

# Bylaws of Tear of the Cloud Grove, ADF

*Revised and approved by the membership on November 3, 2018*

## **Article I. GROVE PURPOSE**

**Section 1.01** To serve the spiritual needs of the Capital District of New York community through public Druidic ritual & religious support of the community in the Druidic way (e.g. Counseling, blessings, advising, environmental activism, etc.).

**Section 1.02** Tear of the Cloud Grove, ADF is committed to providing the outlet for its members to worship a diversity of Indo-European pantheons.

**Section 1.03** Undue pressures on any person to participate or donate funds clearly falls outside the purpose and goals of Tear of the Cloud Grove, ADF.

**Section 1.04** As set forth by the Mother Grove of Ár nDraíocht Féin, Inc. (Mother Grove), Tear of the Cloud grove must provide open public worship at all of the high days and a public service must also be completed for each quarter.

**Section 1.05** As a local congregation of Ár nDraíocht Féin, Inc. (ADF), Tear of the Cloud Grove, ADF shall follow the international bylaws.

## **Article II. CALENDAR**

**Section 2.01** In the Druidic way, we honor the eight high days (quarter and cross-quarter days) as set up by the Mother Grove, beginning with (in the Celtic tradition) Samhain. The dates of these high days are set by the Mother Grove in the international ADF constitution.

**Section 2.02** For ceremonial purposes, each high day may be celebrated upon either the legal date, the astronomical date, or upon a date mutually convenient, within a two week timeframe, to the participants of the particular celebration involved.

**Section 2.03** In addition, Tear of the Cloud Grove, ADF may honor traditional ethnic holidays as agreed upon by a vote of the grove members.

## **Article III. CATEGORIES OF MEMBERSHIP**

**Section 3.01** Persons under the age of 18 must adhere to the ADF Bylaws pertaining to them.

**Section 3.02** The Folk of the Grove - is defined as a person who is a Full Grove member, has asked to join the Folk of the Grove, has completed an all night vigil under the guidance of a Folk member, has completed a hike to our namesake, Lake Tear of the Cloud, under the guidance of a Folk member, or something of similar difficulty and dedication as agreed upon by the officers and has attended at least 3 high day Rituals in the past calendar year. Only members of the Folk of the Grove may run for elected Grove offices. A person who resigns from the Folk of the Grove, either by allowing their international membership to lapse for more than three (3) months, or for personal reasons, and then wishes to re-join at a later date, will not have to redo the all night vigil or hike, but will have a re-welcoming ceremony at the next high day ritual.

**Section 3.03** Full Grove Member - is defined as a person who is current with International ADF dues and a Local Grove member as defined in Article 3.04 of these by-laws and helps in the running of the Grove. Full Grove members vote in both the International and Grove elections, and are awarded one vote in all Grove votes. All Full Grove members receive grove literature, international literature, and event happenings.

**Section 3.04** Local Grove Member - is defined as a person who contributes to the Grove with time, energy, or in a monetary fashion, has been attending Grove functions from one high day to another, but has not joined the international organization. Local Grove Members cannot vote in international nor Grove elections or policy decisions. They will, however, have the ability to participate in the decision-making, voice their opinions and be welcome to all meetings and events. All Local Grove Members receive Grove literature and event happenings.

**Section 3.05** International Member - is defined as a person who is current with their international dues, but is not a member of Tear of the Cloud Grove, ADF. They can participate in international elections, but cannot participate in local Grove elections unless they have become a Full Grove member.

#### **Article IV. VOTING MEMBERS**

**Section 4.01** All members who fulfill the criteria of the category of Full Grove Member shall be considered voting members of Tear of the Cloud Grove, ADF.

**Section 4.02** All members shall have one vote.

**Section 4.03** Except as otherwise noted in these bylaws, a quorum for voting purposes shall consist of 50% of the Full Grove members.

#### **Article V. MEETINGS**

**Section 5.01** The annual meeting of Tear of the Cloud Grove, ADF shall be at the Celtic holiday of Samhain or the closest time to thereof.

**Section 5.02** The purpose of the annual meeting shall be the election of officers and any other business as determined by the membership. The election of officers shall be determined as in Article 6 of these bylaws..

**Section 5.03** The grove will hold monthly business meetings that includes reports from the officers.

#### **Article VI. ANNUAL MEETING**

**Section 6.01** Elections will be held at the annual meeting at Samhain by casting a written ballot; except in the case of non-elected officers (asin Article 7 of these bylaws). In the event of a tie vote with more than 2 candidates, a runoff vote will be held between the top two vote getters. If there is still a tie, or there were only 2 candidates the winner will be chosen by the drawing of lots.

**Section 6.02** Office of newly elected officers shall begin at Yule with an oath-taking rite.

**Section 6.03** For the election of officers voting, a quorum is defined as 60% of the voting members and proxy votes. All officers of the Executive Council are elected by a majority vote unless otherwise noted. Proxy and absentee votes shall be distributed and collected by the Secretary.

**Section 6.04** Non-Elected Officers (as stated in Article 7 of these by-laws) shall be appointed by the Senior Druid.

#### **Article VII. OFFICERS (In Hierarchical Order)**

**Section 7.01** Executive Council - Elections for officers of Tear of the Cloud Grove, ADF will be held annually, as described in Article 6 of these by-laws. The Executive Council will consist of both elected and non-elected officers.

**Section 7.02** It is possible that in the vacancy of an office, an officer may temporarily hold more than one office.

**Section 7.03** Elected Officers

**(a)** Senior Druid - Administrative and Spiritual leader; calls meetings; sets agenda and provides leadership for the Grove. Shall be a member of all committees as desired; Shall appoint replacements in the event of a vacant office; Will set liturgical calendar for Grove; Shall be responsible for keeping grove unity. The Senior Druid will handle Grove advertising and literature or delegate and supervise these items. The Senior Druid is responsible for compiling a quarterly report on the state of the grove to be sent to the Archdruid and the international Secretary and is responsible for reviewing all other officer quarterly reports. The Senior Druid is responsible for Public Relations or the delegation of public relation tasks, as needed. The Senior Druid will also fulfill all obligations as later stated in these by-laws.

**(b)** Secretary - Shall keep the minutes of the proceedings of all meetings & committees (to be submitted by the committee head) of the Grove; shall send proxy and absentee statements and/or ballots to all voting members and shall be responsible for collecting all proxies and absentees; shall organize all incoming correspondences for reply and the reply thereof as mentioned in these by-laws; and may perform other duties that would otherwise be performed by a corporate secretary. Candidates for the office of the Secretary shall have the ability to take minutes and have typing skills. All written correspondences shall be brought to the attention of the Grove at business meetings. Officers will make the Secretary aware of correspondences in Grove functions. The Secretary is responsible for compiling a quarterly report of rituals and minutes to be sent to the Mother Grove after review by the Senior Druid.

**(c)** Treasurer - Shall sign all checks, drafts, and other instruments for the grove; shall have custody of all moneys of the Grove received or

dispersed; and will maintain custody of Grove property. Shall be responsible for keeping the grove's financial records according to generally accepted accounting principles for non-profit organizations; shall be responsible for the organization of fundraising or delegate and supervise fundraising. The Treasurer is responsible for compiling a quarterly report of financial records and fundraising to be sent to the Mother Grove after review by the Senior Druid. This position is also required to compile an annual report (see also Article 8).

**Section 7.04** Non-Elected officers \*

**(a)** Are the spiritual organizers of the Grove. Along with the Senior Druid they function as the source of guidance and oversee the creation of the Grove's public rituals. Shall actively train/seek to train an apprentice for his/her replacement/absence; And is required to provide for at least one workshop per quarter. These individual office terms may last until the office is vacated, as stated in Article 12 of these by-laws.

**(b)** Grove Priest - Is ordained by ADF, and is responsible for the oversight of any ritual related activities, including the writing and performance of liturgy in the absence of other officers that have those responsibilities.

**(c)** Grove Liturgist - Coordinates the development of existing and new rituals, rites of passage, handfastings, requiems, and other ceremonial proceedings within the parameters of ADF's history, policies, polytheology, etc.; Shall serve as a resource for other Grove members seeking liturgical information; Shall assist the Senior Druid in construction of Liturgical Calendar. Must have thorough understanding and practice in liturgical design; Must have demonstrated competency in language skills - excellent English and familiarity in one liturgical language of a pantheon including their myths and lore, and relative acquaintance with the myths and lore of other pantheons.

**(d)** Grove Bard - Responsible for coordinating all musical/poetic/theatrical elements of ritual including: chants, praise offerings, movements, etc.; Should be able to provide original music and/or poetry her/himself; Should be familiar with musical styles of different cultures and how they could be applied within ritual; Is responsible to keep traditional lore and

music and apply it in creating modern myth for ritual, entertainment and general history purposes.

**(e)** Grove Diviner - Responsible for coordinating / executing divinations at rituals, for counseling, advice for Grove matters/decisions; Must be highly skilled in the Divining Arts; Must have through knowledge and practice of at least one set, established/recognized system of divination. Should be familiar with other systems and methods of divination from different cultures; will serve as a resource for Grove members on information involving divination. The Grove Diviner shall also be responsible for keeping a Grove Book of Omens.

**(f)** Grove Herbalist - Responsible for herbs and/or incense needed for rituals; must be skilled in all aspects of Herbalism; will serve as a resource for Grove members seeking information on herbalism.

**(g)** Grove Chronicler - Responsible for layout and publishing of the Grove newsletter before each high day; Compiles all artwork, articles and contributions.

**(h)** Grove Ecologist - Responsible for raising the environmental awareness of the members of the Grove; shall act as a liaison between the Grove and local environmental groups; will serve as a resource for Grove members on information involving the ecology and the local watershed.

**(i)** Grove Sacrificer - Responsible for offering sacrifices during rituals; Must have a good working knowledge of the liturgy and know what sacrifices are required for all sections.

\* Other positions to be added later as needed.

## **Article VIII. FINANCIAL RECORDS**

**Section 8.01** All members of Tear of the Cloud Grove, ADF and the ADF International are entitled to see the accounting records. The Treasurer shall make these available. Profit and loss statements and other similar records shall be regularly available. An Annual Report must be compiled at the end of every year, as well as quarterly reports that must be sent to the International Treasurer.

## **Article IX. DISCRIMINATION**

**Section 9.01** Membership and rank in Tear of the Cloud Grove, ADF, attendance at public or semipublic Tear of the Cloud Grove, ADF activities, and participation in any Druidic study program, shall not be denied to any person on the basis of race, ancestry, color, physical disability (except as mentioned elsewhere in this article), age, gender, affectional orientation, or gender identity, but may be denied to individuals practicing creeds inimical to Neopagan Druidism.

**Section 9.02** Membership within Tear of the Cloud Grove, ADF, positions of office and clergy, and other such positions of responsibility and trust as the Grove may determine, shall be granted only to practicing Neopagans who are not simultaneously practicing a creed inimical to Neopagan Druidism.

**Section 9.03** As used herein, "inimical creeds" shall include varieties of conservative monotheism, atheism, demonism, racialism, or other such faiths, as determined by the Mother Grove.

**Section 9.04** Proven communication of behavior of a virulently racist, sexist, homophobic, heterophobic, transphobic, xenophobic, anti-Semitic, or otherwise bigoted manner, shall be grounds for expulsion, by recommendation from the Mother Grove, from Tear of the Cloud Grove, ADF and subsequently expelled/suspended from ADF International, as described in Article 11 of these by-laws. This does not include strong verbal statements about the theology, history, or psychological characteristics of other religions.

**Section 9.05** All organizers of any Tear of the Cloud Grove, ADF activities shall make strenuous 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 or position, unless waived by the Executive Council.

## **Article X. Consent Culture**

**Section 10.01** Tear of the Cloud Grove, ADF is committed to a positive, yes mean yes, consent culture at all events.

**Section 10.02** Training on consent culture will be offered at minimum to the Senior Druid either through inhouse (Grove or ADF International) resources or through an reputable outside training source.

**Section 10.03** The Senior Druid will be required to go through such training within 1 year of their election to the position, if they have not already gone through the training.

**Section 10.04** At any festivals run by Tear of the Cloud Grove, ADF, a workshop to discuss consent culture and yes means yes ideals will be held by members trained in consent culture.

## **Article XI. EXPULSION, SUSPENSION, RESIGNATION OR IMPEACHMENT OF MEMBERS AND OFFICERS**

**Section 11.01** If a member under consideration for suspension or expulsion is an Officer, he/she may be suspended or expelled only by a two-thirds vote of the remaining Officers, and only after review by the ADF Members Advocate.

**Section 11.02** "Disruptive or abusive conduct" does not include: the temperate expression of disagreement, such as public or private written or verbal criticism of Tear of the Cloud Grove, ADF, ADF or its leadership; vigorous debate over matters of scholarship, art, spirituality, or politics; the circulation of petitions to the Executive Council; the organizing of other members into voting blocks; nor mere rudeness, thoughtlessness, or lack of social skills.

**Section 11.03** "Disruptive or abusive conduct" does include: the spreading of slander or libel against Tear of the Cloud Grove, ADF, ADF or its leadership; bigoted communication or behavior as described elsewhere in these bylaws; or active efforts to persuade members to quit or dissuade non-members from joining.

**Section 11.04** In the case of a person who was declared temporarily or permanently incapacitated at the time of his/her resignation or removal from a position of responsibility, the Executive Council shall require a re-evaluation of her/his competency similar to the process which has declared incapacity, before he/she may seek election or appointment.

**Section 11.05** Members may resign from membership at any time for personal reasons, and will be eligible to rejoin Tear of the Cloud Grove, ADF at a later date. Any member who abstains from contact with the Grove for a period of three months or more, without prior notification of the Senior Druid, shall be deemed to have resigned and will no longer receive Grove literature.

**Section 11.06** Any officer, who is deemed to be not fulfilling the requirements as stated in Article 7 of these bylaws, shall be formally notified by the remaining officers and, if efforts are not taken to continue the function of said office, then the Grove voting membership shall, by a 2/3 vote, and after a review by the ADF Members Advocate, shall relieve said officer of their office and the Senior Druid shall appoint a replacement for that office. If there is no suitable replacement for a resigned office the Senior Druid will assume responsibility of fulfilling that office and its functions. Similarly, if any officer, for personal or other reasons, believes that they must resign from the office a letter must be sent to the Senior Druid and the Senior Druid shall appoint a replacement for that office. If there is no suitable replacement for a resigned office the Senior Druid will assume responsibility of fulfilling that office and its functions. In the resignation of a Non-elected Officer, he/she may appoint a suitable replacement for the vacancy. If no recommended replacement can be found, the Senior Druid will be responsible for the function of that office.

**Section 11.07** The Senior Druid, who for personal or other reasons, must resign from office, MUST submit in writing, a formal resignation from his position to the Archdruid and to ALL Grove Officers. Upon such resignation, the Executive Council shall appoint a replacement from among them until formal elections can be held. The new Senior Druid is responsible for notifying the Archdruid and the Mother Grove of his/her presence.

**Section 11.08** Suspended or expelled members may not hold office or act in any way as representatives of Tear of the Cloud Grove, ADF and have no right to receive any publications, and may not continue to participate in Druidic study programs by Tear of the Cloud Grove, ADF. Impeached officers may remain as regular members, but may not run for any office unless the Executive Council deems otherwise.

**Section 11.09** Members who have been suspended or expelled will, as stated in the International Bylaws, be banned permanently or temporarily from attending Tear of the Cloud Grove, ADF activities, including public worship. Such bans may be announced in Grove or international publications.

## **Article XII. NON-PROFIT NATURE OF THE GROVE**

**Section 12.01** Tear of the Cloud 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.

**Section 12.02** 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.

**Section 12.03** 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.

**Section 12.04** 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.

**Section 12.05** 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.

**Section 12.06** 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 XIII. AMENDMENTS**

**Section 13.01** Amendments to these bylaws may be made at any annual or special meeting or referendum, by a 2/3 vote of the Full Grove Members. Amendments shall be incorporated into the bylaws at the Annual Meeting and revised copies of the bylaws shall be sent to all Grove members and the Mother Grove.

**Section 13.02** The bylaws will be reviewed each year at the annual meeting.