

BYLAWS OF TRINITY ANGLICAN CHURCH

as Amended February 26, 2022
and November 12, 2023

A Louisiana Non-Profit Corporation

Trinity Anglican Church (hereinafter referred to as “Trinity”), a non-stock corporation duly formed under the provisions of the state of Louisiana, will uphold the following bylaws, which shall govern the management and operation of Trinity’s business and the regulation of its affairs to the extent consistent with Trinity’s Articles of Incorporation and applicable law.

ARTICLE 1: IDENTITY

Section 1.1. Purpose: Trinity, according to the Great Commandment (Mark 12:28-34), exists to glorify God (who is manifested in and through Jesus Christ as revealed in the Scriptures of the Old and New Testaments) in our worship - loving Him and loving our neighbors. Trinity is organized exclusively for one or more of the purposes specified in Section 501(c)(3) of the Internal Revenue Code.

Section 1.2. Mission: Trinity, according to the Great Commission (Matthew 28:16-20), makes disciples of all people for Jesus Christ by gathering (baptizing them in the name of the Father and of the Son and of the Holy Spirit) and by equipping (teaching them to observe all that Jesus Christ commanded) to love and serve in the name of God.

Section 1.3. Authority: Trinity serves under the authority of the Holy Scriptures of the Old and New Testaments (the God-breathed and authoritative Word of God, which is our only basis for Christian faith and practice) as received through the tradition of the one, holy, catholic, and apostolic church and interpreted according to the four Ecumenical Councils and the three historic Creeds (see Appendix). Trinity patterns its worship after the tradition of the *Book of Common Prayer* in continuity with the 1662 version. Trinity accepts *The Jerusalem Declaration* of the Global Anglican Futures Conference, June 29, 2008 (see Appendix), as a general summary of Trinity’s faith and practice.

Section 1.4. Commitments: Trinity welcomes and seeks edifying relationships with all people yet holds and maintains distinct commitments concerning the social teaching of Holy Scripture as passed down through the one, holy, catholic, and apostolic church. **Sanctity of Life:** Trinity recognizes that God alone, not man, is Creator. Therefore, Trinity is committed to the sanctity of all human life (Exodus 20:13; Jeremiah 1:5; Psalm 139:13). **Holy Matrimony (Marriage):** Trinity is committed to the definition of marriage as a lifelong union between one man and one woman in a faithful covenant with Almighty God (Gen 2:24; Ephesians 5:32). **Sexual Morality:** Trinity is committed to the sanctity of biblical marriage and the sexual morality taught in Holy

Scripture (Exodus 20:14; Ephesians 5:3). Trinity shall make its employment and business practice decisions in accordance with these commitments.

Section 1.5. Affiliation: Trinity is a parish of the Anglican Diocese of the Western Gulf Coast (hereinafter referred to as “DWGC”) and is a member of the Anglican Church in North America (hereinafter referred to as “ACNA”). Therefore, Trinity serves under and submits to the spiritual authority of the DWGC’s Diocesan Bishop (hereinafter referred to as “Bishop”) and affirms and abides by the constitution and canons of both the DWGC and the ACNA insofar as the actions and expressed beliefs of the DWGC, the ACNA, and the DWGC’s Diocesan Bishop remain consistent with Article 1, Sections 1.1 through 1.4 of these Trinity Bylaws. All rights, powers, privileges, and interests not expressly granted to or reserved by the Diocese or the Province are reserved by Trinity.

All property, real, personal, tangible or intangible, owned or held on behalf of Trinity now and in the future is and shall be solely and exclusively owned by the Church, free of any trust, right of assessment or other claim in favor of the Diocese or the Province. Trinity reserves the right to withdraw from the Diocese at any time, retaining all property, real, personal, tangible or intangible, owned or held by or on behalf of the church. Trinity reserves the right to transfer from one Diocese to another with the permission and blessing of both the sending and receiving diocesan Bishops. If Trinity and the bishops cannot reach agreement on such transfer, Trinity shall request the Archbishop of the Province to mediate and facilitate a transfer or other resolution.

ARTICLE 2: OFFICES

Section 2.1. Offices: Trinity’s principal office shall be located at 3001 Verot School Road, Lafayette, LA 70508. Trinity may have other offices, as the Vestry may designate or as Trinity’s affairs may require from time to time.

Section 2.2. Registered Office and Agent: The registered office and agent of Trinity shall be as identified in the Articles of Incorporation. A change in registered office or agent may be made by filing appropriate documents with the appropriate office of the state of Louisiana.

ARTICLE 3: MEMBERSHIP

Section 3.1. Neighbors: Trinity aims to serve all people who are not yet members - seeking to display the love of God in and through our hospitality and love for our Neighbors. Neighbors (all people) are welcome to attend the public worship and events of Trinity. Trinity reserves the right to prevent, for good cause, an individual from entering the church grounds.

Neighbors are distinguished from the two categories of members at Trinity, which are 1. Baptized Members and 2. Voting Members.

Section 3.2. Baptized Members: Baptized members include all who have been baptized in water in the name of the Father, the Son, and the Holy Spirit and participate regularly in the ministry and mission of Trinity.

Section 3.3. Voting Members: Voting Members of Trinity in good standing as participants in the ministry and mission of Trinity shall be entitled to vote. A Voting Member in good standing is a member who:

- Is baptized in water in the name of the Father, the Son, and the Holy Spirit;
- Confesses to the Faith of the church as found in the words of the Apostles' Creed;
- Completes a membership class offered by the clergy;
- Signs the Trinity Covenant as approved on October 23, 2021, or had previously signed the Trinity Covenant of 2016 (see Appendix);
- Supports the ministries of Trinity - growing in love for God, attending worship regularly, providing regular prayer and financial gifts, contributing to the health and life of the church, and having good reputation;
- Participates in the mission of Trinity - growing in love for Neighbors, demonstrating Christian character and practice, and participating in the missionary identity of the one, holy, catholic, and apostolic church

The Rector shall, at least annually, prepare a list of Voting Members; such list shall be submitted to the Vestry at its meeting next preceding the meeting of the members.

Section 3.4. Triennial Reaffirmation: All Clergy and Voting Members shall be required triennially to reaffirm the Trinity Covenant.

Section 3.5. Termination of Voting Membership: Voting Membership of Trinity shall end as a result of:

1. Death of the Voting Member
2. Transfer of membership
3. Written request of the Voting Member
4. Removal for failure to reaffirm the Trinity Covenant
5. By a majority vote of the Vestry

In the case of removal, the Clergy shall encourage restoration of Voting Membership through a process that intends to result in the reaffirmation of the Trinity Covenant.

ARTICLE 4: MEETINGS

Section 4.1. Annual Meeting: The Annual Meeting of the Voting Members is open to all (i.e. Neighbors, Baptized Members, and Voting Members) unless the Vestry votes to enter an

executive session. The Annual Meeting shall be held on a Saturday or Sunday in the month of January in each year at such time as the Vestry may designate, for the purpose of confirming Vestry Members and the transaction of such other business as may come before the meeting. If the confirmation of Vestry Members is not held on the day designated herein for any Annual Meeting of the Voting Members or at any adjournment thereof, then the Vestry shall cause the confirmation of Vestry Members to be held at a Special Meeting as soon thereafter as is convenient.

Section 4.2. Special Meeting: Special meetings of the Voting Members, for any purpose or purposes, unless otherwise prescribed by statute, may be called by the Rector, Rector's Warden, or by the Vestry by giving notice to the Voting Members in accordance with Article 4.4. In the case of an emergency that requires the approval of expenditures related to Trinity property damage or crisis relief, a Special Meeting may be called by the Rector and/or Rector's Warden wherein Article 4.4 may be waived.

Section 4.3. Place of Meeting: Meetings of the Voting Members, whether annual or special, shall be at Trinity's principal office or at such other places as the Vestry shall designate.

Section 4.4. Notice of Meeting: Written notice (including email messages) that states the place, day, hour, and purpose or purposes of the called meeting shall be given to Voting Members. Unless otherwise prescribed by statute, such notice shall be delivered not less than thirteen (13) nor more than fifty (50) days before the date of the meeting. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the Voting Member at his or her address as it appears on the books of the corporation, with postage thereon prepaid. Such notice shall also be given by oral announcement to the congregation made at each regular Sunday service held in a corporately owned or leased Trinity building for the two (2) Sundays before such meeting, in conjunction with insertion of a written announcement in any bulletin which may be distributed customarily to the congregation on such Sundays.

Section 4.5. Quorum for Meeting: The Voting Members present shall constitute a quorum for conducting the business of the meeting unless otherwise provided by these Trinity Bylaws.

Section 4.6. Voting at Meeting: (a) **Proxies and Absentee Voting.** At all meetings, no Voting Members shall be authorized to vote by proxy. However, if a Voting Member is housebound, then absentee voting may be allowed at the Vestry's discretion; (b) **Number of Votes for Voting Members.** Each Voting Member shall be entitled to one vote upon each matter submitted to a vote at a meeting. Unless otherwise provided in the Trinity Bylaws or Articles of Incorporation, matters which Voting Members may decide shall be determined by simple majority vote; (c) **Clergy Voting.** The Clergy of Trinity shall not be entitled to vote, except to break a tie, and then only the Rector shall be entitled to vote.

Section 4.7. Order of Business for Meeting: The order of business at all meetings shall be determined by the Rector in consultation with the Rector's Warden. Proceedings shall be subject

to “Robert’s Rules of Order” and the Rector shall serve as or designate the presiding officer at such meetings.

ARTICLE 5: VESTRY (I.E. BOARD OF DIRECTORS)

Section 5.1. **Qualifications:** An individual serving on the Vestry shall be known as a Vestry Member. Vestry Members shall be Confirmed or received into the Anglican Communion and shall be a Voting Member of Trinity. As such, Vestry Members shall affirm and uphold the Trinity Covenant (see Appendix) as exemplars. Vestry Members shall also affirm the *Jerusalem Statement* of the Global Anglican Futures Conference, June 2008 (see Appendix) and shall sign the following declaration and promise that is recorded in a book kept for that purpose:

“I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God and to contain all things necessary for faith and practice and I do yield my hearty consent to the doctrines, discipline, and worship of Christ as the Anglican Church in North America has received them. I promise that I will faithfully execute the office of Vestry Member of this church to the best of my ability.”

Section 5.2. **Vestry Composition:** The number of Vestry Members of Trinity shall be not less than three (3) and not more than seven (7). A Voting Member becomes a Vestry Member through the following process:

1. The Rector shall IDENTIFY a candidate for consideration;
2. The candidate shall be APPROVED by a majority vote of the Vestry;
3. The candidate shall be RATIFIED by a majority vote of the Voting Members at the annual meeting in accordance with these Trinity Bylaws.

Officers of the Vestry, if they are selected from outside the Vestry Members, shall have a seat and a voice on the Vestry, but no vote. Ordained ministers are not eligible to serve as Vestry Members, except for the Rector serving as Presiding Officer, as defined below. Other associated clergy may be invited to attend Vestry meetings with a seat and a voice, at the Rector’s discretion.

Section 5.3 **Initial Vestry:** The Bishop shall appoint the first Rector and the first three (3) Vestry Members at the recommendation of the first Rector. The Rector and the first three (3) Vestry Members shall identify and endorse four (4) additional Vestry Members within one (1) month thereafter to establish the initial Vestry. The three (3) Vestry Members who are appointed to the initial Vestry by the Bishop upon recommendation of the Rector shall serve a full three (3) year term. Two (2) of the four (4) Vestry Members identified, approved, and ratified for the initial Vestry shall serve a two (2) year term. Two (2) of the four (4) Vestry Members identified, approved, and ratified for the initial Vestry shall serve a one (1) year term.

Section 5.4. Terms: Each Vestry Member shall hold office for a period of three (3) years or until his or her successor is identified, approved, and ratified, or until removed from office, if earlier removed with or without cause. Vestry Members shall be allowed to serve consecutive full terms yet at least one (1) Vestry Member shall roll off of the Vestry each year.

Section 5.5. General Powers & Responsibilities: The Vestry shall work with the Rector to steward Trinity's business and affairs. The Vestry shall carry out the following responsibilities:

- 1. Resources:** The Vestry shall adopt an annual budget in order to ensure that the financial affairs of Trinity are planned and administered faithfully and fruitfully, uphold financial accountability and best practices, and ensure that the property of Trinity is maintained;
- 2. Ministry & Mission:** The Vestry shall uphold and empower Trinity's plans for ministry and mission as full participants and exemplars;
- 3. Commissions & Committees:** The Vestry may, in accordance with these Trinity Bylaws, form *ad hoc* commissions (i.e. to perform a task or certain duties) and *ad hoc* committees (i.e. to recommend a set of tasks or course of action) as it deems proper for building up Trinity as the church and best accomplish the Trinity's work as the church and shall fully support each commission and committee - *ad hoc* and standing - to operate in accordance with the guidelines set down by the Vestry and applicable state and federal laws; The Vestry shall approve a head for each commission and committee, establish specific goals, guidelines, and timelines for each commission or committee, and schedule and structure reporting requirements for each commission or committee;
- 4. Provisions:** The Vestry shall ensure that the salary and benefits of the Rector, other clergy, and lay staff are paid regularly and payment of the current expenses of Trinity are made;
- 5. Call of the Rector:** The Vestry shall ensure that the Rector is selected and called in accordance with these Trinity Bylaws; and
- 6. Ad Hoc:** The Vestry shall ensure that any such appropriate duties as may be properly assumed by Vestry Members from time to time are complete.
- 7. External Audit:** The Vestry shall commission a triennial audit of Trinity's financials.

Section 5.6. Regular Meeting: The Vestry may provide by resolution the time and reasonable place for the holding of regular meetings of the Vestry. Thereafter, regular meetings may be held at such time and place without other notice than such resolution. Any Voting Member of the congregation may attend any regular meeting of the Vestry unless the Vestry enacts an executive session.

Section 5.7. Special Meetings: Special meetings of the Vestry shall be called by the Rector or the Rector's Warden or any two members of the Vestry. The person or persons authorized to call special meetings of the Vestry may fix any reasonable place for holding any special meeting of the Vestry.

Section 5.8. **Notice:** Written notice of any special meeting of the Vestry stating the place, date and hour of the meeting and the purpose or purposes for which the meeting is called shall be given at least five (5) days previously thereto by notice delivered personally, by telephone, or electronic communication to each Vestry Member at his or her address as shown on corporate records. Alternatively, oral notice may be given by announcement at any regular Sunday service, in conjunction with telephone announcement to each Vestry Member. Any Vestry Member may waive notice of any meeting. The attendance of a Vestry Member at a meeting shall constitute a waiver of notice of such meeting, except where a Vestry Member attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 5.9. **Quorum:** A majority of the number of Vestry Members shall constitute a quorum for the transaction of business at any meeting of the Vestry, but if less than such majority is present at a meeting, a majority of the Vestry Members present may adjourn the meeting.

Section 5.10. **Manner of Acting:** The act of the majority of the Vestry Members present at a meeting at which a quorum is present shall be the act of the Vestry. Vestry Members may meet by means of conference telephone or similar equipment allowing each Vestry Member to hear each other at the same time, as provided by Louisiana law.

Section 5.11. **Action Without a Meeting:** Any action that may be taken by the Vestry at a meeting may be taken without a meeting if consent in writing, setting forth the action so to be taken, shall be signed before such action by all the Vestry Members.

Section 5.12. **Resignation:** Any Vestry Member may resign at any time by giving written notice to Trinity's Rector or Secretary. Such resignation shall take effect on the earlier of the date specified therein or the date on which the resignation is accepted by the affirmative vote of a majority of the members of the Vestry.

Section 5.13. **Removal:** Any Vestry Member may be removed by affirmative two-thirds (2/3) vote of the members of the Vestry, after consultation with the Bishop.

Section 5.14. **Vacancies:** Any vacancy caused by death, resignation or removal of a Vestry Member may be filled by the affirmative vote of a majority of the remaining Vestry Members. A Vestry Member identified and endorsed to fill a vacancy shall be ratified for the unexpired term of his or her predecessor in office.

Section 5.15. **Compensation and Loans:** No salary, compensation, or fees shall (except acceptable reimbursement) be payable to the Vestry Members for their services as Vestry Members or in connection with their attendance at meetings of Vestry Members. No loan shall be made by Trinity to any Vestry Member.

Section 5.16. **Presiding Officer:** The Rector shall preside at meetings of the Vestry or designate the presiding officer. The Rector or the designated presiding officer shall not vote. In the event of a tie vote, the Rector or the designated presiding officer may vote to break the tie.

Section 5.17. **Insurance and Bonding:** Trinity shall carry appropriate liability insurance to protect Vestry Members and Officers as well as bonding for the Treasurer. The Vestry shall also see that all real property of Trinity is properly insured.

Section 5.18. **Conflict of Interest:** A sibling, spouse, parent or child of a paid staff member of Trinity is not eligible to serve on the Vestry. Nor may two immediate family members serve concurrent terms as voting members of the Vestry. No paid staff member other than the Rector may serve as a voting member of the Vestry.

ARTICLE 6: OFFICERS

Section 6.1. **Number:** The Rector shall be an officer as concerns secular law, with authority to execute documents. In addition, Trinity shall have four (4) officers of the Vestry. The officers shall be a Rector's Warden, a People's Warden, a Secretary, and a Treasurer. Each officer shall be identified and approved by the Vestry, with the exception of the Rector's Warden. The Rector's Warden is appointed by the Rector from among the Vestry Members. The Vestry may identify and approve other officers and assistant officers as may be deemed necessary.

Section 6.2. **Appointment, Tenure, and Qualifications:** The Rector shall appoint the Rector's Warden biennially - every two years (2) - from among the Vestry members. The Vestry shall appoint the People's Warden biennially - every two (2) years - from among the Vestry members. The Rector's Warden and the People's Warden shall be limited to two (2) consecutive terms with the possibility of returning to the role after, at least, a one (1) term break. The offices of Secretary and Treasurer may be filled by non-Vestry members. The Vestry shall identify and appoint the offices of Secretary and Treasurer annually. If eligible, then the Secretary and Treasurer can continue in office for an indefinite number of consecutive terms. Officers shall be identified and approved by the Rector and Vestry at the first meeting of the Vestry held after each annual meeting of the Voting Members. If the identification and approval of officers shall not be held at such meeting, such shall be held as soon thereafter as is convenient.

Section 6.3. **Resignation:** Any officer or agent may resign at any time by giving ten (10) days prior written notice to the Rector's Warden or Secretary.

Section 6.4. **Removal:** The Vestry can remove any officer of the Vestry (ie. not the Rector), with or without cause, whenever the Vestry judges that Trinity's best interests will be served by such action.

Section 6.5. **Vacancies:** A vacancy in any office because of death, resignation, removal, disqualification, or otherwise, may be filled by any Vestry Member except the Rector's Warden

for the unexpired portion of the term. The Vestry Member to fill the vacancy will be identified and approved by the Vestry.

Section 6.6. Rector's Warden: The Rector's Warden, serving as "President" and officer of the corporation under Louisiana law, shall be a Vestry Member and, along with the Secretary and the People's Warden, or any other proper officer of Trinity thereunto authorized by the Vestry, may sign any deeds, mortgages, bonds, contracts, or other instruments which the Vestry has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Vestry or by these Trinity Bylaws to some other officer or agent of Trinity, or shall be required by law to be otherwise signed or executed.

The Rector's Warden's duty shall be to work with the Rector in carrying out the following responsibilities:

1. The Rector's Warden shall work in harmonious dialogue with the People's Warden;
2. The Rector's Warden shall encourage generosity for special projects that advance the ministry and mission of Trinity as the church;
3. The Rector's Warden shall support the Rector's effort to provide leadership and pastoral care for associated clergy, Vestry Members, officers, and staff;
4. The Rector's Warden serves as the Rector's key dialogue partner in hiring and dismissing associated clergy and staff;
5. The Rector's Warden oversees the new construction and renovation of Trinity facilities;
6. The Rector's Warden ensures that the necessary conditions and support are available to the Rector and associated clergy for prayer, study, and creative work that will result in a faithful and fruitful response to Trinity's needs as the church;
7. The Rector's Warden serves as chair of the Standing Identity and Affiliations Committee (see Article 8.6).

Section 6.7. The People's Warden: The People's Warden, along with the Secretary and the Rector's Warden, or any other proper officer of Trinity thereunto authorized by the Vestry, may sign any deeds, mortgages, bonds, contracts, or other instruments which the Vestry has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Vestry or by these Trinity Bylaws to some other officer or agent of Trinity, or shall be required by law to be otherwise signed or executed.

The People's Warden's duty shall be to work with the Rector in carrying out the following responsibilities:

1. The People's Warden shall work in harmonious dialogue with the Rector's Warden;
2. The People's Warden shall encourage generosity for the ongoing operations of the ministry and mission of Trinity as the church;
3. The People's Warden shall support the Rector's effort to provide pastoral care and oversee Trinity as the church at large;

4. The People's Warden serves as the Rector's key dialogue partner in identifying and appointing or removing lay leaders from positions of service;
5. The People's Warden oversees the maintenance and use of Trinity's facilities;
6. The People's Warden ensures that the actual needs of Trinity as the church are understood and communicated in ways that result in a faithful and fruitful response of the Rector and associated clergy
7. The People's Warden serves as chair of the Standing Facilities Commission (see Section 8.4).

Section 6.8. The Secretary:

The Secretary, serving "Secretary" and officer of the corporation under Louisiana law, shall:

1. Keep the minutes of the proceedings of the members and of the Vestry;
2. See that all notices are duly given in accordance with the provisions of these Trinity Bylaws or as required by law;
3. Be custodian of the corporate records and of the seal of the corporation;
4. Keep a register of the address of each member which shall be furnished to the Secretary by the Rector;
5. Sign with the Rector's Warden, or the People's Warden, contracts, deeds, or mortgages the issuance or execution of which shall have been authorized by resolution of the Vestry;
6. In general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the Rector's Warden or by the Vestry. In the event the Vestry does not appoint a historian, the Secretary shall serve as historian of Trinity.

Section 6.9. The Treasurer:

The Treasurer shall:

1. Have charge and custody of and be responsible for all funds and securities of the corporation; and
2. See that an examination of the financial records of the parish is conducted (in accordance with the provisions of Section 8.5) on an annual or biennial basis in conformity to diocesan requirements;
3. In general, perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the Rector's Warden or by the Vestry.
4. The Treasurer serves as chair of the Standing Finances Committee (see Section 8.5).

Section 6.10. Salaries and Loans: No salaries, fees, or compensation (except acceptable reimbursement) shall be paid to the officers in connection with their services or duties as officers. No loan shall be made by Trinity to any officer.

ARTICLE 7: THE RECTOR, ASSOCIATED CLERGY, AND STAFF

Section 7.1. Authority: In accordance with the responsibilities placed upon the Rector by the ordination vows and the rubrics of the Prayer Book, the Rector, in subordination to the Bishop (see Section 1.5), shall be responsible for and have authority over, the spiritual leadership of the congregation, its ministry, its worship, its music, its programs, and pastoral care. The Vestry works with the Rector to steward the ecclesial business and affairs of Trinity.

Section 7.2 Election of the Rector: The Rector of Trinity must be approved by a two-thirds (2/3) vote of the Vestry with the agreement of the Bishop after a careful search process. Such search process shall be in accordance with the Bishop of the Anglican Diocese of the Western Gulf Coast's Customary on the Call of a Rector.

Section 7.3 Call of the Rector: Once elected pursuant to Section 7.2 above, the call of the Rector shall be in writing in a letter of agreement between the Rector and the Vestry and must clearly express the work description and any special conditions together with the understandings as to salary and benefits, including vacation and other time off. The salary and benefits may be increased or diminished, as the parties may from time to time agree, according to the policies of the diocese.

Section 7.4 Episcopal Authority: The Rector will function under the spiritual and ecclesiastical authority of the Bishop of the DWGC.

Section 7.5 Disputes: The Rector may not be removed from leadership against his will except as provided in Title II, Canons 2 and 3 of the Constitutions and Canons of the Diocese of the Western Gulf Coast. In any dispute of a nature that might seriously jeopardize the continuing relationship between the Vestry and the Rector, the Bishop's involvement is required according to the canons and policies of the diocese. The Rector can only be removed for just cause upon agreement between the Bishop and the Vestry.

For the purposes of this section, "cause" shall mean (a) the Rector was convicted of a crime involving moral turpitude, or (b) Trinity's Vestry has been presented with evidence that it deems substantial and credible of any of the following: (1) the commission of a crime involving moral turpitude, (2) habitual insobriety or drug addiction, (3) dishonest or fraudulent conduct, (4) embezzlement, theft, or intentional destruction of property, (5) sexual misconduct.

Section 7.6. Ministry & Mission Initiatives: The Rector shall have authority to appoint volunteer ministry and mission groups and to appoint leaders of such groups by whatever name they are called. The Rector shall retain overall authority over all such groups, and shall appoint or remove the leaders of each ministry and mission group at his own discretion.

Section 7.7. Associated Clergy: The Rector shall have charge and authority over all associated clergy of Trinity, whether stipend or non-stipendiary.

Section 7.8. Clergy Staff: A clergy staff position shall be created when recommended by the Rector and after a compensation structure has been approved by the Vestry. When such a position has been thus created and approved, the Rector shall hire, supervise, and have authority to terminate all clergy staff in consultation with the Bishop and Vestry. No clergy may be called or dismissed from Trinity without the written consent of the Bishop.

Section 7.9. Ministry and Administrative Staff: A lay ministry or administrative staff position shall be created when recommended by the Rector and after a compensation structure by the Vestry has been approved. When such a position has been thus created and approved, the Rector shall hire, supervise, and have authority to terminate all lay ministry staff in consultation with the Rector's Warden.

ARTICLE 8: COMMISSIONS AND COMMITTEES

Section 8.1. Purpose: The Vestry may form *ad hoc* commissions (i.e. to perform a task or certain duties) and *ad hoc* committees (i.e. to recommend a set of tasks or course of action) as it deems proper for building up the Trinity as the church and best accomplish the Trinity's work as the church. Commissions and committees ensure that Trinity's members are involved in ways that bring into service the full scope of their diverse gifts. Trinity shall have one (1) standing commission that attends to Trinity's facilities, one (1) standing committee that attends to Trinity's finances and audits, and one (1) standing committee that upholds Trinity's identity as stated in these Trinity Bylaws and attends to any concern related to Trinity's affiliations and proper representation. The Vestry shall fully support each commission and committee - *ad hoc* and standing - to operate in accordance with the guidelines set down by the Vestry and applicable state and federal laws.

Section 8.2. Leadership and Involvement:

Commissions and committees operate under the authority of the Vestry. The Vestry shall:

1. Appoint a head for each commission and committee
2. Establish specific goals, guidelines, and timelines for each commission or committee
3. Schedule and structure reporting requirements for each commission or committee

Each commission and committee head shall:

1. Recruit according to the guidelines established by the Vestry and these Trinity Bylaws
2. Provide a list of additional members
3. Report concerning the status of each activity and/or deliberation to the Vestry

The Rector and/or Rector's Warden shall be considered *ex officio* members of every commission and committee and, as such, shall be able to monitor, attend, and participate as they deem necessary.

Section 8.3. Terms: Every commission or committee head or member shall hold office for a one (1) year term. Commission and committee heads shall be allowed to serve consecutive full terms.

Section 8.4. Standing Facilities Commission: The Standing Facilities Commission shall be chaired by the People's Warden and shall include one (1) clergy representative and at least three (3) additional members approved by the Vestry. The Standing Facilities Commission shall:

1. Maintain Trinity's land and buildings
2. Explore and assist the Vestry to procure necessary contracts and partners to maintain Trinity's land and buildings
3. Recruit and coordinate all necessary volunteers in ways that ensure rotation and participation
4. Prepare an annual report on the condition of the Trinity facilities

Section 8.5. Standing Finance Committee: The Standing Finance Committee shall be chaired by the the Treasurer and shall include one (1) clergy representative, at least one (1) Vestry representative, and two or three (2 or 3) additional members approved by the Vestry. The Standing Finance Committee shall:

1. Champion generosity among Trinity's members
2. Design Trinity's annual budget and evaluate expenditures
3. Report to the Vestry concerning finances every quarter
4. Conduct annual internal audits

Section 8.6. Standing Identity and Affiliations Committee: The Standing Identity and Affiliations Committee shall be charged by the Rector's Warden and shall include one (1) clergy representative and two or three (2 or 3) additional members approved by the Vestry. The Standing Identity and Affiliations Committee shall:

1. Uphold Trinity's identity as expressed in these Trinity Bylaws (see Article 1)
2. Identify and recommend delegates to represent Trinity among bodies with whom Trinity is an affiliate (e.g. Synod)
3. Develop and maintain proper relationships with associated and affiliated bodies (e.g. Nonprofits, Congregations, Deanery, Diocese, Province, etc.)
4. On or before March 1 of each year, prepare an annual report for the Bishop and the Provincial Office, reflecting the status and growth of the congregation in terms of average Sunday attendance, tithes & offerings, baptisms, confirmations and receptions, marriages, burials, and other important categories of information concerning the preceding calendar year, including new initiatives for mission and ministry

Section 8.7. **Resignation:** Any commission or committee head or member may resign at any time by giving ten (10) days prior written notice to the Rector's Warden or Secretary.

Section 8.8. **Removal:** The Vestry can remove any commission or committee head or member with or without cause, whenever the Vestry judges that Trinity's best interests will be served by such action.

Section 8.9. **Vacancies:** A vacancy in any standing commission or committee because of death, resignation, removal, disqualification, or otherwise, may be filled by any Vestry Member or one recommended by the Vestry for the unexpired portion of the term. The Vestry Member or the one recommended by a Vestry Member to fill the vacancy will be identified and approved by the Vestry.

ARTICLE 9: CONTRACTS AND PROPERTY

Section 9.1. **Contracts, checks, drafts, etc:** The Vestry may authorize, by appropriate resolution, any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of Trinity, and such authority may be general or confined to specific instances.

Section 9.2. **Loans:** No loans shall be contracted on behalf of Trinity and no evidence of indebtedness shall be issued in its name unless authorized by a resolution of the Vestry. Such authority may be general or confined to specific instances.

Section 9.3. **Non-budgeted expenses:** All checks, drafts, or other orders for the payment of money or notes not budgeted or authorized by the Vestry in excess of \$1,000.00 shall be signed by at least two (2) officers of Trinity and in such manner as shall from time to time be determined by resolution of the Vestry.

Section 9.4. **Deposits:** All funds of Trinity shall be deposited by one designated by the Standing Finance Committee in a timely manner from time to time to the credit of Trinity in such banks, trust companies, or other depositories as the Vestry may select.

Section 9.5. **Property:** All real and personal property of Trinity shall be held in the corporate name of Trinity. No property of Trinity shall be sold, leased, mortgaged or otherwise transferred, except upon approval of a majority of the Vestry.

ARTICLE 10: AMENDMENTS

These Trinity Bylaws may be altered, amended, or repealed and new bylaws may be adopted by the voting members of the Vestry by a two-thirds (2/3) majority vote at a special meeting (see Section 5.7) that is called for such purpose.

ARTICLE 11: DISSOLUTION

In the event of dissolution of Trinity, and subject in all instances to the private investment provisions of the Articles of Incorporation:

1. Assets held upon condition requiring return, transfer, or conveyance shall be disposed of consistent with such conditions;
2. Other assets shall be transferred to other entities engaged in activities substantially similar to those of this corporation; and
3. Members shall have no distributive rights.
4. In case of any conflict between the provisions of this Article 11 and the Articles of Incorporation, the Articles of Incorporation shall control and govern all disposition of Trinity's assets.

ARTICLE 12: TAX STATUS AND FISCAL YEAR

Section 12.1. **Tax Status:** Trinity shall conduct its affairs so that it is eligible for treatment as an exclusively religious and charitable non-profit corporation, for local, state, and federal tax purposes; and it shall act in that manner which will protect its qualification as a charitable institution.

Section 12.2. **Fiscal Year:** The fiscal year of the Corporation shall be the calendar year.

ARTICLE 13: NON RELIGIOUS ACTIVITIES

No corporate funds, property or meeting shall be used to endorse any political candidate for office.

ARTICLE 14: RESTRICTIONS AND LIMITATIONS

Notwithstanding the foregoing or anything to the contrary herein, Trinity may not:

1. Engage in any activity or take any action prohibited by the applicable state and federal provisions and laws;
2. Pay any dividend or distribute any part of the income of Trinity to its Members, Vestry Members, or Officers.
3. Make loans to Trinity's Vestry Members;
4. Engage in any activities, except to an insubstantial degree, that are not in furtherance of the purpose or purposes of the church;
5. Conduct or carry on any activities not permitted to be conducted or carried on by an organization exempt from taxation under Section 501(c)(3) of the Internal Revenue Code and its regulations, or by an organization, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code and regulations;

6. Serve any private interest except if clearly incidental to the public benefit provided by Trinity;
7. Allow any of Trinity's net earning to inure to the benefit of the members, if any of Trinity, or any private individual;
8. Engage in more than an insubstantial degree in the carrying on of propaganda, or otherwise attempting, to influence legislation, and the church shall not directly or indirectly participate in, or intervene in (including the publication or distribution of statements) any political campaign on behalf of any candidate for public office, except as allowed by Internal Revenue Code and its regulations;
9. Make distributions at such time and in such a manner as to subject it to tax under Section 4942 of the Code;
10. Engage in any act of self dealing which would be subject to tax under Section 4941 of the Code;
11. Retain any excess business holdings which would subject it to tax under Section 4943 of the Code;
12. Make any investments which would subject it to tax under Section 4944 of the Code;
13. Make any taxable expenditures which would subject it to tax under Section 4945 of the Code

CERTIFICATION

I hereby certify the preceding as the bylaws of TRINITY ANGLICAN CHURCH as adopted on August 28, 2021.

Signature

Date

Signature

Date

Signature

Date

Signature

Date

APPENDICES

Appendix 1: FOUR ECUMENICAL COUNCILS

Section 1. Nicaea I (325): Summoned by the Emperor Constantine, Nicaea was the first ecumenical council of the whole church and was summoned primarily to deal with the rise of the heresy of Arius (priest of Alexandria, d. 336) who denied the consubstantiality of God the Son with God the Father. The council condemned Arianism and defined that the Son was “begotten, not made”, and thus was of the “same substance” (i.e., *homo-ousion*) as the Father. The crowning achievement of this council was the production of a creed which would form the basis of our “Nicene Creed.” This council also fixed the date of Easter.

Section 2. Constantinople I (381): This council was summoned to address a number of heresies inflicting the early church at that time, including persistent vestiges of Arianism and semi-Arianism which suffered definitive defeat in this council's reaffirmation of the faith of Nicea (325). This council also condemned the heresies of Sabellius (who rejected the Persons of the Trinity), and Apollinarius (who denied the full humanity of Christ). But perhaps most significantly this council condemned the Macedonian heresy by clearly defining the Divinity of the Holy Spirit in the final affirmations added by this council to the creed of Nicea (i.e. the Spirit's Divine Lordship, His procession from the Father, and the equal worship and glory due to all three Persons of the Trinity).

Section 3. Ephesus (431): Called by the Eastern Emperor, Theodosius II, this council condemned the heresy of Nestorius by declaring that the Virgin Mary (i.e. *Theotokos* - “God-bearer”) bore “in the flesh...the Word of God made flesh” (i.e. incarnate). Hence the council defined the unipersonality of Christ in its affirmation of two natures (Divine and Human) cohering in one Divine Person, the second Person of the Blessed Trinity. Nestorius was thus deposed as Bishop of Constantinople. This council also affirmed the condemnation of Pelagianism (condemned at the Council of Carthage, A.D. 416), a heresy that rejected original sin and taught that man contributes to his own salvation through good works.

Section 4. Chalcedon (451): The largest of the ecumenical councils, Chalcedon was summoned by Emperor Marcian to deal with the heresy of the Abbot Eutyches - Monophysitism - which claimed that there existed only "one nature" (the Divine) in Christ from the incarnation onwards, thus denying the humanity of Christ. The council reaffirmed both the Nicene Creed and the condemnation of Nestorianism by the Council of Ephesus, and in its own Definition (largely based on the famous Tome of Leo the Great), declared the final word on the Hypostatic Union of the Divine and Human natures of Christ, being fully God and fully Man with no diminution or commingling of either nature. Chalcedon represents the definitive victory over the Christological heresies plaguing the early church.

Appendix 2: THREE HISTORIC CREEDS

Section 1. **Apostles' Creed:**

I believe in God, the Father almighty, creator of heaven and earth.

I believe in Jesus Christ, his only Son, our Lord.

 He was conceived by the Holy Spirit

 and born of the Virgin Mary.

 He suffered under Pontius Pilate,

 was crucified, died, and was buried.

 He descended to the dead.

 On the third day he rose again.

 He ascended into heaven,

 and is seated at the right hand of the Father.

 He will come again to judge the living and the dead.

I believe in the Holy Spirit,

 the holy catholic church,

 the communion of saints,

 the forgiveness of sins,

 the resurrection of the body,

 and the life everlasting. Amen.

Section 2. **Nicene Creed:**

We believe in one God,

 the Father, the Almighty,

 maker of heaven and earth,

 of all that is, visible and invisible.

We believe in one Lord, Jesus Christ,

 the only-begotten Son of God,

 eternally begotten of the Father,

 God from God, Light from Light,

 true God from true God,

 begotten, not made,

 of one Being with the Father;

 through him all things were made.

For us and for our salvation he came down from heaven,

 was incarnate from the Holy Spirit and the Virgin Mary,

 and was made man.

For our sake he was crucified under Pontius Pilate;

 he suffered death and was buried.

On the third day he rose again in accordance with the Scriptures;

 he ascended into heaven

 and is seated at the right hand of the Father.

He will come again in glory to judge the living and the dead,

and his kingdom will have no end.
We believe in the Holy Spirit, the Lord, the giver of life,
 who proceeds from the Father [and the Son],†
 who with the Father and the Son is worshiped and glorified,
 who has spoken through the prophets.
We believe in one holy catholic and apostolic church.
We acknowledge one Baptism for the forgiveness of sins.
We look for the resurrection of the dead,
 and the life of the world to come. Amen.

Section 3. Athanasian Creed:

Whosoever will be saved,
 before all things it is necessary that he hold the catholic faith.

Which faith except everyone do keep whole and undefiled,
 without doubt he shall perish everlasting.

And the catholic faith is this:

 That we worship one God in Trinity, and Trinity in Unity,
Neither confounding the Persons,
 nor dividing the Substance.

For there is one Person of the Father, another of the Son,
 and another of the Holy Ghost.

But the Godhead of the Father, of the Son, and of the Holy Ghost, is all one,
 the Glory equal, the Majesty co-eternal.

Such as the Father is, such is the Son,
 and such is the Holy Ghost.

The Father uncreate, the Son uncreate,
 and the Holy Ghost uncreate.

The Father incomprehensible, the Son incomprehensible,
 and the Holy Ghost incomprehensible.

The Father eternal, the Son eternal,
 and the Holy Ghost eternal.

And yet they are not three eternals,
 but one eternal.

As also there are not three incomprehensibles, nor three uncreated,
 but one uncreated, and one incomprehensible.

So likewise the Father is Almighty, the Son Almighty,
 and the Holy Ghost Almighty.

And yet they are not three Al mightyies,
 but one Almighty.

So the Father is God, the Son is God,
 and the Holy Ghost is God.

And yet they are not three Gods,
but one God.

So likewise the Father is Lord, the Son Lord,
and the Holy Ghost Lord.

And yet not three Lords,
but one Lord.

For like as we are compelled by the Christian verity
to acknowledge every Person by himself to be both God and Lord,
So are we forbidden by the catholic religion,
to say, There be three Gods, or three Lords.

The Father is made of none,
neither created, nor begotten.

The Son is of the Father alone,
not made, nor created, but begotten.

The Holy Ghost is of the Father and of the Son,
neither made, nor created, nor begotten, but proceeding.

So there is one Father, not three Fathers; one Son, not three Sons;
one Holy Ghost, not three Holy Ghosts.

And in this Trinity none is afore, or after other;
none is greater, or less than another;

But the whole three Persons are co-eternal together
and co-equal.

So that in all things, as is aforesaid,
the Unity in Trinity and the Trinity in Unity is to be worshipped.

He therefore that will be saved
must thus think of the Trinity.

Furthermore, it is necessary to everlasting salvation
that he also believe rightly the Incarnation of our Lord Jesus Christ.

For the right Faith is, that we believe and confess,
that our Lord Jesus Christ, the Son of God, is God and Man;

God, of the Substance of the Father, begotten before the worlds;
and Man, of the Substance of his Mother, born in the world;

Perfect God and perfect Man,
of a reasonable soul and human flesh subsisting;

Equal to the Father, as touching his Godhead;
and inferior to the Father, as touching his Manhood.

Who, although he be God and Man,
yet he is not two, but one Christ;

One, not by conversion of the Godhead into flesh,
but by taking of the Manhood into God;

One altogether; not by confusion of Substance,
but by unity of Person.

For as the reasonable soul and flesh is one man,
so God and Man is one Christ;
Who suffered for our salvation,
descended into hell, rose again the third day from the dead.
He ascended into heaven, he sitteth on the right hand of the Father, God Almighty,
from whence he shall come to judge the quick and the dead.
At whose coming all men shall rise again with their bodies
and shall give account for their own works.
And they that have done good shall go into life everlasting;
and they that have done evil into everlasting fire.

This is the catholic faith,
which except a man believe faithfully, he cannot be saved.

Appendix 3: JERUSALEM DECLARATION (June 29, 2008)

In the name of God the Father, God the Son and God the Holy Spirit:

The participants in the first Global Anglican Future Conference met in the land of Jesus' birth.
They expressed their

1. loyalty as disciples to the King of kings, the Lord Jesus;
2. joyful embrace of his command to proclaim the reality of his kingdom which he first announced in this land;
3. acknowledgement that the gospel of the kingdom is the good news of salvation, liberation and transformation for all;

And, in light of the above, we agree to chart a way forward together that promotes and protects the biblical gospel and mission to the world, solemnly declaring the following tenets of orthodoxy which underpin our Anglican identity.

1. We rejoice in the gospel of God through which we have been saved by grace through faith in Jesus Christ by the power of the Holy Spirit. Because God first loved us, we love him and as believers bring forth fruits of love, ongoing repentance, lively hope and thanksgiving to God in all things.
2. We believe the Holy Scriptures of the Old and New Testaments to be the Word of God written and to contain all things necessary for salvation. The Bible is to be translated, read, preached, taught and obeyed in its plain and canonical sense, respectful of the church's historic and consensual reading.
3. We uphold the four Ecumenical Councils and the three historic Creeds as expressing the rule of faith of the one holy catholic and apostolic church.
4. We uphold the Thirty-nine Articles as containing the true doctrine of the church agreeing with God's Word and as authoritative for Anglicans today.

5. We gladly proclaim and submit to the unique and universal Lordship of Jesus Christ, the Son of God, humanity's only Savior from sin, judgement and hell, who lived the life we could not live and died the death that we deserve. By his atoning death and glorious resurrection, he secured the redemption of all who come to him in repentance and faith.
6. We rejoice in our Anglican sacramental and liturgical heritage as an expression of the gospel, and we uphold the 1662 Book of Common Prayer as a true and authoritative standard of worship and prayer, to be translated and locally adapted for each culture.
7. We recognize that God has called and gifted bishops, priests and deacons in historic succession to equip all the people of God for their ministry in the world. We uphold the classic Anglican Ordinal as an authoritative standard of clerical orders.
8. We acknowledge God's creation of humankind as male and female and the unchangeable standard of Christian marriage between one man and one woman as the proper place for sexual intimacy and the basis of the family. We repent of our failures to maintain this standard and call for a renewed commitment to lifelong fidelity in marriage and abstinence for those who are not married.
9. We gladly accept the Great Commission of the risen Lord to make disciples of all nations, to seek those who do not know Christ and to baptize, teach and bring new believers to maturity.
10. We are mindful of our responsibility to be good stewards of God's creation, to uphold and advocate justice in society, and to seek relief and empowerment of the poor and needy.
11. We are committed to the unity of all those who know and love Christ and to building authentic ecumenical relationships. We recognize the orders and jurisdiction of those Anglicans who uphold orthodox faith and practice, and we encourage them to join us in this declaration.
12. We celebrate the God-given diversity among us which enriches our global fellowship, and we acknowledge freedom in secondary matters. We pledge to work together to seek the mind of Christ on issues that divide us.
13. We reject the authority of those churches and leaders who have denied the orthodox faith in word or deed. We pray for them and call on them to repent and return to the Lord.
14. We rejoice at the prospect of Jesus' coming again in glory, and while we await this final event of history, we praise him for the way he builds up his church through his Spirit by miraculously changing lives.

Appendix 4: THE TRINITY COVENANT (2021)

We, the undersigned disciples of the Lord Jesus Christ, desiring to *worship* God in spirit and truth, seeking to live in Christian *friendship* with our neighbors and one another, and hoping by regular *scholarship* to grow in the knowledge and love of God, do hereby covenant with God our Father and one another, in the power of the Holy Spirit, to uphold Trinity as a vital witness to the gospel of Jesus Christ.

With our signatures, each of us also agrees to support the church in the following ways:

- 1) **Pray** – I will pray regularly to God, both for Trinity and for her members, seeking the outpouring of the Holy Spirit that we may all grow in Christ. Through the prayerful study of the Bible, I will seek a closer relationship with God and his guidance for my life.
- 2) **Assemble** – I will assemble with Trinity for weekly Sunday worship, unless prevented for good reason (illness, travel, etc). I will also witness to the good news of Christ with my neighbors, inviting them to come and see, that they might repent and believe.
- 3) **Give** – I will give monetary gifts to Trinity, seeking to be a good steward of the gifts God has given me. I understand that I may freely choose how much I give, guided by the Biblical principles of the tithe (10%), joyful giving, and storing up treasures in heaven.
- 4) **Serve** – I will serve in the ministry and mission of Trinity, connecting my gifts with the needs of the church and the world. I am willing to serve on at least one of the church's ministry or mission teams.
- 5) **Bless** – In my words and actions I will seek to bless Trinity and not to curse, understanding that all are sinners saved by grace. If disagreements arise, I will address them in a spirit of mutual love, remembering that Christ died for each of us.

Appendix 5: THE TRINITY COVENANT (2016)

THE TRINITY COVENANT

We, the undersigned disciples of the Lord Jesus Christ, gathered together during Advent in the year of our Lord 2016, desiring to worship God in spirit and truth, seeking to live in Christian friendship with our neighbors and one another, and hoping by regular study to grow in the knowledge and love of God, do hereby commit ourselves for a period of one year to the shared work of establishing Trinity Anglican Church.

With our signatures, each of us also agrees to support the church in the following ways:

- 1) **Pray** – I commit to pray regularly for Trinity, both for the community and for the individuals who compose it. I will ask God for guidance, for boldness, for blessing upon the Church as it is established and grows, for the outpouring of his Holy Spirit on this church and Acadiana, that all may come to know our Lord Jesus.
- 2) **Assemble** – I will assemble with the Trinity community for weekly Sunday worship, unless prevented for good reason (illness, travel, additional church affiliation, etc).
- 3) **Give** – I will give monetary gifts to Trinity, seeking to be a good steward of the gifts God has given me. I understand that I may freely choose how much I give, guided by the Biblical principles of the tithe (10%), joyful giving, and storing up treasures in heaven.
- 4) **Serve** – I will share in the operations of Trinity, seeking to connect my gifts with the needs of the Church and the world. I am willing to serve on one of the church's operational teams, which include: Prayer Team, Readers & Acolytes, Altar Guild, Music & Choir, Hospitality & Events, Missions & Outreach.
- 5) **Bless** – In my words and actions, with the help of God, I will seek to bless (and not to curse) the Trinity community, understanding that all are sinners saved by grace. If disagreements arise, I will address them appropriately and in a spirit of mutual love, remembering that Christ died for each of us.

Handwritten signatures of the undersigned disciples of the Lord Jesus Christ, gathered together during Advent in the year of our Lord 2016, desiring to worship God in spirit and truth, seeking to live in Christian friendship with our neighbors and one another, and hoping by regular study to grow in the knowledge and love of God, do hereby commit ourselves for a period of one year to the shared work of establishing Trinity Anglican Church.