

PARISH BYLAWS FOR THE PARISH OF CHRIST CHURCH, STELLARTON

Section #	This is a set of Bylaws for a Single-Church Parish
	A Bylaw relating generally to the conduct of the affairs of the Anglican Parish of Christ Church, Stellarton (the "Parish") BE IT ENACTED as a bylaw of the Parish as follows:
1	<p>Definitions</p> <p>In this Bylaw and all other bylaws of the Parish, unless the context otherwise requires:</p> <p>"Bishop" means the Diocesan Bishop of the Diocese of Nova Scotia and Prince Edward Island or, if the context so requires, a predecessor Diocesan Bishop;</p> <p>"Bishop's Designate": The individual (lay or ordained) whom the Bishop or a previous Bishop has appointed to oversee all aspects of the ministries of a parish when there is no Rector. The term <i>Bishop's Designate</i> includes the terms <i>Incumbent</i>, <i>Priest-in-Charge</i>, or <i>Pastoral Administrator</i>. The Bishop's Delegate is the chief liturgical officer of the parish and is a voting member of Parish Council;</p> <p>"Bylaw" means this Bylaw and any other bylaw of the Parish as amended with the Bishop's approval pursuant to Canon 35 and which are, from time to time, in force and effect;</p> <p>"Canon" means any of the canons of the Diocese of Nova Scotia and Prince Edward Island in force from time to time;</p> <p>"Collaborative Ministry Arrangement": a formal arrangement among two or more parishes to share a ministry team of clergy and laity to allow the gifts and callings of each parish to be deployed across the area with the intent of fostering growth in discipleship and vitality in all parishes while sharing the workload;</p> <p>"Congregation": a group of parishioners who regularly gather for worship, including Fresh Expression style worship, under the direction or sponsorship of the Parish Council;</p> <p>"Council of the Community" An informal gathering of those in attendance after a worship service in order to prepare for events, fundraising activities, building maintenance, and similar work which needs many hands;</p> <p>"Meeting of members of the parish" means an annual meeting or a special meeting of members of the parish who are entitled to vote at an annual meeting of members;</p>

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	<p>"Not at arm's length" means two people who are spouses or partners, siblings, or parent or child of each other, or who are members of the same household;</p> <p>"Ordinary resolution" means a resolution passed by a majority of not less than 50% plus 1 of the votes cast on that resolution;</p> <p>"Parish" means either (a) all of the individuals who are members of the congregations of the parish together with all of its organizations, or (b) the geographical area for which the church of the parish is the closest Anglican church, depending upon the context;</p> <p>"Parish Council" means the legal entity of the parish, as authorized by the Church Acts of Nova Scotia and of Prince Edward Island, which has governance responsibility for the whole parish; the members of Parish Council are chosen according to the provisions of this Bylaw;</p> <p>Rector: the priest appointed to the office by the Diocesan Bishop or a previous Bishop to oversee all aspects of the ministry of the parish. The Rector is the chief liturgical officer of the parish and is a voting member of Parish Council;</p> <p>"Shared Ministry Arrangement": an arrangement among the Bishop and two or more parishes under which the same individual will be appointed as Rector or Bishop's Designate for each parish on a part-time basis in each parish. The arrangement may include sharing of other expenses (such as a rectory and office); and</p> <p>"Special resolution" means a resolution passed by a majority of not less than two-thirds (2/3) of the votes cast on that resolution.</p>
2	<p>Interpretation</p> <p>In the interpretation of this Bylaw, words in the singular include the plural and vice versa, words in one gender include all genders, and "person" includes an individual, body corporate, partnership, trust and unincorporated organization.</p>
3	<p>Mandate of Parish Council</p> <p>Parish Councils are the governing bodies of the parishes of the diocese and so have responsibility for directing and overseeing the mission of the Parish, which is God's mission. Governance responsibilities include:</p> <ol style="list-style-type: none"> a. Articulating and implementing the mission of the parish

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	<ul style="list-style-type: none"> b. Entering into a covenant with the Rector or Bishop's Designate and reviewing it at least every two years with the Archdeacon (see Canon 25) c. Approving all policies for the parish, including SafeR Church policies d. Overseeing the assets of the whole parish (including church buildings, cemeteries and all bank accounts and investments) e. Developing and monitoring the annual budget f. Approving all contracts including contracts with paid staff g. Ensuring that there is good communication among the congregations and organizations of the parish h. Ensuring that there is effective governance for all outreach activities of the parish, and i. Oversight of all activities in the parish.
4	<p>Corporate Seal</p> <p>The parish shall have a corporate seal in the form approved by Parish Council. The secretary of Parish Council shall be the custodian of the seal. It may be stored in the same fire-proof box used to store the records of the Parish.</p>
5	<p>Execution of documents</p> <p>Legal and financial documents pertaining to the parish shall be signed by any two (2) of the signing officers of the parish. Any signing officer may also certify a copy of a parish document to be a true copy.</p> <p>Where the document relates to any of the real property of the parish, the requirements of Canon 38 must be met.</p> <p>The signing officers are the wardens, secretary and Rector or Bishop's Designate.</p> <p>Should any of these offices be held by people who are not at arm's length, only one of those people may be a signing officer and Parish Council may appoint an additional signing officer.</p> <p>Parish Council may by resolution from time to time designate, direct or authorize other persons to enter into specific contracts for goods or services or agreements for use of parish property.</p>
6	<p>Financial year end</p> <p>The financial year end of the Parish shall be December 31 in each year.</p>

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7	<p>Banking and payment arrangements</p> <p>The banking business of the Parish shall be transacted at a bank, trust company, credit union or other firm or corporation carrying on a banking business in Canada as the Parish Council may designate, appoint or authorize from time to time by resolution. The banking business or any part of it shall be transacted by any two of the wardens, treasurer or secretary of the Parish Council. Should any of these offices be held by people who are not at arm's length, only one of those people may be a signing officer and Parish Council may appoint an additional signing officer.</p> <p>All funds contributed for missionary, diocesan, or other extra-parochial purposes, or for cemetery purposes, shall be held in one or more bank accounts separate from the general funds of the parish. [Note: Canon 37 currently requires that funds contributed for any amount assessed or apportioned upon the parish also be held in a separate bank account.]</p>
8	<p>Borrowing powers</p> <p>The Parish Council may, having obtained the permission of the Bishop required by Canon 38, mortgage, hypothecate, pledge or otherwise create a security interest in all or any property of the Parish, owned or subsequently acquired, in order to raise funds to erect, enlarge, renovate, repair or restore a church, rectory, or parish hall.</p> <p>Parish Council may, by resolution, enter into contracts for goods or services which provide for billing after the service is delivered.</p> <p>Parish Council may authorize signing officers to obtain a credit or payment card in the name of the Parish with appropriate limits to facilitate the purchase of necessary supplies.</p>
9	<p>Annual financial statements</p> <p>The Parish Council shall make copies of the annual financial statements available to the members of the parish as part of the annual meeting package, in printed and electronic form. The financial statements shall include all operations of the parish. Electronic or additional printed copies shall be made available subsequently upon request.</p>
10	<p>Membership conditions</p> <p>Membership in the Anglican Church of Canada is by virtue of Christian baptism but all people are welcome to attend worship services and participate in the life of the parish.</p> <p>Individuals may vote at meetings of the parish if they meet the following requirements:</p> <ol style="list-style-type: none"> a. Have reached 16 years of age

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	<ul style="list-style-type: none"> b. support the mission of the parish through offerings of time, talent or treasure c. have not voted in the annual meeting of another parish for the same period
11	<p>Notice of a meeting of members</p> <ul style="list-style-type: none"> a. The annual meeting of the members of the parish shall be held by March 1 each year to elect members of Parish Council, to receive the financial statements of the parish and to conduct other appropriate business. b. Notice of the date, time and place of a meeting of members shall be given to each member entitled to vote at the meeting by the following means: <ul style="list-style-type: none"> · During the worship service on the two Sundays prior to the day on which the meeting is to be held; and by affixing the notice, no later than 14 days before the day on which the meeting is to be held, to a notice board on which information respecting the Parish's activities is regularly posted and that is located in the main facilities of the Parish; and by electronic or other communication facility to each member of the congregation who is entitled to vote at the meeting and for whom such contact information is available, no less than 14 days before the day on which the meeting is to be held. c. A report package must be made available to the members of the parish in printed and electronic form at least one week in advance of the meeting and include: <ul style="list-style-type: none"> · Agenda for the meeting · Reports from the Rector/Bishop's Designate, Wardens, Treasurer, and other organizations of the parish · Financial statements for the previous year which have been reviewed according to the Diocesan policies; these statements will include the financial statements of all parish organizations which are authorized to raise or spend funds. · A budget or forecast for the coming year, including all parish organizations which are authorized to raise or spend funds. · A statement of the investments of the parish, including cemetery funds, and any terms and conditions to which they are subject · A summary of the parish's insurance policies · A list of the current officers and council members and when their terms expire · The list of nominations for officers and other elected members of Parish Council <p>If a change to this bylaw is proposed which has the effect of reducing the time or scope of the notice of a meeting of members, it must be approved with a special resolution of the members of the parish and by the Bishop.</p>
12	<p>Calling a special meeting of members</p> <ul style="list-style-type: none"> a. A special meeting of the members of the parish may be called by: <ul style="list-style-type: none"> i. The Rector or Bishop's Designate of the Parish ii. The wardens of the Parish, or

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	<ul style="list-style-type: none"> ii. The lesser of: <ul style="list-style-type: none"> • ten members of the parish who are entitled to vote at an annual meeting or • the majority of such members of the parish if the request is in writing and given to the secretary of the Parish Council. b. A special meeting of the parish must be held if any of the following decisions are being made: <ul style="list-style-type: none"> i. To elect a parochial committee under Canon 25 ii. To elect new officers of Parish Council, in the event that Parish Council is not able to fill a vacancy iii. To approve, by special resolution, the entry of the parish into a Shared Ministry Arrangement or Collaborative Ministry Arrangement or to approve the exit of the parish from a Shared Ministry Arrangement or a Collaborative Ministry Arrangement v. By special resolution, to request the Bishop to amalgamate the parish with another parish v. To request the Bishop to deconsecrate any church building
13	<p>Nominations of members of Parish Council at annual meetings of members</p> <ul style="list-style-type: none"> a. The Parish Council shall solicit nominations for members of Parish Council prior to the annual meeting of the Parish. Candidates may nominate themselves if eligible. b. Additional nominations may be accepted from the floor of the meeting from members of the parish who are entitled to vote at the meeting, provided that the nominee is eligible and consents to the nomination. c. Parish Council may create a nominating committee to gather such names and confirm the consent and eligibility of candidates.
14	<p>Publishing material for annual meetings of members</p> <ul style="list-style-type: none"> a. All reports and proposals shall be provided to the secretary of Parish Council, or their designate, at least 3 weeks before the annual meeting for inclusion in the annual meeting package. The Parish shall bear the cost of printing the package. b. It shall be the responsibility of any person making a proposal after that date to ensure that enough copies of supporting material are provided at the annual meeting.
15	<p>Place of meeting of members</p> <p>Meetings of the parish shall be held at a location within the parish determined by Parish Council. The location shall be accessible to those entitled to vote at the meeting.</p>

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16	<p>Persons entitled to be present at meetings of members</p> <p>Members and non-members of the Parish are entitled to be present at a meeting of members of the parish. However, only those members entitled to vote at the meeting of members according to the provisions of this Bylaw are entitled to cast a vote at the meeting.</p>
17	<p>Chair of meetings of members</p> <p>The members present at the meeting shall choose one of their number to chair the meeting. The meeting shall decide whether the chair has a regular vote, in addition to a vote in the event of an equality of votes.</p>
18	<p>Quorum at meetings of members</p> <p>A quorum at a meeting of the members of the parish shall be</p> <ol style="list-style-type: none"> five persons who are entitled to vote at the meeting, where the average Sunday attendance of the parish consists of up to fifteen persons; eight persons who are entitled to vote at the meeting, where the average Sunday attendance of the parish consists of more than fifteen persons and up to fifty persons; twelve persons who are entitled to vote at the meeting, where the average Sunday attendance of the parish consists of more than fifty persons and up to one hundred and fifty persons; twenty-four persons who are entitled to vote at the meeting, where the average Sunday attendance of the parish consists of more than one hundred and fifty persons and up to three hundred persons; thirty persons who are entitled to vote at the meeting where the average Sunday attendance of the parish consists of more than three hundred persons
19	<p>Voting at meeting of members</p> <p>At any meeting of members every question shall, unless otherwise provided by the Canons or Bylaws, be determined by a majority of the votes cast on the questions. A vote may be held by voice (yea or nay), a show of hands, a ballot, or by electronic voting.</p>

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20	<p>Participation by electronic means at meeting of members</p> <p>If the Parish Council chooses to make available a telephonic, electronic or other communication facility that permits all participants to communicate adequately with one another during a meeting of members of the parish, any person entitled to attend such meeting may participate in the meeting by means of such telephonic, electronic or other communication facility. A person participating in a meeting by such means is deemed to be present at the meeting. Any person participating in a meeting of members of the parish pursuant to this section who is entitled to vote at that meeting may vote by means of any telephonic, electronic or other communication facility that the Parish Council has made available for that purpose.</p>
21	<p>Meeting of members held entirely by electronic means</p> <p>If the Rector or Bishop's Designate or the wardens call a meeting of members of the parish pursuant to this bylaw, the Rector or Bishop's Designate or wardens, as the case may be, may determine that the meeting shall be held entirely by means of a telephonic, electronic or other communication facility that permits all participants to communicate adequately with one another during the meeting.</p>
22	<p>Minutes of meetings of members</p> <p>The minutes of the meeting of members of the parish shall be prepared by the Secretary of the meeting and reviewed by Parish Council at its next meeting. When reviewed they shall be made available to the members of the parish and approved at the next annual meeting of the parish. [Note: Minutes of a special meeting are also to be approved at the next annual meeting, although if a second special meeting is called on the same business before the next annual meeting, it should review those minutes.]</p>
23	<p>Membership of Parish Council</p> <ul style="list-style-type: none"> a. The Rector or Bishop's Designate b. Each member of the clergy canonically appointed by the Bishop to serve the parish (CAP priests, associate priests, honorary assistants, deacons, curates). Only stipendiary clergy will be voting members of Parish Council. c. Unless one is elected/appointed to another place on Parish Council, a Licensed Lay Minister, chosen by and from the LLMs of the parish d. Two or three wardens, elected at the AGM. The number of wardens shall be determined by resolution at the annual parish meeting on the recommendation of Parish Council. e. Secretary of Parish Council, elected at the AGM f. Treasurer of Parish Council, elected at the AGM. The positions of Secretary and Treasurer may be combined.

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	<p>g. Between 3 and 6 elected members at large as determined by the annual parish meeting. These members should be chosen to represent the diversity of the members of the parish.</p> <p>h. The Lay and Youth Delegates (if any) to Synod from the parish, as nominated at the parish AGM and if elected at by the AGM Anglican Churches of Pictou County</p> <p>i. On the recommendation of Parish Council, a chairperson of Parish Council may be elected at the annual parish meeting</p> <p>j. On the recommendation of Parish Council where Parish Council members are directly responsible for the operations of the parish, an additional 4 members at large may be elected at the annual parish meeting</p> <p>It is permissible and anticipated that some of these positions may be held by the same individual (e.g. one person is the treasurer of Parish Council and is also a Lay Delegate to Synod; an LLM is also Parish Warden; a Lay Delegate is also a member at large) subject to the restrictions on membership set out in section 26.</p>
24	<p>Term of office of Members of Parish Council</p> <p>a. Each warden holds office for a term commencing at the close of the annual meeting at which the warden was elected and ending at the close of an annual meeting that is no later than the third annual meeting after the meeting at which the warden was elected. Wardens shall be elected for terms that are staggered in such a manner that their terms of office do not all end at the same time.</p> <p>b. Each member at large holds office for a term commencing at the close of the annual meeting at which the member at large was elected and ending at the close of an annual meeting that is no later than the third annual meeting after the meeting at which the member at large was elected. Members at large shall be elected for terms that are staggered in such a manner that their terms of office do not all end at the same time.</p> <p>c. The Rector or Bishop's Designate holds office at the pleasure of the Bishop or until their resignation under Canon 25.</p> <p>d. The Lay Delegates to Synod shall be elected in accordance with the Constitution of the Diocese and serve until replaced, but not for more than two consecutive Synods.</p> <p>e. All other positions on Parish Council are elected for one year terms.</p> <p>f. A person may be re-elected as a warden, secretary or treasurer, except that no person may, without the consent of the Bishop, hold office as a warden, secretary or treasurer for a continuous period of more than nine years.</p>
25	<p>Changes in Membership during the term of Parish Council</p> <p>a. Councils may fill a vacancy in their elected membership, including a vacancy that occurs as a result of an annual meeting failing to elect all the members to the council that the meeting was entitled to elect.</p> <p>b. The filling of a vacancy in the membership of a Council must be ratified at either the first annual meeting of the parish for which the Council was established that is held after the vacancy is filled or at a special meeting of the parish that is held after the vacancy is filled.</p>

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	<ul style="list-style-type: none"> c. A Council may, by resolution, request any member elected to the council who is unable, or who fails, to perform the duties of a member of the council, to resign from the council. d. A person may resign from a Council by submitting that person's resignation to the Council in writing (including by electronic means), except that where a person wishes to resign because of a grievance, that person may only do so by submitting that member's resignation to the Bishop in writing and to the council and, in such case, the resignation is not effective unless and until the Bishop communicates the Bishop's acceptance in writing to that person and to the council. e. Where a person who is a member of a Council ceases to be qualified to be elected to the Council, that person is deemed to have resigned as a member of the Council except that the Council may, by a resolution supported by at least two thirds of its members, extend that person's membership on the Council as long as the extension does not go beyond the date of the next annual meeting of the parish
26	<p>Requirements for Membership of Parish Council</p> <ul style="list-style-type: none"> 1. All members of Parish Council must <ul style="list-style-type: none"> a. have attained the age of sixteen years, although all individuals with signing authority must have reached the age of majority in the province of the parish; and b. be a communicant of a congregation that forms a part of the parish and attend worship services in the parish at least monthly unless prevented from doing so by reason of temporary infirmity, extended travel or work; and c. support the mission of the parish through offerings of time, talent or treasure. 2. Members of Parish Council have the following accountabilities: <ul style="list-style-type: none"> a. To attend the meetings of the Parish Council and meetings of the members of the parish and participate in the deliberations at such meetings. b. To be conversant with the affairs of the Parish; this may include having a portfolio of committees or groups within the parish assigned to each member of Council to ensure that communication flows freely between Council and the various groups. c. To represent the best interests of the members of the parish and the Parish in all matters that come before Council for decision. d. To communicate to Council the concerns and opinions of parishioners on matters concerning the mission of the Parish, the Region, and Diocese. e. To participate in the execution and implementation of decisions taken by the Council or the Parishioners. f. To excuse themselves from decisions where there might be an actual or perceived conflict of interest.

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	<p>3. Multiple roles:</p> <ul style="list-style-type: none"> a. An ordained person or postulant may not hold any other office. b. A parish warden may not be the parish treasurer. c. A paid staff person may not be a warden or the treasurer. d. Otherwise, a member of Parish Council may hold more than one role. <p>4. Conflicts of interest.</p> <ul style="list-style-type: none"> a. Unless permitted to do so by a resolution passed by the council that has the question before it, neither a person who is in receipt of a payment for carrying out duties or performing services for a parish, nor a person with whom that person is not at arm's length, may vote on any question that is before the Parish Council where the question relates to the salary, remuneration or any term of employment of that person. b. The list of signing authorities shall not include people who are not at arm's-length with each other. <p>5. Roles of specific officers:</p> <ul style="list-style-type: none"> a. The wardens are the chief lay officers of the parish. Parish Council may, by resolution, delegate particular responsibilities to the various wardens. b. It is the responsibility of the treasurer, under the general direction of Parish Council and in accordance with the Constitution and Canons of the Diocese, and working closely any members of a Finance Committee, to: <ul style="list-style-type: none"> i. keep accurate records of all financial transactions of the parish; ii. provide monthly statements of the income and expenses of the parish to the parish and the parish council; iii. provide, according to the Diocesan schedule, statistics of the parish and report them to each annual meeting of the members of the parish; iv. make all necessary banking arrangements; v. arrange for payment of all salaries and accounts as approved by the parish council; vi. manage all investments of the parish including those held for the benefit of its cemeteries; vii. ensure that all monies received for the parish are immediately deposited in a chartered bank, credit union or trust company selected by the parish council to the credit of the parish in one or more accounts as may be determined by the parish council; viii. ensure that the parish's charitable returns , HST returns, and any other returns required by law are filed on a timely basis; and ix. if necessary, make provision for a qualified person to perform accounting duties in accordance with established procedures. It is permissible for the parish to pay an individual to act as bookkeeper to maintain the financial records

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	<p>of that parish or church. The role of treasurer will then include oversight of the bookkeeper's work, as well as the other duties of a treasurer.</p> <p>c. The responsibility of the Secretary of Parish Council is to record the minutes of the meetings of Parish Council and of resolutions passed, to ensure that the permanent records are safely maintained, and generally to act as Secretary for the meetings of Parish Council or the members of the parish, and other duties assigned by Canon or the bylaws of the parish.</p>
27	<p>Notice of meeting of Parish Council</p> <p>Notice of regular meetings of Parish Council shall be given to the parish through announcements at Sunday services and may also be given electronically. Notice of an extraordinary meeting of Parish Council shall be given to all members of council at least one week in advance of the meeting and include the proposed agenda and all supporting materials.</p>
28	<p>Regular meetings of the Parish Council</p> <p>a. Parish Council shall meet at least six times per year. Parish Council may appoint a day or days in any month or months for regular meetings of Parish Council at a place and hour to be named. The proposed agenda and all supporting materials shall be sent to the members of Parish Council at least one week prior to the meeting.</p> <p>b. At least annually, Parish Council will consider:</p> <ul style="list-style-type: none"> i. The parish's mission as part of God's mission to the world ii. How the offerings of talents and callings of the members of the parish can best be used in service of the ministries of the parish iii. The Council's goals for the year and insights from its work on previous goals iv. How the talents and callings of the members of Parish Council can best be used in the work of Parish Council v. The Parish's SafeR Church policy and related documents (such as position audits, risk assessments, and risk mitigation strategies) vi. The state of its buildings, cemeteries, and any other property, and any major repairs or upgrades that will be needed in the next three years <p>c. Approved minutes of Parish Council shall be made readily available to members of the parish, with due care taken regarding confidential matters.</p> <p>d. All meetings of Parish Council shall be open to the public, except where the subject matter must be kept confidential.</p>

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29	<p>Voting at meetings of the Parish Council</p> <p>At all meetings of Parish Council, every question shall be decided by a majority of the votes cast on the question. Parish Council may adopt a policy to permit the chair of the meeting to have a vote on all matters. In case of an equality of votes, the chair of the meeting shall have a casting vote.</p>
30	<p>Internal Organization of the Parish</p> <ol style="list-style-type: none"> Parish Council may from time to time appoint any committee or other advisory body, as it deems necessary or appropriate for such purposes and with such powers as Council shall see fit. Any such committee may formulate its own rules of procedure, subject to such regulations or directions as Parish Council may from time to time make. Any committee member may be removed by resolution of the Parish Council. The Rector or Bishop's Designate may from time to time appoint any committee or advisory body to plan, coordinate or lead worship. The work of such groups shall be reported to Parish Council for information and consultation. Any decision which requires an expenditure shall be approved following the process for all other expenditures. Parish Council may establish an executive committee consisting of the Rector or Bishop's designate, the wardens, and at Parish Council's discretion, any of: the treasurer, the secretary, and the chair of Parish Council, if any. Parish Council may establish a "Council of the Community" which will meet informally to prepare for events, fundraising activities, building maintenance, and similar work which needs many hands. Christ Church recognizes the following groups as "Councils of the Community": <ul style="list-style-type: none"> • Our LLMs collectively as a College of Lay Ministry Leadership • Property Committee for the purpose of maintenance and groundskeeping, including cemeteries
31	<p>Invalidity of any provisions of this Bylaw</p> <p>The invalidity or unenforceability of any provision of these Bylaws shall not affect the validity or enforceability of the remaining provisions.</p>
32	<p>Omissions and errors</p> <p>The accidental omission to give any notice to any member of the parish or member of a Council, Executive Team or committee of the parish, or the non-receipt of any notice by any such person where the Parish Council has provided notice in accordance with the Bylaws or any error in any notice not affecting its substance shall not invalidate any action taken at any meeting to which the notice pertained or otherwise founded on such notice.</p>

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33	<p>Dispute resolution mechanism</p> <p>Disputes or controversies among members of the parish, or members of Parish Council, committee members, or volunteers of the Parish are as much as possible to be resolved by following the SafeR Church policy of the Parish, the Sexual Misconduct and similar policies of the Diocese.</p> <p>If the matter is still unresolved, the individual may</p> <ol style="list-style-type: none"> Bring the dispute to the Rector or Bishop's Designate, the Parish wardens for resolution And if necessary, by asking the Regional Dean or Archdeacon of the Region to assist in resolving the issue. <p>If a parish warden wishes to resign during their term as a result of a grievance, that resignation must be made in writing to the Bishop and to the Parish Council. The resignation is not effective until the Bishop communicates in writing that it has been accepted.</p>
34	<p>Bylaws and effective date</p> <p>The Parish Council may not make, amend or repeal any bylaws that regulate the activities or affairs of the Parish without having the bylaw, amendment or repeal confirmed at a meeting of the members of the parish by ordinary resolution. If the amended bylaw would not be consistent with the relevant Canons and Diocesan policies, the bylaw must receive the approval of the Bishop. The bylaw, amendment or repeal is only effective when confirmed by the members and by the Bishop (if necessary) in the form in which it was confirmed.</p>