



MANITOBA ASSOCIATION OF NEWCOMER SERVING ORGANIZATIONS
BYLAWS

Mission: To provide leadership, support and a unified voice for the settlement and integration sector, including core settlement services, language training, employment services, and welcoming communities.

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MANITOBA ASSOCIATION OF NEWCOMER SERVING ORGANIZATIONS

BYLAW NO: 1/2022

The bylaw relating to the regulation of the business and affairs of Manitoba Association of Newcomer Serving Organizations.

IT IS HEREBY ENACTED as Bylaw Law No: 1/2022 of Manitoba Association of Newcomer Serving Organizations, as follows:

Article I. BACKGROUND & PURPOSE

Section I.01 Background

- (a) Manitoba Association of Newcomer Serving Organizations is a non-profit organization that acts as an umbrella organization for settlement service providers in Manitoba. It was formed through an amalgamation of two organizations, the Manitoba Immigrant and Refugee Settlement Sector Association (MIRSSA, established 2007) and Manitoba English as an Additional Language Organizations (MEALO, established 2012)

Section I.02 Mission and Vision

- (a) To provide leadership, support and a unified voice for the settlement and integration sector, including core settlement services, language training, employment services, and welcoming communities.
- (b) Newcomers to Manitoba are welcomed, supported and engaged.

Article II. INTERPRETATION

Section II.01 Definitions

- (a) In this bylaw and all other bylaws of Manitoba Association of Newcomer Serving Organizations, unless the context otherwise specifies or requires:
 - (i) *Act* - means the Corporations Act of Manitoba R.S.M. 1987, c.C225 as from time to time amended, and every statute that may be substituted therefore and, in the case of such amendment or substitution, any references in these bylaws shall be read as referring to the amended or substituted provisions therefore;
 - (ii) *Regulations* - means the Regulations under the Act as published or from time to time amended and every regulation that may be substituted therefore and, in the case of such substitution, any references in these bylaws shall be read as referring to the amended or substituted provisions;

- (iii) *Corporation* – means Manitoba Association of Newcomer Serving Organizations;
- (iv) *Bylaw* - means any bylaw of the Corporation from time to time in force;
- (v) *Board of Directors or Board* - means the Board of Directors of the Corporation;
- (vi) *Director* - means a Director of the Board as determined and described in Section 5;
- (vii) *Officer* - An individual appointed by the Director(s) of the Corporation to manage the day-to-day business of the Corporation, such as President, Vice-President, Treasurer. The position of Officer is distinct from that of Director;
- (viii) *Settlement and Integration* - Settlement refers to the short-term transitional issues faced by newcomers moving to Canada, while integration is an ongoing process of mutual accommodation between an individual and society.

Many organizations support immigrants and refugees during this process by providing settlement services, including: core settlement services, employment supports, language classes, community connections and specialized services;

- (ix) *Incorporated Non-Profit* - A non-profit organization is one which is created with no intention of making personal profits. It is formed for non-commercial purposes, for example, to perform community work or to establish a social or athletic club. Any profit that is made is used to further the goal or undertaking of the organization. An Incorporated Non-Profit is a legal entity that is registered in Manitoba with the Companies Office and is governed by a Board of Directors;
- (x) Words importing the singular number only shall include the plural and vice versa; words importing the masculine gender shall include the feminine gender; words importing persons shall include bodies corporate, corporations, companies, partnerships, syndicates, trusts and any number or aggregate of persons;
- (xi) *Ordinary resolution* - means a resolution passed by a majority of not less than fifty percent (50%) plus one (1) of the votes cast on that resolution and “ordinary majority” means a majority of not less than fifty percent (50%) plus one (1);
- (xii) *Special resolution* - means a resolution passed by a majority of not less than two-thirds (2/3) of the votes cast on that resolution; and
- (xiii) The headings used in the bylaws are inserted for reference purposes only and are not to be taken into account in construing the bylaws.

Section II.02 Registered Office

- (a) Unless otherwise changed by the Board, the registered office of the Corporation shall be at 610-275 Portage Avenue, Winnipeg, Manitoba, R3B 2B3.

Article III. MEMBERSHIP

Section III.01 Powers of the Membership

- (a) The following items shall be decided by the Regular Members of the Corporation in accordance with these By-laws and the Act:
 - (i) Election of the Board of Directors;
 - (ii) Any amendments to the by-laws of the Corporation;
 - (iii) Approval of the dissolution of the Corporation;
 - (iv) Conduct other business of the annual general meeting, including but not limited to reviewing the audited financial statements and appointing the auditor (if required).

Section III.02 Types of Membership

- (a) Membership in the Corporation is available only to duly-constituted Organizations which meet membership criteria, as outlined in 3.03 which shall be regular members (the "Regular Members", and together with the Non-Voting Members, the "Members").
- (b) Individuals (persons) are not eligible to be Regular Members.
- (c) The board may designate additional non-voting classes of membership (the "Non-Voting Members")

Section III.03 Regular Members

- (a) An Organization shall be eligible if, in the judgement of the Board, it is:
 - (i) An incorporated, not-for-profit organization in the province of Manitoba that has been operating, and has as its prime mandate the provision of settlement and integration services to immigrants and refugees, or
 - (ii) A branch, division, department or program of a not-for-profit organization or public sector organization which has as a core mandate the provision of settlement and integration services to immigrants and refugees free-of-charge or on a cost-recovery basis (collectively, the "Organizations" and each individually referred to as an "Organization").

Regular Members membership shall be available only to Organizations who have applied and have been accepted for Regular Members membership in the Corporation. The term of membership of a Regular Member shall be annual, subject to renewal in accordance with the policies of the Corporation. Each Regular Member is entitled to receive notice of, attend and vote at all meetings of Members and each such Regular Member shall be entitled to one (1) vote at such meetings.

Non-Voting Members membership shall be available only to Non-Voting Members who have applied and have been accepted as Non-Voting Members in the Corporation. The term of membership of a Non-Voting Member shall be annual, subject to renewal in accordance with the policies of the Corporation. Each Non-Voting Member is not entitled to receive notice of, attend and vote at all meetings of Members.

Section III.04 Membership transferability

Membership in the Corporation shall not be transferrable

Section III.05 Membership Dues

Members shall be notified in writing of the membership dues at any time payable by them and, if any are not paid within one (1) calendar month of the membership renewal date the Members in default may have their membership terminated by the Board.

Section III.06 Termination

- (a) The Board may expel a Member from the Corporation if the Member, or employees and agents of the Member organization have:
 - (i) Failed to abide by the Bylaws;
 - (ii) Carried out any conduct which may be detrimental to the Corporation, as determined by the Board in its sole discretion; or
 - (iii) For any other reason that the Board, in its sole and absolute discretion considers to be reasonable, having regard to the mission and vision of the Corporation.
- (b) In the event that the Board determines that a Member's membership should be terminated, the Board shall provide twenty (20) days' notice of said required replacement or termination to the Member and shall provide reasons of the proposed termination. The Member will be granted an additional twenty (20) days to make a written submission to the Board in response to the notice. In the event that no written submissions are received by the Board, the Board may proceed to notify the Member that its membership is terminated. If written submissions are received in accordance with this section, the Board will consider such submissions in arriving at a final decision and shall notify the Member concerning such final decision within a further twenty (20) days from the date or receipt of the submissions. The Board's decisions shall be final and binding on the Member, without any further right of appeal.
- (c) The membership of a Member is terminated upon:
 - (i) The Member's voluntary withdrawal. Any Member may resign from the Corporation by providing written notice of such to the Board but upon such withdrawal, the Member shall not be entitled to a refund or any portions of the fees that such Member has paid;

- (ii) A Member, on the opinion of the Board, discontinuing the provision of settlement and integration services to newcomers and refugees as defined in in this Bylaw;
- (iii) The Member's term of membership expires and is not renewed by paying the required membership fee;
- (iv) The dissolution of the Member; or
- (v) The liquidation or dissolution of the Corporation under the Act.

Article IV. ANNUAL GENERAL MEETING

Section IV.01 Annual General Meeting

- (a) The date, time and place of the annual general meeting shall be determined by the board.

Section IV.02 Special Meeting

- (a) The Board may at any time call a special general meeting at such time and place and for such purposes as the Board determines necessary.

Section IV.03 Notice

- (a) Notice of an annual general meeting or a special meeting of the Regular Members shall be published on the Corporation's web site. Notice shall also be provided to Regular Members by post, or electronically. The notice must be provided at least twenty-one (21) days prior to the meeting.

Section IV.04 Content of Notice

- (a) Notice of the time and place of each meeting of Regular Members shall be provided not less than twenty-one (21) days before the date of the meeting, to each Director, to the auditor, if any, and to each Regular Member who at the close of business on the record date for notice, if any, is entered in the register as a Regular Member. Notice of a meeting of Regular Members called for any purpose other than consideration of the financial statement and auditor's report, election of Directors and re-appointment of the incumbent auditor shall state the nature of such business in sufficient detail to permit the Regular Members to form a reasoned judgment thereon and shall state the text of any special resolution to be submitted to the meeting. Any person entitled to notice may in any manner waive notice of or otherwise consent to a meeting of Regular Members.

Section IV.05 Waiver of Notice

- (a) A Regular Member and any other person entitled to attend a meeting of Members may in any manner waive notice of a meeting and attendance of any such person at a meeting shall constitute a waiver of notice except where such person attends a meeting for the express purpose of objecting to the transaction of any business on the grounds that the meeting was not lawfully called.

Section IV.06 Omission of Notice

- (a) The accidental omission to give notice of any meeting or the non-receipt of any notice by any person or persons shall not invalidate any resolution passed or any proceedings taken at any meeting.

Section IV.07 Votes

- (a) Except as set out in Section 4.07(c) or Section 4.11, every question submitted to any meeting of Members shall be decided in the first instance by a show of hands unless a Regular Member requests a ballot prior to the vote being taken.
- (b) Except as set out in Section 4.07(c) or Section 4.11, at any meeting unless a ballot is demanded, a declaration by the President of the meeting that a resolution has been carried or carried unanimously or by a particular majority or lost or not carried by a particular majority shall be conclusive evidence of the fact.
- (c) Any Regular Member participating via telephone or electronic communication technology may cast a vote by voice or electronic means.

Section IV.08 Majority of Votes

- (a) At any meeting of members every question shall, unless otherwise provided by the articles or by-laws or by the Act, be determined by a majority of the votes cast on the questions. In case of an equality of votes either on a show of hands or on a ballot or on the results of electronic voting, the chair of the meeting in addition to an original vote shall have a second or casting vote.

Section IV.09 Adjournment

- (a) The President of any meeting may, with the consent of the meeting, adjourn it to a fixed time and place and no notice of such adjournment need be given to the Regular Members unless the meeting is adjourned by one or more adjournments for an aggregate of ninety (90) days or more in which case notice of the adjourned meeting shall be given as for an original meeting. Any business can be brought forward, without notice, to a subsequent meeting if such business was left unattended due to adjournment of the original meeting.

Section IV.10 Quorum

- (a) A quorum at any annual general meeting or a special meeting of the Regular Members shall be at least fifty (50) percent plus one of the Regular Members of the Corporation. No business shall be transacted at any such meeting unless the requisite quorum is present at the time of the transaction of such business. If a quorum is not present at the opening of such meeting of the Regular Members, the persons present and entitled to vote shall adjourn the meeting to a fixed time and place but may not transact any other business.

Section IV.11 Electronic Meetings

- (a) If the Corporation chooses to make available a telephonic, electronic or other communication facility that permits all participants to communicate adequately with each other during a meeting of Regular Members, any person entitled to attend such meeting may participate in the meeting by means of such telephonic, electronic or other communication facility in the manner provided by the Act and the Regulations. A person participating in a meeting by such means is deemed to be present at the meeting. Notwithstanding any other provision of this bylaw, any person participating in a meeting of Regular Members pursuant to this section who is entitled to vote at that meeting may vote, in accordance with the Act and the Regulations, by means of any telephonic, electronic or other communication facility that the Corporation has made available for that purpose.
- (b) For motions or resolutions approved by electronic communication, the decision shall be recorded as minutes of a duly convened meeting of the Corporation. The Corporation shall retain print or electronic copies of all votes received, until the minutes of the meeting have been approved.
- (c) A resolution in writing signed, or assented to by electronic mail, by a majority of the Regular Members on that resolution is as valid as if it had been passed at a Regular Members meeting.

Article V. BOARD OF DIRECTORS

Section V.01 Composition and Number of Directors

- (a) The Board shall consist of a minimum of seven (7) Directors and a maximum of eleven (11) elected from and by Regular Members at an annual general meeting.
- (b) The Board shall consist of at least two thirds (66%) Directors that are representatives of Incorporated Non-Profit organizations.
- (c) The Board shall endeavour to include representation from the many streams of settlement programming offered by Members.
- (d) The Board shall include a minimum of three Directors who have lived experience as immigrants or refugees, with a racialized background, and who have faced systemic barriers, including those related to disability, sexual orientation, gender identity and expression, or others. If the Corporation is unable to fill these positions at the annual general meeting, the Board positions will remain vacant until they can be filled according to these requirements. If necessary, Board members who meet these requirements may join at any point in the year and will be voted on at the next year's annual general meeting. After a successful vote, those individuals would begin their 3-year Board term.

Section V.02 Election of Directors

- (a) Any individual may be nominated by any Regular Member for election as a Director. The nominating Regular Member shall provide the name of its nominee to the Nominations Committee thirty (30) days prior to the annual general meeting.

- (b) At least twenty-one (21) days prior to the annual general meeting, the Nominations Committee shall distribute to the Regular Members, the names of nominees for election as Directors.

Section V.03 Term of Office

- (a) A director shall serve a term of three (3) years from the date of their election. Directors shall take office immediately following the close of the annual general meeting at which they are elected.
- (b) No director shall serve more than two (2) three-year terms consecutively. Time contributed as an interim Director is not considered part of the consecutive term limit. An interim Director may be elected for two consecutive three-year terms, following the time as an interim Director. After serving two consecutive terms, a Director must vacate the position for at least one (1) year before seeking re-election to another term.

Section V.04 Number of Directors from one Agency

- (a) Each Regular Member as defined in Section 3 shall not have more than one representative on the Board of Directors.

Section V.05 Qualification of a Director

- (a) No person who is less than 18 years of age shall be elected as a Director.
- (b) No person who has been found by a court in Canada or elsewhere who has the status of a bankrupt person shall be a Director.
- (c) No person who has been found by a court in Canada or elsewhere who has been convicted of an offense involving a breach of trust shall be a Director, unless approved by a majority of the Board.
- (d) No person who has been determined to be mentally incompetent by a physician registered to practice in the Province of Manitoba shall be elected as a Director.

Section V.06 Remuneration

- (a) The Directors shall not receive any remuneration for providing their services; however, Directors shall be entitled to reimbursement for such out of pocket expenses properly incurred by them in attending to the affairs of the Corporation.

Section V.07 Ceasing to Hold Office

- (a) A Director ceases to hold office when:
 - (i) They die;
 - (ii) They are removed from office by ordinary resolution of the Regular Members;
 - (iii) They are found to be of unsound mind;

- (iv) They have the status of a bankrupt;
- (v) They send a written resignation to the Corporation;
- (vi) They are not re-elected and a successor is elected;
- (vii) They cease to be the delegate of a Regular Member.

Section V.08 Vacancies

- (a) Vacancies on the Board of Directors may be filled by an interim director by a vote of the majority of the remaining Board of Directors until the next annual general meeting of the Regular Members.

Article VI. MEETINGS OF THE BOARD OF DIRECTORS

Section VI.01 Quorum

Fifty percent (50%) plus one (1) of the elected Board of Directors shall constitute quorum.

Section VI.02 Director's Vote

Each Director or Officer shall have one (1) vote.

Section VI.03 Votes to Govern

Subject to the bylaws, at all meetings of the Board, every question shall be decided by an ordinary majority of the votes cast on the question. At any meeting of Directors every question shall, unless otherwise provided by the articles or by-laws or by the Act, be determined by a majority of the votes cast on the questions. In case of an equality of votes either on a show of hands or on a ballot or on the results of electronic voting.

Section VI.04 Number of Meetings

The Board of Directors shall meet a minimum of four (4) times per fiscal year.

Section VI.05 Calling of Meetings

Meetings of the Board may be called by the President, the Vice-President or any three (3) Directors at any time.

Section VI.06 Notice of Meeting

- (a) Notice of the time and place for the holding of a meeting of the Board shall be given by electronic mail to every Director of the Corporation not less than ten (10) days before the time when the meeting is to be held. Any Director may waive their right to notice. Unless the bylaw otherwise provides, no notice of meeting need specify the purpose or the business to be transacted at the meeting.
- (b) The Board may appoint a day or days in any month or months for regular meetings of the Board at a place and hour to be named. A copy of any resolution of the Board fixing the place and time of such regular meetings of the Board shall be sent to each Director forthwith after being passed, but no other notice shall be required for any such regular meeting.

Section VI.07 Electronic Meetings

If the Corporation chooses to make available a telephonic, electronic or other communication facility that permits all participants to communicate adequately with each other during a meeting of Board, any person entitled to attend such meeting may participate in the meeting by means of such telephonic, electronic or other communication facility in the manner provided by the Act and the Regulations. A person participating in a meeting by such means is deemed to be present at the meeting. Notwithstanding any other provision of this bylaw, any person participating in a meeting of Board pursuant to this section who is entitled to vote at that meeting may vote, in accordance with the Act and the Regulations, by means of any telephonic, electronic or other communication facility that the Corporation has made available for that purpose.

Section VI.08 Resolutions in Writing

A resolution in writing, signed by all the Directors entitled to vote on that resolution at a Board meeting, shall be as valid as if it had been passed at a Board meeting. A copy of every such resolution in writing shall be kept with the minutes of the proceedings of the Board or committee of Directors.

Article VII. OFFICERS

Section VII.01 Officers

- (a) The Board may designate the offices of the Corporation, appoint officers on an annual or more frequent basis, specify their duties and, subject to the Act, delegate to such officers the power to manage the affairs of the Corporation. A Director may be appointed to any office of the Corporation. An officer may, but need not be, a Director unless these By-laws otherwise provide. Unless otherwise specified by the Board (which may, subject to the Act, modify, restrict or supplement such duties and powers), the following Officers of the Corporation, if designated and if Officers are appointed thereto, shall have the following duties and powers associated therewith, as well as such other duties and powers as the Board may specify from time to time:
 - (i) *President* - The President shall, when present, preside at all meetings of the Board. The President shall have such other duties and powers as are specified or as may be determined by the Board from time to time. The President shall be an Officer of the Corporation.
 - (ii) *Vice-President* – In the event that the President is absent or is unable or refuses to act, the Vice-President shall, when present, preside at all meetings of the Board. The Vice-President shall have such other duties and powers as are specified or as may be determined by the Board from time to time. The Vice-President shall be an Officer of the Corporation.
 - (iii) *Treasurer* - The Treasurer shall ensure the care and custody of the funds and any securities held by the Manitoba Association of Newcomer Serving Organizations and shall ensure the deposit in the name of the Manitoba Association of Newcomer Serving Organizations in such bank or banks or with such depository or depositories as the Board may direct. The Treasurer shall ensure the maintenance of proper books of account and shall report regularly to the Board on matters concerning the assets,

liabilities, revenues and expenditures of the Manitoba Association of Newcomer Serving Organizations as well as any other matter referred to the Treasurer by the Board. The Treasurer shall have such other duties and powers as are specified or as may be determined by the Board from time to time. The Treasurer shall be an Officer of the Corporation.

- (b) The board may appoint additional ex officio (non-voting) members to serve terms as agreed by the board.

Section VII.02 Selection of Officers

- (a) At the first meeting of the Board following the AGM, the Directors shall appoint from amongst themselves Officers to the offices of: President, Vice-President, and Treasurer. The selection and appointment of the Directors to the Officer positions must occur within two (2) months or on the first formal meeting following the AGM, whichever comes first, and shall be decided by an ordinary resolution of the Directors.

Step 1: Board members can self-nominate themselves or nominate other Board members to the offices of: President, Vice-President, and Treasurer.

Step 2: Those who were nominated can accept the appointment

Step 3: Nominations can explain why they would be a good candidate for the position of Officer.

Step 4: Confidential voting process (methodology to conduct the process is to be confirmed with the Board)

- (b) If the Office of any Officer of the Corporation shall be or become vacant, the Board may, by resolution, appoint a person to fill such vacancy.
- (c) At least one appointed Director must be from the BIPOC community, or self-identified as coming from the BIPOC community

Section VII.03

Article VIII. EXECUTIVE DIRECTOR

Section VIII.01 Executive Director

- (a) The Board may hire an Executive Director to carry out management and professional functions under the direction and supervision of the Board. The Executive Director will be an ex officio and non-voting Director.

Article IX. FOR THE PROTECTION OF DIRECTORS AND OFFICERS

Section IX.01 Conflict of Interest

- (a) A Director or Officer who is a party to or who is a Director of or has a material interest in any person who is a party to a material contract or proposed material contract with the Corporation shall disclose in writing to the Corporation or request to have entered in the minutes of meetings of the Board, the nature and extent of their interest at the time, and in the manner provided by the Act. Any Director or Officer so interested shall not vote upon any Resolution to approve the contract, except as otherwise provided in the Act, and shall retire from and not participate in discussion upon such issue(s) so as to be seen as not being present to influence the decision making process.

Section IX.02 Disclosure

- (a) Subject to Section 115 of the Act, and to Section 9.01 a Director or Officer shall disclose their interest in any material contract or proposed material contract with the Corporation

Section IX.03 Declaration of Interest

- (a) A Director or Officer shall be obliged to make a declaration of interest in respect of any contract or proposed contract referred to in Sections 9.01 or 9.02 above, failing which the protection of those sections shall not apply; they shall refrain from voting in respect of any such contract.

Section IX.04 Limit of Liability

- (a) Except as otherwise provided in the Act, no Director or Officer for the time being of the Corporation shall be liable for:
- (b) the acts, receipts, neglects or defaults of any other Director or Officer or employee nor for joining in any receipt or act for conformity;
- (c) any loss, damage or expense happening to the Corporation through the insufficiency or deficiency of title to any property acquired by the Corporation or for or on behalf of the Corporation;
- (d) the insufficiency or deficiency of any security in or upon which any of the monies or other assets of the Corporation shall be placed out or invested;
- (e) any loss or damage arising from the bankruptcy, insolvency or tortious act of any person, firm or corporation including any person, firm or corporation with whom or which any monies, securities or effects of the Corporation shall be lodged or deposited;
- (f) any loss, conversion, misapplication or misappropriation of, or any damage resulting from any dealings with, any monies, securities or other assets belonging to the Corporation;

- (g) any other loss, damage or misfortune whatever which may happen in the execution of the duties of an office or trust or in relation thereto, unless the same shall happen by or through their gross failure to exercise the powers and to discharge the duties of their office honestly, in good faith and in the best interests of the Corporation and, in connection therewith, to exercise the degree of care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.

Section IX.05 Indemnities to Director and Others

- (a) Subject to the provisions of the Act, each Director and Officer of the Corporation and their heirs, executors, administrators and other legal personal representatives, and each other person acting on the instruction of the Corporation shall from time to time be indemnified and saved harmless by the Corporation from and against:
- (b) any liability and all costs, charges and expenses that they sustains or incurs in respect of any action, suit or proceeding that is proposed or commenced against them for or in respect of anything done or permitted by them in respect of the execution of the duties of their office; and
- (c) all other costs, charges and expenses which they incur in respect of the affairs of the Corporation, provided they were at all relevant times acting in good faith and within the limitations set forth in this Section.

Article X. COMMITTEES

Section X.01 Committees

- (a) The Board may from time to time appoint any committee or other advisory body, as it deems necessary or appropriate for such purposes and, subject to the Act, with such powers as the Board shall see fit. Subject to the governance regulations, any such committee may formulate its own rules of procedure.
- (b) Any committee President may be removed by ordinary resolution of the Board of Directors.

Article XI. DEALING WITH PROPERTY OF THE CORPORATION

Section XI.01 Dealing with property of the corporation

- (a) Without in any way restricting the generality of any of the foregoing dealing with the powers of the Directors, the Directors may deal with the real property of the Corporation in any manner deemed by them advisable but no resolution providing for the sale or other disposition of a substantial portion of the Corporation's property shall be valid unless sanctioned by a vote of more than two-thirds of the Regular Members present at any meeting of the Corporation called to consider same.

Article XII. CHEQUES, DRAFTS AND NOTES

Section XII.01 Cheques, Drafts, and Notes

- (a) All cheques, drafts, or orders for the payment of money and all notes and acceptance and bills of exchange shall be signed by such officer or officers or person or person whether or not officers of the Corporation and in such manner as the Board of Directors may from time to time designate.

Article XIII. BOOKS OF ACCOUNT

Section XIII.01 Books of Account

- (a) Subject to The Act, the books of account of the Corporation may be kept either at the head office or at such other places in the Province of Manitoba or elsewhere in Canada, as the directors may from time to time determine or approve.

Article XIV. FISCAL YEAR

Section XIV.01 Fiscal Year

The fiscal year of the Corporation shall terminate on the 31st day of March in each year or at such other time as the directors may from time to time determine by resolution.

Article XV. AUDITORS

Section XV.01 Auditors

The Regular Members shall at each annual meeting appoint an auditor to audit the accounts of the Corporation to hold office until the next annual meeting provided that the directors may fill any casual vacancy in the office of auditor by appointing such accountants authorized to practice in the Province of Manitoba, as directed by the Regular Members. The duties of the auditors shall be to examine the Treasurer's accounts and books every twelve (12) months, certify to their correctness and prepare a statement for presentation to the Board of Directors for the fiscal year.

Article XVI. EXECUTION OF INSTRUMENTS

Section XVI.01 Execution of instruments

- (a) Contracts, documents or any instruments in writing requiring the signature of the Corporation may be signed by any two directors of the Corporation, and all contracts, documents, instruments in writing so signed shall be binding upon the Corporation without any further authorization or formality. The board of directors shall have power from time to time by resolution to appoint any officer or officers, person or

persons on behalf of the Corporation either to sign contracts, documents and instruments made in writing generally or to sign specific contracts, documents or instruments in writing.

- (b) The seal of the Corporation may when required be affixed to contracts, documents and instruments in writing signed as aforesaid or by any officer or officers, or person or persons, appointed by resolution of the board of directors.
- (c) The term "contracts, documents, or any instruments in writing" as used herein shall include deeds, mortgages, hypothecs, charges, conveyances, transfers and assignments or property real or personal, immovable or moveable, agreements, releases, receipts and discharges for the payment of money or other obligations, conveyances, transfers and assignments of shares, warrants, rights, stocks, bonds, debentures or other securities and all paper writings.

Article XVII. POLICIES AND PROCEDURES

Section XVII.01 Policies and Procedures

- (a) The Board of Directors may prescribe such policies and procedures not inconsistent with these by-laws relating to the management and operation of the Corporation as they deem expedient, provided that such policies and procedures shall have force and effect only until the next annual meeting of the Regular Members of the Corporation when they shall be confirmed, and in default of confirmation at such annual meeting of Regular Members shall at and from that time cease to have force and effect.

Article XVIII. AMENDMENTS TO THE BYLAWS

Section XVIII.01 Amendment of Articles

- (a) The articles of the Corporation may only be amended if the amendment is sanctioned by a special resolution of the Regular Members. Any amendment to the articles is effective on the date shown in the certificate of amendment.

Section XVIII.02 Amendment of Bylaws

- (a) Subject to the Act, the Regular Members may by special resolution, make, amend or repeal any bylaws that regulate the activities or affairs of the Corporation. Any such bylaw amendment or repeal shall be effective from the date of the special resolution of the Regular Members approving such bylaw amendment or repeal.

Article XIX. DISSOLUTION OF THE CORPORATION

Section XIX.01 Dissolution

The corporation may be dissolved by special resolution at a duly called annual general meeting or special meeting of the Regular Members.

Section XIX.02 Outstanding Liabilities

Upon dissolution all outstanding liabilities are to be paid.


Section XIX.03 Disbursement of Assets

Should there be any assets, after the liabilities have been paid, they shall be given to a charity of the Regular Members' choosing in accordance with the Act.

Article XX. EFFECTIVE DATE

Section XX.01 Effective Date

This bylaw shall be enacted by the Board of Directors and shall be effective on the date on which is it approved by special resolution of the Regular Members.

Nina Condo  President
Name of President

Cathy Dowd Digitally signed by Cathy Dowd
DN: cn=Cathy Dowd, o=PLLC, ou,
email=cathy@pllc.ca, c=CA
Date: 2022.09.19 23:01:08 -05'00' Vice-President
Name of Vice-President

I, Luigi Tummillo, Treasurer of the Corporation., hereby certify that the foregoing is a true copy of Bylaw No. 1/2022 of the Corporation, enacted by the Directors of the Corporation on the 22 of September, 2022, having been ratified by the members of the Manitoba Association of Newcomers Serving Organizations (MANSO) at the annual general meeting on June 16, 2022.

Luigi Tummillo
Treasurer