

Three Cranes Grove, ADF: By-Laws

(as amended March 4, 2020)

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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 Days observed in ritual each calendar year. These are the Autumn Cross-Quarter (November 1st), Winter Solstice (December 21st), Winter Cross-Quarter (February 1st), Spring Equinox (March 21st), Spring Cross-Quarter

(May 1st), Summer Solstice (June 21st), Summer Cross-Quarter (August 1st), and Autumn Equinox (September 21st).

2.1.2 These rituals will be scheduled 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 November 1st, February 1st, May 1st, and August 1st.

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 Autumn Equinox shall remain Gaulish in nature.

2.2.2 Other rites may be conducted in a manner representative of alternative Indo-European cultural foci with prior permission of a Grove Priest. Such permission shall be requested at a liturgy 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 Compartment

All those present at Grove activities are expected to abide by the Code of Conduct. 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.

2.3.2 Drug and Alcohol Use

All Three Cranes rituals and meetings shall be drug free events. Discreet religious use of alcoholic beverages is permitted provided their use does not violate Federal, State, or Local laws. If the Grove provides alcohol for ritual use, it shall provide a non-alcoholic alternative.

This subsection shall not be construed to limit consumption of alcohol at Grove-sponsored festivals, where said use is governed by the Code of Conduct, in addition to Federal, State, and Local laws.

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 of 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.

3.2 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 automatically receive Grove voting privileges, though they may be included in a vote at the invitation of the Executive Committee. 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 Members must be members of ADF, and a portion of the Grove dues will be 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, as described in section 4.8.2, "Elections".

3.2.3 Minors

No person under the age of 18 years shall become a Member or Friend of Three Cranes without having submitted the Three Cranes "Minor's Membership Application" that includes a notarized signature of their parent or guardian. A notarized signature of the minor's parent or guardian 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.

3.3.1 Reduced & Compassionate Membership

Dues may be reduced or waived for individuals upon petition to 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, 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 15–30 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. Resigned members may re-apply for Friend of the Grove status, then Member status, following the procedures described in this Article.

3.5 Inactive Members

Members shall be considered inactive on basis of either non-attendance or unpaid dues; they shall be considered inactive if either: (1) they fail to attend at least one High Day ritual and one other Grove activity per quarter for any two successive quarters; or (2) if their dues go unpaid for two successive quarters. Upon becoming inactive status within the Grove, the member shall lose all voting rights until active status is reinstated. If a member is both non-attending and unpaid for two successive quarters, they shall no longer be considered members of the Grove. Equally, if a Grove Member is in inactive status for one year, they shall no longer be considered a member of the Grove.

3.5.1 Reactivation of Membership

A Grove Member may become active again by correcting the cause of their inactive status: that is, by attending an event in the case of non-attendance, or by becoming current on dues; reactivation is automatic.

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 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 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; prohibited organizations include, but are not limited to, those promoting racism, sexism, homophobia, transphobia, ableism, antisemitism, and other forms of bigotry inimical to the practice of druidry, such as those identified as hate groups by the Southern Poverty Law Center.

Article 4: Officers

4.1 Senior Druid

4.1.1 Duties

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

- Convening and attending all Grove business meetings
- Acting as Interim Officer should an office become vacant
- Representing the Grove at any religious or secular function or in any public media article or interview
- Mediating any disputes between Grove members, Officers, or Committees
- Preparing and submitting the Senior Druid's Report to the Mother Grove of ADF on a quarterly basis
- Any other duties as laid out in the "Officer's Procedure Manual"

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

4.1.2 Eligibility

Any Grove member that is 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.

The Senior Druid's name will be checked against the National Sex Offender Registry, and a background check will be performed, unless they can provide a copy of a background check recently conducted.

4.1.3 Term Length

Term length shall be two (2) years. Term limit shall be two consecutive terms. Following a break after having reached the term limit, member is again eligible for this position provided they meet other eligibility requirements.

4.2 Secretary

4.2.1 Duties

The duties of the Secretary 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 Senior Druid.
- Any other duties as laid out in the "Officer's Procedure Manual"

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

4.2.2 Eligibility

Any Grove member that is 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.

The Secretary's name will be checked against the National Sex Offender Registry.

4.2.3 Term Length

Term length shall be one (1) year. Term limit shall be three consecutive terms. Following a break after having reached the term limit, member is again eligible for this position provided they meet other eligibility requirements.

4.3 Treasurer

4.3.1 Duties

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

- Maintaining and presenting an accurate ledger of the Grove's financial records

- Attending all Grove business meetings
- 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 Senior Druid
- Collect dues from new and renewing members & friends of the grove. Send notice each year to members & friends that dues payment are due.
- Any other duties as laid out in the “Officer’s Procedure Manual”

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

4.3.2 Eligibility

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

The Treasurer’s name will be checked against the National Sex Offender Registry, and a financial background check will be performed, unless they can provide a copy of a financial background check recently conducted.

4.3.3 Term Length

Term length shall be one (1) year. Term limit shall be three consecutive terms. Following a break after having reached the term limit, member is again eligible for this position provided they meet other eligibility requirements.

4.4 Grove Priests

4.4.1 Duties

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

- Leading the congregation in all Grove rituals, or appointing another to do so.
- Attending Grove Liturgy Meetings and providing guidance on ritual writing and execution
- Coordinate Grove’s Religious Education offerings
- Providing individualized attention to spiritual matters for Grove
- Members and the community at large
- Represent the Grove at local interfaith events
- Maintain the Grove Hallows
- Serve as the Grove's voice on the ADF Clergy Council

- Offer guidance to the Grove and Executive Committee when requested
- Submit Business meeting Priest Report to the Senior Druid
- Coordinate Officer changeover
- Any other duties as laid out in the “Officer’s Procedure Manual”

If multiple ADF Priests are consecrated/ordained, the Executive Committee may request that more than one Priest fill these roles, and a Spiritual Council will be formed for all Grove Priests and Grove Spiritual Leaders. Grove Priests and Spiritual Council are subject to the oversight of the Executive Committee.

If there are no Grove Priests, these duties will fall to the Senior Druid.

4.4.2 Eligibility

Any Grove Member who is an ordained ADF Priest in good standing may become a Grove Priest, at the invitation of the Executive Committee. Their current credentials can be verified on the ADF website or by contacting the ADF Mother Grove or ADF Clergy Council.

Grove Priests’ names will be checked against the National Sex Offender Registry, and a background check will be performed, unless they can provide a copy of a background check recently conducted

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. This is an appointed position. This position will be reaffirmed by the Executive Committee on a yearly basis, or as needed.

4.5 Grove Spiritual Leader

4.5.1 Duties

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

- Providing individualized attention to spiritual matters for Grove
- Members and the community at large
- Offer guidance to the Grove and Executive Committee when requested

If multiple ADF Spiritual Leaders are identified, the Executive Committee may request that more than one fill these roles, and a Spiritual Council will be formed for all Grove Priests and Grove Spiritual Leaders. Grove Spiritual Leaders and Spiritual Council are subject to the oversight of the Executive Committee.

4.5.2 Eligibility

Any Grove Member who is an ADF member in good standing may become a Grove Spiritual Leader at the invitation of the Executive Committee. This is an appointed position.

Grove Spiritual Leaders' names will be checked against the National Sex Offender Registry, and a background check will be performed, unless they can provide a copy of a background check recently conducted

4.5.3 Term Length

This position will be reaffirmed by the Executive Committee on a yearly basis, or as needed.

4.6 Elections Officer

4.6.1 Duties

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

- Overseeing the election process for the Grove

4.6.2 Eligibility

Any Grove Member that is 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.

4.6.3 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.

4.7 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.

4.8 Election Process

4.8.1 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.

4.8.2 Elections

Elections will be held each year on September 1st through September 13th. Elections results shall be announced at the Autumn 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 Autumn Equinox Rite.

The number of votes per voting member shall be one vote for Grove Members with under two years of membership, and three votes for more than two years Grove membership in good standing. In no case shall any member have more than three 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.

4.8.3 Transfer of Office

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

4.9 Vacancy

In the event a Grove Officer resigns or is removed from office prior to the end of their term, a special election shall be held. This election shall use the same requirements for office and voting procedures as listed in this Article. Officers thus specially elected shall hold office through the original term of the officer whose vacancy they fill, with the position then entering into the usual election cycle.

4.10 Removal and Resignation of Officers

4.10.1 Removal

Any officer deemed to be unsatisfactorily fulfilling their responsibilities as described in this Article shall be notified in writing of such lapse by the other members of the Executive Committee. 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 other members of the Executive Committee may request the resignation of the Officer. If the Officer

chooses not to resign, the other members of the Executive Committee 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 their position.

Members may also present to the other members of the Executive Committee 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 other members of the Executive Committee believe these claims to have merit, they may begin proceedings to remove said Officer as outlined above.

4.10.2 Resignation

Any Grove Officer who resigns from office must submit in writing a formal resignation from their position to the other members of the Executive Committee and to 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 Secretary, the Grove Treasurer, the Grove Priest(s), and the Grove Spiritual Leader(s). 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. The Executive Committee is responsible for maintaining the Officer's Procedure Manual and the Code of Conduct.

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, with the approval of the Executive Committee.

5.5 Oversight

Any subgroup, guild, or committee thus created should have oversight by the Executive Committee. Oversight shall not specifically require attendance by any member of the Executive Committee, but may require written reports to the Executive Committee if no Executive Committee members are 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 identity or expression, 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, ableist, homophobic, transphobic, antisemitic, 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 Executive Committee. Petitions must be submitted at any Grove business meeting and then will be publicized to the Grove email list no less than two weeks prior to the next Grove Business Meeting that is no less than three weeks from the date of petition. The voting period will begin upon list publication, and will conclude at said next Grove business meeting.

9.2 Voting on Changes

All active Grove Members 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 those members who vote. Upon passage, it shall take effect thirty (30) days after the vote was concluded.