

By-Laws of The Wiccan Church of Canada

May 1991

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Appendix “A”: The Articles of Faith of The Wiccan Church of Canada

1: Preamble:

The Craft of our ancestors has been praised at times throughout history, and persecuted to near extinction at other times. Elders of the Tribe, Wise Ones, Healers; these things we have been called by our own people, and rightly so. Yet, others have called us evil, and sinful as well. Who are the people that call us such things? Who are these people that would judge the religion, the spirituality, of others. We wish only to worship our Gods in peace, a right we would extend to all humankind.

To follow our Gods during the hard times, our Craft became a secret thing, an oral tradition. Now, there are people who wish to change that. We have entered a time within this country, perhaps within the culture of mankind, when people are free to stand and to be proud of themselves and their diverse heritages. We, the members of The Wiccan Church of Canada, stand proud.

A church should be a spiritual thing, concerned with learning and the enlightenment of the soul. Yet these souls are housed in bodies, and the bodies, too, require tending. To that end, The Wiccan Church of Canada has incorporated within the province of Ontario in the country of Canada. The By-Laws that are set forth herein can ensure the proper governing of the temporal body of the Church. But do not read these Laws as the entirety of the Church. These laws will allow the Church and its members to grow, but they cannot cause such growth. Only thought and love can serve such a purpose.

2: Purpose:

The purpose of The Wiccan Church of Canada shall be as set forth in its Letters Patent. This purpose is:

- a) the attainment of enlightenment for those of the Wiccan faith and for every living thing;
- b) to foster brotherhood among all men;
- c) to facilitate communication among existing Pagans and Wiccans in Canada;
- d) to educate our members and the public at large in the Pagan way;
- e) to provide aid and comfort to those in need;
- f) to provide an opportunity for Pagans and Wiccans to receive religious services such as matrimony, funeral, confession, baptism, etc. within their own faith;
- g) to re-establish the credibility of Paganism and Wicca as a positive, constructive faith worship the powers of nature as personified by the Great Horned God of the Hunt and the Earth Mother Goddess.

3: Head Office:

The Head Office of The Wiccan Church of Canada, (herein after referred to as 'the Church'), shall be in the Province of Ontario, at such place therein as the Board of Directors of the Church, (herein after referred to as 'the Board'), may from time to time determine.

4: The Seal:

The Seal, an impression whereof is stamped in the margin hereof, shall be the Corporate Seal of the Church.

5: Notice of Meetings:

Notice of all meetings of the Board shall be given two (2) weeks in advance to all temples affiliated with the Church, (herein after called Member-Temples).

Notice of all meetings of Class 1 members, (herein after called 'Priesthood meetings'), shall be given one (1) week in advance to all Class 1 members.

Notice of all general meetings of the membership of the Church, (herein after called 'general meetings'), shall be given three (3) weeks in advance to the representatives of all Member—Temples and all Covens affiliated with the Church, (herein after called Member-Covens).

6: Membership:

(N.B. : When the words 'members' or 'membership' are used in these By-Laws, they refer specifically and exclusively to members of and membership within the Church, respectively.)

6.1: Classes of Membership:

There shall exist three separate and distinct classes of membership within the Church, as follows:

- a) Class 1, (membership within the Priesthood of the Church),
- b) Class 2, (membership within a Member-Temple),
- c) Class 3, (membership within a Member-Coven).

6.2: Priesthood Membership:

(N.B.: When the word 'Priesthood' is used in these By—Laws, it refers specifically and exclusively to the Priesthood of the Church. When the words 'Leading Priest', 'Leading Priestess', 'Leading Priesthood', or the abbreviations, 'LP', 'LPS', 'LPH', are used in these By-Laws, they refer specifically and exclusively to the Leading Priesthood of the Church.)

6.2.1: Determination of Priesthood Membership:

A member of the Priesthood shall be a person who:

- a) is a member of the Church, (as defined in 6.3), through a Member-Temple or Member-Coven; and
- b) is appointed to the Priesthood by the current LPH; and c) has not subsequently requested that such Priesthood membership be terminated; and
- c) has not subsequently had such Priesthood membership terminated by the LPH.

6.2.2: Rights and Privileges of Priesthood:

Priesthood retain all the rights and privileges granted to members of the particular Member-Temple or Member-Coven to which they belong.

6.2.3: Duties of the Priesthood:

The duties of the Priesthood shall be:

- a) the performance of public rites of the Member-Temple to which they belong and other such rituals as necessary for the spiritual growth of the members and adherents of the Church; and
- b) the teaching of the lore of the Old Gods through such classes as are sanctioned by the Church or by the Member-Temple to which they belong; and
- c) providing counsel to those members and adherents of the Church in need of such; and
- d) other duties as they see fit to accept at the request of the Member-Temple to which they belong or the Board or the Leading Priest or Leading Priestess of the Church.

6.2.4: Identification of Priesthood:

Priesthood shall receive from the Board such documents of identification as the Board from time to time deems appropriate to designate their status as Priesthood.

6.2.5: Leading Priesthood:

6.2.5.1: Election of Leading Priesthood:

The members of the Church shall elect to the Leading Priesthood one (1) Leading Priest and one (1) Leading Priestess.

The LPH shall be elected from amongst the membership at any duly called general meeting. For a member to stand for election to the LPH, they must be a Class 1 member; they must also present to the moderator of the general meeting, a letter of nomination prior to the commencement of said election. The letter of nomination must be signed by at least three (3) Class 2 members and at least two (2) Class 1 members, none of which are the nominee, all of whom must have been members in good standing for at least thirty days prior to the General Meeting.

6.2.5.2: Duties of Leading Priesthood:

The duties of the LPH shall be:

- a) to oversee the activities of the Priesthood; and
- b) to oversee the activities of the Board, rightminded that a church is a spiritual organization as well as a temporal one; and
- c) other duties as they see fit to accept at the request of the Steering Committee of any Member-Temple or the Board or the Priesthood; and
- d) such duties as they see fit to assign themselves, so long as such duties do not conflict with the duties assigned to the Board or other Officers of the Church or the Steering Committee of any Member-Temple; and
- e) all duties of the Priesthood.

6.2.5.3: Impeachment:

The membership may remove the LPH from office by a two-thirds majority vote at any general meeting. Such termination cannot be appealed. The membership are bound to elect a new LPH at that meeting or as soon as possible thereafter. The previous LPH are eligible for re-election as LPH.

6.3: Membership within a Member—Temple:

6.3.1: Determination of Membership within a Member-Temple:

A member of a Member-Temple will be a person who:

- a) has signed the Membership book of the Member-Temple, thus committing him/herself to the Articles of Faith of the Church.
- b) has not subsequently asked that his/her name be stricken from the book; and
- c) not had his/her membership terminated by the Priesthood of the Member—Temple for inappropriate behavior. Such termination shall be subject to appeal at a general meeting of the said Member-Temple.
- d) has attended worship at the Member-Temple at least once within the last three months.

6.3.2: Rights and Privileges of Membership within a Member-Temple:

A member of a Member-Temple may:

- a) vote on any matter placed before a general meeting;
- b) attend meetings of the Board which have not specifically been declared to be in—camera;
- c) receive, upon request, the names and addresses of the members of the Board;
- d) see, upon request, the past minutes and financial records of the Church;
- e) stand for election to the Board;
- f) have access to the Contingency Fund as provided for in these By-Laws.

6.3.3: Duties of Membership within a Member-Temple:

A member of a Member-Temple shall adhere to such policies as set out by the Steering Committee of the Member-Temple to which they belong.

6.3.4: Identification of Membership within a Member-Temple:

A member of a Member-Temple will receive from the Board such documents of identification as the Board from time to time deems appropriate. Validity of such identification will have a maximum duration of one year and one day.

6.4: Membership within a Member-Coven:

6.4.1: Determination of Membership within a Member-Coven:

A member of a Member-Coven will be a person who:

- a) has signed the membership book of the Member-Coven, thus committing him/herself to the Articles of Faith of the Church; and
- b) has not subsequently asked that his/her name be stricken from the book; and
- c) has not had his/her membership terminated by the Priesthood of the Member-Coven for inappropriate behavior. Such termination shall be subject to appeal at a general meeting of the said Member-Coven; and
- d) has attended worship at the Member-Coven within the last three months.
- e)

6.4.2: Rights and Privileges of Membership within a Member-Coven:

A member of a Member-Coven may:

- a) vote on any matter placed before a general meeting; and b) attend meetings of the Board which have not specifically been declared to be in—camera; and
- b) receive, upon request, the names and addresses of the members of the Board; and
- c) see, upon request, the past minutes and financial records of the Church; and
- d) have access to the Contingency Fund as provided for in these By-Laws.

6.4.3: Restrictions:

A member of a Member-Coven may not stand for election to the Board, unless qualified for membership as Class 1 or Class 2 member.

6.4.4: Duties of Membership within a Member-Coven:

A member of a Member-Coven shall adhere to such policies as set out by the Member-Coven to which they belong.

6.4.5: Identification of Membership within a Member-Coven:

A member of a Member-Coven will receive from the Board such documents of identification as the Board from time to time deems appropriate. Validity of such identification will have a maximum duration of one year and one day.

6.5: Conflict of Membership:

Membership within a Member-Temple supercedes, but does not prohibit, membership within a Member-Coven.

It shall not be deemed a conflict of interest for any member of the Church to sit on both the Board and on the Steering Committee of the Member-Temple to which they belong.

7: Member-Temples:

7.1: Acceptance of Member-Temples:

The Board will consider for acceptance as a Member-Temple any group which:

- a) operates in Canada; and
- b) operates regular worship circles which are open to the public; and
- c) commits itself to adherence to the Articles of Faith as set out in the Letters Patent of the Church; and
- d) which applies, in writing, to the Board with the names of at least three (3) people willing to sit on the proposed Member—Temple's Steering Committee, and the name of one member of the Priesthood who will claim membership in the Church through the proposed Member-Temple.

7.2: Veto of the Leading Priesthood:

The Board will make known to the Leading Priesthood, as quickly as possible, any favorable decisions concerning the acceptance of a proposed Member-Temple. The Member-Temple will be informed of their acceptance by the Board one (1) week after the date on which the Leading Priesthood were informed, unless a written veto, stating just cause, is received by the Board from the Leading Priesthood.

7.3: Termination of Member-Temples:

The Board may, with just cause, terminate the standing of any Member-Temple and its members at any time. Such termination may be appealed at a general meeting.

Such just cause includes, but is not limited to, the lack of Priesthood within the Member—Temple, should such an event occur.

7.4: Government of Member-Temples;

7.4.1: Election of Steering Committee:

A Member-Temple is required to form a Steering Committee to oversee the temporal affairs of the Member-Temples. This Committee will be elected by the members of the Member-Temple from amongst themselves. This Committee shall consist of at least three (3) Officers: Chairman, Treasurer, and Secretary.

7.4.2: Duties of Steering Committee:

A Member-Temple is required, through its Steering Committee, to submit quarterly reports to the Board containing the following:

- a) records of all financial transactions for said quarter; and
- b) the names and mailing addresses of all of its members; and c) a list of all publicly performed rites, and such privately performed rites as requested by the respective candidates involved in such rites, such as Wiccanings, Dedications, Betrothals, Handfastings, Handpartings and Funerals; and d) twelve percent (12%) of its gross income for deposit to the Contingency Fund and three percent (3%) of its gross income for the Corporation's Operating Fund, or one hundred twenty five dollars, whichever is greater.

7.4.3: Officers of a Steering Committee:

7.4.3.1: Duties of the Chairman:

The Chairman shall, when present, preside at all

meetings of the Steering Committee and shall be charged with such other duties as said Committee of the Board may from time to time determine. The Chairman shall also preside at all general meetings of the membership of that particular Member—Temple.

The Chairman shall, subject to the direction of the Steering Committee, be charged with the general management and supervision of the affairs and operations of the Member—Temple, and shall from time to time report to said Committee upon all phases of such.

The Chairman, with the Treasurer of the Steering Committee, or other Officer appointed by said Committee for such purpose, and the Treasurer of the Board shall co—sign all accounts at any financial institutions said Committee deems necessary for the efficient conduct of the affairs of the Member-Temple. Although all three (3) Officers aforementioned must be signing authorities, only two (2) signatures should be required for the routine conducting of business.

7.4.3.2: Duties of the Treasurer:

The Treasurer shall ensure that full and accurate accounts of all financial transactions of the Member—Temple are kept in proper books of account and that all monies or valuable effects are kept in the name and to the credit of the Member-Temple in such manner as from time to time may be determined appropriate by the Steering Committee and the Board. The Treasurer shall disburse the funds of the Member—Temple under direction of the said Committee, taking proper vouchers or receipts. The Treasurer shall hold himself ready to render to said Committee at the regular meetings thereof, or whenever required, an accounting of all the transactions pertaining to, and the financial position of, the Member-Temple.

In the absence of the Chairman, the Treasurer shall preside at all meetings normally presided over by the Chairman.

The Treasurer shall co-sign all accounts as provided for above.

The Treasurer shall also perform such other duties as may from time to time be determined by the Steering Committee or the Board.

7.4.3.3: Duties of the Secretary:

The Secretary shall be ex officio clerk of the Steering Committee. The Secretary shall attend all meetings of said Committee and ensure that all facts and minutes of all proceedings are recorded in books kept for that purpose. The Secretary shall be the custodian of all books, papers, records, correspondence, contracts and all other documents belonging to the Member-Temple. The Secretary shall deliver up such records only when authorized by the Board to do so and to such person or persons as may from time to time be determined by the Board.

The Secretary will also be charged with reporting to the Board as provided for in these By-Laws and at such other times as may from time to time be determined by the Board.

In the absence of the Chairman and the Treasurer, the Secretary shall preside at all meetings normally presided over by the Chairman.

The Secretary shall also perform such other duties as may from time to time be determined by the Board.

7.4.3.4: Other Officers:

The Steering Committee may from time to time create and dissolve other Offices as it deems necessary to the efficient operation of the Member-Temple. Such Offices shall be assigned duties as the said Committee deems appropriate.

7.4.4: Committees:

The Steering Committee may from time to time establish other committees for the purpose of carrying out specific aspects of the Member—Temple's operation. The Steering Committee may delegate to such committees any powers and authority the Steering Committee deems appropriate. Such committees shall be comprised of members of the Steering Committee, members of the Member-Temple, or, on special occasions, non—members, as is deemed appropriate by the Steering Committee. The Chairman of the Steering Committee is an ex officio member of all such committees. Such committees shall act within the guidelines set for them by the Steering Committee and shall report to the Steering Committee on all phases of their workings and activities. The Steering Committee may at any time withdraw any or all powers or authorities given to such committees.

7.4.5: Meetings of the Steering committee:

The Steering Committee is required to meet at least once per quarter. Additional meetings may take place, at the discretion of the Chairman or the Board, as are required for the efficient operation of the Member-Temple.

7.4.6: Specific Financial Powers:

The Steering Committee is expressly empowered to use funds belonging to the Member-Temple on:

- a) rental of worship space;
- b) rental of a post office box;
- c) rental of space for fund-raising functions;
- d) stationery and postage for business of the Member-Temple; and
- e) candles, wine, incense, or other appropriate items for worship which is open to the public.

7.4.7: Restriction of Financial Powers:

The Steering committee is expressly forbidden to use funds belonging to the Member-Temple on:

- a) personal loans; and
- b) candles, wine, incense, or any other articles for use in worship which is not open to the public.

7.4 .8: Augmentation of Rights:

The Steering Committee of any Member-Temple may augment the rights, privileges and duties of their members so long as such augmentation does not contravene these By-Laws or any governing policies which from time to time the Board may implement.

7.4.9: Review of the Board:

The Board reserves the right to review the operational policies of all Steering Committees, to ensure a consistency of operations within the Corporation.

8: Member-Covens:**8.1: Acceptance of Member-Covens:**

The Board will consider for acceptance as a Member-Coven any group which:

- a) operates in Canada; and
- b) commits itself to adherence to the Articles of Faith as set out in Appendix 'A' of the By-Laws; and
- c) which applies, in writing, to the Board with the names of at least two (2) people requesting such affiliation, including the name of one member of the Priesthood, and a cheque or money order in the amount of fifty dollars, payable to The Wiccan Church of Canada, for deposit, (as per 8.4.1.b), upon the acceptance of the Member-Coven.

8.2: Veto of The Leading Priesthood:

The Board will make known to the LPH, as quickly as possible, any favorable decisions concerning the acceptance of a proposed Member-Coven. The Member—Coven will be informed of their acceptance by the Board one (1) week after the date on which the LPH were informed, unless a written veto, stating just cause, is received by the Board from the LPH.

8.3: Termination of Member-Coven:

The Board may, with just cause, terminate the standing of any Member-Coven and its members at any time. Such termination may be appealed at a general meeting.

Such just cause includes, but is not limited to, the absence of Priesthood within the Member-Coven, should such an event occur.

8.4: Government of Member-Covens:

A Member—Coven is required, through the member of the Priesthood named in its application or such other person as the Member-Coven shall appoint, to submit to the Board:

- a) quarterly reports containing the following:
 - i) records of all financial transactions for said quarter; and
 - ii) the names and mailing addresses of all members wishing affiliation with the Church; and
 - iii) a list of all publicly performed rites for said quarter, if any, and such privately performed rites as requested by the respective candidates involved in such rites, such as Wiccanings, Dedications, Betrothals, Handfastings, Handpartings and Funerals; and
- b) annually, forty dollars for deposit to the Contingency Fund and ten dollars for deposit to the Corporation's Operating Fund.

8.4.2: Rights and Privileges of Member-Covens:

Covens will receive quarterly reports from the Board containing financial statements of the Church, minutes of all regular Board meetings, and other such information regarding the operation of the Church as the Board deems appropriate.

8.4.3: Augmentation of Rights:

Member-Covens may augment the rights, privileges and duties of their members so long as such augmentation does not contravene these By-Laws or any governing policies which from time to time the Board implements.

9: Government of The Church:

9.1: Election of the Board:

9.1.1: Number of Directors:

The Board shall consist of seven Directors. The membership of the Church will elect the Board at a general meeting. Two (2) Directors will be elected annually, each for a term of three (3) years. No more than half of the Directors sitting on the Board may be Class 1 members of the Church. The seventh Director will be appointed by the Board to serve as Chair for a term of one (1) year.

9.1.1.2: Membership within the Church:

Each Director shall be a member of the Church at the time of their election and throughout their tenure on the Board.

9.1.1.3: Officers of the Church:

The Board shall consist of a Chairman, Treasurer, Secretary, and such other Officers as the Board from time to time deem appropriate to the efficient operation of the Church.

9.1.1.4: Consecutive Terms:

Any Officer of the Church may stand for election or appointment to consecutive terms of office, serving in the same or in different capacities.

9.1.2: Duties of the Officers:

9.1.2.1: Duties of the Chairman:

The Chairman shall, when present, preside at all meetings of the Board and shall be charged with such other duties as the Board may from time to time determine. The Chairman shall also preside at all general meetings of the Church .

The Chairman shall, subject to the direction of the Board be charged with the general management and supervision of the affairs and operations of the Church, and shall from time to time report to the Board and the LPH upon all phases of such.

The Chairman, with the Secretary or other Officer appointed by the Board for such purpose, shall sign all By-Laws, membership certificates, and other such documents as may require their signatures in accordance with the Church By-Laws or otherwise.

The Chairman, with the Treasurer, or other Officer appointed by the Board for such purpose, shall co—sign all accounts at any financial institutions the Board deems necessary for the efficient conduct of the affairs of the Church. Both signatures are required for the routine conducting of business.

9.1.2.2: Duties of The Treasurer:

The Treasurer shall ensure that full and accurate accounts of all financial transactions of the Church are kept in proper books of account and that all monies or valuable effects are kept in the name and to the credit of the Church in such manner as from time to time may be determined appropriate by the Board. The Treasurer shall disburse the funds of the Church under direction of the Board, taking proper vouchers or receipts. The Treasurer shall hold himself ready to render to the Board at the regular meetings thereof, or whenever required, an accounting of all the transactions pertaining to, and the financial position of, the Church.

In the absence of the Chairman, the Treasurer shall preside at all meetings normally presided over by the Chairman.

The Treasurer shall co-sign all accounts as provided for above.

The Treasurer shall also perform such other duties as may from time to time be determined by the Board.

9.1.2.3: Duties of The Secretary:

The Secretary shall be ex officio clerk of the Board. The Secretary shall attend all meetings of the Board and ensure that all facts and minutes of all proceedings are recorded in books kept for that purpose. The Secretary shall be the custodian of all books, papers, records, correspondence, contracts and all other documents belonging to the Church. The Secretary shall deliver up such records only when authorized by the Board to do so and to such person or persons as may from time to time be determined by the Board.

The Secretary shall keep, or cause to be kept, a record of all Rites of Passage performed with the sanction of the Church, including Wiccanings, Dedications, Betrothals, Handfastings, Handpartings and Funerals.

The Secretary shall also keep, or cause to be kept, duplicates of all records important to the minimal operation of the Church separate from the main body of the records, as a precaution against localized disaster.

In the absence of the Chairman and the Treasurer, the Secretary shall preside at all meetings normally presided over by the Chairman.

The Secretary shall also perform such other duties as may from time to time be determined by the Board.

9.1.2.4: Other Officers:

The Board may from time to time create and dissolve other Offices as it deems necessary for the efficient operation of the Church. Such Offices shall be assigned duties as the Board deems appropriate.

9.1.3: Meetings of the Board:

9.1.3.1: Frequency of Meetings:

The Board will meet at the discretion of the Chairman, or at the request of any three (3) Directors. Notwithstanding, the Board will meet at least once per quarter, or, if an Executive Committee is appointed, at least twice per year.

The Board may appoint a day or days in any month or months at specific times to be scheduled as regular meetings of the Board. Notice of Board meetings is then required only upon change in the regular schedule.

9.1.3.2: Quorum and Voting:

A simple majority of Directors shall form a quorum for the transaction of business. All Directors shall have one vote, except as outlined below.

Questions arising at any Board meeting shall be decided by a majority of votes. In the case of a tie, the Chairman shall cast a second or deciding vote.

All votes at any such meeting shall be taken by ballot if so requested by any Director present, but, if no such request be made, the vote shall be taken in the usual way by assent or dissent.

A declaration by the Chairman, or moderator of the meeting, that a resolution has been carried or not carried, and an entry to that effect in the minutes, shall be admissible in evidence as prima facie proof of that fact without proof of the number or proportion of the votes recorded in favor of or against such resolution. If any question is decided by ballot, the question shall be decided by the appropriate majority of votes given by the Directors present, and the results of such ballot shall be deemed the decision of the Board upon the matter in question.

9.1.4: Powers of Termination of Membership:

The Board may, with just cause, terminate the standing of any member of the Church or bar any person from further membership within the Church. If the Board wishes to take such an action, the Board will inform the member in question of its intent, and of the time, date and place of the meeting at which the issue will be decided. Termination of membership or the barring of future membership may be appealed at a general meeting.

9.1.5: Specific Financial Powers:

The Board is expressly empowered to use funds belonging to the Church on:

- a) the rental of a post office box; and
- b) the rental of space for fund—raising functions; and
- c) for stationery and postage for business of the Church. Further, the Board shall administer the worldly affairs

of the Church in all things, and make, or cause to be made, for the Church in its name any kind of contract that the Church may lawfully enter into and, save as hereinafter provided, exercise all such powers and do all such other acts and things as the Church by its Charter and otherwise is authorized to exercise and do.

Without in any way derogating from the foregoing, the Board is expressly empowered from time to time to purchase, lease or otherwise acquire, alienate, sell, exchange or otherwise dispose of shares, stocks, rights, warrants, options and other securities, land, buildings and other properties, movable or immovable, real or personal, or any right or interest therein owned by the Church, for such consideration and upon such terms and conditions as they may deem advisable.

9.1.6: Restriction of Financial Powers:

The Board is expressly forbidden to use funds belonging to the Church on personal loans, except as outlined for use in the Contingency Fund.

9.1.7: Remuneration for Directors:

Directors will receive no remuneration for acting as such.

9.2: Executive Committee:

The Board may from time to time create an Executive Committee and delegate to said Committee such powers and authority as the Board deems appropriate. Said Committee shall be comprised of three (3) members of the Board, usually the Chairman, Treasurer and Secretary. The Executive Committee shall act within the guidelines set for it by the Board and shall report to the Board on all phases of its workings and activities. The Executive Committee, when active, shall meet at least once per quarter. The Board may at any time withdraw any or all powers or authorities given to the Executive Committee.

9.3: Other Committees:

The Board may from time to time establish other Committees for the purpose of carrying out specific aspects of the Church's operation. The Board may delegate to such Committees any powers and authority the Board deems appropriate. Such Committees shall be comprised of Directors, Staff, Members, or, on special occasions, non—members, as is deemed appropriate by the Board.

The Chairman is an ex officio member of all such Committees. Such Committees shall act within the guidelines set for them by the Board and shall report to the Board on all phases of their workings and activities. The Board may at any time withdraw any or all powers or authorities given to such Committees.

10: Combination of Offices:

Steering Committees of Member-Temples and the Board of Directors of the Church may combine the offices of Secretary and Treasurer, if they deem such action appropriate, providing that any minimum number of Officers required by these By—Laws is still maintained.

11: Contingency Fund:**11.1: Purpose:**

- All monies placed in the Contingency Fund are considered exclusively for use:
- a) to protect the legal rights of Pagans and Wiccans to worship the Old Gods as they see fit; and
 - b) to pay for the arrangements of the fostering of a pagan child within a pagan household in the event of the death of the parents without heirs of legally adult age; and
 - c) to pay for funeral arrangements for a deceased pagan whose will has asked for a pagan service as part of their interment or cremation, and the money is not otherwise available; and
 - d) to pay for the legal expenses of establishing rights and privileges of a presidential nature for the Church and its membership.

11 .2: Requests for Fundings:

The Board will administer the Contingency Fund. The Board will consider requests for the use of the Fund by any member of the Church who shows that the money is to be used for the purposes listed above and that said member does not have sufficient financial resource on their own to accomplish such a purpose.

11.3: Veto of the Leading Priesthood:

In the normal course of events, the Board will make known to the LPH, as quickly as possible, any favorable decisions concerning requests for use of the Contingency Fund. The Treasurer will act on such decisions three (3) days after the date on which the LPH were informed, unless a written veto, stating just cause, is received by the Board from the LPH.

If the Board deems a request to be an emergency, the LPH's permission will be sought immediately. Should the LPH not be available, the Board will act on its own initiative, and will inform the LPH as to the status of the situation as soon as possible.

11.4: Repayment of Contingency Fund:

All disbursements from the Contingency Fund will be considered interest—free loans to the member who seeks them, to be repaid within a reasonable interval to the satisfaction of both the Board and the LPH, unless otherwise decided by both the Board and the LPH.

12: General Meetings:**12.1: Scheduling and Notice:**

The Board shall arrange a general meeting open to all members at least once per calendar year. No public notice or advertisement shall be required, but notice of the time, date and place of such meetings shall be made known to the Steering Committees of all Member-Temples and to the current reporting contact of all Member-Covens not less than twenty-one (21) days prior to such a proposed meeting. All Steering Committees will cause such notice to be announced before and after all public functions of their Member-Temple within the twenty-one (21) days immediately preceding said proposed meeting.

Any meeting of the Church may be held without any notice, providing that every member of the Church is present in person or through proxy.

A petition signed by ten or more members, verified by the Board to be members in good standing, shall obligate the Board to call a general meeting within thirty (30) days of the receipt of petition.

12.2: Voting:

Every member of the Church shall be entitled to one vote at any duly called general meeting, providing they are members in good standing for at least thirty, (30), days prior to such meeting, except as outlined below.

All voting issues at any general meeting shall be decided by a majority vote, unless otherwise required by these By-Laws or by the Corporations Act.

In the case of a tie, the Chairman shall cast a second or deciding vote.

All votes at any such meeting shall be taken by ballot if so requested by any member present, but, if no such request be made the vote shall be taken by a show of hands.

A declaration by the Chairman, or moderator of the meeting, that a resolution has been carried or not carried, and an entry to that effect in the minutes, shall be admissible in evidence as prima fade proof of that fact without proof of the number or proportion of the votes recorded in favour of or against such resolution. If any question is decided by ballot, the question shall be decided by the appropriate majority of votes given by the members present in person or by proxy, and the results of such ballot shall be deemed the decision of the Church upon the matter in question.

12.3: Absence of Notice:

The Board must make known to at least one member of the Steering Committee of each Member-Temple and at least one member of each Member-Coven the time and place of all general meetings (as per 12.1).

Once these representatives have been notified, no error or omission on the part of any representative or any Steering Committee or the Board in giving notice of any general meeting or any adjourned meeting of the membership shall invalidate such a meeting or make void any proceedings taken thereat and any member may at any time waive notice of any such meeting and may ratify, approve and confirm any or all proceedings taken or had thereat.

For the purpose of sending notice to any member of any proceeding, the address of any member shall be the last recorded mailing address on the membership roll of the Church.

12.4: Quorum:

A quorum for the transaction of business at any general meeting shall consist of not less than ten percent (10%) of the membership present in person or represented by proxy.

12.5: Adjournment:

Any general meeting may be adjourned at any time, and such business may be transacted at such a rescheduled meeting as was proper to transact at the original meeting from which such adjournment and rescheduling took place. No notice shall be required of such adjournment and rescheduling. Such adjournment and rescheduling may be made notwithstanding that no quorum is present.

12.6: Proxy:

Any member may give written proxy to any other member of the Church. Such proxy shall entitle the member present to act and vote fully in their own capacity and the capacity of members for which they have said written proxy. All such proxies shall be given to the Chairman or moderator before the commencement of the meeting, or immediately upon arrival of the member at a meeting already in progress.

The Board has the right to refuse the acceptance of any proxy, if it has good cause to believe that such proxy was obtained wrongfully or under false pretenses.

13: Execution of Documents:

13.1: Signatures and Seal:

Deeds, transfers, licenses, contracts and engagement on behalf of the Church shall be signed by the Chairman and the Treasurer of the Board, and the Seal of the Church shall be affixed to such instruments as are required.

13.2: Authorization:

Contracts in the ordinary course of the Church's operation may be entered into on behalf of the Church by the Chairman, Secretary, Treasurer, or by any person authorized by the Board.

13.3: Transfers:

The Chairman, Secretary, Treasurer, or any person or persons from time to time authorized by the Board may transfer and/or sell all shares, bonds, securities, or other documents standing in the name of the Church in its individual or any other capacity or as trustees or otherwise and may accept in the name and on behalf of the Church transfers of shares, bonds, securities, or other documents from time to time transferred to the Church, and may affix the Seal to any such transfers or acceptances of trustees, and may make, execute and deliver under the Seal all instruments in writing necessary or proper for such purposes, including the appointment of any attorney or attorneys to make or accept transfers of shares, bonds, securities, or other documents on the books of any company.

13.4: Restriction of Authority:

Notwithstanding any provisions to the contrary contained in the By—Laws of the Church, the Board may at any time by resolution direct the manner in which, and the person or persons by whom, any particular instrument, contract, or obligations of the Church may or shall be executed.

14: Borrowing:

14.1: Authority of The Board:

The Board may from time to time:

- a) borrow money on the credit of the Church; or
- b) issue, sell, or pledge securities of the Church; or
- c) charge, mortgage, hypothecate, or pledge all or any of the real or personal property of the Church, including book debts, rights, powers, franchises, and undertakings, to secure any securities, or any money borrowed or other debts, or any other obligation or liability of the Church.

14.2: Authority of Directors:

From time to time the Board may authorize any Director, Officer, or employee of the Church or any other person to make arrangements with reference to the monies borrowed or to be borrowed as aforesaid and as to the terms and conditions of the loan there for, and as to the securities to be given, with power to vary or modify such arrangements, terms and conditions and to give such additional securities for any monies borrowed or remain due by the Church as the Board may authorize, and generally to manage, transact and settle the borrowing of money by the Church.

15: Financial Year:

Unless otherwise stipulated by the Board, the fiscal year of the Church shall terminate on the thirty—first day of October of each year.

16: Liability of Acts;

16.1: Financial Liability of Officers:

No Director or Officer of the Church shall be liable for the acts, receipts, neglects or defaults of any other Director or Officer or for joining in any receipt or other acts for conformity, or for any loss or expense happening to the Church through the insufficiency or deficiency of title to any property acquired by order of the Board for or on behalf of the Church, or for the insufficiency or deficiency of any security in or upon which any monies of the Church shall be invested, or for any loss or damage arising from the bankruptcy, insolvency or tortious act of any person with whom any of the monies, securities or effects of the Church shall be deposited, or for any loss occasion by any error of judgment or oversight on his part, or for any other loss, damage or misfortune whatever, which shall happen in the execution of the duties of his Office or in relation thereto unless the same shall happen through his own dishonesty.

16.2: Indemnification of Officers:

Each Director or Officer of the Church, his heirs, executors and administrators and estate and effects shall be indemnified out of the funds of the Church against all costs, charges or expenses which he may hereafter sustain or incur in or about any suit-in-law or in equity, action or proceeding which is brought, commenced or prosecuted against him for or in respect of any act, deed, matter or thing whatsoever, made, done or permitted by him, in or about the execution of the duties of his Office; and all other costs, charges and expenses which he may hereafter sustain or incur in, about or in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by his own willful neglect or default.

17; Auditors;

One or more auditor shall be appointed by the membership at each annual meeting. If an appointment is not made the auditor in office shall continue in office until a successor is named.

The Board may fill any casual vacancy in the office of auditor. Notice of the appointment of such auditor shall be given to them in writing by the Treasurer forthwith after such an appointment is made.

The remuneration of the auditor shall be fixed by the Board.

18: Conflict of Interest:

No member of the Church shall receive remuneration for services rendered to the Church unless a motion specifying such services and fees has been approved by the Board.

19: Dissolution of The Church:

Upon the dissolution of the Church for any reason, but after the payment of all its debts and liabilities, the remaining monetary assets of the Church shall be donated to charitable organization as shall be decided upon from time to time by the Board and the LPH.

The property assets of the Church shall be divided amongst the Priesthood as deemed appropriate by the LPH.

20: Notice:

Whenever under the provision of the By-Laws notice is required to be given, such notice may be given personally, telegraphed, telephoned or 'sent by first class public post, unless otherwise specified in these By-Laws.

21: Interpretation:

In these By-Laws and in other By-Laws of the Church hereafter passed, unless the context otherwise requires, words imparting the singular number shall include the plural number, and vice versa, references to either male or female gender shall imply both, and references to persons shall include firms and Churches.

22: Rules of Order:

Unless otherwise specified at any given meeting, Robert's Rules of Order, Jove Paperback edition, shall be followed.

23: Discrepancies:

These By—Laws are subject to the Laws of Canada and of the Province of Ontario. Any conflict within the By-Laws will be at the discretion of the Board to rectify.

24: Amendment of By-Laws:

These By—Laws may be amended by a two—thirds majority vote of the membership in attendance at any general meeting.

The Articles of Faith of the Wiccan Church of Canada:

We of The Wiccan Church of Canada hold the following statements to be true; not because they have been absolutely proven, but because they seem to us to constitute a reasonable set of assumptions on which to base religious belief.

- The universe is in some inscrutable way self-aware, as are all things in it.
- Portions of self-awareness within the universe may be called Gods. The number of Gods in the universe is in principle unknowable.
- Self-awareness has no gender and so it is legitimate to personify any God(dess) as having gender.
- Self-awareness in complex things may be of a greater order than that in simple things. In order to express such order it is legitimate but not necessary to refer to some lesser Gods as spirits, dryads, fairies, angels or whatever. It is also legitimate but not necessary to refer to the self-awareness of the whole universe as a monotheistic God or Goddess.
- What happens to a personality upon the death of the body is inherently unknowable, or at least unprovable. Therefore, it is legitimate to adopt any belief about an afterlife that one finds satisfying.
- No human action exists in a vacuum, unaffected by and unaffecteding any other occurrence. The effects of action may be referred to as karmic, according to the principle promulgated by various eastern religions. Karmic repercussions may be thought to extend to an afterlife.
- Questions about the origin of the universe are inherently unanswerable. Therefore, it is legitimate to adopt any belief about the matter that one finds satisfying.
- We will never know everything about the physical laws which govern our universe. Therefore, we cannot know whether an event which apparently contravenes such laws is a miracle in the sense of having been caused by a God to occur against natural law, or is the result of natural forces not yet understood.
- The web of karmic inter-relatedness which enfolds all events is infinitely complex. Therefore, it is impossible to know for sure whether prayers are answered through the intervention of a God, or through changes which the act of praying make within the worshipper.

- Self-awareness is not inherently good or bad, it simply is. Thus the Gods are not dictators nor arbitrators of morality. Human society creates human systems, but these have nothing to do with the will of the Gods. Society has a moral right to protect itself from violence and outside force, but this right is not granted by the Gods, society simply assumes this right.
- Religious experience is totally subjective, and thus nobody can judge the quality of another's encounter with the Gods.

The preceding articles of faith have been largely expressions of what is not knowable, combined with assertions of the legitimacy of holding beliefs in the face of this inevitable ignorance. Thus the principle article of faith is that tolerance of the religious beliefs of others is morally mandatory.