

NINE WAVES GROVE, ADF

BYLAWS VERSION 3, SEPTEMBER 2018

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Article 1 NATURE OF THE ORGANIZATION

Nine Waves Grove (hereinafter referred to as 'Grove') exists as a chartered subsidiary, branch, and/or division of Ar nDraiocht Fein, a Druid Fellowship, Inc., (hereinafter referred to as 'ADF') and as such agrees to abide by and follow the bylaws and policies of the ADF Mother Grove.

Nine Waves Grove identifies its operating location and mailing address as Houston, Texas, and as such agrees to abide by and follow and shall further be governed in its operations by the laws, institutions, and governing bodies of the State of Texas.

Nine Waves Grove will provide open meetings, instruction, ritual worship, research, and fellowship activities and will serve interested and participating individuals from these areas in manners consistent with the laws of the State of Texas and shall not act contrary to the laws of the State of Texas.

The use of undue and/or unnecessary pressure to participate in the rituals, social activities, scholarly activities or any other such activities and/or events of Nine Waves Grove or the use of undue and/or unnecessary pressure to donate funds or items to Nine Waves Grove shall fall outside of the goals, purposes and aims of Nine Waves Grove and the Mother Grove of ADF.

The Grove shall primarily explore, research, and institute or implement traditions consistent with the Anglo Saxon, Norse, and Teutonic Pagan pantheons, practices and/or traditions. This will not exclude the exploration of any other Indo-European Pagan pantheons, practices or traditions.

Article 2 AFFILIATION

Nine Waves Grove is organized to be a local congregation of ADF. So long as the Grove is chartered by ADF, it shall be subject to the Bylaws and regulations of ADF as they apply to local Groves.

Article 3 CALENDAR

Nine Waves Grove shall follow the eight Druidic High Days as set forth in Article 4 of the ADF Constitution. The name and legal definition of these holidays are as follows:

- Solstice - December 21st
- Cross Quarter - February 1st
- Equinox - March 21st
- Cross Quarter - May 1st
- Solstice - June 21st
- Cross Quarter - August 1st
- Equinox - September 21st
- Cross Quarter - November 1st

Nine Waves Grove shall celebrate these High Days within one week prior to or after the aforementioned dates. The Grove Senior Druid and Grove Administrator will be responsible for the creation of a Liturgical Calendar to be mutually agreed upon by a majority of the voting members of the Executive Council.

Nine Waves Grove shall define its legal and fiscal year as beginning on the first day of January and ending on the thirty-first day of December in each civil year.

Nine Waves Grove shall define its ceremonial year as beginning on the twenty-first day of December and ending on the twentieth day of December.

Article 4 PERFORMANCE OF PUBLIC, SEMI-PUBLIC, AND PRIVATE RITUAL

Nine Waves Grove shall hold public, semi-public and private Grove rituals in accordance with the Grove's liturgical calendar.

The Elected, Non-Elected and Appointed Officers of the Executive Council who hold officiate rank will be responsible for coordinating the development of existing and new rituals, rites of passage,

hand-fasts, requiems and other ceremonial proceedings within the parameters of ADF's history, policies, poly-theology, etc.

Article 5 DISCRIMINATION

Membership, rank, office and/or position in Nine Waves Grove, attendance at public or semipublic activities sponsored by Nine Waves Grove, and participation in any Druidic open public discussion, education, scholarly or social forum, shall not be denied to any person on the basis of race, ancestry, color, physical disability (except as outlined in 0), age, gender, or affectional orientation, but such membership may be denied to individuals practicing creeds inimical to Neopagan Druidism as defined in Article 1 .

Membership within the Grove, and particularly members serving as clergy, serving on the Executive Council or in other such positions of responsibility and trust, shall be granted only to practicing Neopagans, who are not simultaneously practicing a creed inimical to Neopagan Druidism.

As defined by the Mother Grove of ADF and as used herein, "inimical creeds" shall include varieties of conservative monotheism, atheism, demonism, racialism, or other such faiths, as shall be determined by the Mother Grove of ADF.

Proven communication or behavior that discriminates against any person based on sexual orientation, gender identity, gender expression, race, ethnicity, size, ability, or any otherwise virulently offensive language shall be grounds for expulsion from the Grove. This does not include strong verbal statements about the theology, history, or psychological characteristics of other religions.

All organizers of public and semipublic activities sponsored by Nine Waves Grove shall make strenuous efforts to facilitate the participation of differently-abled individuals.

All aspirants to any given office or position must be able to meet all relevant qualifications previously determined or established for said office or position, unless otherwise determined by the Executive Council depending upon the position sought, the circumstances, or the particular instance.

Article 6 MEMBERSHIP

Membership in Nine Waves Grove is open to all individuals interested in Druidic beliefs and traditions and the related study, implementation and development of those traditions and practices in modern society in ways consistent with the bylaws and policies of ADF.

Membership is open to all individuals over the age of majority as defined by Texas law and such age is statutorily defined as 18 years of age.

Persons under the statutorily defined age of majority may attend Grove events and/or hold membership status within Nine Waves Grove, ADF, so long as they have written and notarized

permission from at least one parent or legal guardian, unless the Executive Council shall rule otherwise.

Such minor individuals are forbidden under these bylaws and the bylaws of ADF from holding any officer position on the Executive Council, in any guild, special interest group or in any other leadership position until they attain the age of majority.

The following membership categories shall be used to establish involvement in the Grove and shall be further used to determine voting rights within the Grove:

VOTING MEMBER

Individuals shall be deemed Voting Members of Nine Waves Grove, ADF when they possess a current paid membership to ADF and are current in the quarterly payment of the established annual donation as set forth in Article 6 . Voting members must attend and participate in at least six months of Grove Qualifying Events, with membership determined by attendance at a minimum of half of all qualifying events within that six month period. (Qualifying events include business meetings, special meetings, rituals, and Friday night study meetings.) Attendance will be calculated at the beginning of each quarter, when Grove dues are collected, or as needed for a special vote. Said members will receive all Grove publications and shall be permitted to vote in all Grove elections and other business. Voting Members are eligible to hold any office in the Grove, providing they meet the criteria for said office. Voting members may apply to the Executive Council for exemption from the attendance requirements only in the cases of military service or school obligations. Exemption approval is at the discretion of the Executive Council.

LOCAL MEMBER

Individuals qualify as Local Members of Nine Waves Grove, ADF through the quarterly payment of the local annual donation and by not paying any dues to ADF. Said members will receive all Grove publications, however shall not be permitted to vote in Grove elections or other business. Local Members are not eligible to hold office in the Grove or membership on the Executive Council.

FRIEND OF THE GROVE

Individuals may be designated as Friend of the Grove upon request to the acting Executive Council. Friends of the Grove must attend at least one (1) event during each year.

The Grove Administrator, Secretary and Treasurer shall keep all records of membership in Nine Waves Grove as well as voting classes and rank.

Further all Voting and Local Members of the Grove shall pay per quarter an annually determined amount in local membership dues. Said dues payments shall be collected during the first business meeting of each new quarter.

Membership standing and/or qualifications for membership along with the amounts designated as local dues are subject to annual review commencing at the first meeting of the fiscal year. Membership in Nine Waves Grove, ADF is non-transferable.

Article 7 VOTING

Voting activity in Nine Waves Grove shall be restricted to only Voting Members in good standing as defined in Article 6 of these bylaws.

Voting in the Grove will follow a weighted voting system as described to follow:

FOUNDING MEMBERS

Voting Members whose names appear on Addendum 1 and were involved in the formation of Nine Waves Grove through the various aspects and trials of formation shall be granted Voting Member status upon formation of the Grove with the accompanying single vote as set forth in Article 6 . Founding members shall earn one vote per year until such time as five (5) votes are acquired.

GENERAL MEMBERS

Voting Members may earn one vote per year until such time as five (5) votes are acquired.

Each Voting Grove member shall have one vote upon achieving voting member status. For every year thereafter they will be awarded one vote per year until such time that they have reached the maximum votes.

Members shall be permitted to split their votes among candidates or other such choices, but may not use fractional (1/2, 1/3, 1/4, etc.) votes.

The Secretary, Grove Administrator and Treasurer shall work in conjunction to maintain a correct and accurate voting roster that indicates the number of votes each member has as well as whether or not the member is current in their dues.

In the case of a member having a scheduled medical procedure, vacation or other such viable reason, but not to include incarceration, said member may submit in writing to the Secretary a request of an absentee ballot.

The Secretary shall prepare an absentee ballot to be mailed via U.S. Mail not less than 30 days prior to the election at the Annual Meeting.

Members voting by absentee ballot shall have the ballot post marked not later than the date of the Annual Meeting and the Secretary shall not accept said ballots more than three (3) days following the Annual Meeting.

Proxy votes may be assigned to Voting members who are to be present at an Annual or Special meeting, through the signing of the proxy statements or an email sent to the entire Executive Council, and are valid only for the annual or special meeting marked thereon.

If election or referendum choices are combined with a proxy statement, the person receiving the proxy must cast those votes given him or her according to any electoral choices marked on the combined ballot/proxy statement. If a given Voting member sending in such a proxy has not made any such electoral choices, the person receiving the proxy may cast those votes according to his or her best judgment.

The Secretary shall be responsible for the development of a proxy statement, based upon the format used by the Mother Grove, which shall be mailed via U.S. Mail not less than thirty (30) days prior to the Annual Meeting.

No proxy statements will be accepted at any point following the Annual or Special Meeting.

The Executive Council shall within 30 days prior to the Annual meeting select three Voting Members, individuals not involved as candidates in the said election, to serve as judges to the election. Said judges will include either the Secretary or Grove Administrator (depending upon which office is up for election) and at least one non-officer. Said judges shall assist in the vote count and shall sign a statement verifying the fair and just outcome of the election.

Article 8 MEETINGS

ANNUAL MEETING

The Annual Meeting shall be held at a time and place convenient to a majority of members of the Grove, on a date within one (1) week before or after the holiday of the November Cross-Quarter, inclusive. Said date to be set no later than the September business meeting.

All officers on the Executive Council shall make reports regarding Grove activities for the previous year during the annual meeting. During the Annual Meeting the elections for the offices of Senior Druid, Grove Administrator, Treasurer, Secretary and Members Advocate shall be held in accordance with 0. Quorum for the Annual meeting shall be two-thirds (2/3) of the total number of votes to be cast in presence and through proxy and absentee ballot in accordance with the voting as described in Article 7 .

SPECIAL MEETINGS

A Special Meeting of the Members may be called by

- (a) a petition signed by one third of Voting Membership;
- or (b) a majority vote of the Executive Council.

Special meetings shall have a clearly defined purpose when called. Special meetings shall otherwise follow the guidelines laid out in Article 8 (meetings), Article 7 (voting), and Article 14 (Expulsion, Suspension, Removal of Office, or Resignation) as relevant to the purpose of the special meeting. Quorum shall be considered in line with the Annual Meeting except where specific exception is provided by a relevant article.

MEETING NOTICES

For any Meeting of the Members where an election or vote on the Grove Bylaws is to occur, a written notice stating date, time, place and nature of business to be conducted shall be provided to each Voting and Local Member of the Grove. Notices shall be mailed to members at their address of record, by email or by posting to the Grove website calendar, and for Special Meetings shall be sent no later than 14 days prior to the meeting date. Such notices may be included as part of a larger Grove mailing, but the presence of the notice must be clearly indicated in accordance with Grove Bylaws.

WAIVER OF NOTICE

Any member who did not otherwise receive due notice of a meeting may, before or after the meeting, in signed writing, consent to the conduct of the meeting, and such consent shall be deemed the equivalent of notice. Any participation in a meeting by a member, other than to promptly protest a lack of notice thereof, shall also be deemed equivalent of notice.

Article 9 ELECTION OF OFFICERS

ELECTED OFFICERS

All elected officers must be Voting Members of the Grove as defined in Article 7 . All candidates must meet one of the following sets of requirements to be eligible to run for an elected office: (a) Candidates must hold Voting Membership and (b) active membership as defined by voting member requirements (Article 6) must have been held immediately prior to the election; or (c) Candidate is a Founding Member and (d) their candidacy is agreed upon by a 2/3 vote of the entire Grove membership.

Article 10 EXECUTIVE COUNCIL

The Executive Council consists of the following positions:

SENIOR DRUID

- Is the spiritual leader of the Grove
- Shall assume responsibilities of the Grove Administrator in the event of the Grove Administrator's incapacitation or resignation as per Article 14
- Ensures public observance of eight High Day Rites
- Guides overall vision and direction of the Grove
- Has the right to be in attendance at any official Grove committee, group, guild, etc. except those groups participating in gender specific activities for which the Senior Druid does not qualify by virtue of gender or gender identification
- Shall inform the Grove members of any communications or decisions affecting membership as decided by the ADF National Council of Senior Druids or Clergy Council
- Must have access to email and Facebook and/or other relevant Social Media

- Must have completed the ADF Dedicant training program
- Shall be conversant with all official Grove communications
- Shall participate in Grove electronic discussion lists
- Position may be combined with Grove Administrator if membership is insufficient to fill officer positions

GROVE ADMINISTRATOR

- Is the administrative leader of the Grove
- Reports directly to the Senior Druid
- Assumes function of the Senior Druid in their absence
- Becomes acting Senior Druid in the event of the Senior Druid's incapacitation or resignation as per Article 14
- The role of Grove Administrator can be combined with Senior Druid in the case that membership is insufficient to fulfill officer positions
- Shall generate and submit ADF quarterly reports according to accepted ADF method
- Oversees scheduling of all Grove events public and private
- Oversees membership services
- Oversees overall fiscal operation of the Grove
- Facilitates Grove Annual Meeting
- Oversees elections of officers and voting
- Oversees the offices of Treasurer and Secretary and ensures all duties are carried out
- Must have access to email and Facebook and/or other relevant Social Media
- Shall be conversant with all official Grove communications
- Shall participate in Grove electronic discussion lists
- Is responsible for maintaining community relationships

TREASURER

- Reports directly to the Grove Administrator
- Shall have responsibility for all monies the Grove receives and disburses
- Shall supervise the deposit of all monies and valuables in the name of and to the credit of Nine Waves Grove, ADF in such banks or other financial institutions as designated by the Grove
- Shall solicit donations at public events for the purpose of aiding the Grove in covering expenses of that event
- Shall copy Senior Druid and Grove Administrator on all financial reports
- Shall oversee any Annual Audits
- Shall assist in preparing the Annual Budget
- Maintains membership list for the purpose of recording dues
- Keeps all Grove financial records in accordance with generally accepted accounting principals
- Shall provide any or all Grove financial records to the Senior Druid and/or Grove Administrator immediately upon their request

- Performs those duties that would otherwise be performed by a corporate Treasurer
- Must have access to email and Facebook and/or other relevant Social Media

SECRETARY

- Reports directly to the Grove Administrator
- Keeps a record of all votes and minutes of the proceedings of the Grove including meetings of the Executive Council and Meetings of the Members or assigns someone to do so
- Shall organize agendas for all meetings of the Executive Council and Meetings of the Members or assign someone to do so
- Shall facilitate all meetings of the Executive Council and Meetings of the Members or assign someone to do so
- Shall give notice of all meetings held by the Grove
- Shall send ballots to all qualified members as stated in these Bylaws
- Shall organize all incoming correspondence, email and other, for reply
- Shall maintain publications
- Shall keep archives of all: Grove publications, results and totals of votes, meeting minutes, and any other Grove documentation.
- Shall record Grove omens and divination
- Shall provide any or all records of votes or meeting minutes to the Senior Druid and/or Grove Administrator immediately upon their request
- Performs those duties that would otherwise be performed by a corporate Secretary
- Must have access to email and Facebook and/or other relevant Social Media

MEMBER'S ADVOCATE

- One Member's Advocate will be elected for each fifteen (15) Voting Members of the Grove. A maximum of three (3) Member's Advocate may be elected and serve in this capacity.
- The Member's Advocate shall act as facilitator and ombudsperson ensuring that all members have a voice and opportunity to participate in Grove matters and advocate to the Senior Druid and/or Executive Council on behalf of the membership at large.
- The Member's Advocate shall act as the contact point for conflict resolution as described in Article 13 .
- Member's Advocates are responsible for the creation and implementation of membership polls as deemed necessary by the Executive Council.
- The role of Member's Advocate may be combined with Secretary if membership is insufficient to fill officer positions.
- Member's Advocate may also have additional responsibilities as assigned by the Executive Council.
- Must have access to email and Facebook and/or other relevant Social Media

TERMS

The term of an elected officer is two years. Grove Members may hold a position for five (5) consecutive terms; after reaching the term limit members must wait at least one (1) full term before becoming eligible to hold the position again. Senior Druid and Secretary shall be elected in even numbered years. Treasurer, Grove Administrator, and Member's Advocate shall be elected in odd numbered years.

EXECUTIVE COUNCIL

The Executive Council shall be comprised of the elected officers. The Executive Council shall function as the Board of Directors.

NON-ELECTED OFFICERS

Officers may be appointed by the Senior Druid and/or Grove Administrator to assist in the spiritual and organizational development of the Grove. Offices may include but are not limited to Liturgical Director, Activities Coordinator, Web Master, Grove Bard, Grove Diviner, Public Relations/Publicity, Fund Raising, Site Coordinator, Children's Activity Advisor, and Community Outreach. The term of a non-elected officer may last until the office is vacated, or until removed or replaced by the Senior Druid and/or Grove Administrator. Guild Leader and Committee Chairs are not non-elected offices.

RESPONSIBILITIES OF THE EXECUTIVE COUNCIL

The responsibilities of the Executive Council shall include but not be limited to the following:

- The Annual Budget shall be prepared by the Grove Administrator and Treasurer and approved by a majority vote of the Executive Council.
- The Executive Council shall allocate all funds for Grove expenses not exceeding one-hundred dollars (\$100). Expenses greater than one-hundred dollars (\$100) or 10% of the Grove's current account balance are subject to review by the entire Grove membership.
- The Treasurer shall be responsible to disperse all allocated funds in accordance with their duties as set forth in 0.
- Shall designate a proxy stand in when needed to ensure all report and record duties are fulfilled.

Article 11 PUBLIC AND FINANCIAL RECORD

Nine Waves Grove, through the combined efforts of the Secretary, Senior Druid and Treasurer, shall compile and maintain the public record of the Grove as required under Texas statute.

Said public record shall be trusted to the possession of the Secretary and shall contain membership rosters, meeting minutes, treasury reports, quarterly reports, liturgy scripts and any other such documents that are used to run the organization.

Any member or nonmember may, with proper written notice, view the complete public record of the Grove and copies may be obtained at cost to the individual requesting the information.

Any such requests to view the public record of the Grove shall be honored at a mutually agreed upon time with arrangements to be made within five (5) days of the Grove Secretary receiving the written request to view the public record.

All members of Nine Waves Grove, ADF and ADF are entitled to see the accounting records. The Treasurer shall make these available upon request and shall make balance sheets and other similar reports regularly available.

Article 12 CREATION OF STUDY GROUPS AND/OR GUILDS, COMMITTEES, AND OTHER SUBGROUPS

Grove members are encouraged to form subgroups with the approval of the Executive Council. Closed groups shall consist of no more than one half of the Grove membership. Appropriate topics for these subgroups shall remain consistent with the purposes of ADF as outlined in the ADF Constitution and other ADF governing documents. All subgroups must also adhere to the Bylaws of ADF and other ADF governing documents. Subgroup meetings are not considered Qualifying or Mandatory meetings for determining Voting Membership, as defined in Article 6.

GUILDS

The formation/running of a guild shall be brought to the Executive Council for review. Each guild shall be headed by a "Guild Leader" and the responsibilities of the guild shall be that of the "Guild Leader." All guilds shall file quarterly reports on the state of the guild to the Executive Council. Appropriate guilds shall honor the spirit of the Constitution of ADF and other ADF governing documents. National correspondences between other guilds are highly encouraged.

COMMITTEES

May be proposed during any business meeting by any Voting or Local member, though the creation of a committee requires the approval of the Executive Council. Committees must have a purpose and a result; therefore, at least three persons must be on a committee and a report on progress must be made at every business meeting, or a brief report may be sent to the Secretary for recording the minutes. Committees shall cease to exist after the completion of the purpose set at their inception. The Senior Druid and/or Grove Administrator have the right to sit on committees as non-voting members, as desired, provided only one or the other serves in this capacity per committee. While sitting, they may assist the committee or cast tie breaking votes if requested by the committee Chair and/or the committee itself. Committees must be headed by a Voting Grove Member.

STUDY GROUPS

May be formed at any time, but must have a purpose. Study groups may be closed groups and are not required to submit a report. These groups must not breach contradictions with these Bylaws.

OTHER SUBGROUPS

May be formed at any time, but must have a purpose. Subgroups may be closed groups and are not required to submit a report. These groups must not breach contradictions with these Bylaws.

Article 13 COMPLAINT AND CONFLICT RESOLUTION

All members of Nine Waves Grove, ADF shall attempt to resolve conflicts in a timely manner consistent with the nine virtues promoted within ADF Druidic practice.

When a conflict arises between members of the Grove, the responsibility for the initial resolution of that conflict lies with the members involved in the conflict.

Members involved in a conflict shall attempt to resolve the matter, whenever possible, independent of Grove leadership intervention. The parties involved in the conflict should make every effort to hold a one-on-one and face-to-face meeting to discuss the issues and resolve differences.

If due to the nature of the conflict, one-on-one interaction is not possible and/or attempts to resolve the conflict have been unsuccessful, the parties shall have the option to involve voting members of the Executive Council to assist in the resolution of the conflict.

The nature of the conflict and, any and all, attempts made by the parties to resolve the issues shall be submitted in writing to the voting members of the Executive Council. Non-voting members of the Executive Council may not be involved in the conflict resolution process.

Upon receipt of written explanation of the conflict, voting members of the Executive Council will have 14 days to discuss the issues and assign one or more members of the Council to facilitate and mediate a discussion between the parties involved in the conflict.

If a Voting Member or Member of the Executive Council is involved in the conflict, they shall not be permitted to enter into discussion of the matter within the Council and shall not be assigned to facilitate and/or mediate the conflict.

The Executive Council shall schedule a meeting between the involved parties within 14 days of receiving written documentation from the parties and attempt to facilitate a resolution.

If attempts to resolve the conflict by the Executive Council are unsuccessful, the Council member(s) assigned to mediate the conflict will submit the original written requests for mediation and a written statement including recommendations to the remaining voting members of the Council within 7 days of the final failed mediation attempt.

The voting members of the Executive Council shall consider all issues and recommendations regarding the conflict and following a two-thirds vote of the Council, issue a final resolution in writing to the involved parties within 20 days of receiving documentation.

Members wishing to file a complaint regarding Nine Waves Grove, ADF, its officers, members, and/or activities may do so in accordance with the following guidelines:

All complaints must be submitted in writing to the Member's Advocate to be discussed with the Executive Council, unless the complaint is regarding the Member's Advocate or a member of the Executive Council, at which time the member in question will be excluded from any discussion regarding the complaint. Upon receipt, complaints will be treated as high priority issues.

The Member's Advocate or their Executive Council designee shall contact each member who submits a complaint, let the member know that they is investigating the matter, and get details of the problem. They will also periodically inform the member of the status of the complaint.

The Member's Advocate or their Executive Council designee will keep a list of open complaints to be reviewed each quarter by the Executive Council. Complaints may be discussed with the entire Grove membership as deemed appropriate by the Executive Council.

Complaints will continue to be discussed by the Executive Council until each matter is resolved to the satisfaction of the complaining member, or in cases where resolution is not possible, until the matter is closed by a vote of the Executive Council.

Should all of the above actions or measurers fail and dependent solely upon the international ramifications of the problems, the ADF Members Advocate or Central Regional Druid may be contacted by either the complaining member or the Member's Advocate or a designee from the Executive Council. The ADF Members Advocate or Central Regional Druid shall then take measures to resolve the issues or problems.

Article 14 EXPULSION, SUSPENSION, REMOVAL OF OFFICE, OR RESIGNATION

EXPULSION OR SUSPENSION OF MEMBERS

Individuals may be expelled or suspended from membership in the Grove based on, but not limited to, behavior as outlined in Article 5 of these Bylaws. Suspension or expulsion may only occur by a two-thirds vote of the Membership. Continued membership in ADF after suspension or expulsion from the Grove shall be determined by the Mother Grove or the Archdruid of ADF.

Disruptive or abusive conduct does not include: the temperate expression of disagreement, such as public or private written or verbal criticism of the Grove, ADF or its leadership; vigorous debate over matters of scholarship, art, spirituality, politics, or ethics; 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.

Disruptive or abusive conduct includes but is not limited to: the spreading of slander or libel against the Grove, ADF, or its leadership; bigoted communication or behavior as described elsewhere in these Bylaws; or active efforts to persuade members to quit, not participate or dissuade non-members from joining; or aggressively pressuring or intimidating members of the Grove.

If a member under consideration for suspension or expulsion is an officer, they may only be suspended or expelled by: (a) a two-thirds vote of the Membership, and (b) approval of said decision after review by the Mother Grove or the Archdruid of ADF.

REMOVAL FROM OFFICE

The remaining officers shall formally notify any officer who is deemed to be not fulfilling the requirements of office stated in Article 10 of these Bylaws. If efforts are not taken to continue the function of said office, the remaining officers shall vote on that officer's removal. If said officer is relieved of their office, the Senior Druid shall appoint a suitable replacement who shall serve until the next election. If there is no suitable replacement for a relieved office the Senior Druid shall assume responsibility of fulfilling that office and its functions.

OFFICER RESIGNATION

If any officer, for personal or other reasons, believes that they must resign from the office, a letter of resignation must be sent to the Executive Council and the Senior Druid shall appoint a replacement for that office who shall serve until the next election. If there is no suitable replacement for a resigned office the Senior Druid shall assume responsibility of fulfilling that office and its functions. In the resignation of a Non-elected officer, the Senior Druid or Grove Administrator may appoint a suitable replacement for the vacant office pursuant to 0, if the office is still deemed necessary. If the office is no longer deemed necessary, it will be dissolved entirely.

A Senior Druid, who for personal or other reasons, must resign from office, must submit, in writing, a formal resignation from this position to the Archdruid and to the Executive Council. Upon resignation, the Grove Administrator shall be appointed acting Senior Druid until a formal election for the office can be held, which shall be within thirty (30) days. The new Senior Druid is responsible for notifying the Archdruid and Mother Grove of their presence.

Article 15 NON-PROFIT NATURE OF THE CORPORATION

Nine Waves 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.

The Corporation may pay reasonable compensation for services rendered and make payments and distributions in furtherance of the purposes set forth in the ADF Constitution.

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

The Corporation shall not participate in, or intervene in, any political campaign on behalf of any candidate for public office.

Intervention includes the publication or distribution of statements.

Notwithstanding any other provisions of the Articles of Incorporation, the ADF Constitution or Bylaws, 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 Board of Directors (Executive Council) shall, after paying or making provision for the payment of all 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 Board of Directors shall determine.

Any 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 16 CUSTODIAN AND DISSOLUTION

If the Grove should dissolve or be terminated from within or without, a request will be made that the Mother Grove designate a representative to claim and disburse the assets of the Grove in accordance with the Mother Grove bylaws and any and all such assets of Nine Waves Grove shall become the property of ADF.

No dissolution, termination, or merger of Nine Waves Grove is to take place without the express and written permission of the Mother Grove, ADF.

Article 17 AMENDMENTS

Hereafter, any Amendments of these Bylaws may be made at any Annual or specially designated meeting, by 2/3 votes of the 60% Quorum votes. Amendments shall be incorporated into the Bylaws at the Annual Meeting and revised copies of the Bylaws shall be provided to all Grove members and the Mother Grove.

Every three (3) years, at an Annual Meeting of the voting members, the voting members of the Grove shall decide by a 2/3 vote whether to retain the current set of Bylaws. Said decisions shall be made after all other Electoral matters have been settled. Should the results be negative, a Bylaws Revision committee shall be formed. The members of the said committee shall include the Senior Druid, the Grove Administrator, and three Voting or Local members, elected by majority. The Bylaws committee shall have three months to produce a proposed new set of Bylaws, during which time the old Bylaws shall remain in effect. Halfway through the time specified an early draft shall be presented at a Bylaws Revision referendum to the full Grove Membership for written comments.

At the end of the specified time, at a Bylaws Revision meeting, the final set of proposed new Bylaws shall be voted upon as a whole, with a 2/3 vote of the entire Grove voting membership necessary for passage. The Quorum for this vote shall be 60% of votes available for cast. Should a quorum not be available the voting shall take place at the first available quorum under the same governing rules stated previously. Should no revision be necessary or no agreement upon decision be reached the old Bylaws shall continue in effect for another three (3) years.

Upon the passing of the new Bylaws, they shall be dated as such and all functions shall come into effect immediately, completely replacing the old set of Bylaws. It shall be the duty of the existing Executive Council to notify all appropriate authorities by the end of the following fiscal quarter, and to arrange any required elections for new officers, etc., in keeping with the spirit as well as the letter of the new Bylaws. All new sets of Bylaws must contain an article equivalent to this one, allowing for their complete replacement every three (3) years at the will of the membership.

ADDENDUM 1

(To Be Split to separate document prior to posting these bylaws publicly)

Founding members shall be defined as follows:

- Amanda Leigh Fuentes-McPherson
- Jacob Hornbeak
- Nicholas Mulcahey
- Lauren M Neuman
- Ryan Styskel

REVISION HISTORY

- 2017-11 - Version 2 – Amended Article 9 to redefine the duration of prior service for someone wishing to run as an elected officer in the grove.
- 2018-09 – Version 3 – Amended Article 6 to redefine Voting Member status requirements. Revised all Executive Council positions to be internet and social media compliant. Allowed Grove Administrator to roll up into Senior Druid in the absence of sufficient membership for the full Executive Council. Added language specifying that Subgroup meetings do not count as Official Events for membership tallying purposes.

DRAFT