

# THE NEW WICCAN CHURCH – CANADA BYLAWS

Ratified on April, 29, 2024

## Founding Members

Karen Dales – President  
Cherie de Klerk – Treasurer  
Alexandra Chauran – Secretary  
Francesca “Tavey” Burgon – Seated Elder  
Evan Dales – Seated Elder  
David “Brendan Fox” Young – Seated Elder  
Maira Scott – Seated Elder  
Stephanie Winkler – Seated Elder  
Michael Winkler – Seated Elder  
Chris Savard- Seated Elder  
Derek Haecker – Seated Elder  
Andrea Quirion – Seated Member  
Gabrielle Sigouin – Seated Member

NWC - CANADA Bylaws

## **ARTICLE I— GENERAL**

### *SECTION 1.1* Name

The name of this organization is the New Wiccan Church-Canada (NWC-C).

### *SECTION 1.2* Principal Executive Office

The principal executive office for the transaction of the business of the Association shall be located in Toronto, Ontario. The principal executive office address shall only be changed, when needed, at a meeting of the Board of Directors. Such change shall require approval of 2/3 of members in good standing present at the meeting.

All official notices must be sent to the above address.

### SECTION I.3 Objectives

The purpose of the New Wiccan Church-Canada (NWC-Canada) is to preserve, sustain, and cultivate British Traditional Wicca. The means by which NWC-Canada proposes to accomplish this include, but are not limited to, the following objectives:

- (a) Providing a communications and mutual aid network among members of British Traditional Wicca;
- (b) Providing avenues through which Member-Elders may share Craft material, oathbound or otherwise, in a secure, licit, and honourable manner;
- (c) Allowing such members to experience, experiment with, and enjoy the different styles of practice that fall within British Traditional Craft;
- (d) Encouraging and supporting the teaching of British Traditional Craft and aiding those who teach;
- (e) Encouraging and supporting any and all public non-Oathbound ritual experiences of British Traditional Craft and those who offer such services;
- (f) Encouraging and supporting the clergy outreach of British Traditional Craft and aiding those who provide clergy outreach in the following, but not limited to, public services: wedding officiant services, hospital clergy ministry, prison/jail clergy ministry, etc.;
- (g) Preserving and maintaining the heritage of the member Traditions and promoting study and research in all related fields;
- (h) Promoting honour and humility, mirth and reverence, and joy in the activities of the members of this association.

## ARTICLE II—DEFINITIONS

### SECTION II.1 Definitions

For the purposes of these Bylaws, the following definitions shall be observed.

(a) *New Wiccan Church-Canada.*

The New Wiccan Church-Canada is a not-for-profit religious corporation federally registered in Canada, with extra provincial registrations in the following provinces and territories, which include but are not limited to, Ontario, Alberta, British Columbia, etc. The New Wiccan Church-Canada is a voluntary association of members of British Traditional Wicca.

- (i) Throughout these Bylaws, the terms “New Wiccan Church-Canada,” “NWC-Canada,” “the Church,” and “the Association” shall be taken to mean “New Wiccan Church-Canada.”

(b) *British Traditional Wicca.*

The religion of Wicca, indigenous to the British Isles: Known British Traditional Wicca have their source in the English groups from which model Gerald Brousseau Gardner, Alexander Sanders, and Sybil Leek are known to have founded exemplar groups.

(c) *Initiate.*

A person who has successfully undergone a British Traditional Wiccan initiation ceremony and has become a member of the religion.

(d) *Degree.*

One of a number of levels of initiation within British Traditional Wicca. The NWC-Canada recognizes different levels of initiation/elevation based upon the individual British Tradition's practices.

(e) *Elder.*

A person who has been properly elevated to the degree within those traditions and lines which customarily authorize those to autonomously found covens and perform initiations.

(f) *Elder Member.*

A NWC-Canada member who is an Elder of their tradition.

(g) *Tradition.*

A named branch of British Tradition Wicca characterized by a common source and related lineages stemming from that source. For purposes of these bylaws, tradition is understood to include branches that use other terms to describe themselves, such as "order".

(h) *Recognizable Tradition.*

A tradition that has maintained its Initiation and Elevation ceremonies and other practices according to the standards of the New Wiccan Church-Canada.

(i) *Member Tradition.*

A tradition which has that has been recognized by New Wiccan Church, and is, or has been represented among the membership of NWC-Canada.

(j) *Traditional Council.*

A Council made up of all the Elders of a Member Tradition who are members of the NWC-Canada. A Traditional Council may operate on either the Branch or NWC-Canada-wide level. The functions of a Tradition Council are:

- (i) To assist the Membership Coordinator's Office in determining whether a prospective member is eligible to join NWC-Canada as a member of the Council's Tradition.
- (ii) To be responsible for issues that affect NWC-Canada members specifically of their Tradition.

(k) *Ratification.*

To confirm by expressing consent, approval, or formal sanction.

(l) *Wiccan Rede.*

For the purposes of these Bylaws, the Wiccan Rede shall be deemed to mean, "An It Harm None, Do What You Will."

(m) *Board of Directors.*

The Canadian Board of Directors of the New Wiccan Church-Canada.

(n) *Member in Good Standing.*

A member in Good Standing is defined as any member whose dues are current and who is operating under the current standards, practices, and Bylaws of the NWC-C.

(o) *Seated Elder*

An Elder Member who has been a Member in Good Standing for a minimum of one calendar year.

## **ARTICLE III— BOARD OF DIRECTORS**

### *SECTION III.1* Composition of the Board of Directors

The Board of Directors shall consist of the following members:

- (a) The President, Vice President, Membership Officer, Treasurer, and Secretary.
- (b) Representatives elected by each of the Branches.

### *SECTION III.2* Additional Board of Directors Members

The Board of Directors may choose to create additional auxiliary offices for specified purposes. These offices may be elected or appointed by the Board of Directors and may be held by any member except as restricted by the officers to Seated Members and/or Elder Members. Auxiliary officers do not have a vote as Board of Directors members.

### *SECTION III.3* Powers of the Board of Directors

The Board of Directors shall supervise the functioning of the association subject to these Bylaws and shall serve as advisers to all Branches and their membership.

- (a) The Board of Directors shall establish policies and procedures to assist in the functioning of the NWC-Canada and to further the objectives of the NWC-Canada.
- (b) The Board of Directors shall have sole power to conduct business on behalf of the NWC-Canada and authorize expenditures of any of its funds.
  - (i) An exception to this rule is the authorization to spend monies held in trust.
- (c) The Board of Directors may, by two-thirds (2/3) majority vote, suspend any member or branch for an act or acts directly harmful to the activities of the NWC-Canada, or for other just cause.

### *SECTION III.4* Policies and Procedures Book

The Board of Directors shall adopt, by a majority vote, policies and procedures to implement these Bylaws. Adopted policies and procedures shall be placed in a Policies and Procedures Book. The original copy of this Policies and Procedures Book shall be kept by the Vice President and made available by the Vice President to the membership.

### *SECTION III.5* Liabilities

The Board of Directors shall not have the power to subject the association to any indebtedness that exceeds the current funds in the treasury plus the current collectible accounts receivable, minus real and budgeted accounts payable, nor shall it have the power to levy special assessments against its members. The members, collectively or individually, shall not be liable for any debts of the association.

- (a) Reasonable fees may be collected for administrative services rendered, such as identification badges or cards, ministerial credentials, or for the rental of venues for events, etc., to cover actual expenses.

## **ARTICLE IV— MEMBERSHIP**

### *SECTION IV.1* Membership

Any validly initiated member of a recognizable branch of the British Traditions may be eligible for membership upon completion of the Membership Application Procedures.

- (a) Membership in the NWC-Canada also confers equal status and membership in the New Wiccan Church, International.

### *SECTION IV.2* Dues

Annual dues for Membership shall be paid to the Treasurer on or before October 31<sup>st</sup> for that fiscal year, and will go into general funds.

- (a) Annual Dues will be a composite of annual dues for Membership in the NWC-Canada and the New Wiccan Church, International.
- (b) Annual Dues for the New Wiccan Church, International shall be paid to the International Treasurer on or before November 30<sup>th</sup> for that fiscal year, and will go into the New Wiccan Church, International's general funds.

### *SECTION IV.3* Eligibility

To be eligible for membership in the NWC-Canada, one must be a valid initiate of a recognizable tradition of British Traditional Wicca, of good character, and not be permanently banished by a proper authority. Members must also be of at least legal age of consent and be able to be bound by contract in the place where they reside.

### *SECTION IV.4* Membership Application

An eligible person is made a member of NWC by:

- (a) Obtaining the sponsorship of a current Member in Good Standing.
- (b) Submitting a signed Application, Oath of Secrecy, and such other membership documentation as the Board of Directors deems appropriate.
- (c) Including with the application documents dues pro-rated for current fiscal year.
- (d) Establishing their eligibility as an Initiate of British Traditional Wicca
- (e) Obtaining a favorable vote from the Branch membership, if such a vote is required, or from the Board of Directors, depending on the type of membership for which they are applying.

### *SECTION IV.5* Seated Members and Associate Members

- (a) Members of the NWC are either Seated Members or Associate Members.
- (b) All new members of the NWC join as Associate Members.
- (c) Associate Members may partake of all appropriate NWC activities and services, but they may not vote or hold any office reserved to Seated Members.
- (d) Seated Members are entitled to vote and to hold most offices.
  - (1) Some offices are reserved to Elder Members. To hold such an office a member must be both a Seated Member and an Elder Member.

#### *SECTION IV.6* Becoming a Seated Member

Seated Members are expected to have an active and ongoing role in the affairs of the NWC. A Seated Member is expected to remain in tune with the current business and concerns of the Church, and should maintain regular attendance and participation at scheduled meetings, if at all possible. A member's Seated status may be removed by a vote of or by the Board of Directors.

- (a) After a year and a day of membership, an Associate Member who is an Elder in his or her tradition, and has demonstrated interest in NWC by regular participation may be approved for Seated status.
- (b) After three years and a day, an Associate Member who is not an Elder in their tradition, but has demonstrated interest in NWC by regular participation may be approved for Seated status.
- (c) Under rare circumstances, such as a member performing exceptional service to the NWC-Canada, the time requirement for an Associate Member to become a Seated Member may be waived.

#### *SECTION IV.7* Termination of Membership

A member of NWC may resign from membership at any time. Membership may be involuntarily terminated for the following reasons:

(a) *Non-payment of annual dues.*

The Board of Directors may terminate the membership of anyone whose membership has lapsed due to non-payment of dues, per Section IV.2 (Dues).

(b) *Loss of Sponsorship.*

A NWC-Canada Associate Member who loses their Sponsor within the first three years of membership and is unable to obtain another Sponsor within a reasonable amount of time, in the judgment of the Board of Directors, may have his or her membership terminated by the Board.

(c) *Expulsion for Felony Conviction.*

The Board of Directors may expel any member who is convicted of a felony while a member of NWC-Canada or has knowingly concealed a felony conviction while applying for membership.

(d) *Greater Banishment.*

The Board of Directors shall expel any member who has incurred a properly adjudged Greater Banishment as defined below. The Board reserves the right to decide whether the Greater Banishment is proper and binding. In any such case, the member involved shall be entitled to provide a defense to the Board.

(1) Some traditions within the NWC-Canada provide for a Greater Banishment, or a equivalent name. Greater Banishment is reserved for the most serious offenses, such as murder, rape, child abuse, and for activities extremely detrimental to the Craft, such as theft of coven materials or endangering the Craft through seriously unfavorable contact with the law of the land. The conduct involved must be deliberately harmful and adjudged by a Council of Elders of the person's tradition.

(2) Some traditions within the NWC-Canada also use the terms Release, Suspension, Reculement, Lesser Banishment, and similar terms to refer to the separation of an Initiate from his or her coven. Depending on the circumstances, this may be

temporary or permanent, formal or informal, voluntary or forced. Such separation affects the person's membership in the NWC-Canada only if it is accompanied by loss of sponsorship for the Member.

(3) The NWC-Canada does not separate members from covens nor adjudge Lesser or Greater Banishments, which are religious punishments meted out by competent authority within a Wiccan Tradition.

(4) The NWC-Canada does not recognize Greater Banishments adjudged simply because of a difference in belief or practice.

(e) *Gross Misconduct.*

The Council of Elders may expel a member, by majority vote, for gross misconduct, including serious violation of Wiccan ethics or the NWC-Canada Wiccan Statement of Ethics.

## **ARTICLE V— BRANCHES**

### *SECTION V.1 Purpose*

The NWC-Canada establishes Branches associated with geographical locations. The purpose of these branches is for members to meet, to organize activities and otherwise further the purposes of the NWC-Canada.

### *SECTION V.2 Current Branch*

This association currently consists of Canadian Members.

### *SECTION V.3 Formation*

All new branches of this association must consist of no less than three (3) Seated Members: Chairperson, Secretary and Treasurer.

(a) Branches are accountable to the Board of Directors.

(b) Branches may be established by written petition to the Board of Directors.

(c) Upon initial tentative approval, the pending branch will submit to a probationary period of a year and a day before being considered for ratification by the Board of Directors.

(d) Ratification is solely at the discretion of the Board of Directors.

(e) If the Board will not ratify the pending branch, the branch may petition again in a year and- a-day increments.

(f) On approval of a new branch, Seated Members shall become the Seated Members of the new Branch.

## ARTICLE VI— OFFICERS

### *SECTION VI.1* General

The role of an officer within the NWC-Canada is one of service, and is not an elevation in status over other members. It is a role which requires considerable time, effort, and commitment. Therefore, a member who is nominated as an Officer should give careful consideration as to whether they can properly carry out the duties of the office. If, after acceptance of the office an Officer finds that events in their personal life are interfering with their duties, responsibilities, and commitments, they should tender their resignation to their Branch or to the Board of Directors.

- (a) A three-fourths (3/4) majority vote of no-confidence of the applicable jurisdictional body is sufficient to remove any Officer from their office.

### *SECTION VI.2* Compensation

The Officers and Board of Directors shall not receive any compensation for their services; however, they may be reimbursed for any pre-approved actual expense incurred by reason of their office by resolution of the Board of Directors, upon presentation of a valid receipt.

- (a) All requests for reimbursement must be submitted in writing to the Board of Directors within sixty (60) days of the incurred expense.

### *SECTION VI.3* Canadian Officers

The Canadian Officers of the NWC-Canada are also the core members of the Board of Directors.

- (a) The Canadian Officers of the NWC-Canada shall consist of the President, Vice President, Membership Officer, Treasurer, and Secretary. No Canadian Officer shall hold more than one (1) office at any one time.
  - (1) For ceremonial and religious purposes, the first three of these offices may be termed “Canadian High Priest” or “Canadian High Priestess; “Canadian Maiden” or “Canadian Squire”; and “Canadian Summoner”.
  - (2) All Canadian Officers may be of any gender.
  - (3) These offices must be held by Seated Elders who have been members of the NWC for at least three (3) years.
  - (4) All Canadian Officers must be Canadian Citizens or Permanent Residents of Canada.
- (b) Canadian Officers are elected by the Seated Members of the Association in accordance with the procedures in Section 8.02 below.
- (c) Term of office for all Canadian Officers shall be four (4) years. International Officers may serve successive terms.
- (d) *Vacancies*: in the event of a vacancy among the International Officers, the President shall appoint a Seated member to fulfill the office until an election may be arranged.
- (e) Any Canadian Officer who completes his or her term, resigns, or is removed from office must submit all records, books, papers, and other materials pertaining to the office



to the Secretary or President within ten (10) days following completion of term or notification of resignation.

(f) Deputies: Canadian Officers may also appoint one or more members as deputies to assist them. These offices may be held by any member except as restricted by the appointing officer to Seated Members and/or Elder Members.

#### *SECTION VI.4 Duties of Canadian Officers.*

(a) *President/ "Canadian High Priest"/ "Canadian High Priestess"*

As Ceremonial Head of the NWC-Canada, the President shall schedule and preside at all regular and special meetings of the Board of Directors; shall preside at and set the agenda for the annual business meeting; and shall perform other duties as required for the good of the association.

(b) *Vice President/ "Canadian Maiden"/ "Canadian Squire"*

The Canadian Vice President shall assist the President with their duties as necessary; shall see that the orders of the voting body and Board of Directors are carried into effect; and shall perform other duties as required for the good of the NWC-Canada.

(c) *Canadian Membership Officer/ "Canadian Summoner"*

The Canadian Membership Officer shall promote and advocate for membership in the NWC-Canada; shall keep lists of all existing members and Branches; shall assist in obtaining approval of new members; and shall perform other duties as required for the good of the association.

(d) *Canadian Secretary.*

The Canadian Secretary shall keep all data and records; shall be responsible for conducting all necessary investigations in all judiciary and membership eligibility matters; shall keep minutes of Board of Directors meetings; shall provide communications with other entities and organizations on behalf of the NWC-Canada; shall provide communications with the New Wiccan Church, International on behalf of the NWC-Canada; shall retain custody and ensure the security of the corporate seal; and shall perform other duties as required for the good of the association.

(e) *Canadian Treasurer.*

The NWC-Canada Treasurer shall maintain a bank account with two signatures (signatories shall be Treasurer and one other permanent Board Member) and/or PayPal account; shall collect and maintain all monies on behalf of the NWC-Canada; shall disburse funds only on approval of the Board of Directors; shall pay all NWC, International, membership dues for NWC-Canada members, along with the list of all NWC-Canada member names, no later than November 30<sup>th</sup> to maintain NWC-Canada members remain in good standing and membership with the New Wiccan Church, International; shall keep proper written accounts of all financial transactions and activities; shall provide updated financial reports to the Board of Directors and to the membership; shall ensure yearly tax filing to the Canadian Revenue Service in accordance with Canadian Law; and shall perform other duties as required for the good of the association.

## SECTION VI.5 Branch Officers

### (a) Required Offices.

The Required offices of each Branch are a Chairperson, a Treasurer, a Secretary, and a Board Representative.

(1) These offices must be held by Seated Members. The Board Representative must also be an Elder Member.

(b) Branch Officers are elected by the Seated Members of the Branch in accordance with the procedures in Section 8.01 below.

(c) Term of office for all Regular Branch Officers shall be two (2) years. Branch Officers may serve successive terms.

(d) Vacancies: In the event of a vacancy among the Branch Officers, the Chairperson shall appoint a member to fulfill the office until an election may be arranged.

(e) Any Branch Officer who completes their term, resigns, or is removed from office must submit all records, books, papers, and other materials pertaining to the office or association to the Branch Secretary or Branch Chairperson within ten (10) days following completion of term or notification of resignation.

### (f) Auxiliary Offices.

A Branch may choose to create additional auxiliary officers for specified purposes. These offices may be elected or appointed by the Required Officers and may be held by any member except as restricted by those officers to Seated Members and/or Elder Members.

## SECTION VI.6 Duties of Branch Officers

### (a) *Branch Chairperson.*

The Branch Chairperson shall preside, or designate a representative to preside, at all regular and special meetings of the Branch; shall assist in the application of new members to the NWC-Canada/NWC, International; and perform other duties as required.

### (b) *Branch Treasurer.*

The Branch Treasurer shall collect all NWC-Canada yearly dues from Branch Members and forward the monies, as well as member names, to the Canadian Treasurer by no later than May 31<sup>st</sup>; shall disburse funds only on approval of the Canadian Treasurer and Branch Chairperson; shall transfer any and all funds received to the Canadian Treasurer; shall keep proper written accounts of all financial transactions and activities; shall provide updated financial reports to the Canadian Treasurer and to the Branch membership.

### (c) *Branch Secretary.*

The Branch Secretary shall keep all data and records; shall keep minutes, including attendance records, of all meetings; shall provide draft written minutes to the Branch membership within ten (10) days after a meeting; and perform other duties as required. If the Branch has not appointed or elected a Treasurer, the Branch Secretary shall also serve as Branch Treasurer.

## ARTICLE VII— MEETINGS

### *SECTION VII.1 Quorum*

A quorum must be established before any official business may be concluded at a meeting.

(a) *Quorum for Annual Business Meeting.*

For the Annual Business Meeting, a Quorum shall consist of either the President or Vice President, two-thirds (2/3) of the Board of Directors members and two-thirds (2/3) of the entire Seated Members.

(1) Unless two-thirds (2/3) of the entire membership in Good Standing is in attendance at the meeting, any decision(s) made at the annual business meeting must be ratified by a majority vote of all Seated Members, utilizing a “line item” method of ratification.

(b) *Quorum for Board of Directors Meetings.*

For Board of Directors meetings, a Quorum shall consist of either the President or the Vice President, and two-thirds (2/3) of the Board of Directors members.

(c) *Quorum for Branch Meetings.*

For Branch Meetings, a Quorum shall consist of either the Chairperson or Secretary, and two-thirds (2/3) of the Seated Members.

(1) Branches may modify these quorum requirements for Branch meetings by a vote of two-thirds (2/3) of the Branch Seated Members.

(2) Any business that cannot be concluded at a Branch meeting because of a lack of a quorum may be held over to the next meeting or ratified by vote of the Branch Seated membership after the meeting.

### *SECTION VII.2 Annual Business Meeting*

There will be one annual business meeting of the NWC-Canada.

(a) The Annual Meeting shall be held at a time and place specified by the Board of Directors. The Board shall choose a place to hold the meeting that is reasonably convenient for the membership to attend. The Canadian Secretary shall attempt to notify all members of the time and place of the meeting at least thirty (30) days prior to the meeting.

(b) The annual business meeting is a closed event, and is not open to guests except by unanimous consent of the members in attendance. If the meeting is held in conjunction with an event in which guests are invited, the Board of Directors shall ask the guests to withdraw for the duration of the meeting.

(c) Any member having special business to bring before the membership must present a written request to the International Secretary at least thirty(30) days prior to the meeting in order that the item may be placed on the agenda of the meeting. The agenda of the annual meeting will be presented to all members at least ten (10) days prior to the annual meeting.

(d) Any member may request that additional items be discussed at the meeting. Such items may be placed on the agenda by a vote of the attending membership.

(e) The Annual Business Meeting, may occur at such times and places as the Board may choose and may be conducted by electronic means.

### *SECTION VII.3* Board of Directors Meetings

The NWC-Canada Board of Directors shall hold at least one meeting per quarter of the year; additional meetings may be held at the discretion of the Board.

- (a) The meetings of the Board of Directors may occur at such times and places as the Board may choose and may be conducted by electronic means.

### *SECTION VII.4* Branch Meetings

All Branches shall hold meetings at least twice per year; additional meetings may be held at the discretion of the Branch Officers or by request to the Branch Officers by any Seated Member.

- (a) The Branch Secretary must give all Branch Members at least ten (10) days notice of all upcoming meetings.
- (b) The Branch Secretary will keep a record of attendance of all members, to be incorporated within the minutes of each meeting.
- (c) Branch meetings may be held in person, electronically, or hybrid to allow for the distances involved in some of the provinces.

### *SECTION VII.5* Other Events

The NWC-Canada Board of Directors, NWC-Canada Branches, or individual members may sponsor additional events, including workshops, open to the public rituals, Pagan Pride Day events, Pub Moots, classes, participation in other Wiccan or Pagan events, etc. All official NWC-Canada events must follow the commonly held guidelines as determined by the Traditions of the NWC-Canada, as well as any additional policies outlined by the member(s) sponsoring the event or as outlined in the NWC-Canada Policy and Procedures Manual.

## **ARTICLE VIII— VOTING**

### *SECTION VIII.1* General

- (a) Actions of the Board of Directors shall be ratified by a majority vote of the Canadian Officers and the Branch Representatives.
- (b) Actions of the Branches shall be ratified by a majority vote of the Seated Members of the Branch.
- (c) Changes or amendments to these Bylaws shall be ratified by a vote of all of the Seated Members of the NWC-Canada.

### *SECTION VIII.2* Eligibility to Vote

- (a) For the Annual Business meeting and Canadian Ballots, all Seated Members in good standing are eligible to vote.
- (b) For meetings of the Board of Directors, only Canadian Officers are eligible to vote.
- (c) For Branch meetings and Ballots, all Seated Members in good standing who are members of the Branch are eligible to vote.

### *SECTION VIII.3 Proxies*

Any Seated Member may give another Seated Member his/her proxy, in lieu of personal attendance at a meeting. Proxies must be in writing, and are only valid to the extent delineated in writing by the author of the proxy. Each proxy shall expire at the end of the meeting to which it is presented.

### *SECTION VIII.4 Balloting*

A ballot of the entire Seated Membership of the NWC-Canada, or, of the Seated Membership of a Branch shall occur to resolve any of the following issues:

- (a) Any NWC-Canada business for which a decision must be made before the next Annual Business Meeting, including any business which could not be concluded at the previous Annual Business Meeting because of a lack of quorum at the meeting;
- (b) Any member in good standing in this organization may propose a measure for a ballot of entire Seated Membership of NWC-Canada to the President or Vice President.
- (c) Any Branch business for which a decision must be made before the next Branch meeting, including any Branch business which could not be concluded at the previous Branch meeting because of a lack of quorum at the meeting;
- (d) Approval of a new Branch member, if such a vote is required.
- (e) Any member in good standing in this organization may propose a measure for a ballot of their Branch to the Branch Chairperson or Branch Secretary.

### *SECTION VIII.5 Electronic Balloting*

- (a) By default, balloting shall be performed by electronic means (via e-mail or other means as agreed upon by the Board of Directors or the Branch).
- (b) Any member eligible to vote in a ballot may request a paper ballot to be mailed to them by the International Secretary, for International ballots, or, by their Branch Secretary, for Branch ballots.

### *SECTION VIII.6 Deadlines for Returning Ballots and Announcement of Results*

- (a) Deadlines for voting on a ballot shall be thirty (30) days after the voting membership has received their ballots, unless the Branch Officers, for Branch ballots, or Board of Directors, for International ballots, specify a lesser or greater time.
  - (1) In no case shall a deadline be imposed which will not provide the voting membership a reasonable time to participate in the ballot.
  - (2) Unless a measure is especially urgent, the officers shall allow adequate time for discussion before moving a ballot to a vote.
- (b) A ballot may be deemed concluded before the above deadline if sufficient ballots have been received to ensure the success or failure of a measure before the deadline.
- (c) The results of a ballot shall be announced to the membership with ten (10) day after the conclusion of balloting by the Branch Secretary, for Branch ballots, or by the Canadian Secretary, for International ballots.

(d) Measures passed by ballot shall go into effect immediately unless some other time is specified in the ballot measure.

*SECTION VIII.7 Abstentions*

Abstention is a vote of no opinion. Failure to participate in a formal vote or ballot by the required date is considered an abstention. Only the remaining votes, affirmative or negative, are then used to determine the deciding vote.

**ARTICLE IX— ELECTION OF OFFICERS**

*SECTION IX.1 Election of Canadian Officers*

- (a) Election of Canadian Officers shall occur six (6) months before the completion of the officer's term, or within thirty (30) days after an officer has died, resigned, or been removed from office.
- (b) Election of Canadian Officers shall be performed by a ballot of all Seated Members in good standing of the NWC-Canada.
- (c) Any Canadian Member may nominate a qualified Seated Member, including themselves, to a Branch office.
- (d) The proposed nominee must indicate whether or not they are willing to accept the nomination.

*SECTION IX.2 Election of Branch Officers*

- (a) Election of Branch Officers shall occur at the last Branch meeting before the completion of the officer's term, or at the first Branch meeting after an officer has died, resigned, or been removed from office.
- (b) Election of Branch Officers may occur at Branch meetings if a quorum is present.
  - (1) If no candidate receives a majority vote of all Seated Branch members in good standing (not just those attending), the election shall be concluded by a ballot of all Seated Branch members in good standing.
- (c) Any Branch Seated Member may nominate a qualified Seated Member, including themselves, to a Branch office.
- (d) The proposed nominee must indicate whether or not they are willing to accept the nomination.

**ARTICLE X— CONDUCT**

*SECTION X.1 General*

All members are responsible for a common-sense application of Traditional Craft Law, the Wiccan Rede, and their Oaths to the Craft and to the New Wiccan Church-Canada and New Wiccan Church, International. All members are also responsible for conforming to the NWC, International Wiccan Statement of Ethics.

### *SECTION X.2 Confidentiality*

The name, identity, and other personal information of any member or applicant to NWC-Canada shall be kept confidential and shall only be used to provide communication, notification, and other personal information of any member or applicant to NWC-Canada shall be kept confidential and shall only be used to provide communication, notification, and the benefits of membership to those involved. Such information shall not be disclosed to anyone outside of NWC except with the member's or applicant's explicit permission.

### *SECTION X.3 Membership Oath*

All members must take and observe the New Wiccan Church Membership Oath.

### *SECTION X.4 Compliance With Governing Laws*

All members are expected to be law-abiding. Criminal activity by any Branch or member of the NWC-Canada is prohibited. Anyone who breaks the law does so as an individual and not as a member or representative of this association.

- (a) In general, convicted felons are specifically excluded from membership in the New Wiccan Church-Canada. Petitions for exceptions may be submitted in writing to the Board of Directors.
- (b) No member may use membership in this association as part of a legal defense without the express written agreement of the Board of Directors.
- (c) A sole exception to the obligation to be law-abiding shall apply in the case where belief in the Wiccan religion itself and the reasonable practice thereof is legally prohibited or discriminated against.

### *SECTION X.5 Political Activity*

Involving, or invoking the name of, the New Wiccan Church-Canada and/or the New Wiccan Church International in any political activity is strictly prohibited.

- (a) No member may misrepresent the New Wiccan Church-Canada and/or the New Wiccan Church International to any other individual, organization, any government or governmental representative, or to the public, or to the press.
- (b) Members of the New Wiccan Church-Canada and/or the New Wiccan Church International may identify themselves as members of the New Wiccan Church-Canada and/or the New Wiccan Church International in communications with outside communities, but may not represent themselves as speaking for the New Wiccan Church-Canada and/or the New Wiccan Church International in any way unless specifically authorized to do so.

### *SECTION X.6 Conflict Resolution*

- (a) Any member of the NWC-Canada may petition their Branch or the NWC-Canada Board of Directors to resolve conflicts between individuals, between Branches, between covens, or between Traditions or divisions thereof. The Branch or Board of Directors

shall attempt to resolve such conflicts following the Conflict Resolution procedures contained in the NWC Wiccan Statement of Ethics.

(b) Non-NWC members of the British Traditional Wiccan community may petition the NWC Board of Directors to resolve conflicts between individuals, between covens, or between Traditions or divisions thereof, if both parties to the conflict agree. At its discretion, the Board of Directors may choose to attempt to resolve such conflicts following the Conflict Resolution procedures contained in the NWC Wiccan Statement of Ethics.

*SECTION X.7* Violation of the NWC Wiccan Statement of Ethics.

Any person may petition to the nearest NWC-Canada Branch or to the NWC-Canada Board of Directors for redress of violations of the NWC Wiccan Statement of Ethics by a New Wiccan Church Member.

(a) The Branch or Board of Directors shall investigate the conduct alleged in the petition and render a judgment, following the procedures contained in the NWC Policies & Procedures Book for conflict resolution.

(b) If the Branch or Board of Directors judges that a violation of the NWC Wiccan Statement of Ethics has occurred, they may take one of the following actions, depending on the severity of the violation:

- (1) Suspend the member for a specified period;
- (2) Expel the member;
- (3) Expel the member and make their findings known to the Wiccan/Pagan community.

(c) Any such judgment made by a Branch may be appealed to the NWC-Canada Board of Directors.

*SECTION X.8* Violation of the NWC Wiccan Statement of Ethics by Non-NWC Members

Any Canadian member of the British Traditional Wiccan community may petition the NWC-Canada Board of Directors to for redress of violations of the NWC Wiccan Statement of Ethics by a member of the British Traditional Wiccan community who is not a member of NWC-Canada.

(a) At its discretion, the Board of Directors may choose to investigate the conduct alleged in the petition and render a judgment, following the procedures contained in the NWC Policies & Procedures Book.

(b) If the Board of Directors judges that a violation of the NWC Wiccan Statement of Ethics has occurred, they may make their finding known to the New Wiccan Church, International, Wiccan/Pagan community and take such other action as is appropriate.



## **ARTICLE XI— ASSETS AND ACCOUNTING**

### *SECTION XI.1 Fiscal Year*

The fiscal year of this association shall be from May 1 to April 30.

### *SECTION XI.2 Annual Report*

The Canadian Treasurer shall furnish the Canadian Officers with an annual report within thirty (30) days of the end of each fiscal year.

### *SECTION XI.3 Assets*

All assets of the NWC-Canada shall be handled in a correct, legal, and nonprofit manner. No assets of the NWC-Canada shall inure to the benefit of any person except it be in a legal and non-profit manner.

### *SECTION XI.4 Employees*

At this time the NWC-Canada has no paid employees. In the event the NWC-Canada creates paid employee positions, it shall be in accordance with all applicable federal, provincial/territorial, and local laws.

### *SECTION XI.5 Allocation of Funds*

All membership dues shall be deposited in, and become a part of, the general funds of the NWC-Canada. Disbursement of such funds may only be made at the direction of the Board of Directors.

- (a) At the beginning of each fiscal year, a proportion of the annual dues received from each Branch for the previous year, at least ten percent (10%), will be disbursed to said Branch, based on the previous year's number of members in that Branch.
  - (1) The Branch Officers are responsible for maintaining their branch expenditure fund, which will be handled as a sub-account account of NWC-Canada general funds. All monies disbursed to any Branch Officer must be handled in a nonprofit manner.
  - (2) Should a Branch dissolve, any unexpended Branch funds shall revert to NWC-Canada general funds. All monies disbursed to any Branch Officer must be handled in a non-profit manner.

### *SECTION XI.6 Trust Accounts*

Separate trust accounts may be established by NWC-Canada for income and expenses incurred by covens headed by NWC-Canada members and for projects which further NWC-Canada's objectives, as approved at either the Branch or Canadian level.

- (a) Trust accounts established for covens may be established by the Board of Directors. Such funds shall be held in trust for the use, and at the direction, of that coven only. Funds held in trust may not be used for any purpose other than as directed by the coven for which they are held.

(b) Coven trust funds will be released to the coven upon written request to the Canadian Treasurer, signed by the coven leaders. It should be noted that the disbursement of trust funds must be handled in a non-pro fit manner.

(1) Should a coven dissolve, any unexpended trust funds shall revert to the NWC-Canada general account.

(c) Trust accounts for NWC-Canada projects may be approved by the Board or the Seated Members of a Branch. One member will be designated as the project leader and will be responsible for the successful fulfillment of the project. Project funds shall be held in trust for the project, and at the direction of the project leader only.

(d) Project trust funds will be released to the project leader upon written request to the Canadian Treasurer, signed by the project leader. It should be noted that the disbursement of trust funds must be handled in a non-pro fit manner.

(e) On the completion of a project, any unexpended trust funds shall revert to the NWC-Canada general account, unless arrangements have been made for such funds to be devoted to other nonprofit uses, such as charitable contributions.

## **ARTICLE XII— INSPECTION OF RECORDS; CORPORATE SEAL**

### *SECTION XII.1* Inspection of Bylaws

The New Wiccan Church-Canada shall keep in its principal executive office (or otherwise provide upon written request of any Member) the original or a copy of the Bylaws as amended or otherwise altered to date, certified by the Secretary, which shall be open to inspection by the Members at all reasonable times during office hours.

### *SECTION XII.2* Corporate Seal

The corporate seal shall remain in the custody of the Canadian Secretary or designee at all times.

## **ARTICLE XIII— MISCELLANEOUS**

### *SECTION XIII.1* Precedence

In the event of any conflict, these Canadian Bylaws will take precedence over any other written document.

### *SECTION XIII.2* Amendments

Any member in good standing may submit proposed amendments to the Bylaws of this association without interference from any other member. The Bylaws may be amended by a two-thirds (2/3) majority vote of the Seated Members by ballot (per Section XIII.4 (Balloting) above).

### *SECTION XIII.3 Notices*

All notices and other communications to be made pursuant to these Bylaws shall be in writing by electronic mail and/or posted mail and shall be deemed to have been duly given on the date of service, if served personally on the party to whom service is given, or on the second (2nd) day after mailing, if mailed to the party to whom notice is to be given, by first class mail, registered or certified, postage prepaid, and properly addressed to the Association at its principal executive office, and to any other party at the last address on file with the Association. Any party may change its address and/or electronic mailing address for the purpose of receiving notice in the manner provided for notices above.

(a) If agreeable to all parties in writing, notices and communications pursuant to these bylaws may be made through electronic means, including facsimile and Internet email, and shall be deemed to have been mailed according to the provisions above.

### *SECTION XIII.4 Defined Terms*

Unless and except as otherwise stated herein, terms used in these Bylaws shall be construed in accordance with those definitions given for such terms in these Bylaws.

### *SECTION XIII.5 Captions*

The captions contained herein are for convenience purposes only, and shall have no effect on its construction or interpretation.

### *SECTION XIII.6 Singular and Plural; Gender*

When required by the context of these Bylaws, the singular shall include the plural, and the masculine shall include the feminine, and the impersonal pronoun "they" shall refer to either of the above, a corporation, partnership, joint venture, or other entity, regardless of number or gender.

### *SECTION XIII.7 Severability*

The unenforceability, invalidity, or illegality of any provision shall not render the other provisions of these bylaws unenforceable, invalid, or illegal.

### *SECTION XIII.8 Modification*

These Bylaws cannot be amended or modified except by a written Agreement following a vote of voting membership, verified and duly sealed by the Secretary of the New Wiccan Church-Canada.

### *SECTION XIII.9 Dissolution*

Upon any dissolution of the New Wiccan Church-Canada or any of its Branches, its property and assets shall be distributed as follows:

- (a) All liabilities and obligations of the association or any of its branches shall be paid, satisfied, and discharged, or adequate provisions shall be made therefore.
- (b) Assets held by the New Wiccan Church-Canada or any of its Branches upon condition(s) requiring return, transfer, conveyance, which condition(s) occurs by reason of dissolution, shall be returned, transferred, or conveyed in accordance with such requirements.
- (c) All dues collected and other income of any dissolved Branch of the New Wiccan Church-Canada must be used for the purpose of the NWC-Canada and shall not be to the benefit of any individual member.
- (d) Any monies held in trust shall be returned to the rightful owners for which such trust funds were held.
- (e) Any remaining assets shall be distributed to the New Wiccan Church, International.