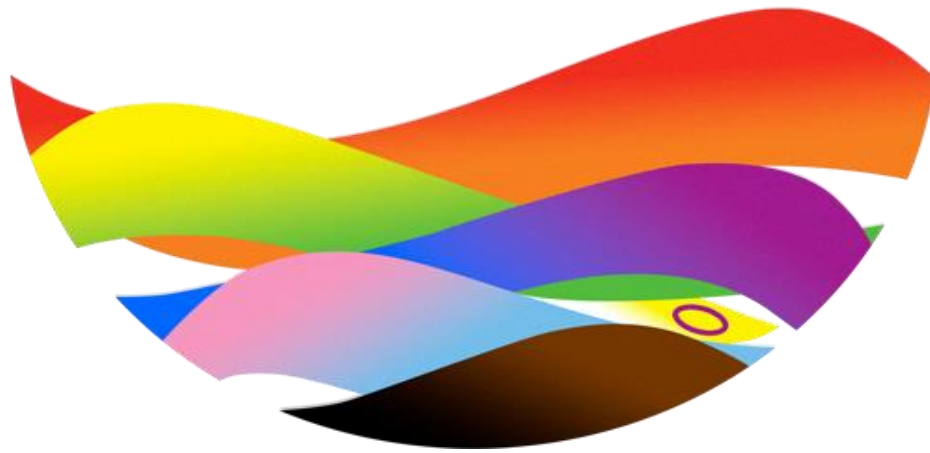


RIVER OF PRIDE INC .

Non-Profit By-Laws

River of Pride

Rivière de la Fierté



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River of Pride
Rivière de la Fierté

RIVER OF PRIDE
NON-PROFIT BY-LAWS

ARTICLE I.

GENERAL

1.01 Definitions

In this by-law and all other by-laws of the Corporation, unless the context otherwise requires:

- A. "**Act**" means the *Companies Act* (R.S.N.B. 1973, c. C-13) including the Regulations made pursuant to the Act, and any statute or regulations that may be substituted, as amended from time to time;
- B. "**AGM**" means the Annual General Assembly Meeting;
- C. "**articles**" means the original or restated articles of incorporation or articles of amendment, amalgamation, continuance, reorganization, arrangement or revival of the Corporation;
- D. "**board**" means the board of administrators of the Corporation and "**director**" means a member of the board, and is used interchangeably with "**executive**";
- E. "**by-law**" means this by-law and any other by-laws of the Corporation as amended and which are, from time to time, in force and effect;
- F. "**meeting of members**" includes an annual meeting of members or a special meeting of members; "**special meeting of members**" includes a meeting of any class or classes of members and a special meeting of all members entitled to vote at an annual meeting of members;
- G. "**ordinary resolution**" means a resolution passed by a majority (for example more than 50%) of the votes cast on that resolution;
- H. "**proposal**" means a proposal submitted by a member of the Corporation that meets the requirements of the proposals section of the Act;
- I. "**Regulations**" means the regulations made under the Act, as amended, restated or in effect from time to time; and
- J. "**special resolution**" means a resolution passed by a majority of not less than two-thirds (2/3) of the votes cast on that resolution.

1.02 Interpretation

In the interpretation of this by-law, words in the singular include the plural and viceversa, words in one gender include all genders, and "person" includes an individual, body, corporate partnership, trust, and unincorporated organization.

Other than as specified in 1.01 above, words and expressions defined in the Act have the same meanings when used in these by-laws.

1.03 Name

The name of the Organization ("Corporation") shall be River of Pride Inc. In French, Rivière de la fierté Inc.

ARTICLE II. PURPOSES AND POWERS

2.01 Mission

The mission of River of Pride is to guarantee the presence of the LGBT+ community in the South-East of New Brunswick. We will defend our rights, advocate for equity, ensure greater acceptance and understanding for all. We will celebrate our gains every year by organizing festivities for our community and allies.

2.02 Values

River of Pride champions many values, but several will always remain front and foremost:

- Intersectionality, where the River meets the Sea
- Unity
- Acceptance
- Nothing about Us, without Us
- Political Existence
- Equality, Equity
- No one left behind

2.03 Powers

Unless otherwise specified by the board which may, subject to the Act modify, restrict or supplement such duties and powers, the offices of the Corporation, if designated and if officers are appointed, shall have and carry all of the duties and powers associated with their positions.

The powers and duties of all other officers or employees of the Corporation shall be such as the terms of their engagement call for, or the board or president requires of them. The board may, from time to time and subject to the Act, vary, add to, or limit the powers and duties of any officer or employee.

2.04 Non-Profit Status

River of Pride Inc. is a not-for-profit corporation. As such, all persons involved in the “Not-For-Profit” organization cannot use it to make personal financial gain. Any profits made by the Corporation must be held in trust for the organization and can only be used in carrying out its goals and objectives.

In the event of a dissolution of the Organization, any remaining funds should be distributed to local community organizations who also support and carry the mission of River of Pride.

2.05 Head Office

The head office of the Organization shall be in either the City of Moncton, the City of Dieppe or the Town of Riverview, in the Province of New Brunswick.

ARTICLE III. MEMBERSHIP

3.01 Eligibility

Any individual in the South-East of New-Brunswick who identifies with the LGBT+ community shall have the right be considered a member with full rights and privileges.

3.02 Allies

Allies can also apply to become members or directors of River of Pride except for President, Vice-President, Treasurer or Secretary.

3.03 Termination

Membership in the Corporation is terminated when:

- A. The member provides notice of their intention to any Administrator or by failure to attend a General Meeting;
- B. The member dies;
- C. A member fails to uphold the mission of the Corporation as specified in 2.01;
- D. The member is expelled in accordance with Section 3.04 or is otherwise terminated in accordance with the articles or by-laws;
- E. the member's term of membership expires; or
- F. the Corporation is liquidated or dissolved under the Act.

Subject to the articles, upon any termination of membership, the rights of the member, including any rights in the property of the Corporation, automatically cease to exist.

3.04 Expulsion

The board shall also have authority to suspend or expel any member from the Corporation for any one or more of the following grounds:

- A. violating any provision of the articles, by-laws, or written policies of the Corporation;
- B. carrying out any conduct which may be detrimental to the Corporation as determined by the board in its sole discretion;
- C. for any other reason that the board in its sole and absolute discretion considers to be reasonable, having regard to the purpose of the Corporation.

In the event that the board determines that a member should be expelled or suspended from membership in the Corporation, the President, or such other officer as may be designated by the board, shall provide twenty (20) days notice of suspension or expulsion to the member and shall provide reasons for the proposed suspension or expulsion. The member may make written submissions to the President, or such other officer as may be designated by the board, in response to the notice received within such twenty (20) day period.

In the event that no written submissions are received by the President, the President or such other officer as may be designated by the board, may proceed to notify the member that the member is suspended or expelled from membership in the Corporation. 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 of receipt of the submissions. The board's decision shall be final and binding on the member, without any further right of appeal.

3.05 Registry

The Secretary shall keep an Organization Member Registry. This registry shall contain the names, addresses and telephone numbers of all persons who are or shall be Members of the Organization. The Company Registry shall be open for inspection to all Members of the Organization and the Director of the Companies Act or their representative. In case any person resigns or is expelled from the Organization, that person's name shall be removed from the Company Registry.

ARTICLE IV. ANNUAL GENERAL ASSEMBLY

4.01 General Assembly Meeting Frequency

The Annual General Assembly of the Members shall be held at least annually. At this meeting, the Members shall receive reports from the Board, shall elect the Board and carry out any other business that should properly come before the meeting.

4.02 Notice of Meeting of Members

Written notice of the meetings of Members shall be dispatched by the Secretary to every member at least seven (7) days prior to the date of the said Meeting.

4.03 Special General Meetings

Special General Meetings of the Membership may be called at any time by the President upon the written request of one-third (1/3) of the Membership. The purpose of such a meeting must be stated at the time of request, and not less than twenty-four (24) hours' notice of such a meeting must be given to all Members of the Organization. At any special general meeting any business may be presented or transacted.

4.04 Meeting Cancellation

The Annual General Meeting or Special Meeting may only be cancelled in good faith and for unexpected events. The Annual General Meeting or Special Meeting must be rescheduled as soon as possible after the initial date.

4.05 Quorum

A majority (greater than 50%) of the Members in attendance shall constitute a quorum at meetings of the Members of the Organization. No Business shall be transacted unless a quorum is present

4.06 Voting Rights

Each Member must vote personally and may not vote by proxy. Each member shall have one vote and no more. The Chair shall cast a vote in the event of a tie.

ARTICLE V. BOARD OF DIRECTORS

5.01 Board of Directors

The affairs of the Organization shall be managed by a Board of Directors which shall consist of the Executive and Administrators. The board may exercise all such powers, do all such acts as may be exercised by the Organization.

The Board of Directors is not restricted by statutes, by-laws, or any other special resolution, and is not required to undertake, nor be limited to tasks established at the Annual General Meeting of Members.

5.02 Executive Directors

The Board of Directors shall be guided and managed by the Executive team, which shall consist of the following officers with accompanying responsibilities:

- A. The President** shall be the chief executive officer of the Organization and shall exercise general control of and supervision over its affairs. The president is the official spokesperson of the Organization. The president shall preside at all meetings.

- B. The Vice President** shall assist the President in the general control of, and supervision of the affairs of the Organization. In the absence of the President, the Vice President shall share all of the duties, powers, rights, and responsibilities of the president.
- C. The Secretary** shall attend to all correspondence and the giving of notices required by the bylaws, or as directed by the executive of the Organization and prepare and keep minutes of all meetings. They shall also be responsible for:
- i. Making amendments to the By-laws, as decided by resolution of the Membership; ii. Have charge of the minutes, and the membership record books of the Organization; iii. To maintain the names and contact information of Members who are or have been associated with the Organization;
- D. The Treasurer** shall have general charge of the finances of the Organization and present a report of the current financial state at each Annual General Meeting (AGM). The treasurer shall be responsible for:
- i. Depositing all monies and other valuable effects of the Organization in the name of, and to the credit of the Organization and shall promptly pay all invoices and accounts of the Organization;
 - ii. Meeting the financial requirements of the Province of New Brunswick and the Canada Revenue Agency as applicable to the Organization;
 - iii. To maintain the cash-book, ledger, and other bookkeeping records of the Organization. The books and records of the Organization may be inspected by any Member at any reasonable time by giving the President or the Treasurer at least fourteen (14) days' notice in writing;
- E. The Media-Relations Officer** is responsible for managing the Organization's external communication and maintaining positive relationships & image with the media and the public. They will work closely with the President and other Executive Directors to ensure effective messaging and representation of the Organization. The Media-Relations Officer shall be responsible for:
- 1) Serve as the primary contact for media inquiries, providing timely and accurate information or directing them to the appropriate spokesperson.
 - 2) Develop and implement strategic media relations plans aligned with the Organization's goals.
 - 3) Write and distribute press releases, media advisories, and other materials to ensure consistent and compelling image.
 - 4) Coordinate media interviews, press releases, and events, managing logistics and briefing the board.
 - 5) Monitor media coverage related to the Organization, tracking mentions, sentiment, and trends.
 - 6) Collaborate with internal stakeholders to gather information and develop media materials.
 - 7) Provide media training and guidance to the board when necessary.

5.03 Election

Elections for the executive positions shall be done by secret ballot. Each member running for office will have one minute to address the members prior to the election.

5.04 Eligibility

Any member may present themselves as a candidate for a Director Role, provided that they are nominated by another member.

5.05 Responsibilities

Directors' responsibilities shall include, but are not limited to the following matters:

- A. Develop the Strategic Vision for the Organization in accordance with the overall purpose of the Organization;
- B. Develop and delegate the Objectives required to execute the Strategic Vision to the committees as required;
- C. Create and dismantle Committees as required to meet the Objectives of the Organization;
- D. Approve the budget of the ensuing year;
- E. Approve the Long-Range Plan if applicable;
- F. To receive Annual Reports and approve them when necessary;
- G. To receive accounts for the year;
- H. To transact any other business appropriate

5.06 Votes to Govern

At all meetings of the board, every question shall be decided by a majority of the votes cast on the question. In case of an equality of votes, the Chair of the meeting in addition to an original vote shall have a second or casting vote.

5.07 Committees

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. Any such committee may formulate its own rules of procedure, subject to such regulations or directions as the board may from time to time make. Any committee member may be removed by resolution of the Board of Directors.

5.08 Limitations

Pursuant to the provisions of the *Companies Act* of New Brunswick, notwithstanding their nomination, no person is eligible to be elected a Director unless they have attained the age of 19 years, is a Canadian citizen, a resident in the Province of New Brunswick, who shall not be:

- A. a person who has the legal status of undischarged bankrupt;
- B. a person who has been found to be suffering from a serious mental illness, and, because of the serious mental illness, the person is likely to cause serious harm to themselves or to another person, and/or to suffer substantial mental or physical deterioration;
- C. a person holding federal or provincial elected office;
- D. a person convicted of an offence under the Criminal Code of Canada or the criminal law of any jurisdiction outside of Canada; unless determined by the board to be suitable on a case-by-case basis, taking into consideration that LGBTQ+ persons may have been convicted of crimes relating to their gender and/or sexual orientation, and that minorities may have a higher propensity to be charged and convicted; or,
- E. a person who has consented to be a Director, and, following their election, identifies a conflict of interest per the *Conflict of Interest* policy.

5.09 Director Mandate

The Executive shall hold office for a two-year mandate. The mandate can be extended by three months to accommodate special requirements for the AGM. Members of the Executive should be elected in opposite year AGMs for business continuity, the President and the Secretary, then the Vice-President and Treasurer.

Directors shall hold office for a one-year mandate. The mandate can be extended by three months to accommodate special requirements for the AGM.

5.10 Conflict of Interest

Directors shall not vote on issues that are personal or professional conflict of interest, whether that conflict be real or perceived by the Directors; as decided by a two-thirds (2/3) majority vote.

5.11 Director Vacancies

If a vacancy occurs, the Executive committee shall appoint a member to the said vacancy until an election can be held at the following meeting.

In the event that any director should die, resign or be removed from office, the vacancy may be filled by the remaining Directors for the unexpired portion of such director's term or be re-elected at the next meeting of the membership.

Subject to the provisions of this by-law, Directors may be re-elected.

5.12 Remuneration

Directors shall serve without financial remuneration unless they work 36.5 hours a week or more. Remuneration must be approved in advance of the worked hours.

5.13 Criminal Record Checks

Criminal Record Checks are mandatory and any fee, if applicable, will be covered by the Organization.



ARTICLE VI. MEETING OF DIRECTORS

6.01 Directors' Meetings

Directors' meetings shall be held at least monthly, and additional meetings shall be held at such times and places as required.

6.02 Meeting Cancellation

A Directors' meeting may only be cancelled in good faith and for unexpected events, and must be rescheduled as soon as possible after the initial date.

6.03 Meeting Notice

Notice of meetings of Directors shall be given at least two (2) days before each meeting by letter, fax, electronic mail or in any other practical way, but a meeting of all Directors may be held at any time or place without previous notice if all the Directors are present or if those absent have signified their assent in writing to such meeting being held in their absence. Notice of any meeting or any irregularity in any meeting or in the notice thereof may be waived by any director.

6.04 Ordinary Resolution

Unless otherwise indicated in these By-Laws, questions arising at any meeting of the Directors shall be decided by ordinary resolution. In case of an equality of votes, the Chair (or replacing chair of the meeting in their absence), in addition to their original vote, shall cast a second or deciding vote. Proxies shall not be recognized.

6.05 Validity of Resolutions

A resolution in writing, signed by all the Directors entitled to vote on such resolution at either a meeting of Directors, or a committee meeting, is as valid as if it had been passed at a meeting of Directors duly called, constituted and held. A copy of every such resolution or counterpart thereof shall be kept with the minutes of the proceedings of the Directors or such committee of Directors.

6.06 Validity of Meeting Acts

All acts done by any meeting of the Board of Directors shall, notwithstanding that if it is discovered afterwards that there was some defect in the election or appointment of any such Director (or persons acting on behalf of them were disqualified), be as valid as if every such person had been duly elected or appointed and was qualified to be a Director.



ARTICLE VII. PROTECTION OF DIRECTORS

7.01 Indemnity of Directors and Other Officers

The Directors and other officers, for the time being of the Organization, and the Trustee (if any) for the time being acting in relation to any of the affairs of the Organization and every of them, and every of their heirs, executors and administrators, shall be indemnified and secured harmless out of the assets of the Organization from and against all actions, costs, charges, losses, damages, and expenses which they or any of them, their or any of their heirs, executors, or administrators shall or may incur or sustain by or by reason of any act, concurred in or omitted in or about the execution of their duty or supposed duty in their respective office or trusts, except such (if any) as they shall incur or sustain by or through their own wilful neglect or default respectively.

No director or officer for the time being of the Organization shall be liable for the acts, receipts, neglects or defaults of any other director or officer or employee or for any loss, damage or expense happening to the Organization through the insufficiency or deficiency of title to any property acquired by order of the Board or for or on behalf of the Organization or for the insufficiency or deficiency of any security in or upon which any of the moneys of or belonging to the Organization shall be placed

out or invested or for any loss or damage arising from the bankruptcy, insolvency or tortious act of any person, firm or Organization with whom or which any moneys, securities or effects shall be lodged or deposited or for any other loss, damage or misfortune whatever which may happen in the execution of the duties of such director's or officer's respective office or trust or in relation thereto unless the same shall happen by or through such director's or officer's own wrongful and willful act or through his or her own wrongful and willful neglect or default.

The Directors for the time being of the Organization shall not be under any duty or responsibility in respect of any contract, act or transaction whether or not made, done or entered into in the name or on behalf of the Organization, except such as shall have been submitted to and authorized or approved by the Board. If any director or officer of the Organization shall be employed by or shall perform services for the Organization otherwise than as a director or officer or shall be a member of a firm or a shareholder, director or officer of a Organization which is employed by or performs services for the Organization, the fact of his being a director or officer of the Organization shall not disentitle such director or officer or such firm or Organization, as the case may be, from receiving proper remuneration for such services.

ARTICLE VIII. FINANCES

8.01 Cheques, Drafts, Notes, etc.

All cheques, drafts or orders for the payment of money and all notes and acceptances and bills of exchange shall be signed by any two (2) of Members of the Executive Committee.

8.02 Fiscal Year

The fiscal year of the Organization shall be from January 1 to December 31. The Members of the Organization shall take reasonable best efforts to never run a deficit.

8.02 Auditors

Although not mandatory, an auditor of the Organization may be appointed at any time by the Treasurer and shall remain in office until removed by resolution.

ARTICLE IX. CONTRACTS

9.01 Contracts, Documents, or Instruments in Writing

Contracts, documents or instruments in writing requiring the signature of the Organization may be signed by any two members of the Executive Committee, and all contracts, documents or instruments in writing so signed shall be binding upon the Organization without any further authorization or formality.

9.02 Board Authority for Appointment of Officers to Sign Contracts

The Board is authorized from time to time by resolution to appoint any officer or officers or any person or persons on behalf of the Organization either to sign contracts, documents or instruments in writing generally or to sign specific contracts, documents or instruments in writing.

9.03 Corporate Seal

The corporate seal of the Organization may when required be affixed to contracts, documents or instruments in writing signed as aforesaid, by any officer or officers, person or persons, appointed as aforesaid by resolution of the Board of Directors.

The term “contracts, documents or instruments in writing” as used herein shall include deeds, mortgages, hypothecs, charges, conveyances, transfers and assignments of property, real or personal, immovable or movable, agreements, releases, receipts and discharges for the payment of money or other obligations, conveyances, transfers and assignments of shares, bonds, debentures or other securities and all paper writings.

ARTICLE X. AMENDMENT OR WAIVERS TO BYLAWS AND DISPUTE RESOLUTION

10.01 Amendments and Waivers

The Directors may repeal, amend or re-enact any such by-law, but every such by-law, excepting a by-law made respecting agents, officers and servants of the Organization, and every repeal, amendment or re-enactment thereof, unless in the meantime confirmed at a general meeting of the Organization duly called for that purpose, has force only until the next annual meeting of the Organization, and in default of confirmation thereat ceases from that time to have force.

10.02 Distribution of By-Laws to be Sanctioned

A copy of any by-law to be sanctioned at an annual or general meeting of members (including a by-law which amends or repeals an existing by-law) shall be sent to every member of the Organization with the notice of such meeting.

10.03 Waiving By-laws

Bylaws may be waived or changed by a unanimous vote of the Membership.

10.04 Mediation and Arbitration

Disputes or controversies among members, directors, officers, committee members, or volunteers of the Corporation are as much as possible to be resolved in accordance with mediation and/or arbitration as provided in Section 10.05 of this by-law.

10.05 Dispute Resolution Mechanism

In the event that a dispute or controversy among members, directors, officers, committee members or volunteers of the Corporation arising out of or related to the articles or by-laws, or out of any aspect of the operations of the Corporation is not resolved in private meetings between the parties, then, without prejudice to or in any other way derogating from the rights of the members, directors, officers, committee members, employees or volunteers of the Corporation as set out in the articles, by-laws or the Act, and as an alternative to such person instituting a lawsuit or legal action, such dispute or controversy shall be settled by a process of dispute resolution as follows:

- A.** The dispute or controversy shall first be submitted to a panel of mediators whereby the one party appoints one mediator, the other party (or if applicable the board of the Corporation) appoints one mediator, and the two mediators so appointed jointly appoint a third mediator. The three mediators will then meet with the parties in question to mediate a resolution between the parties.

- B.** The number of mediators may be reduced from three to one or two upon agreement of the parties.
- C.** If the parties are not successful in resolving the dispute through mediation, then the parties agree that the dispute shall be settled by arbitration before a single arbitrator, who shall not be any one of the mediators referred to above, in accordance with the provincial or territorial legislation governing domestic arbitrations in force in the province or territory where the registered office of the Corporation is situated or as otherwise agreed upon by the parties to the dispute. The parties agree that all proceedings relating to arbitration shall be kept confidential and there shall be no disclosure of any kind. The decision of the arbitrator shall be final and binding and shall not be subject to appeal on a question of fact, law or mixed fact and law.
- D.** All costs of the mediators appointed in accordance with this section shall be borne equally by all of the parties to the dispute or the controversy. All costs of the arbitrators appointed in accordance with this section shall be borne by such parties as may be determined by the arbitrators.

ARTICLE XI. EMPLOYEES

11.01 Hiring Employees

The board has the authority under these bylaws to hire employees on a permanent, part-time, contract, student or other paid basis.

11.02 Legislation

Employees are subject to all terms of their contracts as agreed prior to their employment. In addition, employees are subject to and responsible for adhering to any national, provincial or municipal legislation of any kind in relation to their employment.

11.03 Employer Responsibilities

Employees will report directly to the Executive of the board. The organization will adhere to all requirements under the employment contract between the organization and the employee. The organization will ensure that appropriate Policies and Procedures are in place for Employees.

ARTICLE XII. EFFECTIVE DATE

Subject to matters requiring a special resolution, this by-law shall be effective when made by the board.

CERTIFIED to be By-Law No. 1 of the Corporation, as enacted by the directors of the Corporation by resolution on the 12th day of June, 2023, to be confirmed by the members of the Corporation by normal resolution on or around June 12th 2023.

Revisions		
Section	Changes	Date
Multiple	Modified 3.02, Logo, Added 5.02 E, Modified 5.12, ARTICLE XII.	12/06/2023
Multiple	Fixed article numbering.	24/09/2018
3.04	Changed referred genders (his or hers) to theirs, fixed article numbering (changed duplicated numbering 3.04 to 3.04 and 3.05)	10/10/2018
5.08.E	Changed wording about conflict of interest to be less confusing.	10/10/2018

River of Pride

Rivière de la Fierté

