

Three Cranes Grove, ADF

By-Laws

(as amended April 3, 2014)

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Article 1: Grove Name and Mission Statement

1.1 Legal Name

The legal name of this Fully Chartered Grove of the national organization, [Ár nDraíocht Féin, A Druid Fellowship, Inc.](#), (ADF), shall be Three Cranes Grove, ADF. hereinafter referred to as "the Grove" or "Three Cranes".

1.2 Mission Statement

To serve the spiritual and intellectual needs of the central Ohio community through open and inclusive public Druidic ritual, religious support of the community in a Druidic way, fostering and promoting community for Pagans in central Ohio, regardless of path or tradition.

Article 2: Rituals and Spirituality

2.1 Calendar

For ceremonial, election, and fiscal purposes, the calendar year shall begin and end each November 1st for the purposes of determining active or inactive Grove status.

2.1.1. There shall be eight (8) High Holy days observed in ritual each calendar year. These are Samhain (November 1st), Winter Solstice (December 21st), Imbolc (February 1st), Vernal Equinox (March 21st), Beltaine (May 1st), Summer Solstice (June 21st), Lughnassadh (August 1st), and Fall Equinox (September 21st).

2.1.2. These rituals will be scheduled on a Sunday within one week preceding or following the actual Holy Day.

2.1.3. There shall be an annual meeting at the beginning of each Three Cranes calendar year for the investiture of Officers, and other needs as they arise.

2.1.4. Quarters shall begin on Samhain, Imbolc, Beltaine, and Lughnassadh.

2.2 Cultural Focus

For the purpose of group cohesion and continuity of practice, the cultural focus of The Grove shall be primarily Gaulish in nature. As such, rites shall be conducted to reflect said focus and intent, unless otherwise requested following the procedures outlined in section 2.2.2. and except as indicated in 2.2.1 below.

2.2.1. Autumnal Equinox and Imbolc shall remain Gaulish in nature.

2.2.2. Other rites may be conducted in a manner representative of alternative Indo-European cultural focii with prior permission of the Senior Druid. Such permission shall be requested at a business meeting no later than two (2) months prior to the scheduled date of the ritual in question.

2.3 Ritual Requirements

As required by ADF, Three Cranes shall offer open and inclusive rites. Said rites will be publicly announced by means of, but not limited to, print publications and electronic media. All reasonable efforts will be taken to ensure equal access for those with disabilities.

2.3.1. Conduct and Comportment

All Three Cranes rituals and meetings shall be drug free events. Discreet use of alcoholic beverages is permitted provided their use does not violate Federal, State, or Local laws. Three Cranes reserves the right to exclude from any Grove activity anyone whose presence creates a disruptive or hostile environment at that activity. In addition, repeated disruptive conduct by a Grove member may result in membership being revoked.

Article 3: Membership

3.1 Membership Policy

Membership in Three Cranes is open to any person as per Article 6, section 6.1. If denied any type of membership in the Grove, the applicant shall still be permitted to attend all public Grove rites.

3.1.1. Becoming a Friend of the Grove

Any person may apply to become a Friend of the Grove upon meeting the requirements in this Article by stating their intent to join the Grove at a business meeting. Acceptance of new Friends of the Grove must be approved by a majority or the current Grove Members present at the next business meeting. Friend of the Grove benefits will begin when dues are received.

3.1.2. Applying to Become a Grove Member

Any Friend of the Grove may apply to become a Grove Member once they meet the requirements listed in this Article. A Friend of the Grove may apply to become a Grove Member at any business meeting, and a simple majority of voting Grove Members present can approve, reject, or table the request. In the event of a tie vote, the vote is tabled until the next business meeting. Benefits of Membership will begin when dues are received.

3.1.3. Inviting a Friend of the Grove to become a Grove Member

The Grove may choose to invite any Friend of the Grove to become a Grove member, if they meet the requirements listed in this Article. A Grove Member may sponsor the candidate for membership, or the Executive Committee may bring their membership up for a vote. The Grove may hold a vote to make a Friend of the Grove a Grove Member at any business meeting, and a simple majority of voting Grove Members can approve, reject, or table the request. In the event of a tie vote, the vote is tabled until the next business meeting. Benefits of Membership will begin as soon as dues are received.

3.2 Categories of Membership

3.2.1. Friend of the Grove

A Friend of the Grove is defined as a person who is current with their Grove dues, has attended at least one High Day ritual, and has been voted in as a Friend of the Grove. Friends of the Grove may take part in public, semi-public, and private activities of the Grove but do not receive Grove voting privileges. The only events Friends may not automatically attend are Druid Moon Rites where members are inducted, and ADF training sessions that are available only to ADF members. Friends of the Grove are not required to become Grove Members at any time.

3.2.2. Grove Member

A Grove Member is defined as a person who has been a Friend of the Grove for six months, is current with their Grove dues, has attended at least eleven Grove functions (at least six of these functions must be rituals), and been voted in to Grove Membership. Grove membership shall include membership in ADF, with a portion of the Grove dues being used to pay for said membership. All Grove members are entitled to vote in Grove elections, and are given votes corresponding with the number of years active affiliation with the Grove.

3.2.3. Minors

No person under the age of 18 years shall become a member of Three Cranes without having submitted the Three Cranes "Minor's Membership Application" that includes a notarized parental signature. A notarized parental signature is not required if the minor's ADF application includes a notarized signature. In addition, at least one

parent or legal guardian of said minor must either attend one High Day ritual or have a conference with the Senior Druid or a Grove Priest. Three Cranes reserves the right to withhold membership from minors at its discretion. Should membership be granted, the minor will be held to the same standards of conduct and comportment as all other Grove members.

3.3 Dues

There shall be annual dues for membership in Three Cranes, which shall be payable in quarterly or yearly installments. Grove members shall pay full membership fees, and Friends of the Grove shall pay at 50% full membership. The amount of these dues is set by the Executive Committee.

3.4 Revocation or Resignation of Membership

3.4.1. Conditions for Revocation

Any Grove member may have their membership in Three Cranes revoked for theft of Grove funds or properties. Membership may also be revoked for actions disruptive to the Grove, as per Article Two, section 2.3.1.1 or by petition of 2/3rds of the voting Grove members. When a member is under consideration for membership revocation, the member will be notified in writing by the Executive Committee, and will at that point be allowed to counter-petition or resign. If the member does not resign, the matter will be voted upon by the Executive Committee at a private meeting thirty (30) days after notice is given. Membership dues will not be refunded to revoked members.

3.4.2. Conditions for Resignation

Any Grove member may resign their membership at any time. The Grove member should inform the Three Cranes Senior Druid of their intent to resign, so that their name may be removed from the membership roster and any applicable mailing lists. Membership dues will not be refunded to resigned members.

3.5 Inactive Members

Members shall be considered inactive if they fail to attend at least one High Day ritual and one other Grove activity per quarter for any two successive quarters. Upon becoming inactive status within the Grove, the member shall lose all voting rights until active status is reinstated. At such point that an inactive member is no longer current with Grove dues, they shall no longer be considered members of the Grove.

3.5.1. Reactivation of Membership

A Grove Member may become active again by attending a High Day ritual, attending a business meeting, and/or attending an ADF Festival with the Grove. Members who have been inactive for more than six months must request reactivation by a simple majority vote at a business meeting

3.5.2. Membership Sabbatical

Members may choose to go on sabbatical at any time with prior approval of the Executive Committee. During this time, dues and attendance requirements may be waived.

3.5.3. Returning to Friend of the Grove status

Members may choose to return from Grove Member status to Friend of the Grove status at any time. If they wish to become Grove Members again, the process detailed in 3.1.2 or 3.1.3 must be repeated. The Executive Committee has the power to determine how membership will be counted for voting purposes in these situations. The difference between Member and Friend dues will not be refunded, if a balance exists.

3.6 Lapsed Members

Members shall be considered lapsed if they fail to pay dues in full for two successive quarters. Upon becoming lapsed status within the Grove, the member shall lose all voting rights until active status is reinstated through becoming current with dues. At such point that a lapsed member has not attended ritual for two quarters, they shall no longer be considered members of the Grove. Lapsed members who wish to rejoin the Grove are responsible for paying back dues as well, which shall not exceed two quarters of dues. Members who resign their memberships and are never given lapsed status are free to rejoin with no penalty regarding dues.

3.7 Free Association and Confidentiality

Membership in Three Cranes is completely voluntary and confidential. No member's name, address, phone number, or any other identifying information may be released to any person or organization outside the Grove (excepting ADF) without their express written consent, subpoena by an authorized local, state, or federal court in the course of a criminal investigation or trial notwithstanding. Members of Three Cranes may belong to any other civic, fraternal, or religious organization or club that they may wish to join, except as prohibited by ADF's governing documents.

Article 4: Officers

4.1 Senior Druid

4.1.1. Duties

The duties of the Senior Druid shall include, but not be limited to:

- Leading the congregation in Grove rituals
- Convening and attending all Grove business meetings
- Acting as Interim Officer should the office of Scribe or Pursewarden become vacant
- Representing the Grove at any religious or secular function or in any public media article or interview

- Providing, at no fee, individual confidential spiritual guidance or counseling requested by Grove members
- Mediating any disputes between Grove members, Officers, or Committees
- Supervising all liturgical activities within the Grove
- Preparing and submitting the Senior Druid's Report to the Mother Grove of ADF on a quarterly basis

As necessary, the Senior Druid may delegate these responsibilities to other Grove members.

4.1.2. Eligibility

Any Grove member that is current and active within the Grove shall be considered eligible for Senior Druid. In addition, it shall be required that the member shall be an ADF member in good standing and have completed their ADF Dedicant Path documentation and have an expressed intent to complete another ADF Study Program, unless no such candidates are willing or able to run. Further it shall be provided that upon election, they complete their ADF Dedicant Path documentation within one year from election.

4.1.3. Term Length

Term length shall be two (2) years.

4.2 Scribe

4.2.1. Duties

The duties of the Scribe shall include, but not be limited to:

- Writing, maintaining, and presenting accurate minutes and attendance records of the Grove meetings
- Securing meeting space adequate to meet the needs of the Grove
- Attending all Grove business meetings
- Keeping accurate attendance records for all Grove meetings
- Maintaining an accurate Active and Inactive Membership Roster of all Three Cranes members (to include mailing address, phone number, email address, as well as anniversary dates of membership in the Grove and ADF)
- Overseeing the development, production and distribution of any Grove literature
- Coordinating quarterly community service; preparing and submitting quarterly Grove Activities Reports to the Mother Grove of ADF.

As necessary, the Scribe may delegate any of these responsibilities to other Grove members.

4.2.2. Eligibility

Any Grove member that is current and active within the Grove shall be considered eligible for Scribe. In addition, it shall be required that the member shall be an ADF member in good standing.

4.2.3. Term Length

Term length shall be one (1) year.

4.3 Pursewarden

4.3.1. Duties

The duties of the Pursewarden shall include, but be limited to:

- Maintaining and presenting an accurate ledger of the Grove's financial records
- Attending all Grove business meetings
- Opening and maintaining a Grove checking account in the name of Three Cranes
- Overseeing all fund-raising activities
- Maintaining accurate records of all dues and donations for Three Cranes with receipts given for same
- Preparing and submitting quarterly Grove Financial Reports to the Mother Grove of ADF.

As necessary, the Pursewarden may delegate these responsibilities to other Grove members.

4.3.2. Eligibility

Any Grove member that is current and active within the Grove shall be considered eligible for Pursewarden. In addition, it shall be required that the member shall be an ADF member in good standing.

4.3.3. Term Length

Term length shall be one (1) year.

4.4 Grove Priests

4.4.1. Duties

The duties of a Grove Priest shall include, but are not limited to:

- Attending Grove Liturgy Meetings and providing guidance on ritual writing and execution
- Providing individualized attention to spiritual matters for Grove Members and the community at large
- Represent the Grove at local interfaith events
- Serve as the Grove's voice on the ADF Clergy Council
- Offer guidance to the Grove and Executive Committee when requested

If multiple ADF Priests are consecrated/ordained, the Executive Committee may request that more than one Priest fill these roles, or a Council of Priests may be created to fulfill the above duties. Grove Priests and Councils of Priests are subject to the oversight of the Executive Committee

4.4.2. Eligibility

Any Grove Member who is consecrated or ordained by ADF may become a Grove Priest, at the invitation of the Executive Committee. In addition, it shall be required that the member shall be an ADF member in good standing.

4.4.3. Term Length

The term of office for Grove Priests is indefinite, but may be terminated by the Executive Committee at any time.

4.5 Elections Officer

4.5.1. Duties

The duties of the Elections Officer shall include, but are not limited to:

- Overseeing the election process for the Grove

4.5.2. Eligibility

Any Grove Member that is current and active within the Grove, and is not running for any Grove Office, shall be considered eligible for Elections Officer. In addition, it shall be required that the member shall be an ADF member in good standing.

4.4.3. Term Length

The term length shall be for the full period of the election process, beginning on July 15th of each year and terminating on October 1st of each year.

4.5 Other Officers

As necessary, the Senior Druid may create other Grove Officer positions to serve the needs of the Grove. These positions shall be appointed and not elected, and may be of limited term.

4.6 Election Process

4.6.1. Nominations

Nominations for Grove Officers will be accepted by the Elections Officer (appointed by the Senior Druid) no earlier than August 1st of each year, and compiled no later than August 31st of each year. Grove members who wish to make a nomination must notify the Elections Officer no later than August 24th of each year. The Elections Officer shall solicit acceptance from each Nominee before placing that Nominee on the ballot, excepting in the case of self-nomination, where

acceptance is implicit.

4.6.2. Elections

Elections will be held each year on September 1st through September 13th. Elections results shall be announced at the Autumnal Equinox Rite, where the newly elected Grove Officers (if present) will be sworn into office. Other agreed upon arrangements may be made to swear in a newly elected Grove Officer who cannot be present at the Autumnal Equinox Rite. The number of votes per voting member shall be one vote for Grove Members with under two years of membership, three votes for more than two years Grove membership in good standing, and five votes for three or more years Grove membership in good standing. In no case shall any member have more than five votes. Votes may be proxied through a Grove Officer or may be cast electronically (when available) or in writing. In all cases, abstention is considered a valid voting option.

4.6.2.1. Vote Counts Related to Membership Lapse

If you become a lapsed member, your number of votes resets to zero.

4.6.3. Transfer of Office

Offices are transferred from the acting Grove Officers to the newly elected Grove Officers on October 1st of each year.

4.6.4. Grandfather Clause

Officers elected prior to the adoption of this version of the bylaws shall serve the remainder of their original terms, unless removed from office pursuant to section 4.7 of this Article.

4.7 Vacancy

In the event a Grove Officer resigns or is removed from office prior to the end of his/her term, a special election shall be held. This election shall use the same requirements for office and voting procedures as listed in section 4.5 of this Article. The term of office resulting from any special election shall expire on the same date as the terms of office for the other elected offices.

4.8 Removal and Resignation of Officers

4.8.1. Removal

Any officer deemed to be unsatisfactorily fulfilling his/her responsibilities as described in this Article shall be notified in writing by the Senior Druid of such lapse. The Officer in question will be then given a warning and thirty (30) days during which to rectify the situation. If at the end of those thirty (30) days, there is no improvement the Senior Druid may request the resignation of the Officer. If the

Officer chooses not to resign, the Senior Druid may institute another thirty (30) day evaluation. If at the end of this second evaluation, there is still no improvement in performance, the Officer will be forced to resign his/her position.

Members may also present to the Senior Druid a petition signed by 2/3rds of the Members, if they believe an Officer's performance in service of the Grove to be unsatisfactory. If the Senior Druid believes these claims to have merit, he/she may begin proceedings to remove said Officer as outlined above.

4.8.2. Resignation

Any Grove Officer who resigns from office must submit in writing a formal resignation from his/her position to all Grove Officers and the Administrator of ADF.

Article 5: Committees, Subgroups, and Guilds

5.1 Executive Committee

The Executive Committee shall be comprised of the Senior Druid, the Grove Scribe, and the Grove Pursewarden. For any meeting of the Executive Committee, except if it is specifically noted to be a private meeting, any and all voting members of the Grove may also attend but are not required.

5.2 *Ad Hoc* Committees

Ad hoc committees shall be created at the discretion of the Senior Druid. Said committees shall be of specific purpose and function, with a specific goal after which the committee shall be disbanded. Said committees can be recreated as the need arises.

5.3 Standing Committees

These shall be formed as needed at the request of members or the Executive Committee. They shall have a specific termination date or shall terminate at the Annual meeting, but are subject to renewal as deemed necessary.

5.4 Subgroups and Guilds

Any individual Grove member may start a subgroup or Guild to function within the Grove.

5.5 Oversight

Any subgroup, guild, or committee thus created should have oversight by the Senior Druid. Oversight shall not specifically require attendance by the Senior Druid, but may require written reports to the Senior Druid if he/she is not in attendance.

Article 6: Discrimination

6.1 Discrimination Policy

Membership and rank in the Grove and attendance at public or semi-public Grove activities shall not be denied to any person, except as mentioned elsewhere in this document, on the basis of age, race, ethnicity, gender, sexual orientation, military status, disability, location, employment, family status, or personal spiritual belief or path, provided that the individual is willing to participate in Grove activities in a polite and non-judgmental fashion.

Proven communication or behavior of a racist, sexist, homophobic, heterophobic, anti-Semitic, or otherwise bigoted manner directed towards either an individual or a group shall be grounds for punitive action by the Grove Officers, including, but not limited to suspension, expulsion, and banning from the Grove and all Grove activities. General statements of criticism or personal opinion are permissible and encouraged when offered in a non-hostile or non-destructive manner.

All organizers of public and semi-public Grove activities shall make efforts to facilitate the participation of differently-abled individuals. Nonetheless, all aspirants to any given rank or position must be able to meet all the relevant qualifications previously determined for said rank and position, unless the Grove Officers shall rule otherwise in a particular instance.

Article 7: Required Grove Duties

As per ADF governing documents, the Grove shall have the following required duties:

- Meet twice per lunar month
- Complete at least one community service project per quarter
- Hold eight (8) High Day rites per year that are open and inclusionary of the public
- Provide Children's Education as requested by members
- File quarterly reports to the Mother Grove of ADF.

Article 8: Non-Profit Nature of the Corporation

Three Cranes Grove, ADF is organized exclusively for charitable religious, educational and scientific purposes including for such purposes the making of distributions to organizations that qualify as exempt organizations under section 501(c)3 of the Internal Revenue Code or a corresponding section of any future federal tax code.

No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, its members, directors, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article I of these by-laws.

No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting, to influence legislation, and the Corporation shall

not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

Notwithstanding any other provisions of these by-laws, this Corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this Corporation.

Upon the dissolution of this Corporation, the officers shall, after paying or making provision for the payment of all the liabilities of the Corporation, dispose of all the assets of the Corporation exclusively for the purposes of the Corporation in such manner, or to such organization or organizations organized and operated exclusively for Neopagan religious, educational or charitable purposes as shall at that time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code of 1954 as revised (or the corresponding provision of any future United States Internal Revenue Law), as the officers shall determine.

Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the Corporation is then located, exclusively for such purposes or to such Neopagan organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

Article 9: Method of Amending the By-Laws

9.1 Proposing Changes

Amendments to these bylaws may be made by petition of any Grove member to the Grove Officers. Petitions must be submitted at any Grove business meeting and then will be subject to a vote at the next Grove business meeting that is no less than three (3) weeks hence.

9.2 Voting on Changes

All Grove Members who are Active and current with their dues may vote on proposed changes to the bylaws. Votes may be cast in person, electronically, in writing, or by proxy through a Grove Officer. A petition has passed if it acquires positive votes from at least 2/3rds of the voting members. Upon passage, it shall take effect thirty (30) days after the vote was concluded.

