

Llyfr o Cyfraith

RED OAK GROVE, ADF BYLAWS

Revision Summary

Proposed August 17, 2004

Adopted September 20, 2004

1st Revision: Nov 20, 2004

2nd Revision: Feb 20, 2007

3rd Revision: July 3, 2011

4th Revision: March 29, 2014

5th Revision: April 12, 2015

6th Revision: April 2, 2018

7th Revision: March 21, 2019

(see end of Bylaws for complete Revision History)

PREAMBLE:

Ár nDraíocht Féin: A Druid Fellowship, Inc., also known as "ADF", is a Neopagan Druidic religion based on the beliefs and practices of the ancient Indo-Europeans, adapted to the needs and sensibilities of modern people. We are a nonprofit religious, scientific, educational, artistic, and charitable corporation, organized to practice the full spectrum of legal activities practiced by any religious organization.

As we define it, Neopagan Druidism is a polytheistic, nonsexist, nonracist, scientific, holistic, and ecologically oriented faith. We are dedicated to the preservation of our Holy Mother Earth, the full achievement of human potential, the revival of the worship of the Gods in a modern context, and the creation of a world of peace, love, freedom, health, and prosperity for all beings.

The following Bylaws are intended to help us achieve these ideals and all future Bylaws and amendments shall be similarly intended.

ARTICLE I. GROVE PURPOSE

- A. Red Oak Grove, ADF shall serve the spiritual needs of our communities through public Druidic ritual and religious support, including counseling, blessing, advising, and environmental activism.
- B. Red Oak Grove shall be a local congregation of Ár nDraíocht Féin, A Druid Fellowship, Inc., and shall follow the ADF Bylaws (as amended).
- C. Red Oak Grove is oriented primarily toward the Celtic pantheon of deities but welcomes and honors other names of the Divine that may be invoked in our Rituals.
- D. Red Oak Grove shall provide open public worship at all of the eight High Holidays.
- E. Red Oak Grove shall strive to perform at least one public service project during each quarter of the year.
- F. The official mailing address of Red Oak Grove shall be: 9 Cooks Mill Ct., Mt Laurel, NJ 08054.

ARTICLE II. CALENDAR

- A. Red Oak Grove shall observe the eight High Holidays of the modern Neopagan calendar. For legal purposes, each High Holiday shall commence at sunset on the days preceding the following dates:
 - 1. Calan Gaeaf (Samhain) - November 1
 - 2. Alban Arthan (Yule) - December 21
 - 3. Canol Gaeaf (Imbolc) - February 1
 - 4. Alban Eilir (Eostre) - March 21
 - 5. Calan Mai (Beltane) - May 1
 - 6. Alban Hefin (Litha) - June 21
 - 7. Calan Awst (Lughnasadh) - August 1
 - 8. Alban Elfed (Mabon) - September 21
- B. For ceremonial purposes each High Holiday may be celebrated upon either the legal date, the astronomical date, or upon a date within 14 days thereof, mutually convenient to the participants of the particular celebration involved.
- C. In addition, Red Oak Grove may honor other holidays as agreed upon by the Grove Members.
- D. The fiscal year of Red Oak Grove shall run from January 1st through December 31st.

ARTICLE III. CATEGORIES OF MEMBERSHIP

- A. Red Oak Grove recognizes the following Categories of Membership and the attendant rights, expectations, and obligations that are appropriate to each, where:
 - 1. Rights are defined as that to which a Member of a particular category is entitled and which he/she may not be denied as long as he/she remains a Member of this category.
 - 2. Expectations are defined as actions which a Member is encouraged to take, but the failure of which will not incur a penalty.
 - 3. Obligations are defined as actions that a Member is required to take, and the failure of which to perform may incur penalties, up to and including loss of Membership.
- B. Gwestai - Guest category.
 - 1. Rights:
 - a. To attend public Rituals and other public Grove events
 - b. To participate Participation in the Praise Offering part of the Ritual
 - c. To be treated with respect and have questions answered
 - d. To request Cyfaill Membership status, if desired.
 - 2. Expectations:
 - a. To offer a small donation of money and/or food at Grove events.
 - 3. Obligations:
 - a. To be polite and respectful.

C. Cyfaill - Friend category.

1. To become a Cyfaill a Gwesti must:
 - a. Send a completed Cyfaill Request letter to the Council of Leaders
 - b. Be approved by the Council of Leaders
 - c. Pay Cyfaill dues in advance to the next Solstice (\$3/month) +1 year
 - d. Participate in a Cyfaill Joining Ceremony
2. Rights: Cyfaill shall have all the rights of a Gwestai, plus the following:
 - a. To have their 1st year ADF membership dues paid for by the Grove, unless they are already an ADF member when they join ROG
 - b. To attend private Cyfaill-only rituals
 - c. To attend Lore meetings
 - d. To attend Business meetings
 - e. To have membership to the ROG Library
 - f. To participate in all parts of the Ritual contingent on the approval of the Pen Offeiriad
 - g. To request Tylwyth Membership status, if desired
3. Expectations:
 - a. To learn more about Druidry and Red Oak Grove
 - b. To offer a small donation of money and/or food at Grove events.
4. Obligations:
 - a. Faithfulness to one's Cyfaill Oath.
 - b. Payment of annual Cyfaill dues of \$36, in advance
 - c. If one's Cyfaill Membership lapses for a period more than three months, the Membership is suspended.
 - d. To read the bylaws of Red Oak Grove, ADF, and to maintain an understanding of the current revision.

D. Tylwyth - Kin, Family category.

1. To become a Tylwyth a Cyfaill must:
 - a. Maintain Cyfaill membership for six months OR attend three High Holiday events as a Cyfaill. This requirement may be waived by unanimous vote of the Council of Leaders.
 - b. Send a completed Tylwyth Request Letter to the Council of Leaders
 - c. Be approved by 2/3rd of the votes cast by all Tylwyth
 - d. Pay Tylwyth dues in advance to the next Solstice (\$5/month) +1 year
 - e. Participate in a Tylwyth Joining Ceremony.
2. Rights: Tylwyth shall have all the rights of a Cyfaill, plus the following:
 - a. To vote in Grove elections and referenda
 - b. To run for Red Oak Grove offices and leadership positions
 - c. To call any of the decisions of the Council of Leaders to a referendum
 - d. To attend private Tylwyth-only rituals
3. Expectations:
 - a. To cast votes in all Grove elections and referenda
 - b. To remain a paid-up Member of ADF and take over payment of ADF dues.
 - c. To participate in the ADF Community and/or Study Program to some extent
4. Obligations:
 - a. Faithfulness to one's Tylwyth Oath
 - b. Attendance of at least 50% of ROG events over the year
 - c. To participate in Rituals upon request by the Pen Offeiriad
 - d. Payment of annual Tylwyth dues of \$60, in advance
 - e. If one's Tylwyth Membership lapses for a period more than three months, the Membership is suspended.
 - f. To read the bylaws of Red Oak Grove, ADF, and to maintain an understanding of the current revision.

E. Gwaharddedig - Banished category

1. To become Banished, a Gwesti, Cyfaill or Tylwyth must be proclaimed as such:

- a. In the case of a non-Leader: by unanimous decision of the Council of Leaders, **or** by 2/3rds majority vote, with a 2/3rds quorum of all voting members.
 - b. In the case of a current Leader: by a 2/3rds majority vote, with a 2/3rds quorum of all voting members, and with the approval of the other two Leaders.
 - c. The member being voted upon shall not be considered a voting member for the purposes of determining Gwaharddedig status.
 - d. All votes for banishment are weighted votes pursuant to Article VI of these Bylaws.
- 2. Rights:
 - a. None
 - 3. Expectations
 - a. None
 - 4. Obligations:
 - a. To refrain from attending Red Oak Grove gatherings.

ARTICLE IV. SPECIAL CIRCUMSTANCES MEMBERSHIPS

- A. If the three Leaders agree unanimously, they may modify or waive any Rights, and/or Expectations and/or Obligations of the Cyfaill or Tylwyth membership of a specific member for the duration of one year. The member must request the waiver in writing and must re-request it annually, or it is automatically nullified at the end of the year.

ARTICLE V. CHANGING MEMBERSHIP CATEGORIES

- A. If the three Leaders agree unanimously, they may change a member's Membership status, voting rights, subscription to Grove mailing lists and other Membership benefits.

ARTICLE VI. VOTING

- A. All Tylwyth shall be considered Voting Members of the Grove if their dues are paid in full.
- B. For the purposes of over-riding the decisions of the Council of Leaders, each Tylwyth shall have one and only one vote. For all other purposes, voting shall be weighted in accordance with Section C of this Article.
- C. For the purposes of weighted voting, each Tylwyth shall have one vote for every year that they have had continuous Tylwyth Membership. One vote shall be awarded on the day the member becomes Tylwyth, and one additional vote shall be earned on each anniversary thereof, up to a maximum of 10 votes.
- D. The results of any election or vote shall be calculated upon the basis of the total votes cast.
- E. When a vote is called, its announcement, discussion and nominations will take place on the Cyfaill email list. Nominations will be open for a period of nine days after the vote is called.
- F. Voting will take place immediately following the nomination period with the voting period to be open for nine days.
 - 1. Announcement of voting shall be posted to the Tylwyth mailing list.
 - 2. For Leader elections: votes shall be sent to the two Leaders not being elected,
 - 3. For all other elections votes shall be posted to the Tylwyth mailing list.
- G. For a vote to be valid, at least 2/3rds of the total available votes must be cast within the official voting period.
- H. The casting of votes through email and in person shall be permitted in Leadership Council elections and referenda.

ARTICLE VII. ANNUAL MEETING

- A. The Annual Meeting of Red Oak Grove shall be held at the Calan Awst event, or within 3 weeks thereafter. The Annual Meeting may be held in real or virtual space.

Announcement of the Annual Meeting date shall be made by the Scribe no later than July 16 of each year.

B. The purpose of the Annual Meeting shall be the election of one of the Leaders and the presentation of the State of the Grove Address by the Leaders in office at the time of the Annual Meeting. The yearly State of the Grove address will contain a summary of activities relevant to each Leader's position, followed by a discussion or critique of the State of the Grove by the Membership.

ARTICLE VIII. THE COUNCIL OF LEADERS

A. The Council of Leaders will consist of three Leaders of equal rank:

1. Senior Druid

Shall be the person primarily responsible for the following:

- a. Setting the liturgical calendar for the Grove
- b. Conducting rituals and religious services
- c. Conducting handfastings, memorial services and other rites of passage
- d. Maintaining the practice of Awen o' Duwiau
- e. Supervising the Crefyddion and their Offeiriadion
- f. Appointing Offices and assistants as needed, for example, Grove Liturgist, Grove Bard, Grove Seer, etc.
- g. Acting in the role of President, for legal purposes
- h. Acting in the role of Senior Druid, for ADF purposes.

2. Pursewarden

Shall be the person primarily responsible for the following:

- a. Keeping the Grove's money and proper records of it
- b. Appointing Offices and assistants as needed, for example, Registrar, etc.
- c. Acting in the role of Treasurer, for legal purposes

3. Scribe

Shall be the person primarily responsible for the following:

- a. Briefing Gwesti and visitors and answering their questions
- b. Keeping records of Grove activities, including omens, votes, attendance, etc.
- c. Communications, including Website, email lists and newsletter
- d. Compiling and submitting all Grove reports as required by ADF
- e. Appointing Offices and assistants as needed, for example, Webmaster, Chronicler, Lore Meeting teachers, etc.
- f. Acting in the role of Secretary, for legal purposes
- g. Acting in the role of Scribe, for ADF purposes.

B. The Council of Leaders, working together, shall be responsible for all of the above and shall accomplish those duties by regular meetings, phone calls, and email communications. Any Member of the Council of Leaders may call a meeting or initiate a discussion on any point, at any time. The other Leaders shall make every effort to attend and contribute to the meeting.

C. When the Council of Leaders makes decisions, each Leader shall have one vote.

D. At least two out of three Leaders must agree on every decision.

E. The Council of Leaders shall record any ongoing actions and decisions in the Book of Customs.

F. The usual term of office for each position shall be three years, with one Leader being elected each year:

1. The Senior Druid shall be elected in 2004 and every 3 years thereafter.
2. The Pursewarden shall be elected in 2005 and every 3 years thereafter.

3. The Scribe shall be elected in 2006 and every 3 years thereafter.
- G. Initial Council of Leaders
1. The initial Council of Leaders shall be elected in 2004.
 2. The term for the first Pursewarden shall be 1 year.
 3. The term for the first Scribe shall be 2 years.
- H. Each officer must maintain an active ADF membership for the duration of their term.

ARTICLE IX. ELECTION OF LEADERS

A. Elections in the Ordinary Course: A regular Leader election shall be held each year in the month of August.

B. The timeline for Elections in the Ordinary Course shall be as follows:

1. In February, the Scribe shall notify all members that the next Leader election will occur in August and announce the name and full description of the Officer position that is nearing the end of its term. The Scribe will post this Article of the Bylaws to remind all members of the election procedure.
2. Between July 16 and July 22, the Scribe will again post this Article to all members and announce that the period for Self-Nomination will begin on August 1 and end on August 10. Any Tylwyth member may nominate themselves to run for any Leader position. Members may not nominate each other to run for open Leader positions.
3. Until the period of Self-Nominations is over on August 10, no member may actively campaign for any candidate, themselves included.
4. Voting shall open at the close of the Self-Nomination period, and shall continue for the following 9 days, pursuant to Article VI of these bylaws.
5. Once the period of Self-Nomination is over, each candidate shall post, within 3 days, a statement to the membership, citing the candidate's qualifications for the Leader position, ideas about fulfilling the position, and any other pertinent information the candidate wishes to disclose.

C. The candidate receiving the most votes is the winner. In case of a tie, the other two Leaders shall choose. The term for newly elected Leaders shall begin at Calan Gaeaf.

D. If a current Leader runs for a different Leadership position and wins the election, they must resign their current term at the next Calan Gaeaf, and a Special Election, pursuant to paragraph E of this Article, shall be held as soon as possible to fill their old position for the remainder of their term.

E. Special Election: If a Leader resigns, or is forced to give up office, during their term, a Special Election should be held as soon as possible.

F. The timeline for Special Elections shall be as follows:

1. The period for Self-Nomination will be 9 days.
2. Fourteen days prior to the opening of the Self-Nomination period, the Scribe will post this Article to all members and announce the dates that the period for Self-Nomination will begin and end. Any Tylwyth member may nominate themselves to run for any Leader position. Members may not nominate each other to run for open Leader positions.
3. Until the period of Self-Nominations ends, no member may actively campaign for any candidate, themselves included.
4. Voting shall open at the close of the Self-Nomination period, and shall continue for the following 9 days, pursuant to Article VI of these bylaws.
5. Once the period of Self-Nomination is over, each candidate shall post, within 3 days, a statement to the membership, citing the candidate's qualifications for the Leader position, ideas about fulfilling the position, and any other pertinent information the candidate wishes to disclose.

G. As with Elections in the Ordinary Course, the candidate receiving the most votes is the winner. In case of a tie, the other two Leaders shall choose. The term for a specially elected Leader shall begin immediately following the election.

H. For all Leader Elections, announcement of nomination, voting, and election results shall occur by email or other electronic method approved by the Council of Leaders, pursuant to Article VI of these Bylaws.

ARTICLE X. FINANCIAL RECORDS

A. All Members of Red Oak Grove are entitled to see the Grove accounting records, to be made available by the Purswarden. Profit-and-loss statements and other similar reports will be regularly available. An Annual Report must be compiled at the end of each year.

ARTICLE XI. MEMBERSHIP DUES AND ALLOCATIONS

A. Cyfaill and Tylwyth of Red Oak Grove shall contribute dues as described in ARTICLE III. The amount of the dues shall be reviewed at the Annual Meeting and approved by a majority of the voting Members.

B. Dues may be waived under special circumstances upon approval by the Council of Leaders.

C. The Council of Leaders shall approve and allocate funds for Grove events, activities, equipment, supplies, and donations to other nonprofit groups.

ARTICLE XII. CREATION OF SUBGROUPS

A. The Council of Leaders can approve the formation or dissolution of subgroups for religious practice, study, fellowship, and other activities, as seems appropriate.

ARTICLE XIII. DISCRIMINATION

A. The Council of Leaders shall make diligent but reasonable efforts to ensure that Membership and rank in Red Oak Grove and participation in any of its activities or programs shall not be denied to any person on the basis of race, ancestry, color, physical disability, age, sex, gender identity, national origin, nationality, affectional or sexual orientation, marital or civil union status, or familial status.

B. The Council of Leaders may exclude from participation any individuals who have demonstrated instances of disruptive behavior and/or communications.

ARTICLE XIV. AMENDMENTS

A. These Bylaws may be amended by a unanimous vote of the Council of Leaders, or failing that, a 2/3rd vote of the Tylwyth.

A summary of amendments must be recorded at the beginning of these Bylaws and the complete Revision History recorded at the end of these Bylaws.

ARTICLE XV. NONPROFIT NATURE OF THE CORPORATION

- A. Red Oak 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.
- B. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, its Members, directors, officers, leaders, 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 Bylaws.
- C. 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.
- D. Notwithstanding any other provisions of these 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.
- E. Upon the dissolution of this Corporation, the Council of Leaders 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 Council of Leaders shall determine.
- F. 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.

Revision History

November 20, 2004

Title	Removed "NEW & SIMPLE"
III.C.1.e.	Was: "...contingent upon the approval of the Senior Druid." Now: "...contingent upon the approval of the Pen Offeirad."
VII.A.1.f.	Was: "Acting in the office of President..." Now: "Acting in the role of President..."
VII.A.2.g.	Was: "Acting in the office of Treasurer..." Now: "Acting in the role of Treasurer ..."
VII.A.2.	NEW: "i. Acting in the role of Senior Druid, for ADF purposes."
VII.A.1.h.	Was: "Acting in the office of Secretary..." Now: "Acting in the role of Secretary ..."
X.C.	Was: "The Council of Leaders shall allocate funds for Grove events, activities, equipment, supplies, and donations to other nonprofit groups. The Pursewarden shall approve the dispersal of these funds." Now: "The Council of Leaders shall approve and allocate funds for Grove events, activities, equipment, supplies, and donations to other nonprofit groups."

February 20, 2007

III C.	Added: New section 1. (To become Cyfaill, a Gwesti must....
III D.	Added: New section 1. (To become Tylwyth, a Cyfaill must....
IV	Was: After careful consideration, the Council of Leaders may change a person's Membership status as they feel necessary. Now: Under special circumstances, the Council of Leaders may change a person's Membership category, voting rights, subscription to Grove mailing lists and other Membership benefits, if they agree unanimously.
VII.A.1.	Added: h. Acting in the role of Pursewarden, for ADF purposes. (re-lettered as necessary)
VII.A.2.	Re-lettered g. h. & i. for consistency.
VII.A.1.	Added: j. Acting in the role of Scribe, for ADF purposes. (re-lettered as necessary)

July 2011

II.A.6.	Changed 'Summer Solstice' to 'Litha'
III.C.1.	Added point: c. Payment of annual Cyfaill dues of \$36, in advance
III.C.4.	Added point c: If one's Cyfaill Membership lapses for a period more than three months, the membership is suspended.
III.C.2.	Added new point: a. To have ADF membership dues paid for by the Grove Renumbered as necessary.
III.D.1.	Added point: c. Pay Tylwyth dues in advance to the next Solstice (\$5/month) +1 year
III.D.4.	Old: Payment of Tylwyth dues of \$7 per month. New: Payment of annual Tylwyth dues of \$60, in advance
III.C.4.	Added new point; c. If one's Cyfaill Membership lapses for a period more than three months, the Membership is suspended.
III.D.4.	Added 2 new points: e. To remain a paid-up Member of ADF, and take over the yearly payment of ADF Membership dues. f. If one's Tylwyth Membership lapses for a period more than three months, the Membership is suspended.
IV.	Added new Article. Renumbered Articles as necessary.
VI.	Added new points: E. When a vote is called, its announcement discussion and Nominations will take place on the Tylwyth email list. Nominations will be open for a period of nine days after the vote is called. F. Voting will take place immediately following the Nomination period with the voting period to be open for fourteen days. To maintain accountability and relative anonymity, each eligible voter will send their choice to BOTH two Leaders not being elected, and only to them.
IX	Added to paragraph A: The call for Nominations should go out at least 9 days before the Annual Meeting, so the voting can begin at that time.
	Added 2 new paragraphs: F. If a Leader resigns, a Special Election should be held as soon as possible. G. Special Elections may be held by nomination and voting by email, under the rules of Article IV above.
XIV.B	Old: A history of amendments must be recorded at the beginning of these Bylaws. New: A summary of amendments must be recorded at the beginning of these Bylaws and the complete Revision History recorded at the end of these Bylaws.
III.B.1.	Minor word changes: Changed 'Attendance' to 'To attend', etc.

March 29, 2014

II.A.6.	Changed 'Summer Solstice' to 'Litha'
III.C.1.	Added point c. Payment of annual Cyfaill dues of \$36, in advance
III.C.4.	Added point c: If one's Cyfaill Membership lapses for a period more than three months, the membership is suspended.

April 12, 2015

III.E.1.	Added rules to Banish a current Leader. Renumbered the following paragraphs, as necessary.
IV.	Changed 'LONG DISTANCE' to 'SPECIAL CIRCUMSTANCES' and added ability for the Leaders to modify and waive any Rights, Expectations and Obligations of members, for one year intervals.
V.	Removed words: "Under special circumstances" to eliminate confusion with Article IV.
VI.E.	Changed 'Tylwyth list' to 'Cyfaill list'.
VI.F.	Changed 'fourteen days' to 'nine days'
VI.F.1	Added rules to clarify where votes are sent for Officer and Other elections
VII.	Clarified that the Annual Meeting occurs at the Calan Awst event, not just within 14 days of it.
VIII.A.2.	Changed 'Chieftain & Administrative Leader' to 'Pursewarden'. Removed subpoints a through e, and i.
IX.A.	Clarified that the Annual Meeting occurs at the Calan Awst event. Changed the timing of the Call for Nominations to 18 days before the Annual Meeting.

April 2, 2018

III.D.3-4	Changed ADF membership from 'Obligation' to 'Expectation'.
VI.B.	Deleted "...or one vote for each year in ADF they have, whichever is greater..."
VI.E.	Remove capital 'N' in 'nominations'.
VI.F.	Insert F.1: "Announcement of voting shall be posted to the Tylwyth mailing list." Renumbered as required.
VIII.A.3.	Renamed 'Pen Athro' to 'Scribe'. Removed references to Education, Welsh language, etc. Renumbered as required.
IX.B.	Changed to: "Any member may nominate any Tylwyth to run for a Leadership position and any Tylwyth may nominate themselves."

March 21, 2019

III.C.4	Added subsection d, requiring members to read and maintain an understanding of current bylaws.
III.D.1	Added a new subsection a (and renumbered remaining subsections), requiring 6 months or 3 events Cyfaill membership before petitioning for Tylwyth membership; may be waived by CoL
III.E.1.a-d	Reworded subsections a-d to clarify 2/3 quorum and 2/3 majority for banishment, in weighted votes; member may not vote on own banishment.
VI.	Renamed Article to "Voting"
VI.A.	Capitalized "V" in Voting
VI.B.	Moved up Section C to Section B; added, "For all other purposes, voting shall be weighted in accordance with Section C of this Article."
VI.C.	Moved Section B to Section C.
VII.A.	Changed to read as follows: The Annual Meeting of Red Oak Grove shall be held at the Calan Awst event, or within 3 weeks thereafter. The Annual Meeting may be held in real or virtual space. Announcement of the Annual Meeting date shall be made by the Scribe no later than July 16 of each year.
VIII.A.	Renamed "Pen Offeriad" to "Senior Druid"
VIII.F.1-3	Changed officer names to Senior Druid, Pursewarden, and Scribe, as appropriate.
VIII.G.2-3	Changed officer names to Pursewarden and Scribe, as appropriate.
VIII.H	Added subsection H, which requires officers to maintain an active ADF membership for the duration of their term.
IX.	Completely reworded the section on Election of Leaders
XIII.A	Added the protected categories of sex, gender identity, national origin, nationality, sexual orientation, marital or civil union status, and familial status to the prior protected categories listed.