

BYLAWS OF TRINITY CHURCH, GREENSBORO, N.C.

ARTICLE I. NAME. The name of this church is Trinity Church, Greensboro, N.C.

ARTICLE II. BYLAWS. These bylaws are adopted for the governance of Trinity Church, Greensboro, North Carolina (the “church”) and are subordinate to the Articles of Incorporation.

ARTICLE III. CONFESSION OF FAITH. We believe in the Holy Scriptures, the Old and New Testament, as the only perfect rule for faith, doctrine and conduct.

ARTICLE IV. MEMBERSHIP.

A. Membership Roll. The membership roll shall consist of four parts: An Active Roll, an Affiliate Roll, an Inactive Roll and a Preparatory Roll.

I. Active Roll. Members who attend the church’s worship services regularly will be kept on the Active Roll. For the purpose of these bylaws, the congregation shall consist of the members of the Active Roll.

2. Inactive Roll. The purpose of the Inactive Roll is to assure that the business of the church is carried on by those who are truly active in the church and to stimulate every member to active participation. Members who are out of the area temporarily or for any other reason do not attend the church's services for a period of six months, unless they are providentially hindered and have filed notice of their reason in the church office, shall be placed on the Inactive Roll. A member may be transferred to the Inactive Roll upon motion made and adopted by the majority of the Board of Elders. Upon motion adopted by the Board of Elders, inactive members at their request and upon evidence of regular participation in church life will be reinstated to the Active Roll.

3. Affiliate Roll. Affiliate members are all those who support the church with their attendance and/or financial support, but have not yet officially joined the church but have requested to be on the Affiliate Roll. Affiliate members have no vote but otherwise participate fully in all church activities.

4. Preparatory Roll. There shall be a preparatory Roll that lists the names of children placed in the care of the church through dedication or baptism. The names of children dedicated or baptized at other churches may be placed on the Preparatory Roll at the request of their parents. Children and youth will remain on the Preparatory Roll until they give evidence of spiritual and emotional maturity by profession of faith in Christ, baptism or confirmation of baptismal vows made on their behalf as infants by believing parents and by taking the vows of full membership. At that time their name will be placed on the Active Roll. Children and youth on the Preparatory Roll will have no vote.

B. Qualifications and Responsibilities. Qualifications for membership shall consist of satisfactory evidence of regeneration and unqualified agreement with the Statement of Faith. An applicant for membership shall be baptized or shall have been baptized by immersion,

sprinkling or pouring of water as an outward sign of regeneration and incorporation into the body of Christ. An applicant for membership shall pledge loyalty to Christ as Savior, to a walk of separation from worldliness as the applicant is led by the Holy Spirit, to Trinity Church, its schedule, its pastoral staff and the executive leadership of the church. They shall pledge to cooperate by regularly contributing financially to its work as God prospers them, by serving with their time, spiritual gifts and energies when presented with the opportunity and by praying regularly for its ministry, leadership and people. Applicants must profess faith in the Lord Jesus Christ and attend the Pastor's membership class.

An applicant for membership must, without qualification, subscribe to the following Declaration of Biblical faith:

I believe:

... In one God manifest in three persons, the Father, the Son and the Holy Spirit.

... In the inspiration of all Scriptures by the Holy Spirit as originally given and that they are the final authority for our faith and practice.

... In the incarnation and virgin birth of the Lord Jesus Christ who, by His shed blood, substitutionary death and bodily resurrection, paid the redemptive price for our sins and for the sins of the whole world.

... In the complete salvation of all who trust the Lord Jesus Christ.

... In the regeneration and indwelling of the believer by the Holy Spirit, perfecting the believer in the likeness of Christ and empowering the believer to live a godly life.

... In the union of all true believers as one body in Christ.

... In the second coming of our Lord Jesus Christ to the earth bodily to claim His own people, to vindicate Himself and set all things in order.

C. Acceptance of Members. Applicants for membership in the congregation shall be interviewed by the Senior Pastor or in the Senior Pastor's absence, a representative appointed by the Senior Pastor. Applicants must show to the satisfaction of such Senior Pastor or representative that they possess the required qualifications for membership and indicate they feel led by God to join. Applicants will be placed on the active membership roll after being presented publicly to the church congregation.

D. Termination of Membership. Members who request in writing that their membership be terminated, or indicate they have transferred to another church, or are deceased, or who, as determined by the Board of Elders, have unambiguously indicated by word and deed that they have left the church shall be removed from the membership roll. Members who have been on the Inactive Roll for a period of two years shall, at the discretion of the Membership Committee and on being given due notice, be removed from the membership roll unless they request that

their names remain on the Inactive Roll. Notice of removal from the membership roll shall be in writing. Members who, in the opinion of the majority of the Board of Elders, are not in harmony with the spirit, doctrines or purpose of Trinity Church, shall be approached in a spirit of love by two church leaders for reconciliation. If not restored to harmony, the member shall be removed from the membership roll by a two-thirds majority vote of the Board of Elders with such member having the right of appeal to the congregation at a Special Meeting of the congregation.

E. Reinstatement to Membership. A member whose membership has been terminated and desires to be reinstated shall apply for membership as required for new applicants. A member whose membership has been terminated by a congregational vote must be reinstated by a congregational vote. A member whose membership has been terminated by vote of the Board of Elders must be reinstated by vote of the Board of Elders.

F. Maintenance of the Membership Rolls. The Board of Elders shall cause the Membership Rolls to be reviewed and updated each year as of the first Sunday in September and such other times as the Board of Elders shall deem necessary or advisable.

ARTICLE V. CONGREGATIONAL MEETINGS.

A. Meetings. There shall be congregational meetings to: (1) review the Articles of Incorporation and Bylaws as needed, (2) decide questions reserved to the congregation in these bylaws, (3) update members as to the various ministries and encourage support and involvement, and (4) encourage discussions of church ministries.

1. Regular Congregational Meetings. Regular congregational meetings shall be held at least two times each year at times designated by the Board of Elders. Notice of regular congregational meetings shall be announced from the pulpit on the two consecutive Sunday mornings next preceding the day of the meeting and published in the two corresponding bulletins.

2. Special Congregational Meetings; Notice. Special congregational meetings for the purpose of voting on Fundamental Matters which are defined as such in these Bylaws, or called at the request of qualified active members, shall be held upon at least twenty-one days notice. Notice of special congregational meetings shall be announced from the pulpit on the three consecutive Sunday mornings next preceding the day of the meeting and published in the three corresponding bulletins stating the nature of the business to be addressed at the special meeting.

Special congregational meetings may be called by the Senior Pastor or by motion adopted by the Board of Elders. A special congregational meeting may also be requested by any thirty qualified active members of the church in a writing stating any specific proposal to be considered and delivered to the Board of Elders in care of any Elder. Upon a proper request for

a special congregational meeting, the Board of Elders shall promptly set a time for such meeting within thirty days and provide notice to the congregation.

B. Quorum. A quorum for a regular congregational meeting, or for the purpose of voting on a matter which is not a Fundamental Matter at a special congregational meeting, shall be the lesser of (1) seventy-five qualified active members of the church or (2) twenty-five percent of the qualified active members of the church.

If a quorum is not achieved at a regular meeting for which notice has been given in Paragraph A of this Article, then the meeting shall be postponed for two weeks. Likewise, if a quorum is not achieved for the purpose of voting on any matter which is not a Fundamental Matter at a special congregational meeting for which notice has been given in Paragraph A of this Article, then the portion of the special congregational meeting that concerns matters which are not Fundamental Matters shall be postponed for two weeks. Notice of the new date and time of the meeting or portion of the meeting, as the case may be, shall be announced from the pulpit and published in the bulletin on each intervening Sunday morning. The qualified active members of the church who are present at the meeting at the new date and time shall constitute a quorum.

There shall be no quorum for the voting on Fundamental Matters.

C. Voting. All members on the Active Roll of the church who have reached 18 years of age shall be qualified members and shall be entitled to vote on all matters. No other persons shall be entitled to vote on any matter.

The Board of Elders shall determine the method of voting in all congregational meetings, except that voting by proxy shall not be permitted. Absentee voting may be permitted under procedures established by the Board of Elders.

Approval of matters other than Fundamental Matters shall require a majority vote of those qualified members on the Active Roll of the church who are present and voting at a regular or special congregational meeting.

Approval of a Fundamental Matter shall require an affirmative vote of a two-thirds of all qualified members on the Active Roll of the church.

D. Fundamental Matters. The following matters shall be the Fundamental Matters:

1. to alter or change the name of the church,
2. to establish or change statements of the doctrine of the church,
3. to call or terminate a pastor,
4. to buy, sell, mortgage or dispose of real estate or to lease the main church building, or

5. to change the Articles of Incorporation or Bylaws of the church.

ARTICLE VI. THE BOARD OF ELDERS.

A. The Board of Elders. The Board of Elders shall consist of the Elders and the Senior Pastor.

B. Duties and Powers.

1. General Duties and Powers. The members of the Board of Elders shall cooperate as co-equals for the planning and oversight of the total ministry of the church, including review and evaluation of existing and proposed ministries and programs. Except as modified by these bylaws, the Board of Elders shall with respect to the church have all the duties and powers given by law to the board of directors of a corporation.

2. Specific Duties and Powers. The Board of Elders:

a. shall at their first meeting of the year elect from among the lay members of the Board of Elders (1) an Elder of Administration, who shall also serve as the President of the church, (2) an Elder of Lay Ministry, who shall also serve as the Vice President of the church, (3) an Elder of Membership, who shall also serve as the Secretary of the church, and (4) an Elder of Finance, who shall also serve as the Treasurer of the church. In the event of a delay in the selection of a successor officer, the current officer shall serve until a successor is selected,

b. shall control the property of the church,

c. may initiate and participate in the process under these bylaws to change the name of the church, to establish or change statements of the doctrine of the church, to call or terminate a pastor, to buy, sell, mortgage or dispose of real estate or to lease the main church building, or to change the Articles of Incorporation or Bylaws of the church,

d. may, as provided in these bylaws, determine the need for one or more additional Elders, appoint Ministry Teams, and confirm officers of the church,

e. shall approve the selection of missionaries and once each year shall review missionary support from the congregation,

f. may appoint such committees and councils in addition to the Ministry teams to assist in carrying out the ministry of the church as it deems appropriate (including, without limitation, a Personnel Committee to assist the Board of Elders in personnel matters related to all church staff, establishing and reviewing job descriptions, reviewing personnel needs, evaluating personnel performance, and assisting in the review of applications for open positions and a Finance Committee to oversee the finances of the church), such committees or councils to have such duties and responsibilities, and be formed in a manner, as determined by the Board of Elders, and

g. may exercise such other powers and shall have such other duties as are provided by these bylaws.

C. The Elder of Administration. The Elder of Administration shall work with the Senior Pastor to order the ministries and the life of the church and shall chair the meetings of the Board of Elders.

D. Meetings. The Board of Elders shall meet at least quarterly. Special meetings of the Board of Elders may be called as needed by the Senior Pastor or any Elder. Upon request for such a special meeting, the person calling the meeting shall set a time for such meeting. Each Elder shall receive at least three days' notice of a special meeting. The notice requirement may be waived in writing or by participating in the meeting without objecting to a lack of notice. Unless the Elder of Administration is present at a meeting of the Board of Elders, the Board of Elders shall choose one from among them to chair the meeting. Unless the Secretary of the church is present at a meeting of the Board of Elders, the Board of Elders shall choose one from among them to serve as the Secretary of the meeting to record the minutes. A representative of the Council of Ministries may attend the meetings of the Board of Elders except for those meetings or portions of meetings which the Board of Elders deems should be closed because personnel, legal or other confidential matters will be discussed.

E. Quorum. A quorum at a regular or special meeting of the Board of Elders shall be a majority of the Board of Elders.

F. Action. Action of the Board of Elders may be by majority vote of the Elders at a regular or duly called special meeting of the Board of Elders or by consent to action signed by all the members of the Board of Elders.

ARTICLE VII. SELECTION OF ELDERS.

A. Qualifications. All Elders shall be members of Trinity Church. Their lives should reflect the Character of Jesus and the mark of the Holy Spirit. The Apostle Paul outlined this life in Galatians 5:22-23, 1 Corinthians 10:33, I Corinthians 9:20-27, I Timothy 3:1-7, and Titus 1:7-9.

B. Number. There shall be at least four Elders. A greater number may be established for the succeeding year only by the Board of Elders in its nominating process or by the procedures provided in these Bylaws in case of a tie in the election of Elders.

C. Term. Elders shall be elected for a term of two years. Elders may be elected to consecutive terms of office with a limit of two consecutive two-year terms. In the event of a delay in the election of successor Elders, the current Elders shall serve until their successors are elected.

D. Nomination and Election of Elders. The annual selection process shall begin the first Sunday in November and continue until the selection of Elders is complete. A Nominating Committee, consisting of the current Board of Elders or persons appointed by the current Board

of Elders, shall make nominations for the office of Elder. The Nominating Committee shall be announced to the congregation at a Sunday morning service at least five weeks prior to "Election Sunday", the day of the congregational meeting at which the congregation will vote on the Elders. The committee shall submit its report to the congregation at a Sunday morning service on "Selection Sunday", the Sunday which is two weeks prior to Election Sunday.

I. Nominations. In regard to nominations for the office of Elder, the Nominating Committee shall establish a process to seek the counsel of the whole membership regarding persons qualified and appropriate to serve as Elders. Recommendations by any active member of the congregation may be presented to the Nominating Committee at least three weeks prior to Selection Sunday. After such process, and having consulted each nominee to assure willingness to serve, the Committee shall on Selection Sunday recommend to the congregation nominees for consideration as Elders. The number of nominees may be the same as the number of positions to be filled.

2. Elections. On Election Sunday, the Nominating Committee shall again submit its report to the congregation. The vote shall be by ballot. Each qualified active member present and voting shall cast one vote with respect to each nominee set forth in the report of the Nominating Committee, either to accept or reject such nominee. Voting shall begin on a Sunday morning prior to the morning worship service and end after the morning worship service at a time which shall be announced at the morning worship service. With respect to each nominee, if a majority of the votes are cast to accept such nominee, then that nominee is elected. However, if a majority of the votes are not cast to accept such nominee, then that nominee is not elected. The position or positions of Elder not elected shall be filled according to the alternate procedure as provided in section E of this Article VI next following.

E. Alternate Selection Procedure. If a majority of the votes are cast to reject any nominee set forth in the report of the Nominating Committee, then with respect to the position or positions for which the nominee or nominees were not elected, the selection process shall be repeated. A new Nominating Committee shall be appointed to begin the selection process. The nomination and selection procedure shall be as provided above, except as follows:

1. Voting. Each active member present and voting shall have as many votes as there are Elder positions remaining to be filled. No person may cast more than one vote for any nominee. The nominees receiving the highest number of votes shall fill the offices.

2. Resolution of a Tie. In the event of a tie vote for the last Elder position or positions to be filled, the number of Elders shall temporarily increase for that term only and all those nominees tied for the last position shall be deemed affirmed.

F. Duties. Each Elder shall participate in the Board of Elders in the performance of its duties, shall pray for the church and its congregation, and shall engage in fellowship with the Senior Pastor and the other Elders.

G. Assuming the Duties of Office. The Elders shall take office on January 1st after their selection unless (1) an Elder is appointed for an unexpired term due to death, resignation or dismissal, in which case the Elder will take office immediately upon appointment by the Board of Elders, or (2) the Elder selection process continues beyond the January 1st next following an Elder's nomination, in which case the Elder will take office immediately upon election.

H. Resignation or Removal from Office. An Elder may resign by giving written notice to the Board of Elders. An Elder may also be removed by a two-thirds majority congregational vote. Any such vote shall not be taken without notice of ten days to all the members of the congregation, written notice to the Elder(s) in question, and an opportunity provided at such meeting for the Elder(s) subject to removal to address the congregation.

I. Vacancies. In the event of a vacancy of an Elder position on the Board of Elders, the remaining members of the Board of Elders may, at their discretion, appoint a person to fill the unexpired term. If the position of Senior Pastor is vacant, the Elders shall function as the Board of Elders.

ARTICLE VIII. MINISTRY TEAMS.

A. Ministries.

1. Standing Ministries. Ministries shall include, but not be limited to, the following:
 - a. Administration
 - b. Worship and Music
 - c. Trustees
2. Additional Ministries. Additional Ministries, which must be approved by the Board of Elders, may include but shall not be limited to:
 - a. Evangelism
 - b. Missions
 - c. Christian Education/Age Level Ministries
 - d. Community Outreach/Benevolence
 - e. Technology
 - f. Care/Membership
 - g. Hospitality
 - h. Preschool

The Board of Elders may from time to time designate additional ministries.

The Board of Elders may from time to time discontinue ministries that are not Standing Ministries.

B. Ministry Teams. Each ministry shall have a team appointed by the Board of Elders. An initial set of ministry teams shall be appointed by the Board of Elders. Thereafter, each ministry team shall be nominated by the Council of Ministries and confirmed by the Board of Elders.

C. Leaders. Each ministry team shall elect a person to be the leader of the ministry team, except that the Elder of Administration shall be the leader of the Ministry of Administration.

D. Meetings. The leaders of all the ministry teams shall be the Council of Ministries. The Council of Ministries shall meet at least quarterly to share reports on team activities, to coordinate the teams' efforts. The Council of Ministries shall elect one person to chair the Council of Ministries. The Board of Elders shall be informed of the meeting schedule.

ARTICLE IX. OFFICERS.

A. The officers of the church. Officers of the church shall consist of the President, Vice President, Secretary and Treasurer.

1. President. The Elder of Administration shall be the President of the church. The President shall preside at congregational meetings, sign all church documents approved by the Board of Elders, perform such duties as are incidental to the office of corporate president and exercise such authority as the Board of Elders delegates to the President.

2. Vice President. The Elder of Lay Ministry shall be the Vice President of the church. In the absence of the President, the Vice President shall exercise the duties of President not including the duties of the Elder of Administration but including presiding at congregational meetings when the President cannot attend or preside. The Vice President shall be elected annually by the Board of Elders to serve for a one year term or until a successor has been appointed.

3. Secretary. The Elder of Membership shall be the Secretary of the church. The Secretary shall record the minutes of all congregational meetings. The Secretary shall keep the corporate seal of the church and affix it to all documents requiring the seal. The Secretary shall attest the signature of the President or Vice President where required on official church documents and shall certify actions by the Board of Elders or the congregation and shall perform such duties as are incidental to the office of corporate secretary. The Secretary shall be elected annually by the Board of Elders to serve for a one year term or until a successor has been appointed.

4. Treasurer. The Elder of Finance shall be the Treasurer of the church. The Treasurer shall:

a. supervise financial record keeping and the handling of all receipts and disbursements as authorized by the Board of Elders,

- b. chair the Finance Committee,
- c. present written financial reports to be included in the minutes of all regular meetings of the Board of Elders and the church membership,
- d. cause the financial records of the church to be examined annually by an accountant approved by the Board of Elders, and
- e. sign all instruments that require the Treasurer's signature and perform such duties as are incidental to the office of corporate treasurer.

ARTICLE X. PASTORS AND DIRECTORS OF MINISTRIES.

A. Qualifications.

1. The Senior Pastor and Associate Pastors. The Senior Pastor and Associate Pastors whose primary call is to Word and Sacrament shall, by virtue of their positions, be members of Trinity Church. They shall be committed to the stated nature and purpose of Trinity Church both as a fellowship and as a membership and to its distinctive emphases. They shall be men totally committed to Jesus Christ as Lord. They shall be filled with the Holy Spirit, have a burden for world evangelization, be personally active in winning the lost, be able to teach and preach the Word effectively and counsel believers scripturally. They shall have recognizable spiritual gifts to equip them for the ministry. Most of all, they must be men of God aspiring to holiness of attitude and life and be able to lead the church in fulfilling its calling and maintaining its unity in the bond of peace. Pastors and Associate Pastors shall be licensed or ordained ministers whose calling and credentials are confirmed by the Department of Ministry of the Evangelical Covenant Church. If a pastor is called to Trinity Church from another denomination or an independent church, transfer of ordination credentials to the Evangelical Covenant Church shall be required. In addition to the confirmation by the denomination, they must be recognized and called by the church. In view of the tremendous responsibility incumbent upon the leaders of this assembly as spiritual "pacesetters," they shall conform to the New Testament prerequisites as stated in Galatians 5:22-23.

2. Assistant Pastors and Directors of Ministries. Assistant Pastors and Directors of Ministries whose primary goal is to specialized ministries, shall be members of Trinity Church. These ministries shall include but are not limited to children's ministries, music ministries, women's and men's ministries, age level ministries and missions. They shall be committed to the stated nature and purpose of Trinity Church both as a fellowship and as a membership and to its distinctive emphases. They shall be totally committed to Jesus Christ as Lord. They shall be filled with the Holy Spirit, have a burden for world evangelization, be personally active in winning the lost, be able to teach the Word effectively and counsel believers scripturally. They shall have a recognizable spiritual gift to equip them for ministry. Most of all, they must be aspiring to holiness of attitude and life and be able to lead the church in fulfilling its calling and maintain its unity in the bond of peace. In view of the tremendous responsibility incumbent

upon the leaders of this assembly as spiritual "pacesetters", they shall conform to the New Testament prerequisites as stated in Galatians 5:22-23.

B. Duties. In general, it shall be the responsibility of the pastors to exercise watchful and responsible care over the total ministry, to shepherd the flock and to give spiritual leadership to the ministries defined by the Board of Elders.

The pastors shall be responsible, under God, for the stability, vision, growth and expansion of the church ministry. They shall equip the saints for the work of ministry and train a team of Elders and other church leaders to share the pastoral and supportive ministries.

The office of Senior Pastor is the highest and most important in the church and the person who holds this office is, in Scripture, charged with various duties (Acts 20:28; Jer. 3:15; I Peter 5:1, 3; I Cor. 4:1; II Cor. 5:20; Titus 1:7).

Pastors shall give themselves continually to prayer and to the ministry of the Word (Acts 6:4) as well as study to show themselves approved unto God, workmen that needeth not to be ashamed (II Tim. 2:15).

When the Board of Elders is not in session, the Senior Pastor shall have the general oversight and ultimate responsibility for the daily ongoing of the ministry.

The Senior Pastor shall serve as ex officio member of any Personnel Committee established by the Board of Elders.

C. Call. To call a Senior Pastor or an Associate Pastor whose primary call is to Word and Sacrament, the Board of Elders shall appoint a Pulpit Committee. It shall be representative of the congregation, consisting of a minimum of five members, two of which are Elders. The committee will work closely with the Conference Superintendent to carefully and prayerfully investigate prospective pastors. The Pulpit Committee shall submit to the Board of Elders the name or names of such candidates who in their judgment have proper qualifications for pastor. The Elders shall agree by a two-thirds majority vote to recommend a qualified applicant to the congregation for voting. The pastor shall be called by the congregation and shall be publicly installed in office.

D. Hire. The Board of Elders shall hire all those Assistant Pastors and Directors of Ministries whose primary call is to specialized ministries. All candidates for these positions must be recommended to the Board of Elders by the Personal Committee.

E. Termination. A Senior Pastor or an Associate Pastor who has been called to Word and Sacrament may resign from the church by giving notice to the Board of Elders sixty days in advance. A Senior Pastor or Associate Pastor who has been called by the congregation may be dismissed by a two-thirds majority vote of those qualified active members present and voting at a congregational meeting. Notice must be provided that consideration shall be given to such a

vote to dismiss and the pastor will be afforded the opportunity to be heard. In the event the church does not have a pastor, the Board of Elders shall appoint an interim pastor for the work.

Those who have been hired by the Board of Elders may be dismissed by the Board of Elders.

ARTICLE XI. LICENTIATES.

By virtue of Trinity Church's denominational standing within the Evangelical Covenant Church, persons seeking ministerial licenses or ordination must enter into the process of licensing and ordination established by the rules of the Department of Ordered Ministry of the Evangelical Covenant Church.

ARTICLE XII. FISCAL YEAR. The fiscal year of the church shall be the calendar year.

ARTICLE XII. USE OF CHURCH PROPERTY. Church property shall be used for church sponsored activities only except for those activities approved by the Board of Elders.

CERTIFICATION

The undersigned Secretary of Trinity Church, Greensboro, N.C. hereby certifies that the foregoing Bylaws of Trinity Church, Greensboro, N.C. have been duly adopted by a two-thirds majority vote of the active members of the congregation at a meeting duly called for that purpose.

This the ____ day of _____, 2019.

Secretary