



The By Laws of the

Church of the Holy Trinity

Article 1 - Organization

Section 1.1. Incorporation

Church of the Holy Trinity (hereinafter referred to as “Holy Trinity”) is a religious corporation formed under The Non-Profit Corporation Act of North Carolina (the “Act”). The Church was formed and is recognized as exempt under section 501(c)(3) of the Internal Revenue Code.

Section 1.2. Affiliation

Holy Trinity is established as an Anglican church in the United States through affiliation with the North American Missionary District of the Province de L’Eglise Anglicane au Rwanda (hereinafter known as the “PEARUSA”) and its successors, which has subjurisdiction status in the Anglican Church of North America (ACNA). PEARUSA is seated within the canons and charters of the Province of the Anglican Church of Rwanda; thereby PEARUSA provides a way for congregations and clergy to be given episcopal oversight and remain connected to the worldwide Anglican Communion.

Holy Trinity is also an active ministry partner with the ACNA, whose stated mission is “to extend the kingdom of God by presenting Jesus Christ in the power of the Holy Spirit, that people everywhere will come to put their trust in God through Him, know Him as Savior and serve Him as Lord in the fellowship of the Church. The chief agents of this mission to extend the Kingdom of God are the people of God.”

Section 1.3. Mission/ Vision

At Holy Trinity, our mission is to love, worship, and serve God - Father, Son, and Holy Spirit - here in Chatham County.

Section 1.4. Core Values

As a faithful Anglican church we value being:

- **Christocentric:** We are being transformed by the Gospel of Jesus Christ. This means we are humbled by God’s sovereign grace extended towards us based not our merit but the merit of

Christ our Lord. Knowing this, we no longer try to earn God's favor through religious or ethical obedience. We are a people marked by our faith and repentance for our sins.

- **Biblical:** We place ourselves under the authority of Holy Scripture, confess Christ as he is found therein, and acknowledge the continuing presence and power of the Holy Spirit. In the words of the 6th Article of Religion:

“HOLY Scriptures containeth all things necessary to salvation: so that whatsoever is not read therein, nor may be proved thereby, is not to be required of any man, that it should be believed as an article of the faith, or be thought requisite or necessary to salvation.”

- **Missional:** We recognize Holy Trinity is a church called to be a place where those who are far off come home to faith in the Triune God. Therefore, we proclaim the good news of Christ in word and deed, understanding that we are not a church for ourselves but for the sake of our community.
- **Familial:** We desire to support the spiritual life of parents and children as well as the broader family of God that gathers weekly for worship.
- **Liturgical:** We order our common worship and our parish activities around the rich tradition of Anglican liturgy, embodied in the various publications of the Book of Common Prayer, especially in accordance with the standards set forth in the 1662 edition of the Book of Common Prayer.
- **Sacramental:** We recognize the mystery of God's real presence in our midst, particularly in the weekly celebration of the Lord's Supper and in the sacrament of Holy Baptism.

Article 2 – Membership

Section 2.1. A Member of Holy Trinity:

- (a) Has a personal faith in Jesus Christ;
- (b) Is baptized in the name of the Father, Son and Holy Spirit;
- (c) Has completed the membership portion of the Essentials class, or other membership class as approved by the Rector or the Vestry;
- (d) Is at least 16 years old;
- (e) Has requested membership;
- (f) Is committed to the vision of Holy Trinity;
- (g) Is a regular communicant and known to the treasurer; and
- (h) Is pursuing active participation and service in the ministry of Holy Trinity

Voting members of Holy Trinity are those members who are in good standing. A member in good standing is a member who is not under church discipline and who throughout the past year has actively shared in the life and witness of the church, and has demonstrated in word and deed growth in faith and in love of Jesus Christ. All voting members present at duly called congregational meetings are entitled to one vote on all matters that require the approval of the Congregation. Voting by proxy is not allowed.

Section 2.2. Responsibilities of Members

All baptized members of the Church share in its life and witness and should so order their lives that they grow in faith and in love of Jesus Christ. (Ephesians 3:14-21)

We are particularly called upon:

- a) to follow the example of Christ in home and daily life and to bear personal witness of him
- b) to be regular in private prayer day by day
- c) to read the Bible carefully
- d) to come to church every Sunday
- e) to receive Holy Communion faithfully and regularly
- f) to receive the oversight and faithful teaching of those given godly pastoral authority in the church
- g) to pursue godly relationships with fellow Christians, always speaking respectfully of Holy Trinity, its members, and its leaders
- h) to give personal service to Church, neighbors, and community
- i) to give money for the work of the Church at home and overseas.
- j) to uphold the standard of marriage entrusted by Christ to his Church
- k) to take care that children are brought up to love and serve the Lord

Section 2.3. Discipline of a Member

Our Congregation desires to glorify God, deter sin, build godly relationships with one another, and address (with teaching and correction according to Matthew 18:15-17, Ephesians 4:15-16, 1 Thessalonians 5:14, Titus 3:10) those who depart from Scripture and biblical conduct. The goal in all discipline will be complete restoration of the member's relationship with Christ and relationship with Holy Trinity.

Section 2.4. Removal from Membership

A member may be removed from membership based on any of the following:

- a) Death of the member;
- b) Transferal of membership;
- c) Written request of the member;
- d) Dismissal through church discipline; or
- e) Inactivity and not non-attendance for over one year.

Article 3 – Member Meetings

Section 3.1. Annual Meetings of Voting Members.

There shall be an Annual Meeting of voting members of Holy Trinity during the month of September or at some other time to be designated by the Rector and a majority vote of the Vestry (“Annual Meeting”). Not less than thirty (30) days written notice of such meeting shall be given to the Congregation by the Rector, or the Vestry (if the Rector is not available).

At the Annual Meeting, the voting members shall be provided with information and a forum for discussion about the mission, ministries and direction of Holy Trinity, along with a financial report. At the Annual Meeting, members of the Vestry shall be elected.

The Rector, or a designated member of the Vestry, shall preside at all meetings of voting members.

Section 3.2. Special Meetings of Voting Members.

Special meetings of voting members other than the Annual Meeting may be called at any time by the Rector or by a majority vote of the Vestry. At least fifteen (15) days written notice shall have been given to the Congregation announcing such meeting. This notice shall include the date, time and place of the meeting along with the stated purpose of the meeting. No other business shall be transacted other than the purpose(s) as described in the notice. The Rector or designated Vestry member(s) shall preside at all such Special Meetings.

Section 3.3. Voting.

The Vestry may request a vote on any issues requiring a decision to be made by the voting members of Holy Trinity at a called meeting, whether an Annual Meeting or a Special Meeting. Every voting member shall be entitled to cast one vote. A member of the Congregation may not appoint a proxy for himself or herself, and may not vote by proxy.

Section 3.4. Quorum.

A minimum quorum requirement of one third (1/3rd) of voting members shall exist for any duly called meeting. Except as otherwise provided herein, decisions made at all meetings of voting members shall be made by majority vote of those present.

Article 4 - Church Leadership

Section 4.1. Duties & Responsibilities of the Vestry

Recognizing that the Vestry is called to serve the common good of the Congregation, and realizing that all decisions of Holy Trinity are spiritual decisions, their responsibilities shall include:

- a) Authority over the business and legal affairs of Holy Trinity, including, but not limited to: authorization of the annual budget, overseeing the purchase and sale of Church property and any rental of Church property, and assuring that the legal affairs of Holy Trinity are in order.
- b) Partnering with the Rector to establish, refine, communicate, and defend the Vision and Values of Holy Trinity. The Vestry will also serve as an advisory council for matters of ministry and provide prayer, support, wisdom, and counsel to the Rector for mission and ministry of Holy Trinity.
- c) Partnering with the Rector to discern the strategic focus of Holy Trinity, including helping him to evaluate and establish the annual and long-term goals of the Congregation, while the staff and other clergy under the Rector's leadership will execute the specific tasks & tactics to fulfill those strategies.
- d) Voting on issues of church discipline, specifically in removing a member from the membership of the church. Dismissal requires a majority vote by the Vestry.

Section 4.2. Qualifications of Members of the Vestry.

Members of the Vestry:

- a) Shall be voting members of Holy Trinity;
- b) Shall have shown their support of, and commitment to, the Vision and Values of Holy Trinity;
- c) Shall have illustrated godly character with a level of wisdom and maturity that is respected by the Congregation of Holy Trinity;
- d) Shall have displayed leadership in a ministry of Holy Trinity;
- e) Shall live either in fidelity within the covenant of marriage between a man and a woman, or chastity in singleness;
- f) Shall practice Sabbath, lead an active prayer life, know and continue to study Scripture, and be a cheerful giver;
- g) Shall have time to serve effectively on the Vestry, appropriately prioritizing this commitment; and
- h) Shall affirm the following declaration & promise, *"I do believe the Holy Scriptures of the Old and New Testament to be the Word of God and to contain all things necessary for salvation and I do yield my hearty consent to the doctrine, discipline, and worship of Christ as the Anglican Church has received them. I promise that I will faithfully lead and serve as I am called as a member of this local Congregation to the best of my ability."*

Section 4.3. Accountability.

The Vestry shall be formed from individuals who are actively involved in the implementation of Holy Trinity's stated mission. Vestry members shall commit themselves to personal and spiritual accountability to

one another and to God. Serving as a member of the Vestry shall be viewed as a spiritual and serious matter and the members of the Vestry shall be expected to earnestly seek God's will with regard to the making of all decisions.

Section 4.4. Number and Tenure.

- a) The Vestry shall consist of a minimum of five (5) and a maximum of ten (10) members, including the Rector. The Rector shall be a member of the Vestry, by virtue of office. Members of the Vestry shall serve for a three (3) year term and may be elected to two (2) consecutive terms. In order to be re-elected to the Vestry after serving two (2) consecutive terms, he or she must wait one (1) year.
- b) The initial Vestry shall be appointed by the Rector and the Leadership Team. These terms may be staggered terms.
- c) As the terms of the initially appointed members expire, future members of the Vestry shall be elected to serve three (3) year terms.
- d) Nothing in the foregoing shall be construed as preventing a member, elected to fill an unexpired term, from being allowed to be elected to a full three (3) year term.

Section 4.5. Nominating Process; Member Approval.

The election and nomination process shall be as set forth in this Section.

a. Nominating Committee:

At least two (2) months before the Annual Meeting a nominating committee will be chosen consisting of at least two (2) members of the Vestry, and at least two (2) other members of the church, as chosen by the Vestry. The nominating committee will solicit suggestions for potential candidates from the Congregation, the Vestry, and pastoral staff until thirty (30) days before the Annual Meeting.

The nominating committee will be responsible for discerning that all candidates meet the qualifications for leadership (see Article 4, section 2) and for presenting one (1) candidate to the Annual Meeting for each Vestry vacancy. There will be no nominations outside of those made by the nominating committee.

At least two (2) weeks prior to the Annual Meeting, the names of proposed candidates for the Vestry will be presented to the Congregation, and input shall be solicited from the Congregation.

b. Member Approval of the Vestry

The candidates shall be approved by a vote at the Annual Meeting or Special Meeting. The voting members shall approve or disapprove the list of candidates in its entirety by majority vote.

Section 4.6. Vacancies.

In the event of the death, resignation, removal, disqualification, or other vacancy of a member of the Vestry, the member's successor shall be appointed by majority vote of the Vestry to serve until the expiration of the term of the member.

Section 4.7. Meetings.

The Vestry shall meet as directed by the Rector from time to time, but in no event shall meet less than eight (8) times per twelve (12) month period. Meetings of the Vestry may be called by the Rector, by dual consent of both the Senior Warden and the Junior Warden, or by any three (3) or more Vestry members upon reasonable notice to all other members. Such notice may be by electronic means. All members of the Vestry shall be given at least five (5) days notice of any meeting. Members of the Vestry may participate in meetings by any means of communication through which the Member, other Members so participating and all Members physically present at the meeting may simultaneously hear each other during the meeting. A Member so participating shall be deemed present in person at the meeting.

Section 4.8. Evaluation.

All Vestry members, including the Rector, may submit to and participate in an annual evaluation of one another within the Vestry.

Section 4.9. Voting.

Any member of the Vestry may request a vote on any issue requiring a decision to be made by the Vestry at a meeting. Every voting member of the Vestry shall be entitled to cast one (1) vote. The affirmative vote of a majority of members present at a meeting at which a quorum is present shall be the act of the Vestry.

Section 4.10. Quorum.

At all of the Vestry meetings, the presence of fifty percent (50%) of the members of the Vestry shall constitute a quorum. In the absence of a quorum, the majority of the members of the Vestry present may adjourn any meeting until a quorum be had.

Section 4.11. Action Without Meeting

Any action that is required, or permitted to be taken, at a meeting of the Vestry may be taken without a physical meeting of members if the action is taken by the members of the Vestry necessary to approve such matter. Such consent may be solicited and delivered by electronic, telephonic, or other means.

Section 4.12. Resignation.

Any member of the Vestry may resign at any time by giving written notice to the Senior Warden or Rector.

Section 4.13. Removal.

Any member of the Vestry may be removed at a Vestry meeting by a vote of two-thirds of the members of the Vestry or by a vote of two-thirds of the members of the Congregation present at a duly called meeting of the Congregation, excluding the vote of the affected member for voting purposes.

Section 4.14. Disqualification.

A Vestry member shall be removed when the member's conduct, taken as a whole, fails to continue to meet the standard of the qualifications of members of the Vestry as defined in Article 4, Section 2.

Section 4.15. Committees & Ad Hoc Committees.

The Vestry may create committees of the Vestry and appoint members of the Vestry to serve on them. The Vestry may also create *ad hoc* committees consisting of any voting members of Holy Trinity.

Section 4.16. Ministry Affiliates.

The Vestry may create ministry affiliates by entering into agreements and/or creating subsidiaries, partnerships, joint ventures, or other arrangements to further the mission and values of the Church. All organizations so affiliated with the Church shall be under the review and oversight of the Vestry.

Article 5 - Officers

Section 5.1. Officers.

The officers of the Vestry of Holy Trinity shall be the Senior Warden, Junior Warden/Secretary, and Treasurer. The officers shall partner with the Rector in setting the agenda for the Vestry.

Section 5.2. Senior Warden.

a) Selection of the Senior Warden

Each year at the first meeting following the Annual Meeting, the Rector shall select a Senior Warden from among Vestry members to hold office for one (1) year, and the Vestry shall vote to confirm this choice. The Senior Warden shall be eligible to hold office for succeeding terms; however the Senior Warden shall not serve for more than two (2) consecutive terms.

b) Duties of the Senior Warden

1. The Senior Warden serves as the "Rector's Warden." The Senior Warden has the role of caring for the Rector, by: praying regularly with him, serving as a source of counsel for him, and ensuring that the Rector is getting enough rest and space to perform his duties. The Senior Warden is also responsible for caring for the needs of the Rector's family.
2. The Senior Warden shall preside at all meetings of the Vestry or of the Congregation in the absence of the Rector.
3. The Senior Warden shall have general supervision over the business of the Church. The Senior Warden shall see that all orders and resolutions of the Vestry be carried into effect, and may execute and deliver in the name of the Church any deeds, mortgages, leases, bonds, contracts, or other instruments pertaining to the business of the Church.
4. The Senior Warden shall perform other duties as prescribed by the Vestry.

Section 5.3. Junior Warden/Secretary.

a) Selection of the Junior Warden/Secretary

Each year, at the first meeting of the Vestry after the Annual Meeting, the members of the Vestry shall elect a Junior Warden to hold office for one (1) year. The Junior Warden shall be eligible to hold office for succeeding terms; however the Junior Warden shall not serve for more than two (2) consecutive terms.

b) Duties of the Junior Warden/Secretary

1. The Junior Warden serves as the “People’s Warden.” The Junior Warden serves as a liaison between the Congregation, the Vestry, and the Rector.
2. The Junior Warden shall preside at all meetings of the Vestry or of the Congregation in the absence of the Rector and the Senior Warden.
3. The Junior Warden shall also serve as the Secretary of Vestry. The Junior Warden shall record, or have recorded proceedings of all meetings of the Vestry, shall manage the system for keeping the names and current addresses of members of the Congregation, shall give proper notice of meetings of the Vestry and Congregation, and shall perform all duties usually incident to the office of the Secretary. Minutes of meetings shall be available within ten (10) days of a meeting.
4. The Junior Warden shall perform other duties as prescribed by the Vestry.

Section 5.4. Treasurer

a) Selection of the Treasurer

Each year, at the first meeting of the Vestry after the Annual Meeting, the members of the Vestry shall elect a Treasurer to hold office for one (1) year. The Vestry shall elect a treasurer either from within the Vestry or from the Church membership.

b) Duties of the Treasurer

1. The Treasurer shall be responsible for overseeing the accurate account of all moneys of the Church, received or disbursed.
2. The Treasurer shall ensure that the Church’s finances be directed toward religious, charitable, or educational purposes, and not for any private benefit
3. The Treasurer shall provide reports to the Vestry on the state of the Church’s financial affairs, expenses, revenues, insurance coverage, and investments. The Treasurer shall perform all duties usually incident to the office of the Treasurer, and shall perform other duties as prescribed by the Vestry.
4. The Treasurer shall make a report to the Congregation at the Annual Meeting.
5. The Treasurer shall oversee any external reports or audits.
6. The Treasurer shall review the church’s financial statements at each regular meeting of the Vestry.

Section 5.5. Removal & Vacancy

The Officers may be removed at any time by a vote of two-thirds (2/3rd) of the members of the Vestry, excluding the vote of the affected Officer for voting purposes. Any vacancy occurring in any such office shall be filled for the remainder of the applicable term by appointment of the Rector and with the concurrence of the Vestry.

Article 6 – Rector

Section 6.1. Call & Hiring of the Rector

The Rector shall be called by God, qualified according to Scripture, ordained as a presbyter in Anglican orders, willing to fulfill this leadership responsibility, and support the vision and mission of Holy Trinity. The Rector shall be recognized and honored by the Vestry and the Congregation.

When an opening exists for a Rector, the Vestry shall appoint a Search Committee and consult with the Bishop. Members of the Search Committee must be voting members of the Congregation and may be members of the Vestry. The Chair of the Search Committee must be a member of the Vestry.

The Search Committee shall recommend a candidate to the Vestry. If the Vestry approves the candidate by unanimous vote the Vestry shall then obtain the approval of the Bishop. The Vestry shall then present the new Rector to the Congregation.

Section 6.2. Duties of the Rector

- a) The Rector will serve as the shepherd of the Congregation by: seeing that the Word is duly preached and the Sacraments rightly administered, by providing pastoral care to all members, and by directing the vision of the Church.
- b) The Rector shall manage the affairs and activities of Holy Trinity, except to the extent delegated to the Vestry as set forth in these Bylaws.
- c) The Rector is also responsible for the oversight of the Congregation by:
 1. Overseeing and/or delegating the management of all ministries,
 2. Overseeing personnel issues, including hiring, development, supervision, and (as needed) dismissal of Church staff (in consultation with the Vestry).
 3. Presiding over Vestry meetings, and partnering with the Vestry to advance the mission of the Church.

Section 6.3. Accountability.

First, the Rector is accountable to our Lord and Savior, Jesus Christ.

Second, the Rector is accountable to the Bishop.

Third, the Rector is accountable to the Vestry as set forth in these Bylaws. On an annual basis, the Vestry shall work together with the Rector to help him evaluate the progress of his ministry goals.

Section 6.4. Procedure When Pastoral Relationship Imperiled or Hindered

Whenever the Rector or a majority of the Vestry believes the pastoral relationship between the Rector and the Congregation to be imperiled or hindered by reason of dissension including but not limited to any of the reasons set forth in Title IV Canon 2 of the Constitution and Canon of the Anglican Church of North America (June 2012) either or both may present the matter to the Bishop.

- a. Upon notification of such imperilment or hindrance, the Bishop shall promptly seek reconciliation by whatever means he believes appropriate. The Bishop, or his delegate, shall hold conferences with the Rector and the remainder of the Vestry, who shall participate cooperatively in the process. The Bishop may issue such interim recommendations appropriate to the cause before issuing a final judgment.
- b. The Bishop shall make the final judgment after praying over the matter and taking into consideration the recommendations of the Vestry and other such consultation as he deems appropriate. The recommendations may include but are not limited to a leave of absence with pay for the Rector, a continuation of the pastoral relationship on a provisional basis, or dissolution of the pastoral relationship.
- c. If the relationship is to be dissolved, the terms of judgment may include terms and conditions for compliance by both parties and may include an equitable financial settlement that is just and compassionate. The Rector or the remainder of the Vestry may petition the Bishop to review and/or modify the financial terms of the judgment. The bishop shall in all cases render pastoral support and godly care to the Rector while seeking to also serve the parish and its vestry in its time of need.
- d. If for any reason the Rector shall refuse to comply with the judgment of the Bishop, the Bishop may suspend the Rector from the exercise of the ministry of a Presbyterian until he complies with the judgment and the Vestry may petition the Bishop for pastoral assistance until a resolution is reached.

Section 6.5. Removal of the Rector

If the Vestry desires the Bishop to remove the Rector for cause, it shall consult with the Bishop prior to any action in the circumstances.

The term “cause” shall mean the Rector has been convicted of a crime involving moral turpitude, or the Vestry has been presented with evidence that it deems substantial and credible of any of the conduct enumerated in Title IV Canon 2 of the Constitution and Canon of the Anglican Church of North America (June 2012).

Section 6.6. Compensation of the Rector

The Vestry shall have authority to determine the compensation and benefits of the Rector (as well as all other Church staff) and shall be reviewed annually.

Section 6.7. Interim Rector

At a time of pastoral vacancy, an Interim Rector may be appointed after consultation with the Bishop and by majority vote of the Vestry. Any Interim Rector shall have all the rights and duties as a regularly called Rector until a new Rector is called or until removed after consultation with the Bishop by majority vote of the Vestry.

Article 7 – Church Staff

Section 7.1. Employment Decisions

- a) The Rector shall hire all staff positions and the Vestry shall set the appropriate salary range.
- b) The Rector shall have the highest level of staff authority and shall supervise, or delegate the supervision of, employment decisions and the determination of job responsibilities for all staff.
- c) In consultation with the Vestry, the Rector has discretion to hire and fire staff members.
- d) Each staff member must be faithful to the qualifications under which the staff member was hired. If an employee fails to meet the requirements for which the employee was hired or has transitioned into, the employee may be released from employment.

Section 7.2. Compensation.

Salaries for all staff and clergy shall be set and reviewed at least annually by the Vestry.

Section 7.3 When Clergy (Other than Rector) Relationship Imperiled or Hindered

Whenever the Rector or a majority of the Vestry believes the relationship between Clergy (other than the Rector) and the Congregation to be imperiled or hindered by reason of dissension including but not limited to any of the reasons set forth in Title IV Canon 2 of the Constitution and Canons of the Anglican Church of North America (June 2012) either or both may present the matter to the Bishop. In such case, the Rector and/or the Vestry may call upon the Bishop to assist them and that Clergy member in a manner parallel to that set out in Sections 6.4 and 6.5 above.

Article 8 - Finances

Section 8.1. Receipts.

Holy Trinity shall receive all monies or other properties transferred to it for purposes that are consistent with Scripture and the mission of Holy Trinity. The Vestry, or such persons designated by it, such as the finance committee/Treasurer, shall establish policies and procedures that will ensure generally accepted accounting principles and procedures will be followed by Holy Trinity.

Section 8.2. Management and Review.

- a) The Vestry shall manage and disburse any funds or property only for the benefit of Holy Trinity in accordance with its mission.
- b) The Treasurer shall present an annual budget in writing no later than the twelfth (12th) month of each fiscal year to the Vestry.
- c) All Holy Trinity's budgets, original and modified, presented by the Treasurer shall be made final upon a majority vote of the Vestry.

Article 9 - Property

Titles to all properties acquired with funds of Holy Trinity or for purposes of Holy Trinity shall be vested in Holy Trinity. Transfers, including encumbrances, of (a) personal property with an individual or aggregate value in excess of FIVE THOUSAND DOLLARS (\$5,000) and (b) real property shall be made only with a vote of two-thirds (2/3rd) of those Members of the Vestry present at a Vestry meeting. The Vestry shall determine the distribution of all net properties upon dissolution of Holy Trinity, but in all cases, such property must be distributed to another organization exempt under section 501(c)(3) of the Internal Revenue Code or as otherwise required by law.

Article 10 – Changing the By Laws

These Bylaws may be amended, altered, or repealed at any time by a two-thirds (2/3rd) majority vote of the Vestry at two successive, regular meetings of the Vestry. Changes to these Bylaws will be published to the Congregation.

Article 11 - Indemnification

To the fullest extent now or hereafter permitted by law, every person who is or was a party or is threatened to be made a party to or is involved in any action, suit or proceeding, whether civil, criminal, administrative or investigative, by reason of his being a member of the Vestry or is or was serving as an Officer, assistant or volunteer at the request of Holy Trinity shall be indemnified and held harmless against all expenses, liabilities and losses (including attorney's fees, judgments, fines and amounts paid or to be paid in settlement) reasonably incurred or suffered by her/him in connection with such membership or service, except when such expenses, liabilities and losses result from his willful misconduct, self-dealings, embezzlement or theft. Such right shall be a contract right that may be enforced in any lawful manner. Such right of indemnification shall not be exclusive of any other right she/he might have, but it shall not be available until recovery from all other sources has been applied. Holy Trinity may purchase and maintain insurance on behalf of any person who is or may be entitled to indemnification under this section against any liability asserted against such person.

The Vestry shall take all such action as may be necessary and appropriate to authorize Holy Trinity to pay the indemnification required by these Bylaws, including, without limitation, to the extent needed, making a good faith evaluation of the manner in which the claimant for indemnity acted and of the reasonable amount of indemnity due her/him. Any person who, at any time after the adoption of these Bylaws, serves or has served in any of the aforesaid capacities for or on behalf of Holy Trinity shall be deemed to be doing or to have done so in reliance upon, and its consideration for, the right of indemnification provided herein. Such right shall inure to the benefit of the legal representatives of any such person and shall not be exclusive of any other rights to which such person may be entitled apart from the provision of these Bylaws.

Article 12 - Insurance

It shall be the responsibility of the Vestry to have and maintain insurance policies at all times. It is the desire of Holy Trinity to protect the staff, buildings, grounds, vehicles, contracts and other property of Holy Trinity in a manner consistent with accepted state or federal laws and reasonable judgment.

Article 13 – Notices

No notice of the time, place or purpose of any meeting of the Vestry, Members, or any publication thereof, whether prescribed by law, by the charter, or by these Bylaws, need be given to any person who attends such meeting, or who, in writing, executed either before or after the holding thereof, waives such notice, and such attendance or waiver shall be deemed equivalent to notice. Further, any notices required hereunder may be given by normal electronic (i.e. fax or email) means, or as otherwise permitted under law, as it shall be amended from time to time. Notice may be given by publication in the newsletters, bulletins or website of Holy Trinity.

THESE BYLAWS WERE ADOPTED ON
THE SEVENTH DAY OF JANUARY IN THE YEAR OF OUR LORD
TWO THOUSAND FOURTEEN
BY THE LEADERSHIP TEAM OF
THE CHURCH OF THE HOLY TRINITY.