

Proposed Amendments with explanation 8/21/2019

**The Bylaws of The Episcopal Church of the Redeemer Parish
Bethesda, Maryland**

Amended January 12, 2020

The Episcopal Church of the Redeemer • 6201 Dunrobbin Drive • Bethesda, Maryland 20816

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Article 1 – Parish Meetings

§1. An Annual Meeting of the Parish shall be held at the date, hour, and place determined by the Vestry; provided that if the Vestry does not determine the date, hour, and place of the Annual Meeting during the first eleven months of any year, that Annual Meeting shall be held on the Monday night following the first Sunday in December at the church. *Required by Canon §4704(a)(2) Redeemer Bylaw (RBL) I.A requires the meeting “to be HELD IN THE CHURCH BUILDING NOT LATER THAN THE SECOND Sunday in January or a date within the two weeks thereafter fixed by the Vestry.” Redeemer customarily holds its Annual Meeting on the third Sunday in January. To continue this practice, the Vestry would act before December 1 each year to set the desired date for the next Annual meeting, in lieu of the December default date.*

§2. A Special Meeting of the Parish may be called by the Rector, by three Vestry members, or by at least 10 members of the Parish who are “members entitled to vote” (as defined in Article 2 of these bylaws) and who file a petition with the Secretary of the Vestry. Special Meetings shall be held in the church.

Satisfies Canon §4704(b), which requires only that the bylaws specify the number of Vestry members and/or the number of members entitled to vote that are necessary to call a special meeting. Follows RBL I.B. “Satisfies” means that the text contains in substance all elements required by the canon. “Follows” means that except as stated the text reflects the substance of the cited RBL.

§3. Notice of the date, hour, place and purpose of Annual and Special Meetings of the Parish shall be given to all members of the Parish by the Secretary of the Vestry as follows: Notice shall be posted on the Parish website at least 30 days prior to the meeting. Notice also shall be given in the Sunday bulletins and in the Parish weekly newsletter. Notice of any proposed amendment of these Parish bylaws shall be given in the same manner and shall include the amendment and an explanation of the amendment. Notice of Special Meetings shall also be given by email at least 30 days prior to the meeting.

Satisfies Canon §4704(c). The canon requires notice of purpose for all meetings but requires notice only to members entitled to vote. It does not specify the manner of giving notice but requires that the bylaws do so. RBL I.B requires notice of Special Meetings be given to all members “by direct mailing to all members and announcement at all regularly scheduled services at the church.” The text preserves the requirement of RBL to give notice to all members of the Parish, which includes all members entitled to vote. The text omits the RBL’s direct mailing and oral announcement requirements in favor of announcement by publication, which seems sufficient. Email is specified for notice of Special Meetings because they are rare and thus unexpected. The canon requires the bylaws to specify that notice be given a specific number of days prior to a Special Meeting, which the RBL omits to do. RBL V.B requires that any proposed amendment to the bylaws “be displayed on the Church bulletin board with a copy of the bylaws.” The notice requirements in the text seem more appropriate to modern communications.

§4. The Presiding Officer at all Parish Meetings shall be the Rector or, in the Rector's absence, the Senior Warden or, in the absence of the Rector and the Senior Warden, the Junior Warden. In the absence of the Rector and Wardens, a member of the Vestry chosen by a majority of the members present and voting shall preside. If the office of the Rector is vacant, the Bishop may preside, if present, and if not present, (a) an individual designated by the Bishop shall preside or (b) if no individual is designated or the designated individual is not present, the individual specified in the first sentence of this section shall preside.

Satisfies Canon §4704(e). Follows RBL I.C and IV.B except that instead of a majority of the Vestry members choosing one of their number the RBLs prescribe selection by alphabetical order.

§5. The Secretary of the Vestry shall be the secretary of the Annual and Special Meetings, and shall keep and distribute minutes of all business transacted. The Secretary shall keep the record of all Parish members entitled to vote and send election reports to the Diocese.

Canon §4706(c)(1) and (2) require that the bylaws provide that the Vestry shall elect a Secretary of the Vestry and prescribe the "authority" of the Secretary. Canon §4706(c)(4) requires that the bylaws provide that the Secretary keep the record of members of the Parish entitled to vote. The RBLs use the term "Registrar" instead of Secretary of the Vestry and do not prescribe any duties with respect to meetings of the Parish.

§6. Any member entitled to vote may submit a resolution for consideration at a Parish Meeting by submitting it in writing to the Rector or a Warden at least 72 hours in advance of the meeting, except for a resolution of courtesy, commendation, or condolence, which need not be submitted in advance. Recommended changes to the bylaws must be submitted at least 40 days in advance so that a 30-day notice may be given to all members entitled to vote as specified in Section 3 of this Article 1.

Not required by Canons. No RBL. The Vestry believes that this provision will enhance participation by Parish members in Parish governance.

Article 2 – Qualifications of Voters

§1. An individual is a member of the Parish entitled to vote at any meeting of the Parish if that individual: (a) is a member of the Episcopal Church; (b) is recorded as a member of the Parish in the Parish register; (c) is at least 18 years of age; (d) is a contributor of record to the Parish (which contributions may be cash offerings or services rendered to the Parish and known to the Treasurer); and (e) at the time of the Parish meeting, has met the foregoing requirements for a period of not less than one month. Such members are referred to in these bylaws as "members entitled to vote."

Note: Members of the Episcopal Church are "persons who have "received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church" Title I, Canon 17, Section 1(a) of the Canons of the General Convention of the Protestant Episcopal Church.

Satisfies Canon §4703(a) and (c). The text conforms to the requirements of the canon and is consistent with Redeemer practice. RBL II.A is not different in substance.

§2. The determination whether or not any individual is a member entitled to vote at any meeting of the Parish shall be made (a) by the Vestry prior to the meeting or (b) by a majority of the members of the Vestry present at the meeting, if the Vestry did not make the determination prior to that meeting. Any determination under (a) or (b) shall be a final determination.

Satisfies Canon §4703(e). RBL IV.C(2) provides, "The details of . . . the qualifications of voters . . . shall be handled by the Vestry . . ." The text conforms more closely to the requirements of the canon.

Article 3 – Quorum and Method of Voting at Parish Meetings

§1. A quorum for the conduct of business at Annual and Special Meetings shall be 20% of the members entitled to vote under the terms of Article 2. A majority of the members entitled to vote who are present and voting shall be required for the adoption of any matter; except that the vote of least 67% of such individuals shall be necessary for amending these bylaws, as provided in Article 13.

Satisfies Canon §4704(d) which (i) requires that the bylaws specify a quorum and (ii) specifies the required majorities set out in the text. RBL I.B requires a quorum of 30%. The Vestry believes that as a practical matter, a quorum of 30% is high for Redeemer under present attendance patterns.

§2. The method of voting, including voting in elections, shall be determined by the Vestry and may be by any means deemed appropriate under the circumstances, including voting by acclamation or show of hands, as well as by written ballot.

The canons do not specify any methods of voting. The RBLs do not specify any methods of voting except that RBL IV.C. requires voting by written ballot in elections unless unanimously waived. Redeemer has in practice voted on all matters by acclamation or show of hands, including uncontested elections. The text provides flexibility. If there were need for a more precise procedure (e.g., a contested election or a controversial proposal), the Vestry has the authority to establish procedures ad hoc. RBL IV.C provides for determination of requisite majorities in contested elections. Canon §4704(f) leaves such matters to the Vestry. See §3 following.

§3. Any matter relating to an election conducted at any Annual or Special Meeting shall be determined by the Vestry or a majority of the members of the Vestry present at the meeting, and any such determination shall be a final determination.

Required by Canon §4704 (f). RBL IV.C(2) provides that "the details of balloting . . . shall be handled by the Vestry . . ."

Article 4 – The Vestry

§1. The Vestry has the rights, duties, and authority given generally to vestries by the Canons of the Episcopal Church and the Diocese of Washington and by the Statutes of Maryland. Subject to such canons and statutes, the Vestry is the agent and legal representative of the Parish in all matters concerning its corporate property and the relations of the Parish to its clergy.

Satisfies Canon 14§2 of the Episcopal Church. No Diocesan canon. First sentence of text follows RBL III.A.

§2. The Vestry shall consist of the Rector and nine lay members of the Parish, including a Senior Warden and a Junior Warden chosen as provided in Article 7, Section 1 of these bylaws. A lay member of the Vestry must be a member entitled to vote.

Satisfies Canon 14§§1 and 2 of the Episcopal Church and Canon §4705(a), (b), and (d)(1). Note that the Diocesan Canon does not require a lay Vestry member of the Vestry to be a member entitled to vote (only a “lay member of [the Parish]”), but RBL III.A does. RBL V.A requires members of the Vestry to be at least 21 years of age. Under Article 2 of these bylaws, as a member entitled to vote, a lay Vestry member need be at least 18 years of age. The Vestry believes that the requirement to be a member entitled to vote demonstrates a current commitment to the Parish and is not so onerous as to be likely to exclude desirable candidates. This additional requirement continues Redeemer practice and is permitted by Canon §4705(b)(2)(C).

§3. At each Annual Meeting, three lay Vestry members shall be elected for terms of three years each and until their successors are selected and have qualified and shall not be eligible for reelection to a consecutive three-year term, except that a Vestry member shall be eligible for reelection for an additional three-year term if the member has agreed to serve as a Warden for at least the first year of that term. Vestry terms shall be staggered, with three full terms beginning at each Annual Meeting. Nominees for the Vestry shall be chosen as described in Article 6.

Satisfies Canon 14§1 of the Episcopal Church, which requires that Vestry members “serve until their successors are selected and have qualified.” Satisfies Canon §4705(e) which requires only that the bylaws specify the term of office (not less than one year nor more than four) and permits staggered terms arranged into classes. The canon does not limit reelection. The text follows RBL IV.A(1), which prohibits reelection. The “except clause” in the text permits reelection of a Vestry member in order to allow that individual to serve as a warden.

§4. In the event of a vacancy, the Vestry may select from members entitled to vote an individual to serve as an interim Vestry member until the next Annual Meeting. At the next Annual Meeting, in addition to electing individuals to the three full-term Vestry positions to be filled, the Parish shall elect an individual to fill the remainder of any unexpired term. The interim shall be eligible for election to fill the remainder of that term. An individual elected to fill an unexpired term of less than two years shall be eligible for election to a successive full term.

Satisfies Canon §4705(f). The Canon does not limit the number of successive years an individual filling an unexpired term may serve. Follows RBL III.A(1) except that election to a successive full term is restricted as indicated in the last sentence, which is intended to limit the number of successive years an individual filling an unexpired term may serve.

Article 5 – Lay Delegates and Alternates

§1. Elections of Lay Delegates and Alternates to the Diocesan Convention shall be conducted so as to maintain the maximum number of Delegates allocated to the Parish under the Constitution and Canons of the Diocese of Washington and a maximum of two Alternates. At least one Lay Delegate and one Alternate Lay Delegate shall be elected each year at the Annual Meeting. Nominees for these positions shall be chosen as provided in Article 6. In the event of the inability of a Lay Delegate to serve, the place of that Delegate may be taken by an Alternate, and if the appointment of another Alternate seems advisable, such appointment may be made by a majority of the Vestry.

Canon §4706(d) permits election of Lay Delegates and Alternates by Parish or Vestry but does not deal with the other matters in the text. Canon §303(e) provides that Alternates exercise the “seat, voice, and vote” of absent Delegates. RBL IV.A.3 requires election of Lay Delegates and Alternates by Parish but does not deal with the other matters in the text. RBL III.A.(1) permits the Vestry to fill vacancies in Lay Delegates but does not specify the role of Alternates. The additional language in the text clarifies several matters and deals with the role of Alternates.

§2. Lay Delegates and Alternates shall be chosen from the members entitled to vote who are communicants in good standing of the Episcopal Church. Lay Delegates and Alternates shall serve for terms of one year and shall be eligible for reelection.

Note: Communicants of the Episcopal Church in good standing are those who (a) have “received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in [the Episcopal Church] or in another Christian Church, and whose Baptisms have been duly recorded in [the Episcopal Church], (b) have “received Holy Communion in the [Episcopal Church] at least three times during the preceding year” and (c) “have been faithful in corporate worship, unless for good cause presented, and have been faithful in working, praying, and giving, for the spread of the Kingdom of God.”

Satisfies Section 304(b)(1)(B) of the Constitution of the Diocese which requires lay members of the Convention to be communicants of the Diocese in good standing, which is defined in Section 101(3) as a communicant of the Episcopal Church in good standing, which is defined in Canon 17, Sections 2 and 3, of the Canons of the Episcopal Church (see Note above). RBL IV.A(3) requires only that Lay Delegates and Alternates be communicants of the Parish.

RBL IV.A requires Lay Delegates and Alternates to be “qualified voters . . . at least 18 years of age.” See RBL II.A and Section 2 of Article 3 above for definitions of “qualified voters” and “members entitled to vote.”

§3. The Rector or the Secretary of the Vestry shall certify to the Secretary of the Convention the name, address, and telephone number of each Lay Delegate and Alternate and shall indicate who are Lay Delegate(s) and who are Alternate(s).

Satisfies Canon §303. No RBL. Though not explicit, certification implies that delegates and alternates meet the qualifications to serve.

Article 6 – Process for Nominating Candidates to Serve as Vestry Members and Lay Delegates and Alternates

§1. At least 30 days prior to an Annual Meeting, the Vestry with the advice of the Rector shall appoint from among the members entitled to vote, at least three individuals to serve as the Nominating Committee, at least two of whom shall be members of the Vestry. The names of the individuals so appointed shall be promptly posted on the church bulletin board and the parish website and published in the church bulletin each succeeding Sunday until the annual meeting.

No Canon specifically governs Nominating Committees. Canon §4705(j) governs all committees established by the Vestry to which the Vestry delegates its authority in the management of the Parish. The Canon includes two-vestry member requirement. Follows RBL IV.D except RBL requires one month and only one Vestry member. 30 days is more precise.

§2. The Nominating Committee shall identify potential nominees who are qualified to stand for election to the position to be filled at the Annual Meeting and whose competence and active support of the Parish recommend them as suitable to serve as lay leaders in those positions. Having obtained the consent of those to be nominated and an expression of their willingness to serve if elected, the Nominating Committee shall propose: (a) for election as members of the Vestry, no fewer than the number of individuals to be elected for a full term and to fill any vacancies and (b) for election as Lay Delegates and Alternates to the Diocesan Convention, a number of individuals sufficient to maintain the maximum number of Delegates allocated to the Parish and to provide for a minimum of two Alternates.

No Canon. Follows RBL IV.D.

§3. Nominations may be made, in writing, to the Nominating Committee by any member entitled to vote, provided such nominations are seconded, in writing, by at least two other members entitled to vote. Such nominations must be received by the Nominating Committee at least 10 days prior to the Annual Meeting.

No Canon. Follows RBL.D(2).

§4. At least one week prior to the Annual Meeting, the Nominating Committee shall cause to be published in the Sunday bulletin and posted in the church their nominations and the nominations by other members entitled to vote.

No Canon. Follows RBL IV.D(3).

§5. Additional nominations of members qualified to stand for election to positions to be filled at the Annual Meeting may be made at the Annual Meeting provided that they are seconded by at least three members entitled to vote.

No Canon. Follows RBL IV.D.(4).

Article 7 – The Wardens

§1. At its meeting immediately following the Annual Meeting and held at the church, the Vestry shall choose a Senior Warden and a Junior Warden from among the lay members of the Vestry, who shall serve until the next Annual Meeting or until their successors are chosen.

Satisfies Canon §4706(a)(1)(B). Follows RBL III.A, except the time and place of the meeting is specified. Consistent with Redeemer practice.

§2. In the event of a vacancy in the office of Senior Warden or Junior Warden, the Vestry shall choose from among the lay Vestry members an interim Warden who shall serve until the next Annual Meeting or until a successor is chosen.

No Canon. Follows RBL III.A(1).

§3. The Senior Warden and the Junior Warden shall have the authority and perform the duties in the management of the property and affairs of the Parish as are provided in (a) the Canons of the Protestant Episcopal Church, (b) the Canons of the General Convention of the Protestant Episcopal Church of the Diocese of Washington, and, subject to (a) and (b), these bylaws and the resolutions of the Vestry.

Satisfies Canon §4706(a)(2). RBL III.B and C do not contain the text, but describe certain specific responsibilities, which the Canon does not do.

Article 8 – The Parish Treasurer

§1. At its meeting immediately following the Annual Meeting, the Vestry shall elect as Treasurer of the Parish an individual with appropriate qualifications and skills to serve in that capacity. The Treasurer shall serve until the next Annual Meeting and until a successor is elected and qualifies. An individual may be qualified to be Treasurer regardless of whether or not that individual is a member of the Parish or a member of the Vestry. The Treasurer shall have a seat and a voice in Vestry meetings, but not a vote unless the Treasurer is a Vestry member.

Satisfies Canon §4706(b.) RBL III.E does not establish qualifications, only duties, and requires the Treasurer be a member of the Parish. The Canon says nonmembers may serve.

§2. The Treasurer shall be responsible for oversight of all Parish funds, securities, receipts, payment requests, disbursements, and deposits and for proper creation and maintenance of financial records as prescribed in Canon 7 of the Episcopal Church. The Treasurer shall render to the Vestry, at its regular meetings or whenever the Vestry may require it, an account of the financial condition of the Parish and of all transactions involving Parish finances. The Treasurer shall assist the Rector in preparation of the Parochial Report annually

RBL III.E requires the Treasurer “to have custody of the Parish funds and securities and . . . keep full and accurate accounts of receipts and disbursements and . . . deposit all monies and other valuable effects in the name and to the credit of the Parish in such depositories as may be designated by the vestry.” Episcopal Church Canon 7 and Canon §4706(b)(2) do not impose such requirements, which are unrealistic for most Parish treasurers today. Canon §4706(b)(2) requires the bylaws and resolutions of the Vestry to specify the Treasurer’s duties.

§3. The Treasurer shall provide such assistance as may be requested in connection with each annual audit of the accounts of the Parish pursuant to Canon 7(f) of the Episcopal Church. A copy of the audit report shall be provided to the Bishop as required by Canon 7(g) of the Episcopal Church.

Episcopal Church Canon 7(f) and (g). See above description regarding Canon §4706(b). RBL III.E(3) specifies certain duties that are covered by the general language of the Canons.

§4. The Vestry may, from time to time, appoint an assistant treasurer.

No Canon. RBL III.A requires there to be an assistant treasurer.

§5. The Treasurer and any assistant treasurer shall be adequately bonded.

Satisfies Episcopal Church Canon 7(d). No Canon. Follows RBL III.E(2) and F(1).

Article 9 – The Secretary of the Vestry

§1. At its meeting immediately following the Annual Meeting, the Vestry shall elect as Secretary of the Vestry an individual with appropriate qualifications and skills to serve in that capacity. The Secretary shall serve until the next Annual Meeting and until a successor has been elected and qualified. The Secretary need not be a member of the Parish or a member of the Vestry. The Secretary shall have a seat and voice in Vestry meetings, but not a vote, unless the Secretary is a Vestry member.

Satisfies Canon §4706(c). See RBL III.A(1) requires election of a Registrar with functions similar to a Secretary of the Vestry. RBL III.E does not establish qualifications, only duties, and requires the Registrar to be a member of the Parish. The Canon says nonmembers may serve as Secretary of the Vestry.

§2. In addition to the Secretary's responsibilities in Sections 3 and 5 of Article 1 and Section 2 of Article 14 of these bylaws, the Secretary shall perform such other functions as are required by the Canons of the General Convention and the Canons of the Diocese of Washington.

Satisfies Canon §4706(c)(2) which requires that the bylaws specify the authority of the Secretary. Similar to RBL III.D except references to the Seal of the Vestry have been omitted as obsolete.

Article 10 – Meetings of the Vestry

§1. The Vestry shall meet immediately following the Annual Meeting, to elect the Wardens, the Treasurer, and the Secretary of the Vestry and to fix the date, hour, and place for its regular monthly meetings. Special meetings of the Vestry may be called by the Rector, the Senior Warden or 33% of all lay members of the Vestry. Any call shall be made upon not less than three days' notice, except that a meeting may be called with fewer than three days' notice if (a) there is an emergency or urgent need for Vestry action; (b) notice is provided to all members of the Vestry in a manner that is as timely as practicable; and (c) a majority of all members of the Vestry agree to hold the meeting with fewer than three days' notice. The notice shall fix the date, hour, and place for the meeting.

Satisfies Canon §4705(h)(1) and (2). RBL III.A(3) permits notice to be waived, but waiver is not permitted by the Canon, which instead allows shorter notice in case of emergency or urgent need. First sentence conforms to Redeemer practice and is the only regular Vestry meeting provided in the bylaws.

§2. The Rector shall have the right to preside at all Vestry meetings. If the Rector does not preside or is absent, the Senior Warden may preside and, in the senior Warden's absence, the Junior Warden. If the Rector and the Wardens are absent, a member of the Vestry chosen by a majority of the members present and voting shall preside. If the office of the Rector is vacant and the Bishop is present during any meeting of the Vestry the Bishop shall preside at that meeting.

Satisfies Canon 14§3 of the Episcopal Church and Canon §4705(i). Follows RBL III.A(4).

§3. A quorum for the conduct of business at any Vestry meeting shall be 50% of the members of the Vestry. A majority of the members who are present and voting shall be required for the adoption of any matter.

Satisfies Canon 4705(h)(3) and (4) and Canon §4705(c). Follows RBL III.A (6) (except six lay members are required for a quorum if the Rector is not present) and (7).

§4. All meetings of the Vestry shall be opened and closed with a prayer.

No Canon. Follows RBL III.A(5), but in line with the Redeemer practice the "Presider" is not designated as the individual leading the prayer.

§5. The Vestry may adopt rules for the conduct of its meetings, provided that such rules shall conform to the Constitution and Canons of the General Convention and of the Diocese of Washington. Robert's Rules of Order (current edition) shall be the parliamentary guide in all matters not specifically provided for in the rules. The order of business shall be prepared by the Rector and the Senior Warden.

Canon §4705(h)(5) authorizes rulemaking but specifies no rules. RBL III.A(5) specifies Robert's Rules.

§6. The Vestry may adopt rules for meetings or voting to be conducted electronically, provided that the rules meet the following requirements as set forth in Canon §4705(6) of the Canons of the Diocese of Washington: (a) in any electronic meeting (including any telephonic meeting) every Vestry member participating in the meeting must be capable of simultaneously communicating with every other Vestry member participating in the meeting; and (b) in any electronic voting that is not conducted as a part of an actual meeting or electronic meeting, (i) any action of the Vestry shall require a unanimous vote of approval by all voting members of the Vestry of a resolution setting forth such action; (ii) the full text of any resolution described under subclause (i) and all accompanying documentation shall be available in writing or electronically to all members of the Vestry before any electronic vote on the resolution; and (iii) the vote and the resolution voted upon with all accompanying documentation shall be entered into the records of the Vestry.

Canon §4705(h)(6) permits the rules in the text. No RBL. This is a new and very useful provision. Electronic voting not conducted as part of an actual or electronic meeting would include voting by email and it is common to require a unanimous vote in such cases.

§7. Vestry meetings, except for electronic meetings, shall be open to the members of the Parish as a matter of general practice. The individual presiding at a Vestry meeting may conduct all or part of the meeting in executive session.

No Canon. No RBL. Conforms to Redeemer practice.

Article 11 – Committees of the Vestry

§1. From time to time, the Vestry may establish committees to which it delegates certain specified authority of the Vestry in the management of the Parish. The Vestry may appoint members of these committees, at least two of whom shall be members of the Vestry. No delegation of authority shall affect the responsibilities or duties of the Vestry relating to that authority. The term of any such committee shall not exceed two calendar years unless the Vestry extends the term.

Canon §4705 (g) permits the Vestry establish committees to which the Vestry delegates the authority of the Vestry in the management of the Parish. No general RBL.

§2. From time to time, the Vestry may establish committees for the purpose of gathering information and making recommendations to the Vestry but to which Vestry authority in the management of the Parish is not delegated. The Vestry may appoint members of these committees, who shall be members of the Parish.

The text takes the position that the Vestry has inherent authority to create committees to which Vestry authority is not delegated, as with committees that advise the Vestry regarding certain specified matters on which Vestry action will be required. An example would be a rector search committee. The Diocese's position regarding the rector search process is that no vestry member should serve on the search committee. Note that it is the Vestry that calls and contracts for the Rector. See Section 2 of Article 12 of these bylaws.

Article 12 – Rector and Assistant Ministers

§1. An individual is qualified to be Rector or an assistant cleric of the parish if that individual is a priest of the Episcopal Church or a cleric authorized to officiate in the Episcopal Church by its canons.

Satisfies Canon §4707(a). RBL VI requires election of clergy to be in accordance with the Canons.

§2. When the office of Rector of the Parish becomes vacant, (a) the Vestry shall consult with the Bishop in accordance with the canons of the Episcopal Church before the election of a Rector; and (b) the Vestry shall elect a Rector from qualified individuals by a majority vote of all the members of the Vestry in office.

Satisfies Canon §4707(a). RBL VI requires election of clergy to be in accordance with the Canons.

§3. The Vestry shall provide the Rector advice, support, and feedback, including through an annual review that communicates the Parish's joys and concerns, provides the Vestry's candid assessment of the Rector's leadership, and identifies mutual goals for the coming year.

No Canon. No RBL. This section is based in part on the Diocesan form of Letter of Agreement for rectors and on general recommendations that all employees receive reviews.

§4. To the extent permitted by law, the Vestry shall regard payment of clergy compensation as having priority over all other charges upon its income and shall regard the payment of compensation to lay employees as having priority over all other charges upon its income, except the payment of clergy compensation.

Satisfies Canon §7505(l). No RBL.

§5. The Rector shall nominate an individual to the Vestry for election to any office of an assistant cleric. The Vestry shall consult with the Bishop in accordance with the canons of the Episcopal Church before the election of any assistant cleric. The Vestry may elect a nominated individual to any office of an assistant cleric by a majority vote of all the members of the Vestry.

Satisfies Canon §4707(c). RBL VI requires election of clergy to be in accordance with the Canons.

§6. The Vestry, upon recommendation of the Rector (or in the Rector's absence, the Senior Warden) may contract for clergy to serve as supply clergy or for other temporary part-time duties and responsibilities requiring the services of priests of the Church.

No Canon. See Canon §4707(c). No RBL. RBL VI requires election of clergy to be in accordance with the Canons.

§7. The terms and conditions of any contract of the call of a Rector or of the call of an assistant cleric shall be in writing and comply with all the terms and conditions required by the canons of the Episcopal Church and the policies established by the Bishop.

Satisfies Canon §4708. No RBL.

§7. As used in these bylaws, "Rector" includes an interim rector or priest-in-charge.

No Canon. No RBL.

Article 13 – Amendments to the Bylaws

§1. These bylaws may be amended at an Annual or Special Meeting, provided that notice shall be given as provided in Article 1.

Satisfies Canon §4704(d). See Article 1§3 above for notice requirements, which require in the case of a bylaw amendment that notice include "the amendment and an explanation of the amendment." RBL I.A requires notice of Annual Meetings be given "by publication in the Parish newsletter and that all services of worship on the Sundays immediately preceding the date of the meeting." In addition, if the bylaws are to be amended, RBL V.B. requires that the "proposed amendment . . . "be displayed on the Church bulletin board with a current copy of the by-laws."

§2. Provided that a quorum is present as required by Article 3 of these bylaws, the approval of at least 67% of the members entitled to vote who are present and voting at the meeting shall be required for the amendment of the bylaws.

Satisfies Canon §4704(d)(3). Follows RBL V.A.

§3. If a new bylaw is adopted that does not replace a concurrently repealed bylaw, it shall be numbered so as to follow at the end of the bylaws.

No Canon. No RBL.

§4. No amendment of these bylaws may reduce the total number of lay voting members of the Vestry to fewer than six members or shorten the term of any individual who is a member of the Vestry on the effective date of the amendment.

Satisfies Canon §4705(d)(2) and (3). No RBL.

Article 14 – General

§1. As provided in Section 4702 (A) (2) of the Canons of the Diocese of Washington: "To the extent that any provision of these bylaws is inconsistent with any provision of Canon 47 of The Canons of the Diocese of Washington the provisions of Canon 47 shall govern."

Satisfies Canon §4702(A)(2). No RBL.

§2. The Secretary of the Vestry shall file with the Secretary of the Diocese in a timely manner a copy of these bylaws and any amendments as may be adopted by the Parish.

See Canon §4702(a)(3). No RBL.