other forms of disaffection in addition to its physically regenerative capacities, and to promote **medical research** around these claims (see 3.16-19 below);
- 3.3 to create **a new Australian sauna culture** through outreach, mobile sauna events, charity work, medical research, and public education initiatives, so that Australians become more familiar with this ancient tradition and more willing to exploit its manifold benefits;
  - 3.3.1 in particular, to educate the Australian public (including medical professionals) about proper use of sauna with respect to the **ice bath, plunge pool, and other forms of cold-water treatment**, the use of which greatly amplifies the positive physical and psychological effects of sauna;
  - 3.3.2 to create **a network for Australian sauna enthusiasts** of all kinds (individuals, families, groups, businesses), and to establish a nation-wide forum for knowledge-sharing, medical information, skill-sharing, product information advice, sauna innovation, and community building initiatives;
  - 3.3.3 to facilitate and encourage the creation of **local and regional sauna associations** in Australia, and to provide assistance for any parties wishing to create such a group;
  - 3.3.4 to promote local sauna associations as places of **learning, mentoring, and community support**;
  - 3.3.5 to introduce techniques from around the world into Australian sauna practice, including **sauna hats**, used for the protection of the head, and **the use of sauna whisks** (Finnish *vihta*, Russian *venik*), a bundle of leafy twigs tied into a broom and used to gently whip the body for massage and stimulation of the skin, either through self-flagellation or at the hands of another person (often being accompanied by additional therapeutic body treatment in the latter scenario, such as **massage, stretching, and the use of soap and/or salt scrubs**);
  - 3.3.6 to establish a **National Saunameister Accreditation Program**, training people to become experts in the history, culture, science, and practice of sauna, particularly with respect to leading sauna sessions and educating others about the practice;
  - 3.3.7 to establish **an annual sauna festival called “Shvitzmas”**, lasting for the final eleven (11) days of June (i.e. June 20-30), during which ASBA and its members celebrate the glory of sauna, care of community, and the power of mutual aid in formal and spontaneous manner, including the festive formalities of the ASBA annual general meeting (AGM);
  - 3.3.8 to establish an **“Australian National Sauna Day”** to be held during, before, or after Shvitzmas as determined each year by the ASBA committee, the date of which may become fixed by tradition;
  - 3.3.9 to establish an annual awareness-raising week called **“Tell a Mate that Sauna’s Great”**, in which ASBA members engage in active thermovangelism by telling

friends and strangers about the new Australian sauna culture and encouraging them to participate;

- 3.4 to link Australia with the global sauna community by **joining the International Sauna Association (est. 1956)**, by participating in the ISA quadrennial International Congress, and by working actively towards the ISA's mission of consolidating research into the history, culture, and health benefits of sauna (see 3.16-21 below);
- 3.5 to lobby for the construction of **not-for-profit community bathhouses** in cities and towns around Australia, and to assist all parties interested in bringing specific plans to fruition;
  - 3.5.1 in particular, to construct a full-scale facility to serve as **ASBA's national headquarters**, which will be simultaneously a not-for-profit bathhouse, cultural centre, and community education hub;
  - 3.5.2 to establish **foundation or ancillary fund** (or other appropriate legal entity) in order to directly plan and fundraise for ASBA's national headquarters;
- 3.6 to advocate for the construction of **saunas and steam rooms in home environments**, to lobby for the adoption of this agenda by regulators, architects, urban planners, developers, builders, and other professional bodies, and to **convince the Australian public** that such facilities should be demanded and envisioned as standard features of most living quarters, even where this means taking independent steps to retrofit an existing abode (or other location) to include sweat bathing facilities, ASBA providing advice for all persons and entities wishing to be part of this agenda;
- 3.7 to advocate for the adoption of **sauna and steam in workplace environments** in order to address issues such as burnout, satisfaction, wellbeing, retention, and performance (ASBA recommendations being based on peer-reviewed research wherever possible);
- 3.8 to lobby for **financial and regulatory support of sweat bathing initiatives** (both research and implementation) at local, state, and federal government levels;
- 3.9 to seek **philanthropic support and other private funding** for sweat bathing initiatives (both research and implementation), and to build a **vibrant fundraising culture** in order to further the goals of the association;
- 3.10 to recruit and empower **volunteers from across the nation (and the world)** in order to further the goals of the association and create positive community spirit far and wide;
- 3.11 to promote **on-the-ground multicultural engagement** in Australia by harnessing the rich transcultural history of sweat bathing and inviting diverse groups to come together for community events and other modes of collaboration;
- 3.12 to foster **social inclusion and support networks for vulnerable, marginalized, and disadvantaged social groups**, and to **establish partnerships** with other not-for-profit organisations with the same mission;
- 3.13 to foster **personal empowerment** in vulnerable, marginalized, and socially isolated individuals;
- 3.14 to promote **an understanding of the human body that is not driven by the profit motive**;
- 3.15 to foster cultures of **mentorship, community leadership, and civic responsibility** within the ASBA membership, to provide **substantive participation opportunities for young people** in the conduct of ASBA's operations, and to provide **opportunities for older Australians connect with people** and create new social relationships;
- 3.16 to promote, facilitate, and where possible conduct **peer-reviewed scientific research into the health and wellbeing outcomes of sauna** and other forms of sweat bathing, and to facilitate collaboration between Australian researchers and international colleagues, in order to quantify the health benefits of sauna and support its claims to effectiveness as a powerful alternative therapy;

- 3.17 to promote, facilitate, and where possible conduct **research into the global history and culture of sauna** and other forms of sweat bathing, including both professional and amateur research;
- 3.18 to promote, facilitate, and where possible conduct **research into the technical, engineering, and architectural aspects of sauna bathing**, including sauna equipment, bathhouse facilities, research implements, and related technologies;
- 3.19 to create an *International Journal of Sauna Studies (IJSS)* and a corresponding *International Sauna Research Network (ISRN)* in collaboration with the ISA and researchers from around the world, including the creation of a local *Australian Sauna Research Network (ASRN)* coordinated by ASBA that is in pursuit of the same research goals described above at 3.16-18;
- 3.20 to actively **disseminate the results of such research across local and global media channels and government bodies**;
- 3.21 to **provide expert information** about sauna to health authorities, educational bodies, media parties, and others seeking such information, **including evidence-based medical advice** wherever such evidence exists;
- 3.22 to promote, commission, and where possible create **artistic works that bear witness to the beautiful richness of sweat bathing** and the joy it can bring to people's lives;
- 3.23 to promote with vigour **the construction and design of mobile saunas**, and to provide information and support for any parties looking to construct such a device;
- 3.24 to seek, under the banner of a "**Sustainable Sweating**" initiative, partnerships with organisations focused on issues of sustainability and **renewable energy**, especially solar energy, in order to harness the potential of such technologies towards **the creation of affordable mobile and off-grid saunas and steam rooms**;
- 3.25 to establish a **competition called "Future Sauna"** in which contestants design a sauna that is: (i) completely mobile, (ii) powered by renewable energy, (iii) easy to use, (iv) and cheap enough for the UN to afford en mass;
- 3.26 to encourage **the design and manufacture of gas, electric, and wood-fire sauna heaters in Australia** for the domestic and regional market;
- 3.27 to encourage **the design and manufacture of locally made accoutrements of sauna practice** (e.g. ladles, buckets, hats, scrubs, and sand timers);
- 3.28 to seek **regulatory approval for gas sauna heaters in Australia** (primarily to advance the mobile and off-grid sauna agenda), and to forge connections with any trade, manufacturing, and commercial parties who can help bring this plan to fruition;
- 3.29 to get the words "**thermovangelism**", "**saun**", "**Saunatarian**", "**saunameister**", and other neologisms pertaining to sauna culture in **the Oxford English Dictionary (OED)** by 2050;
- 3.30 to undertake and do **all such things or activities** which are necessary, incidental or conducive to the advancement of these goals.

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#### 4. Declaration as Joining Member of the International Sauna Association

Following the goals under clause 3, one of ASBA's primary objectives is to link Australia with the global sauna community by applying to become a joining member of the International Sauna Association (ISA).

We are proud to record that ASBA's membership was confirmed in October 2016. We are the twenty-first member of the International Sauna Association.

As a joining member, ASBA makes the following declarations:

- 4.1 ASBA declares allegiance with the ISA (and all ISA member associations) in pursuit of the goals stipulated in Article 4 of the ISA Bylaws, which we paraphrase as follows:
  - 4.1.1 to propagate the use and enjoyment of sauna at a global level;
  - 4.1.2 to promote the definition of sauna established at the ISA Congress in Aachen, Germany, on August 5, 1999, an English reformulation of which is at sub-clause 2.3 above with respect to **Sauna** (*n.*<sup>7</sup>) and **Sauna Bathing**, modelled on the unpublished bilingual Finnish-German document *Kansainvälisen Saunaliiton saunan määrittely / Definition der Sauna* furnished to ASBA by the ISA;
  - 4.1.3 to promote scientific health studies and other academic research into the practice, culture, history, and technology of sauna;
  - 4.1.4 to assist with efforts to systematize sauna research into well-organised and publicly accessible archives;
  - 4.1.5 to disseminate the results of such studies to as wide an audience as possible, both locally and globally;
  - 4.1.6 to promote, protect, and perpetuate the practice of traditional sauna, especially in publicly accessible facilities;
- 4.2 ASBA declares a particularly energetic focus on 4.1.3-5 above (promotion, facilitation, and systematization of sauna research), congruent with the goals under 3.16-21 above;
- 4.3 ASBA declares its intention to be an active participant in the quadrennial ISA International Congress, including sending a formal delegation to every congress, helping with organisation where possible, and offering to host the congress both as soon as feasible after joining and in regular rotating fashion thenceforth.

## PART 3 – Membership

### 5. Types of Membership

- 5.1 ASBA allows two categories of membership:
  - 5.1.1 **individual members**, defined as natural persons;
  - 5.1.2 **supporting members**, defined as group entities, such as unincorporated associations, incorporated associations, cooperatives, collectives, small businesses, indigenous corporations, limited liability companies, trusts, foundations, branches of government, and other organisations with formal or informal structures not listed above;
  - 5.1.3 the rights and responsibilities of which are in accordance with clauses 6 and 7 below;
  - 5.1.4 the application processes and fees for which are in accordance with clause 8 below.
- 5.2 Membership in either category is valid for one (1) year from notification of successful application or renewal, or any other period of time determined by the committee.
- 5.3 Renewal processes for membership are determined by the ASBA committee, and must be communicated to an individual or supporting member no less than twenty-two (22) days before the lapse of their membership period.
- 5.4 In exceptional circumstances, the committee may, and only by resolution at a magnificent general meeting of the association, appoint as a **lifetime member** any long-standing individual member of the association whose actions and conduct on behalf of the association are deemed to be of sufficient merit to warrant the conferring of this prestigious title. Lifetime members are exempt from annual membership renewal fees.

### 6. Rights and Responsibilities of Individual Members

- 6.1 A person is eligible to become an individual member of ASBA if they are a natural person, and the person has applied to become an individual member in accordance with clause 8 below.
- 6.2 **Rights of individual members:**
  - 6.2.1 members are entitled to vote on matters raised at ASBA general meetings, subject to Part 5 of this constitution;
  - 6.2.2 members have a right to strict privacy in the collection of all personal information, which ASBA will recognise with a robust and regularly updated privacy policy;
  - 6.2.3 members have a right to be informed on a regular basis about the conduct of ASBA's operations, which the committee will observe through regular publication of the association's newsletter (called "Full Steam Ahead") and other forms of notification as provisioned in this constitution;
  - 6.2.4 members have a right to input at general meetings, including the inclusion of agenda items and the chance to speak to or respond to agenda items, as per Part 5 of this constitution;

- 6.2.5 members have a right to contribute to the agenda, direction, planning, and running of ASBA brainstorming carnivals, and to suggest events or locations that could serve such purposes;
  - 6.2.6 disciplined members have a right of appeal as per clause 15;
  - 6.2.7 a right, privilege or obligation which a person has by reason of being a member of ASBA is not capable of being transferred or transmitted to another person, and terminates on cessation of the person's membership.
- 6.3 Responsibilities of individual members:**
- 6.3.1 members have a responsibility to promote the goals of ASBA (as defined under clause 3) wherever a member's practical skills or life situation allow for the promotion of such goals, and wherever the member has both time and inclination to engage in such activity;
  - 6.3.2 members have a responsibility to regularly apply bold and creative thought to how ASBA can address social problems (within the ambit and framework of the association's stated goals), and to communicate proposals to the ASBA committee and other ASBA members, whether such proposals are fully fledged, embryonic, merely suggestive, completely left-field, or otherwise stimulating and/or practicable, so long as proposals are directed at advancing the association and its goals;
  - 6.3.3 members have a responsibility to uphold the good name and reputation of ASBA through appropriate conduct, particularly with regard to conduct when engaging in sweat-bathing and related activities, especially with regard to never coercing other persons about either behaviour or attire, and correspondingly making every effort to improve the physical, mental, and social comfort of all persons with whom one converses and sweats;
  - 6.3.4 above and beyond sub-clause 6.3.1, members have a responsibility to spread the good heat (i.e. to engage in thermovangelism) wherever a member's internal sense of morality and civic duty compels them to do so, and in whatever way the member sees fit, so long as such activity does not undermine ASBA's goals stated under clause 3, the definitive interpretation of which rests with the ASBA executive in the case of any dispute or disagreement.
- 6.4 Excessive divergence from these responsibilities may become grounds for either disciplining or expulsion from the association, as determined by the ASBA committee following the processes and stipulations prescribed by the Act, the Regulation, and this constitution.

## **7. Rights and Responsibilities of Supporting Members**

- 7.1 An entity is eligible to become a supporting member of ASBA if the entity has applied to become a supporting member in accordance with clause 8 below.
- 7.2. For the purposes of ASBA supporting membership, "entities" are defined as unincorporated associations, incorporated associations, cooperatives, collectives, small businesses, indigenous corporations, limited liability companies, trusts, foundations, branches of government, and other organisations with formal or informal structure not listed above.
- 7.3 **Rights of supporting members:**
  - 7.3.1 not being human persons, supporting members are not entitled to vote at ASBA general meetings;

- 7.3.1.1 should persons who belong to a supporting member entity wish to vote, they require individual member status and must vote as an individual member, not as or on behalf of the entity;
- 7.3.1.2 supporting members are, however, entitled to input at general meetings under the name of the entity, including the inclusion of agenda items and the chance to respond to agenda items;
- 7.3.1.3 supporting members are also entitled to contribute to the agenda and direction of ASBA brainstorming carnivals, and to suggest and/or host events that could serve such purposes;
- 7.3.2. supporting members have a right to be informed on a regular basis about the conduct of ASBA's operations, a right the committee will observe through regular publication of the association's newsletter (called "Full Steam Ahead") and other forms of notification as provisioned elsewhere in this constitution;
- 7.3.3 being organisations, ASBA recognises that supporting members may wish to communicate to the individual ASBA membership base about their needs, activities, services, and/or products; therefore supporting members will be given opportunity to contribute to information distributed to the full membership base, both for free as a privilege of supporting membership, and via paid advertisement in occasional instances, subject to the discretion of and in negotiation with the ASBA committee in each individual case, whose decisions are to be guided by the ethos and principles embedded in the goals declared under clause 3, the definitive interpretation of which rests with the ASBA executive in the case of any dispute or disagreement;
- 7.3.4 disciplined supporting members have a right of appeal as per clause 15;
- 7.3.5 a right, privilege or obligation which an entity has by reason of being a supporting member of ASBA is not capable of being transferred or transmitted to another person or entity, and terminates on cessation of the entity's supporting membership.

#### 7.4 **Responsibilities of supporting members:**

- 7.4.1 supporting members have a responsibility to promote the goals of ASBA (as defined in clause 3) wherever the entity's collective human skill-set may be of service in the promotion of such goals, and wherever the entity has both resources and inclination to engage in such activity;
- 7.4.2 supporting members have a responsibility to regularly apply bold and creative thought to how ASBA can address social problems, within the ambit and framework of ASBA's stated goals at clause 3, and to communicate all serious proposals to the ASBA committee and other ASBA members, whether such proposals are fully fledged, embryonic, potentially ground-breaking, merely suggestive, or otherwise stimulating and/or feasible;
  - 7.4.2.1 as organisations that generally have greater capacity than individual persons, it is expected that supporting members will show leadership in large-scale and difficult projects that align with the goals articulated in clause 3, and to show other types of general community leadership;
- 7.4.3 supporting members have a responsibility to uphold the good name and reputation of ASBA through their conduct whenever engaging in activities under the name of or in any way associated with ASBA, as well as through their wider organisational conduct as visible in the public domain;
- 7.4.4 above and beyond sub-clause 7.4.1, supporting members have a responsibility to spread the good heat (i.e. to engage in thermovangelism) wherever an entity's members' internal sense of morality and civic duty compels them to do so, and in whatever way such persons see fit, so long as such activity does not undermine ASBA's stated goals at clause 3, the definitive interpretation of which rests with the ASBA executive in the case of any dispute or disagreement.

- 7.5 Excessive divergence from these responsibilities may become grounds for either disciplining or expulsion from the association, as determined by the ASBA committee following the processes and stipulations prescribed by the Act, the Regulation, and this constitution.

## **8. Application for Membership**

- 8.1 To apply for individual membership a person must complete the form set out in Appendix 1 to this constitution (or approved equivalent) and:
- 8.1.1 lodge the form via philatelic mail to the public officer, or digitally in whatever manner is stipulated by the ASBA committee;
  - 8.1.2 in the case of philatelic mail, include a membership subscription fee of \$1 to the association, or if some other amount is determined by the committee, that other amount, unless the committee should stipulate another method of payment;
  - 8.1.3 in the case of digital application, pay a membership subscription fee of \$1 to the association, or if some other amount is determined by the committee, that other amount, via whatever payment methods are stipulated by the ASBA committee.
- 8.2 For an entity to apply for supporting membership:
- 8.2.1 a person who is both an individual member of ASBA and a member of the applying entity, authorised to act on behalf of that entity, must complete the form set out in Appendix 2 to this constitution (or approved equivalent) and
  - 8.2.2 lodge the form via philatelic mail to the public officer, or digitally in whatever manner is stipulated by the ASBA committee;
  - 8.2.3 in the case of philatelic mail, include a membership subscription fee of \$1 to the association, or if some other amount is determined by the committee, that other amount, unless the committee should stipulate another method of payment;
  - 8.2.4 in the case of digital application, pay a membership subscription fee of \$1 to the association, or if some other amount is determined by the committee, that other amount, by whatever payment methods are stipulated by the ASBA committee.
- 8.3 As soon as practicable after receiving the application:
- 8.3.1 the applicant must be notified whether the application has been accepted or rejected, and
  - 8.3.2 in the case that the application has been rejected, the full subscription fee must be refunded, or
  - 8.3.3 in the case that the application is successful, the public officer must enter or cause to be entered the applicant's name in the register of members, and must assign a membership number following clause 8.7 below. On the name being so entered and the membership number so assigned, the applicant becomes a member of the association.
- 8.4 In addition to subscription and renewal fees, ASBA individual and supporting members will be encouraged, both at application and on an annual basis thenceforth, to make a donation to the association, the donation being commensurate with both the member's capacity to render such a gift and their level of conviction about the importance of ASBA's mission and goals as declared under clause 3.
- 8.5 When applying for membership, applicants will be asked what skills and/or resources they may be able to bring to the association: individual applicants will be invited to volunteer for the association should they be so inclined, and entities will be encouraged to partner where there is mutual benefit.

- 8.6 All persons involved in the inaugural ASBA planning meeting (“Let There Be Sweat”, March 26, 2016) as recorded in the minutes of that meeting, are taken to be members upon the association’s incorporation.
- 8.7 All ASBA members shall be assigned a membership number upon acceptance to the association.
- 8.7.1 Membership numbers should follow the pattern ASBA00001.
- 8.7.2 The association will recognise Foundation Members with an additional (F) in the membership code, e.g. ASBA00001F. Foundation Membership shall be available for whatever duration the committee deems appropriate, and may be extended; but once close, is closed forever.
- 8.7.3 ASBA membership numbers are unique identifiers and shall never be recycled. If a person’s membership lapses, their membership number is reserved for if and when they return.
- 8.7.4 Should the association reach 10,000 members, it should give itself a mighty pat on the back. It should then recalibrate the protocol to ASBA0010000.

## 9. Cessation and Resignation of and Membership

- 9.1 A person ceases to be a member of the association if the person:
- 9.1.1 dies, or
- 9.1.2 resigns membership, or
- 9.1.3 is expelled from the association, or
- 9.1.4 fails to pay the annual membership fee under clause 8.1 within 1 month after the fee is due, unless alternative arrangements have been negotiated with the ASBA committee and agreed in writing.
- 9.2 A entity ceases to be a supporting member of the association if the entity:
- 9.2.1 dissolves or is caused to dissolve, or
- 9.2.2 resigns membership, or
- 9.2.3 is expelled from the association, or
- 9.2.4 fails to pay the annual membership fee under clause 8.2 within 3 months after the fee is due, unless alternative arrangements have been made in negotiation with the ASBA committee and agreed in writing.
- 9.3 An individual or supporting member may resign from membership of the association by rendering to the committee or nominated delegate written notice of at least thirty-three (33) days of the member’s intention to resign and, on the expiration of the period of notice, the member ceases to be a member.
- 9.4 If an individual or supporting member of the association ceases to be a member, the Secretary or a nominated delegate must make an appropriate entry in the register of members recording the date on which the member ceased to be a member, also recording relevant details or reasons such as are known or have been offered by the former member upon withdrawing from the association, with a single “?” sufficing in cases where no reasons have been offered or are known.

## 10. Register of Members

- 10.1 The public officer of the association must establish and maintain a register of members of the association specifying the name and postal or residential address of each person or entity who is a member of the association together with the date on which the person or entity became a member, along with any additional information provided on the application form pursuant to the member's skills, interests, and potential areas of contribution.
- 10.2 The register of members may be kept electronically.
- 10.3 If the register is kept electronically, a hard-copy version of the register must be kept in New South Wales:
  - 10.3.1 at the main headquarters of the association, or
  - 10.3.2 if the association has no headquarters, at the association's official address,
  - 10.3.3 and must be updated every six (6) months with a new hard-copy printout of the electronic register
- 10.4 The register of members must be available for inspection by any member of the association, by prior arrangement with the public officer.
- 10.5 If a member requests that any information contained on the register about the member (other than the member's name) not be available for inspection, that information must not be made available for inspection.
- 10.6 A member must not use information about a person obtained from the register to contact or send material to the person, other than for purposes strictly related to the goals and activities of ASBA as described in this constitution.

## 11. Fees and Voluntary Contributions

- 11.1 Fees for individual members are in accordance with subclauses 5.3 and 8.1.
- 11.2 Fees for supporting members are in accordance with clauses 5.3 and 8.2
- 11.3 All money raised through membership fees will go towards running the association and its activities, according to priorities determined by the ASBA committee.
- 11.4 Voluntary contributions from the ASBA membership, in the form of money, labour, materials, and/or relevant expertise:
  - 11.4.1 will be sought at regular junctures via ASBA volunteer initiatives and fundraising endeavours;
  - 11.4.2 will be sought in order to work as fully as possible towards the goals of the association without resorting to debt finance;
  - 11.4.3 whenever sought, will be accompanied by clear explanation of ASBA's needs, priorities, and plans;
  - 11.4.4 may be offered at any time by any individual or supporting member;
  - 11.4.5 may be declined at the discretion of the ASBA committee, particularly in the case of non-monetary contributions that are impractical or otherwise undesirable with respect to the capacity, ethos, and/or direction of ASBA's operations.

- 11.5 Monetary contributions will go towards running the association and its activities according to priorities determined by the ASBA committee, except in the case that an alternative arrangement has been reached with a contributor and approved by the ASBA committee.
- 11.6 Accepted non-monetary contributions will be coordinated on a case-by-case basis depending on the specific nature of the contribution, the ASBA committee (or nominated delegate) working with the contributing party to achieve such coordination.

## 12. Members' Liabilities

- 12.1 The liability of a member of the association to contribute towards the payment of the debts and liabilities of the association or the costs, charges and expenses of the winding up of the association is limited to the amount, if any, unpaid by the member in respect of membership of the association as required under clauses 5 and 8.

## 13. Resolution of Disputes

- 13.1 Resolutions of disputes between a member and another member (in their capacity as members) of the association, or disputes between a member or members and the association itself, should in the first instance be attempted via bona fide negotiation and communication between the parties involved.
- 13.2 Failing internal resolution, disputes are to be referred to a community justice centre for mediation under the *Community Justice Centres Act 1983*.
- 13.3 If a dispute is not resolved by mediation within 3 months of the referral to a community justice centre, the dispute is to be referred to arbitration.
- 13.4 The *Commercial Arbitration Act 1984* applies to any such dispute referred to arbitration.

## 14. Disciplining of Members

- 14.1 A complaint may be made to the committee by any person that an individual or supporting member of the association:
  - 14.1.1 has refused or neglected to comply with a provision or provisions of this constitution,  
or
  - 14.1.2 has wilfully acted in a manner prejudicial to the interests of the association.
- 14.2 The committee may refuse to deal with a complaint if it considers the complaint to be trivial or vexatious in nature.
- 14.3 If the committee decides to deal with the complaint, the committee:
  - 14.3.1 must cause notice of the complaint to be served on the member concerned, and
  - 14.3.2 must give the member at least seventeen (17) days from the time the notice is served within which to make submissions to the committee in connection with the complaint, and
  - 14.3.3 must take into consideration any submissions made by the member in connection with the complaint.
- 14.4 The committee may, by resolution, expel the member from the association or suspend the member from membership of the association if, after considering the complaint and any

submissions made in connection with the complaint, it is satisfied that the complaint is firmly grounded and the expulsion or suspension is warranted in the circumstances.

- 14.5 If the committee expels or suspends a member, the Secretary or public officer must, within eleven (11) days after the action is taken, cause written notice to be given to the member of the action taken, of the reasons given by the committee for having taken that action and of the member's right of appeal under clause 15.
- 14.6 The expulsion or suspension does not take effect:
  - 14.6.1 until the expiration of the period within which the member is entitled to appeal against the resolution concerned, or
  - 14.6.2 if within that period the member exercises the right of appeal, unless and until the association confirms the resolution under clause 15, whichever is the later.

## **15. Rights of Appeal of Disciplined Members**

- 15.1 A member may appeal to the association in general meeting against a resolution of the committee under clause 14, within eleven (11) days after notice of the resolution is served on the member, by lodging with the Secretary or public officer a notice to that effect.
- 15.2 The notice may, but need not, be accompanied by a statement of the grounds on which the member intends to rely for the purposes of the appeal.
- 15.3 On receipt of a notice from a member under clause 15.1 the Secretary or public officer must notify the committee, which is to convene a general meeting of the association to be held within twenty-nine (29) days after the date on which the Secretary received the notice.
- 15.4 At a general meeting of the association convened under clause 15.3:
  - 15.4.1 no business other than the question of the appeal is to be transacted, and
  - 15.4.2 the committee and the member must be given the opportunity to state their respective cases orally or in writing, or both, and
  - 15.4.3 the members present are to vote by secret ballot on the question of whether the resolution should be confirmed or revoked.
- 15.5 The appeal is to be determined by a simple majority of votes cast by members of the association who are present at the meeting.
- 15.6 Where the committee's resolution is revoked at a meeting convened under clause 15.3 by a vote following clause 15.5, and where this is felt by the committee to undermine the goals of the association under clause 3 and the ethos and values embedded therein, the executive may take steps towards arbitration as described in clause 13 and invoke its right under clause 19 to be the definitive interpreter of the association's ethos and values in instances of consequential disagreement about the nature and/or actualisation of those values.

## PART 4 – The Committee

### 16. Powers of the Committee

Subject to the Act, the Regulation and this constitution, and to any resolution passed by the association in general meeting, the committee:

- 16.1 is to control and manage the affairs of the association pursuant to the goals under clause 3 and other goals that may arise;
- 16.2 may exercise all such functions as may be exercised by the association, other than those functions that are required by this constitution to be exercised by a general meeting of members of the association;
- 16.3 has power to perform all such acts and do all such things as appear to the committee to be necessary or desirable for the proper management of the affairs of the association;
- 16.4 declares its right to be the authoritative interpreter of the association's ethos and values (under clause 3) in instances of consequential and/or substantive disagreement about the nature and/or actualisation of those values.

### 17. Positions on the Committee

#### 17.1 The committee is to consist of:

- 17.1.1 the office-bearers of the association, and
  - 17.1.2 at least one (1) ordinary committee member, the number being determined by how many office-bearers the association has under clause 17.4 (or when any new offices are created by the committee under 17.3) and how many members the committee may contain under clause 17.2.
- 17.2 The maximum number of committee members is to be thirteen (13).
- 17.3 The executive may create new offices on the committee at their absolute discretion, although the appointment of a new office-bearer cannot displace an existing ordinary committee member who intends to serve out their term of office.

#### 17.4 The office-bearers of the association are:

- 17.4.1 the President;
- 17.4.2 the Vice-President;
- 17.4.3 the Treasurer;
- 17.4.4 the Social Justice Officer;
- 17.4.5 the Secretary;
- 17.4.6 the Events Manager;
- 17.4.7 the Arts & Crafts Officer(s)

#### 17.5 The executive consists of:

- 17.5.1 the President;
- 17.5.2 the Vice-President;

17.5.3 the Social Justice Officer;

17.5.4 the Treasurer;

17.5.5 the Secretary;

with powers and functions described under clause 19.

17.6 A committee member may hold up to 2 offices (other than both the President and Vice-President offices).

## **18. Roles and Responsibilities of Office-Bearers**

### **18.1 It is the duty of the President:**

18.1.1 to spearhead the coordination of ASBA's activities individually, cooperatively, and by delegation, and to ensure that both the committee and wider membership base are working effectively towards the goals under clause 3 (and other goals as these arise);

18.1.2 to promote a culture of clear, supportive, and open communication within ASBA, leading by example with respect to sharing ideas, providing justifications where necessary, and listening carefully to the views of others;

18.1.3 to boost morale within the association by passionate and unwavering commitment to the goals declared under clause 3 and the values embedded therein, thereby inspiring ASBA members to pursue their own creative goals with confidence and vigour, particular support being lent to goals connected with the association's activities;

18.1.4 to be active in member recruitment, fundraising, media outreach, and other modes of thermovangelism;

18.1.5 to be active in promoting the association's interests with influential members of society at both macro and micro levels, with a particular focus on empowering community leaders and community organisers;

18.1.6 to ensure that all ASBA meetings are conducted in a manner that is simultaneously professional and playful, the latter term being subject to wide interpretation and in some cases redefining the former;

18.1.7 to work with the Vice-President and Secretary to ensure that the association develops and maintains orderly archives and information management strategies;

18.1.8 to ensure that all aspects of ASBA's operations are in compliance with legal requirements, and to ensure that all persons legally regarded as responsible persons are aware of their responsibilities;

18.1.9 to conduct such duties with honesty and integrity at all times.

### **18.2 It is the duty of the Vice-President:**

18.2.1 to oversee the appointment and development of a sub-committee called "the iddy biddy shvitty committee" as provisioned under subclause 25.13 of this constitution;

18.2.2 to regulate, contain, and/or enable any vices that the President may have;

18.2.4 to work with the President and Secretary to ensure that the association develops and maintains orderly archives and information management strategies;

18.2.5 to be active in member recruitment, fundraising, media outreach, and other modes of thermovangelism;

18.2.6 to conduct such duties with honesty and integrity at all times.

**18.3 It is the duty of the Treasurer:**

18.3.1 to ensure that all money due to the association is collected and received and that all payments authorised by the association are made;

18.3.2 to ensure that correct books and accounts are kept showing the financial affairs of the association, including full details of all receipts and expenditure connected with the activities of the association;

18.3.3 to provide a clear explanation of ASBA's financial situation at the AGM, including the association's incomings, outgoings, and financial plans;

18.3.4 to be active in member recruitment and other modes of thermovangelism;

18.3.5 to conduct such duties with honesty and integrity at all times.

**18.4 It is the duty of the Social Justice Officer:**

18.4.1 to ensure that all activities of the association are conducted with robust reflection on the ethical dimensions of such activity, particularly with respect to the ethos and values embedded in the goals under clause 3, and to and to call to attention any situation relating to the moral and ethical dimensions of ASBA's affairs that the Officer believes should be discussed and/or debated at a meeting or event of the association;

18.4.2 to promote a culture of robust, informed, and sustained ethical reflection within the ASBA membership that goes far beyond conventional social standards, leading by example with respect to dialogue about and enactment of the principles of social justice;

18.4.3 to spearhead and coordinate ASBA's educational activities, particularly with respect to community initiatives involving mentoring, skill-sharing, peer learning, seminars, public lectures, and other forms of non-accredited education;

18.4.4 to promote the inclusion of diverse personality types in the new Australian sauna culture, particularly persons from systemically marginalised constituencies;

18.4.5 to be active in member recruitment and other modes of thermovangelism;

18.4.6 to conduct such duties with honesty and integrity at all times.

**18.5 It is the duty of the Secretary:**

18.5.1 to keep a record of all appointments of office-bearers and members of the committee;

18.5.2 to keep a record of the names of members of the committee present at a committee meeting or a general meeting;

18.5.3 to keep a record of all proceedings at committee meetings and general meetings in the form of minutes;

18.5.4 to ensure that minutes of proceedings at a meeting are signed by the chairperson of the meeting, or by the chairperson of the next succeeding meeting;

- 18.5.5 to assist the President and Vice-President in developing and maintaining orderly archives and information management strategies;
- 18.5.6 to be active in member recruitment and other modes of thermovangelism;
- 18.5.7 to conduct such duties with honesty and integrity at all times.

**18.6 It is the duty of the Events Manager:**

- 18.6.1 to work with the President and other members of the committee to spearhead planning for ASBA's public event activities;
- 18.6.2 to coordinate ASBA events in terms of booking, volunteer recruitment, and on-the-day running;
- 18.6.3 to spearhead promotion of ASABA events across social media platforms and other avenues;
- 18.6.4 to work with the President and Secretary to spearhead planning for ASBA general meetings;
- 18.6.5 to work with the President, Arts & Crafts Officers, and other members of the committee to spearhead the creation and promotion of ASBA merchandise;
- 18.6.6 to be active in member recruitment and other modes of thermovangelism;
- 18.6.7 to conduct such duties with honesty and integrity at all times.

**18.7 It is the duty of the Arts & Crafts Officer(s):**

- 18.6.1 to work with the President, Events Manager, and other members of the committee to spearhead the creation and promotion of ASBA merchandise;
- 18.6.2 to work with the President and Events Manager to ensure that ASBA meetings and public events include art & craft elements to the greatest extent possible, whether in the form of decoration or active craft sessions;
- 18.6.3 to be active in coming up with new ideas that improve or expand ASBA's aesthetic profile in terms of branding, merchandise, and sauna-related fashion;
- 18.6.4 to spearhead the creation of a sauna fashion parade called "Hot Stuff" (or similar pun) that will become an established annual event (ideally but not necessarily at the AGM);
- 18.6.5 to be active in member recruitment and other modes of thermovangelism;
- 18.6.6 to conduct such duties with honesty and integrity at all times.

## **19. The Executive**

- 19.1 The executive of ASBA consists of the President, Vice-President, Treasurer, Social Justice Officer, and Secretary of the association.
- 19.2 The executive is authorised to enact any decisions on behalf of the association in any case where decisive action is required or perceived to be required before it is practicable to call a committee meeting, except in the case of decisions that must be dealt with at general meeting as required by the Act, the Regulation, and this constitution.
- 19.3 The executive shall be the definitive interpreter of ASBA's ethos and values as embedded in the goals of the association declared under clause 3 in any case where there is substantive

and/or consequential disagreement or dispute within the committee or with any individual or supporting member.

- 19.4 It is the duty of the executive to explicate the ideological grounds for its decisions in writing whenever requested to do so by any member of the association, so long as the request is not deemed by the executive to be trivial or vexatious, and to ensure, in certain circumstances, that such justification is offered prior to any request when the executive believes that ASBA members might reasonably demand such justification in their capacity as citizens committed to the principles of democracy, accountability, and the public good.

## **20. Election of Committee Members and Terms of Office**

- 20.1 Each ordinary member of the committee is, subject to this constitution, to hold office until the conclusion of the annual general meeting following the date of the member's election, but is eligible for re-election.
- 20.2 Each office-bearer within the committee is, subject to this constitution, to hold office until they either resign from the office or are removed from office by unanimous decree of the executive.
- 20.3 Notification about upcoming ordinary committee member nominations will be made in writing to the ASBA membership no less than thirty-three (33) days before the annual general meeting, during the holding of which the election of ordinary committee members will take place according to clause 20.4.

### **20.4 To become an ordinary committee member of the association:**

- 20.4.1 a person must be a member of ASBA;
- 20.4.2 the person must be nominated in writing, either by themselves or by another ASBA member;
- 20.4.3 the candidate may be asked to provide a short statement of no more than 500 words about why they are nominating for the committee, what they can bring to ASBA relative to the goals under clause 3, and anything else the candidate deems relevant for the application;
- 20.4.4 the written nomination must be received by the Secretary or the committee at least eleven (11) days before the date fixed for the holding of the annual general meeting at which the election is to take place.
- 20.4.5 If insufficient nominations are received to fill all vacancies on the committee, the persons nominated are taken to be members-elect (requiring still to perform the oath under clause 20.4.9), and further nominations are to be received at the annual general meeting.
- 20.4.6 If insufficient further nominations are received, any vacant positions remaining on the committee are taken to be casual vacancies.
- 20.4.7 If the number of nominations received exceeds the number of vacancies to be filled, a ballot is to be held.
- 20.4.8 The ballot for the election of ordinary committee members is to be conducted at the annual general meeting in such usual and proper manner as the committee may direct.
- 20.4.9 A person is not taken to be a fully-confirmed committee member until, after nomination or election, that person performs a "sweating in" ceremony, whereby the person takes a sauna with at least three (3) existing members of the committee, wherein the person must pour water on the hot rocks one or more times while

swearing an oath as described in subclause 20.5, whereupon the person is taken to be a member of the committee until the next annual general meeting.

**20.5 The oath sworn by new or re-elected committee members under clause 20.4.9:**

- 20.5.1 must be a declaration of the person's intent to serve in the role truly, honestly, and with integrity at all times;
- 20.5.2 may take whatever form of words as deemed appropriate by the person, allowing scope for personal style, personal goals, personal values, and other declarations pursuant to the role, the advancement of the association, and the wellbeing of its members;
- 20.5.3 must contain reference to the person's relationship with and convictions about sweat bathing;
- 20.5.4 may begin several seconds after the person pours water on the rocks, the scooping of which should take place with the person's favourite ladle or with a ceremonial ladle furnished by the committee;
- 20.5.5 should be acknowledged with congratulations by those present in the sauna;
- 20.5.6 may take place in the same sauna session as another sweating in ceremony, should multiple persons wish to perform their oaths in such a manner;
- 20.5.7 may be discussed with or proposed to existing or former members of the committee prior to the ceremony, wherever the person wishes to receive feedback, prompting, or advice about any aspect of the oath;
- 20.5.8 may, in the case of a re-elected member, be similar to an oath previously sworn by that person, but should ideally reflect the intervening experiences and insights of the person and therefore be at least somewhat different from previous oaths;
- 20.5.9 must be a true reflection of the person's convictions at the time of utterance;
- 20.5.10 must, within three (3) days of the ceremony, also be lodged in writing to the committee, the written version being a true approximation of the oath spoken in the sauna, supplementary comments being welcomed where they are indicated as such;
- 20.5.11 must, in the written form stipulated under subclause 20.5.10, be published as an appendix to the minutes of the next committee meeting of the association, including record of the witnessing committee members and any supplementary remarks they may wish to add in memory of the occasion;
- 20.5.12 may, in the written form stipulated in subclause 20.5.10 or 20.5.11, be published, circulated, or disseminated in any other manner agreed and desired by the signatories of the oath;
- 20.5.13 must, on the person's inaugural election to the committee, be commemorated with a certificate signed by the President and Vice-President of the association.

**20.6 To become an office-bearer of the association:**

- 20.6.1 a person must be a member of ASBA;
- 20.6.2 a person must be invited by the executive to apply for the office, upon an office being created or becoming vacant;
- 20.6.3 upon invitation, the person must provide a short statement of no more than 500 words about their commitment to ASBA's goals under clause 3, delivering this to the

executive, either electronically or by philatelic mail, within eighteen (18) days of receiving the invitation;

20.6.4 the person must then be interviewed by all members (or all remaining members) of the executive, who must unanimously agree on any appointment, and who must make the appointment based on the applicant's perceived alignment with ASBA's goals declared under clause 3, their perceived capacity to promote, defend, and enact such goals either wholly or in part, and their perceived capacity to perform the duties of the office;

20.6.5 A person is not taken to be a fully-confirmed office-bearer of the association until, after nominal appointment, that person performs a "sweating in" ceremony, whereby the person takes a sauna with at least three (3) existing members of the committee, wherein the person must pour water on the hot rocks while swearing an oath as described in subclause 20.7, whereupon the person is taken to be an office-bearer of the association until such time as the person resigns or is removed from office.

**20.7 The oath sworn by a newly appointed office-bearer under subclause 20.6.5:**

20.7.1 must be a declaration of the person's intent to serve in the role truly, honestly, and with integrity at all times;

20.7.2 may take whatever form of words as deemed appropriate by the person, allowing scope for personal style, personal goals, personal values, and other declarations pursuant to the role, the advancement of the association, and the wellbeing of its members;

20.7.3 must contain reference to the person's relationship with and convictions about sweat bathing;

20.7.4 may begin several seconds after the person pours water on the rocks, the scooping of which should take place with the person's favourite ladle or with a ceremonial ladle furnished by the committee;

20.7.5 should be acknowledged with congratulations by those present in the sauna;

20.7.6 may take place in the same sauna session as another sweating in ceremony, should multiple persons wish to perform their oaths in such a manner;

20.7.7 may be discussed with or proposed to members of the executive prior to the ceremony, wherever the person wishes to receive feedback, prompting, or advice about any aspect of the oath;

20.7.8 may, in the case of a re-elected member, be similar to an oath previously sworn by that person, but should ideally reflect the intervening experiences and insights of the person and therefore be at least somewhat different from previous oaths;

20.7.9 must be a true reflection of the person's convictions at the time of utterance;

20.7.10 must, within three (3) days of the ceremony, also be lodged in writing to the committee, the written version being a true approximation of the oath spoken in the sauna, supplementary comments being welcomed where they are indicated as such;

20.7.11 must, in the written form stipulated under subclause 20.7.10, be published as an appendix to the minutes of the next committee meeting of the association, including record of the witnessing committee members and any supplementary remarks they may wish to add in memory of the occasion;

20.7.12 may, in the written form stipulated in subclause 20.7.10 or 20.7.11, be published, circulated, or disseminated in any other manner agreed and desired by the signatories of the oath;

- 20.7.13 must, on the person's appointment to office, be commemorated with a certificate signed by the President and Vice-President of the association.
- 20.8 All changes to the ASBA committee, including the re-election of existing members, must be communicated to the ASBA membership within thirty-two (32) days in a manner determined by the ASBA committee.
- 20.9 Where the provisions described above are deemed to be too onerous or complicated, the committee may temporarily relax the requirements for committee membership and the conferring of offices, so long as any such decisions are recorded in the minutes of the meeting at which the decision was confirmed, and so long as the association returns to the constitutional procedure as soon as possible.

## 21. Casual Vacancies

- 21.1 In the event of a casual vacancy occurring in the membership of the committee, the committee may appoint a member of the association to fill the vacancy, and the member so appointed is to hold office, subject to this constitution, until the conclusion of the annual general meeting next following the date of the appointment.
- 21.2 A casual vacancy in the office of a member of the committee occurs if the member:
- 21.2.1 dies;
  - 21.2.2 vanishes;
  - 21.2.3 voluntarily withdraws from society;
  - 21.2.4 ceases to be a member of the association;
  - 21.2.5 becomes an insolvent under administration within the meaning of the *Corporations Act 2001* of the Commonwealth;
  - 21.2.6 resigns office by notice in writing given to the Secretary and the executive;
  - 21.2.7 is removed from office under clause 22;
  - 21.2.8 loses vital cognitive functions essential for the responsible conduct of the role;
  - 21.2.9 is absent without the consent of the committee from 3 consecutive meetings of the committee;
  - 21.2.10 is convicted of an offence involving fraud or dishonesty for which the maximum penalty on conviction is imprisonment for not less than 3 months, unless the committee believes the person to be wrongly convicted;
  - 21.2.11 is prohibited from being a director of a company under Part 2D.6 (Disqualification from managing corporations) of the *Corporations Act 2001* of the Commonwealth.

## 22. Removal of Committee Members

- 22.1 The association in general meeting may by resolution remove any member of the committee from the office of member before the expiration of the member's term of office and may by resolution appoint another person to hold office until the expiration of the term of office of the member so removed.
- 22.2 If a member of the committee to whom a proposed resolution referred to in subclause 22.1 relates makes representations in writing to the Secretary or President (not exceeding a reasonable length and providing documentation where necessary) and requests that the

representations be notified to the members of the association, the Secretary or the President may send a copy of the representations to each member of the association or, if the representations are not so sent, the member is entitled to require that the representations be read out at the meeting at which the resolution is considered.

- 22.3 Grounds for removal include excessive and repeated divergence from the responsibilities of membership under clauses 6 and 7, and/or other gross violations of the ethos of the association.

## 23. Committee Meetings and Quorums

- 23.1 The committee must meet at least two (2) times in each period of 12 months at such place and time as the committee may determine.
- 23.2 Unless utterly impracticable, all committee meetings must be held at a location that allows those attending to have a sauna as the last item of business, mobile saunas drastically expanding the possible locations for such meetings, a good steam room being acceptable as a last resort.
- 23.3 Additional meetings of the committee may be convened by the President or by any member of the executive, but are subject to the condition under subclause 23.2.
- 23.4 Written notice of a meeting of the committee must be given by the President or Secretary to each member of the committee at least 56 hours (or such other period as may be unanimously agreed by the members of the committee) before the time appointed for the holding of the meeting.
- 23.5 Notice of a meeting given under subclause 23.4 must specify the general nature of the business to be transacted at the meeting, and no business other than that business is to be transacted at the meeting, except business which the committee members present at the meeting unanimously agree to treat as urgent or otherwise relevant business, any such items being reflected in the minutes of the meeting.
- 23.6 Any four (4) members of the committee, one (1) of whom must be a member of the executive, constitute a quorum for the transaction of business at meetings of the committee.
- 23.7 No business is to be transacted by the committee unless a quorum is present and if, at the time the meeting was appointed to begin, a quorum is not present (with a bit of leeway if people are running late), the meeting is to stand adjourned and rescheduled to a time agreed by the committee, but those present should still have a sauna.
- 23.8 If at the adjourned meeting a quorum is not present at the time the meeting was appointed to begin, the meeting is to be dissolved, but those present should still have a sauna.
- 23.9 At a meeting of the committee:
- 23.9.1 the President or, in the President's absence, another member of the executive, is to preside;
  - 23.9.2 members of the committee may wear sauna hats and other regalia in the meeting, and are encouraged to bring creative flair to the occasion;
  - 23.9.3 refreshments and snacks should be available, ideally of a healthy and nutritious nature;
  - 23.9.4 the final item of business should be taking a sauna together.
- 23.10 Minutes of a committee meeting must be filed within eighty-six (86) hours of the meeting's closure, prepared by the Secretary or Chair of the meeting, unless the another person or another length of time has been agreed by the committee at the end of the meeting.

- 23.11 In addition to recording the business of the meeting, the minutes will also record the amount of minutes spent in the sauna as the final item of business, measured from entry of the first bather to departure of the last, the minutes also recording those who bathed, the temperature achieved or obtained, the equipment used, and any other details that may be of interest to anthropologists and social historians.
- 23.12 No formal business may be conducted in the sauna session that takes place as the final item of business, therefore no quorum is required for this item of business to proceed.

## **24. Consensus, Voting and Decision Making at Committee Meetings**

- 24.1 Questions arising at any meeting of the association should in all instances attempt to be resolved via consensus of those present, driven where necessary by robust and respectful debate.
- 24.2 Failing consensus, questions arising at a general meeting of the committee are to be determined by a two-thirds majority of the votes of members of the committee or sub-committee present at the meeting, but only on matters where a definitive response is unequivocally required, all other matters being postponed for later debate.
- 24.3 In the case of a vote, each member present at a meeting of the committee or of any sub-committee appointed by the committee (including the person presiding at the meeting) is entitled to one vote, the need for second or casting votes being obviated by the requirement of a two-thirds majority.
- 24.4 Subject to a quorum being present, the committee may act despite any vacancy on the committee.
- 24.5 Any act or thing done, suffered, or purporting to have been done or suffered, by the committee or by a sub-committee appointed by the committee, is valid and effectual despite any defect that may afterwards be discovered in the appointment or qualification of any member of the committee or sub-committee.

## **25. Delegation by Committee to Sub-Committee**

- 25.1 The committee may, by instrument in writing, delegate to one or more sub-committees (consisting of such member or members of the association as the committee thinks fit) the exercise of such of the functions of the committee as are specified in the instrument, except:
  - 25.1.1 this power of delegation, and
  - 25.1.1 a function which is a duty imposed on the committee by the Act or by any other law.
- 25.2 A function the exercise of which has been delegated to a sub-committee under this clause may, while the delegation remains unrevoked, be exercised from time to time by the sub-committee in accordance with the terms of the delegation.
- 25.3 A delegation under this clause may be made subject to such conditions or limitations as to the exercise of any function, or as to time or circumstances, as may be specified in the instrument of delegation.
- 25.4 Despite any delegation under this clause, the committee may continue to exercise any function delegated.

- 25.5 Any act or thing done or suffered by a sub-committee acting in the exercise of a delegation under this clause has the same force and effect as it would have if it had been done or suffered by the committee.
- 25.6 Any important, significant, or otherwise valuable achievements of a sub-committee should be recognised in writing by the committee, in whatever manner the committee sees fit, so long as the acknowledgement is celebratory or otherwise appropriate in tone.
- 25.7 The committee may, by instrument in writing, revoke wholly or in part any delegation under this clause.
- 25.8 A sub-committee may meet and adjourn as it thinks proper in the enactment of its delegated activities;
- 25.9 Minutes of a sub-committee meeting must be filed with the Secretary or President within eighty-six (86) hours of the meeting's closure, and should be prepared by the Chair of the meeting, or if another person has prepared the minutes, signed by the Chair of the meeting.
- 25.10 All meetings of a sub-committee should include a sauna as the last item of business, unless there are good reasons not to sauna, such reasons being noted in the minutes.
- 25.11 In addition to recording the business of the sub-committee meeting, the minutes will also record the amount of minutes spent in the sauna as the final item of business, measured from entry of the first bather to departure of the last, the minutes also recording those who bathed, the temperature achieved, the equipment used, and any other details that may be of interest to the committee, anthropologists and social historians.
- 25.12 No formal business may be conducted in the sauna session that takes place as the final item of business, therefore no quorum is required for this item of business to proceed.
- 25.13 The committee must, at least once during the life of the association, except in the case the association is involuntarily wound up, appoint a sub-committee called "The Iddy Bidy Shvitty Committee", the purpose of which is to be determined at the time of the appointment, but which must reflect either the size of the sub-committee, the size of its members, or the size of the saunas it is appointed to consider.
- 25.14 Appointment of the Iddy Bidy Shvitty Committee, as provisioned under the previous subclause, can only be made by the Vice-President of the association.

## **PART 5 – General Meetings**

### **26. Annual General Meeting - holding of**

- 26.1 The association must hold its first annual general meeting within 18 months after its registration under the Act.
- 26.2 The association must hold its annual general meetings:
  - 26.2.1 within 6 months after the close of the association's financial year;
  - 26.2.2 within the annual Shvitzmas festival, as defined in this constitution, unless extenuating circumstances prevent this (such as may be determined by the committee);
  - 26.2.3 with great panache and joie de vivre.

### **27. Annual General Meeting - calling of and business at**

- 27.1 The annual general meeting of the association is, subject to the Act and to clause 26, to be convened on a date within Shvitzmas, and at such place and time as the committee deems fit.
- 27.2 The date for the annual general meeting must be fixed by the committee no less than ninety-nine (99) days before the commencement of Shvitzmas, with the membership being notified as soon as practicable of the appointed time and place.
- 27.3 Notification of an annual general meeting:
  - 27.3.1 must take the form of an invitation to the membership on behalf of the committee;
  - 27.3.2 must explain the basic function and structure of the meeting;
  - 27.3.3 must explain how members can contribute, in terms of both agenda items and general pitching in;
  - 27.3.4 must challenge the membership to think boldly and creatively about ideas and plans for the advancement of the association.
- 27.4 Invitations must also be sent to local, national, and international journalists, who, should they accept the invitation, will be regarded as contributing observers to the meeting with a right to suggest any good or otherwise valuable ideas during the course of the meeting, and a right to participate in all convivialities of the day.
- 27.5 Invitations may also be sent to any community leaders and community organisers the committee sees fit to invite, and to any other person or persons the committee sees fit to invite, any or all of whom, should they accept the invitation, will be regarded as contributing observers with a right to suggest any good or otherwise valuable ideas during the course of the meeting, and a right to participate in all convivialities of the day.
- 27.6 In addition to any other business which may be transacted at an annual general meeting, the business of an annual general meeting is to include the following:
  - 27.6.1 confirmation of the minutes of the last preceding annual general meeting and of any special, extraordinary, or magnificent general meeting held since that meeting;

- 27.6.2 reports from the committee on the activities of the association during the last preceding calendar year, including recognition of any notable achievements of individual and/or supporting members;
  - 27.6.3 reports from the committee on the financial activities of the association during the last preceding financial year, including consideration of any financial statement or report required to be submitted under the Act, as well as any significant or otherwise noteworthy financial matters pertaining to the upcoming financial year, soliciting discussion on these matters where necessary;
  - 27.6.4 election of ordinary committee members of the association, if required;
  - 27.6.5 at least one (1) completely left-field idea about the advancement of the association, whether serious, frivolous, or in some other manner playful.
- 27.7 At an annual general meeting of the association:
- 27.7.1 the President or, in the President's absence, another member of the executive, is to preside;
  - 27.7.2 members of the association may wear sauna hats and other sweat bathing regalia in the meeting, and are encouraged to bring creative flair to the occasion;
  - 27.7.3 refreshments and snacks should be available, ideally of a healthy and nutritious nature;
  - 27.7.4 the final item of business must be taking a sauna together;
  - 27.7.5 a meal must be shared at the conclusion of proceedings, all attempts being made to create delicious food out of plant-based ingredients as a demonstration of ASBA's commitment to the principles of environmentalism and social justice.
- 27.8 The final item of business at the annual general meeting must be a sauna for those in attendance, meaning that the chosen location must contain a sauna that has capacity to sweat as many people as are expected to attend, staggered entry being unproblematic so long as everyone who wants to sweat gets a full measure of heat by the end.
- 27.9 No formal business may be conducted in the sauna session that takes place as the final item of business at an annual general meeting, therefore no quorum is required for this item of business to proceed.
- 27.10 In addition to recording the business of the annual general meeting, the minutes will also record the amount of minutes spent in the sauna as the final item of business, measured from entry of the first bather to departure of the last, the minutes also recording those who bathed, the temperature achieved or obtained, the equipment used, and any other details that may be of interest to anthropologists and social historians.
- 27.11 Although a meal subsequent to formal proceedings is required for the AGM to be considered fully held in a symbolic sense, a quorum is not required for the meal to take place.
- 27.12 In addition to recording the business of the annual general meeting, the minutes must also record at least some details of the meal, such as the format of the commensality, any notable contributions from persons involved, any particularly tasty dishes (with recipes where possible), and/or any other details that may be of interest to anthropologists and social historians.
- 27.13 The annual general meeting should commence by early afternoon at the latest, in order to allow time for the sauna and meal that must follow formal business.

## 28. Brainstorming Carnivals and Other Planning Events

- 28.1 In addition to general meetings and committee meetings, the association must hold at least two (2) events per year, approximately equidistant from the date of the AGM, the purpose of which is to engage members in discussion about plans and ideas for the advancement of the association, and to mobilise support for certain initiatives.
- 28.2 Events may take the form of brainstorming carnivals, working bees, and/or other modalities of gathering as deemed appropriate or desirable by the committee for the purpose described under subclause 28.1.
- 28.3 Invitations to events may be extended to persons and/or entities beyond the ASBA membership, sometimes with the express purpose of engaging in discussion with or seeking demonstration from those persons or entities.
- 28.4 Unless utterly impracticable, all events must be held at a location that allows those attending to have a sauna, either following or during proceedings, mobile saunas drastically expanding the possible locations for such meetings.
- 28.5 At least one (1) member of the executive must be present at the event, and that person (or another person nominated by the committee prior to the event) is responsible for moderation of the event.
- 28.6 Notifications about the time and place of events held under this clause are to be communicated to the membership by the committee in whatever fit and proper manner the committee may determine, and must take the form of a warm invitation, indicating particularly any themes, plans, or ideas that are to be in focus at (or at some point discussed during) the event, where any such intentions are known to the committee at the time of notification, or where any such intentions are spontaneously declared while preparing the notification, all such information being furnished in order to provoke those invited into daring and unconventional thought.
- 28.7 No formal business of the association may be transacted at an event held under this clause, but:
- 28.7.1 each event held under this clause must result in a written event report distilling the best ideas or plans discussed at the event, and any other ideas or plans discussed as may be appropriate or desirable to include in the report;
- 28.7.2 any ideas or plans arising or concocted during the event may be acted upon thereafter, subject to the consensus of those present, providing such intentions and consensus are noted in the report, including the manner in which the consensus was arrived at;
- 28.7.3 excluded from subclause 28.7.2 are any actions that are required to be endorsed or conducted at formal meetings of the association subject to the Act, the Regulation, and this constitution;
- 28.7.4 if matters of great urgency arise such as require attention or action before the next scheduled meeting of the committee or association, the committee shall be notified and promptly thereupon convene a committee meeting or general meeting to deal with the matters arising;
- 28.7.5 if it is expected that formal business will arise at an event held under this clause, a general meeting should be scheduled for immediately after the event in the manner described at 29.5 below.
- 28.8 The event report required under subclause 28.7 must be sent to the committee by the person who moderated the event, signed by that person, and by any other persons it is deemed appropriate should sign pursuant to the content of the report, within twelve (12) days of the event, unless a longer time is agreed by the committee.

- 28.9 The event report required under subclause 28.7 should ideally capture the spirit of the day by including summaries, reflections, photos, and recordings of other kinds, and must in all respects be treated an important historical document above and beyond its immediate value to ASBA's operations, this significance being reflected in the level of detail contained in the report and the care taken with respect to the aesthetics of the final documentation.
- 28.10 Where no ideas or plans of any consequence or merit emerge from an event held under this clause, but where those who attended still enjoyed a good sauna, the event will be considered a success.

## **29. General Meetings - calling and holding of**

- 29.1 Should a general meeting of the association wish to be called or be required for some other reason, except if the nature of the business proposed to be dealt with at a general meeting requires a special resolution of the association, the committee must, at least eleven (11) days before the date fixed for the holding of the general meeting, give a notice to each member specifying the place, date and time of the meeting and the nature of the business proposed to be transacted at the meeting.
- 29.2 If the nature of the business proposed to be dealt with at a general meeting requires a special resolution of the association, the committee must, at least twenty-two (22) days before the date fixed for the holding of the general meeting, cause notice to be given to each member specifying, in addition to the matter required under subclause 29.1, the intention to propose the resolution as a special resolution.
- 29.3 No business other than that specified in the notice convening a general meeting is to be transacted at the meeting, except in circumstances where those present agree by consensus that an arising matter is appropriate to deal with and the matter does not require a special resolution under the Act, the Regulation, or this constitution.
- 29.4 An individual or supporting member desiring to bring any business before a general meeting of the association may give notice in writing of that business to the committee, who must include that business in the next notice calling a general meeting given after receipt of the notice from the member, and include that business as an agenda item for the meeting, unless the committee deems the business to be trivial, vexatious, or otherwise contrary to the aims of the meeting.
- 29.5 Let it be noted that ASBA's main form of member meeting are the brainstorming carnivals described under clause 28 above, with general meetings being ad hoc in nature. Where a brainstorming carnival or other planning event is likely to eventuate in the need to pass formal resolutions of the association, a general meeting should be scheduled for after the event in the manner described at 29.1 or 29.2 above, which shall be adjourned or dissolved if no pressing business has arisen at the brainstorming carnival.

## **30. Special General Meetings - calling and holding of**

- 30.1 The committee may, whenever it thinks fit, convene a special general meeting of the association.
- 30.2 The committee must, on the requisition in writing of at least eleven (11) per cent of the total number of individual members, convene a special general meeting of the association.
- 30.3 A requisition of members for a special general meeting:
- 30.3.1 must state the purpose or purposes of the meeting with reference to the goals of the association under clause 3;

- 30.3.2 must be made by individual members of the association, although it is permissible to advise that the requisition is being made by one or more individual members on behalf of a supporting member, so long as those individuals are formally associated with the entity or entities to be represented, and so long as this is made clear in the notice described under subclause 30.3.1;
  - 30.3.3 must be signed by the members making the requisition;
  - 30.3.4 must be addressed to the ASBA committee and lodged by electronic or philatelic mail;
  - 30.3.5 may consist of several documents in a similar form, each signed by one or more of the members making the requisition.
- 30.4 If the committee does not convene a special general meeting within thirty-four (34) days after that date on which a requisition of members for the meeting is lodged, a written statement must be published signed by all members of the executive giving reasons as to why the special meeting has not been convened.
- 30.5 If members who have made a requisition for a special meeting that has not been convened are unsatisfied with the reasons given by the executive under subclause 30.4, clause 13 of this constitution will take effect.

## **31. Extraordinary General Meetings**

The committee may, under truly extraordinary circumstances, convene an extraordinary meeting of the association, in the same or similar manner as a general meeting is called under clause 29, so long as the circumstances or purpose of the meeting can be described as extraordinary in a colloquial sense in addition to any formalistic meanings, whether the circumstances are good or bad.

## **32. Magnificent General Meetings**

It is required, by Supreme Declaration of this constitution, that the association hold a magnificent general meeting at least once every five (5) years.

- 32.1 A magnificent general meeting:
- 32.1.1 must be convened for a truly magnificent and celebratory reason and/or reasons, such as a momentous and profoundly significant achievement of the association, a notable anniversary of the association, recognition of a member or several members' outstanding achievements in their capacity as members of the association, or any other reason deemed sufficiently magnificent by the committee;
  - 32.1.2 must be held with the fullest theatrical gusto the association can muster, going well beyond the splendour and theatricality of standard annual general meetings with respect to the use of light, sound, smell, costume, music, art, and other dimensions of aesthesis;
  - 32.1.3 is the only meeting of the association where lifetime membership can be conferred on an individual member, unless it is completely impracticable for the member to attend, in which case the committee may determine another method of conferring the honour if it is undesirable to leave conferral to the next magnificent general meeting;
  - 32.1.4 must be convened independently of any other general meeting of the association, in order to keep the liturgy pure and free of bureaucratic formalities;
  - 32.1.5 must be commemorated by the creation of a bespoke item of memorabilia inscribed with the details and reason of the meeting (or otherwise indicating its provenance on account of the meeting), such as a shield, bucket, ladle, tapestry, robe design, or

any such object as the committee determines to create and is able to create or have created.

- 32.2 The committee must establish a sub-committee to organise a magnificent meeting, which will be charged in particular with ensuring the creation or procurement of the item of commemorative memorabilia required under subclause 32.1.5.
- 32.3 Unlike other general meetings of the association, no business may be conducted at a magnificent general meeting other than resolutions, acknowledgements, declarations, and/or other performative utterances that pertain to, commemorate, or otherwise enrich the magnificent reasons of the meeting.
- 32.4 All business of the magnificent general meeting, subject to clause 32.3, must be established by the organising sub-committee no less than nine (9) days from the appointed date of the meeting, and the proposed agenda must be sent to anybody registered to be attending the meeting.
- 32.5 Subject to the business actually taking place, all business of a magnificent general meeting will be taken to be passed on the day (like the final stage of the *Tour de France* down the Champs Élysées), therefore no voting will be conducted and no quorum is required.
- 32.6 The date for a magnificent general meeting must be fixed by the committee no less than one hundred and one (101) days before the meeting, with the membership being notified as soon as practicable of the appointed time and place.
- 32.7 Notification of a magnificent general meeting must:
- 32.7.1 take the form of a grand invitation to the membership on behalf of the committee;
  - 32.7.2 explain the magnificent reason of the meeting;
  - 32.7.3 explain how members can contribute;
  - 32.7.4 invite members to dress in full ceremonial sweat bathing regalia, including (but not limited to) robes, towels, capes, sashes, swimsuits, and sauna hats.
- 32.8 Grand invitations must also be sent to local, national, and international journalists, who, should they accept the invitation, will be regarded as contributing guests of the meeting with a right to suggest any good or otherwise valuable ideas during the course of the meeting and to contribute in other informal ways that align with the objectives and character of the meeting, including pitching in, witnessing, and celebrating.
- 32.9 Grand invitations may also be sent to any community leaders and community organisers the committee sees fit to invite, and to any other person or persons the committee sees fit to invite, any or all of whom, should they accept the invitation, will be regarded as contributing guests with a right to suggest any good or otherwise valuable ideas during the course of the meeting and to contribute in other informal ways that align with the objectives and character of the meeting, including pitching in, witnessing, and celebrating.
- 32.10 At a magnificent general meeting of the association:
- 32.10.1 the President or nominated delegate is to preside;
  - 32.10.2 minutes must be kept according to the basic standards of the Act, but with added flair;
  - 32.10.3 members of the association should make every effort to wear sweat bathing regalia to the meeting;
  - 32.10.4 refreshments and snacks should be available, ideally of a healthy and nutritious nature;

- 32.10.5 a sauna must be taken following the business by some or all of those present for the meeting to be considered fully held;
- 32.10.6 a meal must be shared at the conclusion of proceedings, all attempts being made to create delicious food out of plant-based ingredients as a demonstration of ASBA's commitment to the principles of environmentalism and social justice.
- 32.11 The chosen location for the magnificent general meeting must contain a sauna that has capacity to sweat as many people as are expected to attend, staggered entry being unproblematic so long as everyone who wants to sweat gets a full measure of heat by the end.
- 32.12 In addition to recording the business of the magnificent general meeting, the minutes will also record the amount of minutes spent in the sauna as the final item of business, measured from entry of the first bather to departure of the last, the minutes also recording those who bathed, the temperature achieved or obtained, the equipment used, and any other details that may be of interest to anthropologists and social historians.
- 32.13 In addition to recording the business of the magnificent general meeting, the minutes must also record at least some details of the meal, such as the format of the commensality, any notable contributions from persons involved, any particularly tasty dishes (including recipes where possible), and/or any other details that may be of interest to anthropologists and social historians.
- 32.14 The magnificent general meeting should commence by late afternoon at the latest, in order to allow time for the sauna and meal that must follow proceedings. Ideally it will be a whole day affair.

### **33. Quorum for General Meetings**

- 33.1 No item of business is to be transacted at a general meeting unless a quorum of members entitled under this constitution to vote is present during the time the meeting is considering that item, except in the case of a magnificent general meeting as per subclause 32.5.
- 33.2 Five (5) members present (being members entitled under this constitution to vote at a general meeting), including at least two (2) members of the executive, constitute a quorum for the transaction of the business of a general meeting, but it is hoped that significantly more members will attend and be merry.
- 33.3 If after 30 minutes of the appointed time for the commencement of a general meeting a quorum is not present, the meeting:
  - 33.3.1 if convened on the requisition of members, is to be dissolved, and
  - 33.3.2 in any other case, is to stand adjourned to the same day in the following week at the same time and (unless another place is specified at the time of the adjournment by the person presiding at the meeting or communicated by written notice to members given before the day to which the meeting is adjourned) at the same place.
  - 33.3.3 In the case where members have advised they are running late to a general meeting, and they are required to make a quorum, the meeting can be delayed by longer than half an hour if all present agree.
- 33.4 If at the adjourned meeting a quorum is not present within half an hour after the time appointed for the commencement of the meeting, the members present (being at least 3) are to constitute a quorum, although may disqualify themselves from being a quorum if deemed appropriate in the circumstances.
- 33.5 In the case of any meeting that is adjourned or dissolved under this clause, those who have made it along should still have a sauna as would have been the last item of business, and if

possible should document it with an informal report to the committee of whatever brevity or depth is deemed desirable, with a particular eye towards the accumulation of richly textured social-historical details of the association's activities.

- 33.6 Members may join general meetings via video link or other telecommunications technology. Any member present in this manner will count towards a quorum.

## **34. Adjournment**

- 34.1 The chairperson of a general meeting at which a quorum is present may, with the consent of the majority of members present at the meeting, adjourn the meeting from time to time and place to place, but no business is to be transacted at an adjourned meeting other than the business left unfinished at the meeting at which the adjournment took place, except in the case where those present deem matters arising to be sufficiently urgent that they should be considered at the meeting, providing such matters do not involve passing resolutions that were not to be passed at the original meeting.
- 34.2 If a general meeting is adjourned for fifteen (15) days or more, the committee must give written or oral notice of the adjourned meeting to each member of the association stating the place, date and time of the meeting and the nature of the business to be transacted at the meeting.
- 34.3 Except as provided in subclauses 34.1 and 34.2, notice of an adjournment of a general meeting or of the business to be transacted at an adjourned meeting is not required to be given.
- 34.4 Any adjourned meeting is subject to the same imperative as all other meetings in this constitution, namely to include having a sauna as part of proceedings.

## **35. Consensus and Decision Making at General Meetings**

- 35.1 A question arising at a general meeting of the association should in every instance attempt to be resolved by group consensus moderated by the Chair and the committee.
- 35.2 Failing consensus, questions arising at a general meeting of the association may be determined by a two-thirds majority of the votes of members present at the meeting, but only on matters where a definitive response is unequivocally required, all other matters being postponed for later debate.
- 35.3 Only individual members of the association are entitled to vote in general meetings.
- 35.4 If a question is not resolved by consensus, it is to be determined by either:
- 35.4.1 a show of hands, or
  - 35.4.2 if on the motion of the chairperson or if 5 or more members present at the meeting decide that the question should be determined by a written ballot—a written ballot.
- 35.5 If the question is to be determined by a show of hands, a declaration by the Chair that a resolution has, on a show of hands, been carried or carried unanimously or carried by a particular majority or lost, or an entry to that effect in the minute book of the association, is evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against that resolution.
- 35.6 If the question is to be determined by a written ballot, the ballot is to be conducted in accordance with the directions of the chairperson, and if at all possible should involve putting slips of paper into a sauna hat or bucket (or possibly an innovative combination of the two), such objects always being on hand at meetings in case of this eventuality.

## **36. Voting by Proxy, by Philatelic Mail, and Electronically**

- 36.1 Proxy voting must not be undertaken at or in respect of a general meeting.
- 36.2 The association may hold a postal ballot to determine any issue or proposal (other than an appeal under clause 14).
- 36.3 A postal ballot, if held:
  - 36.3.1 is to be conducted in accordance with Schedule 3 to the Regulation;
  - 36.3.1 may be conducted electronically (via secure internet platform) or by philatelic mail as determined by the committee.

## **37. Voting at General Meetings**

- 37.1 On any question arising at a general meeting of the association requiring a vote, an individual member has one vote only, the need for second or casting votes being obviated by the requirement of a two-thirds majority.
- 37.2 A member is still entitled to vote at any general meeting of the association if money is due and payable by the member to the association, providing the member has negotiated their membership status with the committee and an interim agreement is reached prior to the meeting at which the vote takes place.
- 37.3 A member is not entitled to vote at any general meeting of the association if the member is under 9 years of age.

## **38. Special Resolutions**

A special resolution may only be passed by the association in accordance with section 39 of the Act.

## **PART 6 – Finance and Administration**

### **39. Non-profit Clause**

On account of its benevolent mission to serve the public good, ASBA will seek registration as a charity with the Australian Charities and Not-for-profits Commission (ACNC) and deductible gift recipient status from the Australian Taxation Office (ATO). Irrespective of whether this registration is achieved, ASBA constitutes itself with the following non-profit clauses.

#### **39.1 Non-profit clause:**

The assets and income of the association shall be applied solely in furtherance of its above-mentioned objects and no portion shall be distributed directly or indirectly to the members of the association except as bona fide compensation for services rendered or expenses incurred on behalf of the association.

#### **39.2 Dissolution clause (i):**

In the event of the association being dissolved, any assets that remain after the satisfaction of all debts and liabilities shall be transferred (in accordance with sub-clauses 39.3 and 39.4) to an association or associations with similar purposes, which are not for the profit or gain of their individual members.

#### **39.3 DGR revocation clause:**

In the event of the association having its endorsement as a deductible gift recipient revoked, or if the association is dissolved while endorsed as a DGR, any remaining money or assets which were received as deductible gifts, or received because of deductible gifts, will be transferred to an association or associations with similar purposes, which are charitable by law, and to which deductible gifts can be made.

#### **39.4 Dissolution clause (ii):**

In the event of the association being dissolved, and after the satisfaction of all debts and liabilities, remaining artefacts of cultural value that the association has acquired or created shall be transferred to museums, state archives, art galleries, historical societies, and other not-for-profit cultural institutions.

#### **39.5 No pecuniary gain for members:**

The association is constituted for the public benefit and the good of Australian society, not for the pecuniary gain of its members or any other person or entity.

ASBA believes in the power of mutual aid.

### **40. Insurance**

The association may effect and maintain insurance.

### **41. Funds - source**

41.1 The association must develop a vibrant fundraising and volunteer culture in order that no costs, or as few costs as possible, are funded through mechanisms of debt finance.

- 41.2 The funds of the association are to be derived from diverse sources, including membership subscription and renewal fees, deductible gifts, fundraising events, crowdfunding, philanthropic donations, grants, bequests, consultancy services, the sale of sauna equipment and related commodities, and, subject to any resolution passed by the association in general meeting, other sources that the association may determine.
- 41.3 All money received by the association must be deposited as soon as practicable and without deduction to the credit of the association's bank or other authorised deposit-taking institution account.
- 41.4 The association must, as soon as practicable after receiving any money, issue an appropriate receipt, which should be accompanied by a note of thanks in the case of donations and other gifts.
- 41.5 Any incurrence of financial debt by the association must be agreed by resolution passed in general meeting of the association, and the resolution must provide clear reasons as to why alternative financial arrangements are not possible or desirable at that time.
- 41.6 Where debt finance is deemed necessary, all efforts should be made to secure interest-free loans, or, failing that, to secure loans from agents or entities with strong ethical credentials, only turning to normal financial institutions as an absolute last resort.

## **42. Funds - management**

- 42.1 Subject to this constitution and to relevant resolutions passed by the association in general meeting, the funds of the association are to be used in pursuance of the objects of the association in such manner as the committee determines.
- 42.2 All cheques, drafts, bills of exchange, promissory notes, IOUs, and other negotiable instruments must be signed by two (2) committee members of the association.
- 42.3 Any credit or debit card held by the association may be used by members of the committee towards bona fide expenses of the association, and may, where necessary, also be used by other members of the association with written permission of the executive for specifically approved expenses.

## **43. Financial Year**

- 43.1 The financial year of the association is:
  - 43.1.1 the period of time commencing on the date of incorporation of the association and ending on the following 4 April,  
  
and thenceforth
  - 43.1.2 each period of 12 months after the expiration of the previous financial year of the association, commencing on 5 April and ending on the following 4 April.
- 43.2 The date of the association's financial year is in commemoration of the date in 2010 when the founding President and Vice-President of ASBA drove 2400km in 40 hours in a rented truck to pick up a sauna that had been purchased on eBay for \$1000 by them and three other founding members of the association, all five being housemates at the time, that action being the seed of the association's eventual coming into being.
- 43.3 On the eve of a new financial year of the association, or on a date near to that time as determined by the committee, an informal sauna party should be held to celebrate the values, achievements, and continued flourishing of the association.

#### **44. Change of Governing Documents**

An application to the Director-General for registration of a change in the association's name, objects or constitution in accordance with section 10 of the Act is to be made by the public officer or other member of the executive.

#### **45. Policies - purpose, development, and revision of**

In order that the association operate with high levels of effectiveness and transparency, the committee should:

- 45.1 develop policies about the association's functioning, administration, and organisational structure;
- 45.2 develop strategic plans pursuant to the priorities and directions of the association under clause 3 of this constitution;
- 45.3 regularly assess operative policies, and where necessary revise them;
- 45.4 archive current and superseded policies in a manner that is freely accessible to the membership, except in the case of documents deemed sensitive by the committee;
- 45.5 notify the membership when changes to policy are made that have significant consequence for the structure or functioning of the association.

#### **46. Custody and Inspection of Books - hard copy and electronic**

Except as otherwise provided by this constitution, the public officer must keep in his or her custody or under his or her control all records, books and other documents relating to the association.

- 46.1 The association may keep its primary records in electronic format, in light of the new realities of the digital era, pursuant to the information management strategies under clause 47.
- 46.2 Where the association keeps important electronic records, hard-copy versions must be printed at intervals of no longer than 6 months, in order to ensure a historic archive is kept in the event that all electronic storage fails due to catastrophe, sabotage, or other unexpected calamity.
  - 46.2.1 This provision applies minimally to documentation such as the register of members, minutes of meetings, and this constitution, but should be extended where possible to include a wide variety of the association's digital output, such as social media activity, news stories about ASBA, and anything else that may be of interest to anthropologists, social historians, and other future audiences.
  - 46.2.2 The archive should be kept in a well-organised filing case or cabinet (preferably something fancy or ornate), and should have an index or table of contents that is updated whenever new material is deposited.
- 46.3 The following documents must be open to inspection, free of charge, by a member of the association at any reasonable hour, or made digitally accessible free of charge to any member:
  - 46.3.1 records, books and other financial documents of the association;
  - 46.3.2 this constitution;
  - 46.3.3 minutes of all committee meetings and general meetings of the association.

- 46.4 A member of the association may obtain a copy of any of the documents referred to in subclause 46.3, although it is at the discretion of the public officer whether such documents are furnished in hard copy or digital copy, digital copies always being free of charge, hard copies costing no more than any expenses incurred in sending them to and/or copying them for the member.

## **47. Information Management Strategies - electronic records**

In the brave new world of digitised information storage, it is the duty of the committee, so far as it is able, to ensure:

- 47.1 that the association uses secure and up-to-date computing software and hardware, including paid security software where necessary;
- 47.2 that any records, books, or other documents of the association held in digital format are archived in a system for which a formal policy or read-me document exists, the document outlining key information about the organisation of the archive in a way that would make it possible for another person to navigate the archive with respect both to finding and depositing information;
- 47.3 that any archival system described under clause 47.2 is developed by researching systems management literature;
- 47.4 that the threat of cyber crime is taken seriously at all times, and that any known or suspected breach of the association's cyber security is reported to police and, where necessary or appropriate, the ASBA membership.

## **48. Service of Notices**

- 48.1 For the purpose of this constitution, a notice may be served on or given to a person or entity:
- 48.1.1 by delivering it to the person or entity personally or in person, or
- 48.1.2 by sending it via philatelic mail to the address of the person or entity, or
- 48.1.3 by sending it via facsimile transmission or some other form of electronic transmission to an address specified by the person for giving or serving the notice, including an email address.
- 48.2 For the purpose of this constitution, a notice is taken, unless the contrary is proved, to have been given or served:
- 48.2.1 in the case of a notice given or served personally, on the date on which it is received by the addressee;
- 48.2.2 in the case of a notice sent by philatelic mail, on the date when it would have been delivered in the ordinary course of post;
- 48.2.3 in the case of a notice sent by facsimile transmission or some other form of electronic transmission, on the date it was sent or, if the machine or system from which the transmission was sent produces a report indicating that the notice was sent on a later date, on that date.

## 49. Newsletter and other Forms of Communication

- 49.1 The association must effect and maintain a newsletter called “**Full Steam Ahead**”.
- 49.2 The tag line of the newsletter shall be “*Always Hot Off the Press*”.
- 49.3 The newsletter must:
  - 49.3.1 be published on a roughly quarterly basis, commencing no more than one (1) year after the association’s registration under the Act;
  - 49.3.2 be published in digital format and sent via digital means to all members of the association with a registered email address;
  - 49.3.3 be published on the association’s website, if the association has a website at the time of publication, and on other social media platforms;
  - 49.3.4 have at least eleven (11) hard copies printed for every edition, all efforts being made to produce at least a few copies on waterproof material in order that the newsletter be readable in the sauna;
  - 49.3.4 in addition to other nomenclature or identificatory metrics, be numbered sequentially using Roman numerals;
  - 49.3.5 contain updates about the activities of the association since the last preceding edition;
  - 49.3.6 contain notification of any upcoming meetings, events, or significant dates of the association;
  - 49.3.7 contain a message from the President of the association or other member of the executive, the purpose of which is to introduce the newsletter and to galvanise readers in support of the ethos enshrined in the name *Full Steam Ahead*;
  - 49.3.8 contain educational information about the history, culture, and/or science of sweat bathing, whether in the form of stories, research summaries, links, or other formats deemed appropriate by the editors;
  - 49.3.9 contain a sauna review or “sweat report” of a sauna outside of Australia, commissioned by the editors, from a person who visited that sauna;
  - 49.3.10 contain a profile of a sauna or steam room in Australia, written by a member of the association who has visited that sauna or steam room;
  - 49.3.11 reserve a section to acknowledge the achievements of an individual or supporting member in the case that there are noteworthy achievements to report pursuant to that member’s actions in their capacity as a member of the association;
  - 49.3.12 include at least one crossword, game, or other ludic device, ideally with a sweat bathing theme;
  - 49.3.13 include a section called “Hot Tips” in which members of the association share tricks that they have learned or developed that enhance or in some way improve sweat bathing or some aspect of sweat bathing.
- 49.4 In addition to the requirements of subclause 49.3, the newsletter may contain any other content seen fit by the editorial team.
- 49.5 Editorship of the newsletter is the responsibility of the President and Vice-President, who may nominate other persons to be part of the editorial team.

- 49.6 Individual and supporting members are welcome to contact the editors with any requests, suggestions, or proposals with respect to the newsletter.
- 49.7 The editors reserve the right to emend, at any time, the requirements for the newsletter under subclause 49.3, so long as major changes (determined as such by the editors) are declared in the next following newsletter and are recorded in the minutes of the next meeting of the committee or association.
- 49.8 The committee may also contact the membership about matters pertaining to the association via any other means it deems appropriate, such as these means should arise or be discerned in the flux of technological change that dominates human life.

## PART 7 – International Journal of Sauna Studies

### 50. The International Journal of Sauna Studies

- 50.1 The association shall publish a scholarly journal to be called *The International Journal of Sauna Studies* (IJSS). The journal is being launched to address the lack of organised sauna research at a global level. The journal also reflects ASBA's commitment to promoting sauna as a powerful technology of social change.
- 50.2 The scope of the journal shall be interdisciplinary. The journal may also publish research on related types of thermic bathing such as steam rooms, sweat lodges, and hamams.
- 50.3 The aim of the journal is to promote sauna research at a global level, to create an international community of enquiry around sauna and related topics, and to establish an evidence-based foundation for the promotion of sauna as a healthy and socially important activity in the twenty-first century.
- 50.4 ASBA shall handle the finance and web hosting of the journal, and may change such arrangements at any time as deemed necessary.
- 50.5 The journal shall be published online in order to minimise costs and maximise accessibility, but printed material may be produced as deemed necessary for archiving, commemorative, or artistic purposes.
- 50.6 Publication frequency is at the discretion of the Editorial Board. Individual articles should be published online as soon as practicable after peer review, but in general at least six (6) articles are required for a volume. Where sufficient submissions are received, the journal may publish multiple issues that make up a yearly volume. At least four (4) articles are required for an issue, unless the Editorial Board determines otherwise.
- 50.7 The journal shall operate under the control and direction of an Editorial Board consisting of not less than five (5) members, and shall aim for a larger board than this. The Editorial Board should be comprised of international members in reflection of the journal's international scope. The Editorial Board should also be composed to reflect the journal's interdisciplinary structure.
- 50.8 The Editorial Board should contain a majority of members who hold a PhD, but a person may become a member of the Editorial Board without holding a PhD where they can make an important contribution to the journal and fill an important representation (e.g. research student, technician, member of a not-for-profit organisation, community leader, public health worker).
- 50.9 The journal shall operate in accordance with accepted scholarly practices for a peer-reviewed journal.
- 50.10 Any individual or group that publishes original research in the journal must disclose relevant funding, affiliations, and potential conflicts of interest. The Editorial Board should provide clear guidelines for authors about how to understand and make such disclosures.
- 50.11 The journal shall be fully open-access, in accordance with the following principles:

*“The International Journal of Sauna Studies is fully open access, which means that all online content is freely available without charge to authors, readers, and institutions. Users are allowed to read, copy, distribute, print, search, or link to the full text of the articles, or use them for any legal purpose, without asking prior permission of the author, so long as attribution is given and the use is non-commercial. This is in accordance with global standards of open access. The IJSS is committed to the principles of open access and a vision of academic scholarship that serves the global community. The IJSS uses a Creative Commons license that prohibits commercial gain. This an explicit protest against the for-profit practices of many large academic*

*publishing firms. Authors retain full copyright of their work and there is no fee for publishing in the journal.”*

Fees may be charged to cover the cost of hardcopy material published by the journal, but all efforts should be made to keep production costs to a reasonable minimum. Any material published in hardcopy should also be made freely available online following the principles of open access above, although in occasional circumstances exceptions may be permitted on artistic grounds.

- 50.12 The following Creative Commons license elements shall apply to all published IJSS materials: BY = attribution; NC = non-commercial; ND = no derivatives. Any changes or exemptions to this condition must be approved by the ASBA executive.
- 50.13 The Editorial Board is charged with promoting the publications and activities of the journal as widely as possible in both academic and public forums, including regular use of social media channels, engagement with governments and other authorities, and engagement with journalists, bloggers, and media outlets. The Editorial Board must also ensure that authors are given guidance and support for self-promotion of their publications.
- 50.14 Volumes and issues of the journal should also contain non-reviewed material to make them more interesting for a wide audience, such as photo essays, ethnographic snapshots, travel stories, personal reflections, poetry, sauna tips, and letters to the editor. The inclusion of such items is at the discretion of the Editor-in-Chief, but at least one non-reviewed item should be published in every volume or issue.
- 50.15 The journal may maintain a blog, social media accounts, and/or other informal publication platforms as part of its web presence, so long as this activity does not compromise the academic character of the journal.
- 50.16 All decisions made in relation to the operation and publication of the journal must be consistent with the goals of ASBA. This does not preclude publication of material that offers robust critique of ASBA, the IJSS, or any aspect of global sauna culture, but such critiques shall only be considered for publication where they have intellectual merit and offer a substantive contribution to debate.
- 50.17 Members of the Editorial Board shall be appointed by the ASBA executive for a term of no more than three (3) years. Members may be reappointed. New members may be appointed as deemed appropriate, particularly where this enhances disciplinary representation.
- 50.18 The ASBA executive shall appoint an Editor-in-Chief to oversee general administration of the journal, to coordinate the activities of the Editorial Board, and to chair any business meetings of the Editorial Board. The term of appointment shall be no longer than three (3) years. An Editor-in-Chief may be reappointed.
- 50.19 The ASBA executive shall appoint Section Editors to handle editorial processes across significant disciplinary divides. The section must be named, e.g. Section Editor (Health Science) or Section Editor (History & Culture). Titles of Section Editors may be changed as required, but any changes must be approved by the ASBA executive. The Editor-in-Chief may act as a Section Editor.
- 50.20 A member of the Editorial Board is eligible for appointment as Section Editor. The term of appointment shall be three (3) years. Section Editors may be reappointed.
- 50.21 An Editorial Board member may be regarded as an Associate Editor of a section, should they engage in substantial collaboration with the relevant Section Editor in the handling of that section. The section must be named, e.g. Associate Editor (History & Culture).
- 50.22 The journal may utilise different requirements for different sections in terms of formatting, referencing, submission, data transparency, and other areas relevant to disciplinary practice. This notwithstanding, efforts should be made to create uniformity of style and process as far as possible, including the creation of a single *IJSS Author Submission Guide* (or similar) that outlines all requirements. Where a requirement deviates from standard practice, a rationale should be offered to prospective authors about why the requirement is in place.

- 50.23 The journal may accept donations and sponsorship from individuals or entities, but any sponsorship arrangements must be approved by the ASBA executive, and must not be contrary to the goals and values of ASBA.
- 50.24 No advertising may appear in any volume or issue of the journal, nor in any individual academic article published by the journal, nor in any other significant academic document produced under the banner of the journal.
- 50.25 In certain circumstances, advertising may be associated with the journal as part of sponsorship arrangements (e.g. conference sponsorship), but any such arrangements must be approved by the ASBA executive. Advertising is not encouraged, and shall only be considered if the Editorial Board or the ASBA executive can propose clear purposes for which additional funds might be raised. If undertaken, advertising must always be displayed in a manner that does not compromise the academic character of the journal.
- 50.26 Let it be emphasised that all visual advertising is subject to ASBA's declared goal "to promote an understanding of the human body that is not driven by the profit motive" (3.14). Among other things, this means that typical images of pristine bodies that are barely sweating may be deemed inappropriate for advertising associated with the IJSS.
- 50.27 The ASBA logo may appear in a volume or issue of the journal, but should only appear in the front matter or end matter in the context of "journal information" or similar. Basic information about ASBA may be provided for transparency, but such information should be kept to a minimum. Where ASBA's involvement is noted in other content produced by the journal that is not a volume or an issue, similar principles of minimalism should be applied. This includes information on the IJSS website.
- 50.28 The logo of other organisations may appear in a volume or issue of the journal where an organisation has partnered directly with the IJSS in the production of the volume or issue (e.g. where IJSS works with a partner to facilitate a conference that results in proceedings published by the journal), but should only appear in the front matter or end matter in the context of "journal information" or similar. Basic information about the organisation may be provided for transparency, but such information should be kept to a minimum. Where the involvement of a partner organisation is noted in other content produced by the journal that is not a volume or an issue, similar principles of minimalism should be applied. This includes information on the IJSS website.
- 50.29 The journal may publish notifications for events and research opportunities deemed relevant to readers of the journal (e.g. conference notifications, research meetings, trade fairs, research participant opportunities, community events, sauna parties). No fee shall be charged for such notifications, and therefore such notifications will not be considered advertising. Notifications may contain images, but images must not conflict with the goals of ASBA. Notifications must be for bona fide events related to sauna research or the propagation of global sauna culture. Inclusion of event notifications is at the discretion of the Editor-in-Chief.
- 50.30 The Editorial Board has all other powers necessary or convenient for the publication of the journal. The Editorial Board may enter into agreements with commercial publishers or other individuals or entities to facilitate the publication of the journal, provided that any such agreement does not prejudice open-access to the research published in the journal. Any commercial transactions or agreements over \$500 (AUD) must be approved by the ASBA executive.



Application for  
**INDIVIDUAL MEMBERSHIP**  
 of the  
**Australian Sweat Bathing Association**

**ASBA**  
Inc.  
**The Australian Sweat Bathing Association**  
 Promoting Happy and Healthy Communities

I, \_\_\_\_\_ full name

of \_\_\_\_\_ address

@ \_\_\_\_\_ email

hereby apply to become an individual member of the Australian Sweat Bathing Association Incorporated, understanding that it could be one of the best decisions I ever make. In the event of my admission as a member, I agree to be bound by the constitution of the association for the duration of my membership. I affirm that I am committed to the principles of democracy and social justice.

**Check**  
 Section 6 of the  
 ASBA Constitution  
 for Rights and  
 Responsibilities of  
 individual members

*Signature* of applicant

Date

**WELCOME!**

Level of sauna experience (pick one):

- I'm a Saunatarian
- I enjoy sauna but wouldn't call myself a fanatic
- I'm new to sauna and keen to learn
- At this point I see myself as an engaged observer only

It doesn't matter which box you selected, we welcome and invite you to be part of ASBA, an Australian sauna association that is committed to social justice and collective wellbeing.

**ASBA IS A COLLABORATIVE ORGANISATION THAT THRIVES ON MEMBER PARTICIPATION.**

Not only do we sweat together, we create together – amazing, powerful things that help people feel great and help communities connect. The things we create include events, equipment, ideas, and much more – you can be part of it. It's perfect fun for the modern age.

**Are you interested in helping ASBA?**

Please tick this box if you'd like to receive a follow-up questionnaire by email. We'll explain more about the Association and the various types of help we need.

**In the meantime, check the Goals of ASBA in Section 3 of the Constitution.  
 It's a sprawling vision for a better world.**

**May you sweat often and well**

Application for  
**SUPPORTING MEMBERSHIP**  
 of the  
**Australian Sweat Bathing Association**

**ASBA**  
Inc.  
**The Australian Sweat Bathing Association**  
 Promoting Happy and Healthy Communities

We, \_\_\_\_\_

Name of  
 entity

of \_\_\_\_\_

address

@ \_\_\_\_\_

email

hereby apply to become a supporting member of the Australian Sweat Bathing Association Incorporated, understanding that it could be one of the best decisions we ever make as an organisation. In the event of our admission as a member, we agree to be bound by the constitution of the association for the duration of our membership. We affirm that in joining ASBA, we will aim to help the association in tangible ways, be they minor or significant.

## Check

Section 7 of the ASBA Constitution for the rights and responsibilities of supporting members

\_\_\_\_\_  
*Name* of authorized signatory\*

\_\_\_\_\_  
*Signature* of signatory

\_\_\_\_\_  
 Date

\* This application must be signed by a person who is both an individual member of ASBA and a member of the applying entity, authorised to act on behalf of that entity as confirmed below:

I, \_\_\_\_\_

Another member of the  
 applying entity

confirm

that our entity/organisation wishes to join the Australian Sweat Bathing Association, and that the above authorised signatory is indeed authorised and is not going rogue.

\_\_\_\_\_  
*Signature* of confirming person

\_\_\_\_\_  
 @ email address

**What do  
 you do ?**

Please provide a short description of what your organisation does.  
 It helps to know who our members are! We want to collaborate with you.

**See Section 3**  
 the ASBA Constitution  
 for **Goals** of the  
 Association – a  
 sprawling vision for a  
 better world

**May you sweat often and well**