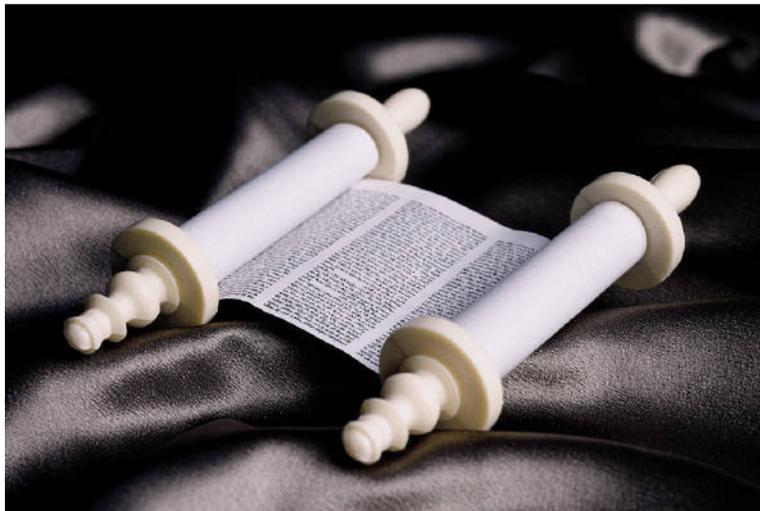


By-Laws

St. John's Congregational Church



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**By-Laws of
St. John's Congregational Church**
(Amended and Restated on 4/15/12)

ARTICLE I MEMBERSHIP

SECTION 101 — GENERAL

Membership in St. John's Congregational Church (hereinafter "the Church") shall consist of all persons who have met the qualifications for membership and are listed on the membership roll.

SECTION 102 — QUALIFICATIONS

Membership in the Church shall be open to anyone who (i) is fully capable of understanding and accepting Jesus Christ as Lord and Savior and the Bible as authoritative, (ii) has completed new membership orientation requirements, (iii) strives to uphold the provision of these By-Laws, and (iv) is received into the membership by one of the methods set forth in Section 103 of this Article.

SECTION 103 — ADMISSION PROCEDURE

A candidate for membership shall be received into the new membership orientation of the Church with the appropriate ceremony by one of the following procedures:

A. Baptism

A person who confesses Jesus Christ as Lord and Savior, adopts substantially the statement of faith and principles of the Church, and has been baptized by immersion may be received into the fellowship of the Church.

B. Letter

A person, who is in substantial accord with the statement of faith, adopts the principles of this and has been baptized, may be received into the fellowship of the Church by letter from another Christian church.

C. Experience

A person who has accepted Jesus Christ as Lord and Savior and has formerly been a member of a Christian church, but for sufficient reason cannot present a letter from that church, and who is in substantial accord with the statement of faith and the principles of the Church may be received into the fellowship of the Church upon their statement of experience.

D. Reinstatement

A person, who has accepted Jesus Christ as Lord and Savior and was formerly a member of the Church, may reinstate his or her membership with the Church.

The Ministry of Deacons will be responsible for the oversight of all membership matters.

SECTION 104 – RESPONSIBILITIES

- A. The responsibilities of membership are described in the Membership Covenant (Constitution, Article V). All members shall also be expected to:
 - Confess Jesus Christ as Lord and Savior and indicate the same, as they are able, through baptism (Matthew 28:18-20; Mark 16:15; Acts 8:36-38).
- B. Faithfully attend Church services (Hebrews 10:25).
- C. Support the total church program at home and abroad in prayer, service, and witness according to their spiritual gifts (II Corinthians 4:2).
- D. Live a Christian life consistent with the Word of God, striving to glorify the Lord in conduct, character, and conversation (Romans 6:4; 13:13, 14; I Corinthians 3:16, 17; 6:19; 20; II Corinthians 3:2; Ephesians 4:17-32; 5:1, 2-15; I John 1:6, 7).
- E. Share their Christian testimony by life and word with others (Acts 1:8).
- F. Support the work of the Church by the method of tithing (giving a tenth of their gross income) and offerings (Genesis 14:20; Leviticus 27:30; II Chronicles 31:5; Malachi 3:10; Matthew 23:23).
- G. Participate and serve in one or more ministries of the Church rendering their spiritual gifts and talents in support of the mission of the Church (Romans 12:1, 2).

SECTION 105 – CHILDREN OF MEMBERS

Children of adult members do not automatically become voting members of the Church. Nor do they automatically gain membership upon reaching a certain age of accountability. However, it is not our intention to exclude young men and women from the life and decisions of the Church.

Therefore, no child of a member shall be denied participation in the ministries of the Church, and may enter into membership, including the privilege of voting, when they meet the requirements as described in Sections 102 and 108 of this Article.

SECTION 106 – DESIGNATIONS

The membership roll shall be divided into four sections as follows:

A. Active Member

An Active Member is a person who: a) holds the Church in high esteem; b) faithfully attends worship services and Church meetings; c) participates in ministries as they have the ability and opportunity to; d) cheerfully supports the ministry through tithes and offerings; and e) has met the requirements for membership by one of the methods set forth in Section 103 of this Article.

B. Associate Member

An Associate Member is a person who: a) substantially keeps the precepts contained in the Membership Covenant as set forth in the Constitution; b) faithfully attends worship services, and c) contributes to the ministry of the Church but has not completed new member's orientation.

C. WatchCare

A WatchCare Member is a person who: a) has accepted Jesus Christ as Lord and Savior; b) is a member of a Christian church; c) has relocated on a temporary basis within our vicinity; and d) is in substantial accord with the statement of faith and the principles of the Church. WatchCare shall not exceed a four (4) year period.

D. Inactive Member

An Inactive Member is a person who: a) has not faithfully attended worship services and Church meetings; b) has not participated in ministries; c) has not cheerfully supported the ministry through tithes and offerings. Should one calendar year pass without a record of any financial contributions, membership shall become inactive. Written notification of the declaration of inactivity shall be sent at least one month prior to the change in status. Exemptions will be duly noted and provided for those who, because of age, physical and/or mental disability, sickness, vocational restrictions, or other reasonable causes are unable to fulfill the aforestated requirements. Written requests for exemption and the reinstatement of membership shall be submitted to and reviewed by the Ministry of Deacons and the Ministry of Elders, and exemptions will be granted by the Ministry of Deacons and the Ministry of Elders in their sole discretion.

SECTION 107 – TERM OF MEMBERSHIP

Once a person has fulfilled the requirements as outlined in Sections 102 and 103, then the term of membership shall continue until the membership is terminated as outlined in Sections 106(4) and 109.

SECTION 108 – VOTING RIGHTS

Only Active Members who have attained the age of sixteen (16) shall have the right to vote on Church matters.

SECTION 109 – TERMINATION

Membership may be terminated and all rights as a member revoked upon the occurrence of any of the following events:

A. Death

B. Personal Written Request

- C. **Transfer of Membership to another Church.** A member who wishes to unite with another church will be granted a letter of dismissal and recommendation after receipt of such request in writing. The letter will be written and forwarded by the recommendation of the Ministry of Deacons. If it is confirmed that a member has joined another church, without having requested a letter of dismissal and recommendation, their membership shall be terminated.
- D. **Inactivity.** A person who has remained in the inactive status for a period of one year /six months after being declared inactive in accordance with Section 106 of this Article and who has failed to be reconciled to the Church without sufficient reason shall be removed from the membership and commended to the care of the Lord.
- E. **Discipline.** The Church reserves the right to administer Scriptural forms of church discipline as outlined in Matthew 18:15-20; Romans 16:17-18; I Corinthians 5:1-3; 1 Corinthians 2:1-11; Galatians 6:1; I Thessalonians 5:14; II Thessalonians 3:6, 10-15; I Timothy 5:19-20; and Titus 3:10-11. The process of discipline shall be discharged according to the Scriptures with utmost prayer, love, wisdom, sensitivity, discretion and concern by the Ministry of Elders and the Ministry of Deacons.

The Ministry of Deacons will be responsible for the oversight of all membership matters.

ARTICLE II - CHURCH LEADERSHIP

SECTION 201 – OVERVIEW

Jesus Christ alone is the Head of the Church and as the head has ordained that individual churches should be blessed with the spiritual rule and ministry of office bearers. Therefore, it is the duty of the Church to seek to discover those to whom Christ has imparted the necessary gifts for service and leadership.

SECTION 202 – MEMBERSHIP QUALIFICATIONS

Unless stated otherwise, all leaders of the Church with the exception of the Senior Pastor, whether appointed or elected, shall be Active Members for at least one year before accepting any position of leadership. All leaders shall remain Active Members throughout their term of service.

SECTION 203 – SPIRITUAL AND MORAL QUALIFICATIONS

All leaders, whether appointed or elected, shall be biblically qualified according to Galatians 5:22-23, Numbers 27: 15-21, Deuteronomy 1: 13-15, Matthew 20: 26-27, 1 Peter 4: 7-11, and Acts 6: 3-4.

SECTION 204 – OFFICERS

The Officers of the Church shall be: the Senior Pastor, the Elders, the Deacons, the Trustees, the Secretary, and the Treasurer.

The Officers of the Church, with the exception of the Senior Pastor, must meet the qualifications as outlined below above accepting any position of leadership and shall remain Active Members throughout their term of service.

SECTION 205 – RESIGNATIONS

Any leader of the Church may resign at any time by giving written notice of his or her resignation to the Ministry of Elders. Any such resignation shall take effect at the time specified therein or, if unspecified in writing, at the time of receipt of the letter.

SECTION 206 – TERMINATIONS

Any leader who (i) for a period of three (3) consecutive months fails to faithfully perform the duties pertaining to their office without sufficient reason or (ii) fails to maintain his or her status as an Active Member shall be terminated from said office by the Ministry of Elders. Any officer, with the exception of the Senior Pastor, may also be terminated by a two-thirds vote of the Ministry of Elders. Grounds for such action shall be:

- A. Unscriptural conduct.
- B. Doctrinal departure from the tenets of faith.
- C. Incompetence in office.
- D. Conduct unbecoming to a leader of the Church and/or detrimental to the welfare and witness of the Church.

Except as otherwise provided herein, the Church, acting through the Ministry of Elders, maintains the right, power, and authority to remove a leader from office, with or without cause.

SECTION 207 – CONFLICT OF INTEREST

No officer, member of any committee or ministry, or staff member shall derive any personal profit or gain, directly or indirectly, by reason of his or her position with the church. Each individual shall disclose to the Ministry of Elders, in writing, any personal interest which he or she may have in any pending matter and shall refrain from participation in any decision on such matter.

Every officer, member of any committee or ministry, or staff member who is an officer, board member, committee member, or staff member of an affiliate or vendor of the church shall identify his or her affiliation with such entity or entities; further, in connection with any action specifically directed to that agency, s/he shall not participate in the decision affecting said agency and the decision must be made and/or ratified by the full board responsible for said

decision.

Every officer, member of any committee or ministry, or staff member shall refrain from obtaining any list(s) of church members for personal or private solicitation purposes at any time during the term of their service and for one calendar year thereafter.

SECTION 208 – EMERITUS

There shall be an honorary position of "Emeritus" which the Church may confer upon a former Pastor or Deacon who has faithfully served the Church but is presently prevented by virtue of age, health or some valid reason and unable to faithfully perform the responsibilities of his or her office. This honorary position is for "life" and carries with it no voice or vote for the office which the member served. The Ministry of Elders shall establish criteria and procedures for conferring an Emeritus status.

SECTION 209 – LIABILITY AND INDEMNIFICATION

A. Limitation on Liability

To the full extent that the Act, as it exists on the date hereof or may hereafter be amended, permits the limitation or elimination of the liability of the Officers, and as set forth in the Church's Articles of Incorporation, a member of the Ministry of Elders or Officer of the Church shall not be liable to the Church for monetary damages, so long as, he or she was acting reasonably within the scope of their duties as outlined in Article III.

B. Indemnification

To the full extent permitted and in the manner prescribed by the Act and any other applicable law, and as set forth in the Church's Articles of Incorporation, The Church shall indemnify a member of the Ministry of Elders, Pastorate, Ministry of Deacons, Trustee, or any Church officer who is or was party to any proceeding by reason of the fact that he or she is or was such a member of the Ministry of Elders, Pastorate, Ministry of Deacons, Trustees, or any other Church officer or is or was serving at the request of the Church as a member of the Ministry of Elders, a member of the Pastorate, member of the Ministry of Deacons or Board of Trustees, officer, employee or agent of an affiliate of the Church, another corporation, partnership, joint venture, trust, or other enterprise as outlined in Article III.

C. Reference herein to a member of the Ministry of Elders, Pastorate, Ministry of Deacons, Trustees, or officers, employees, and agents of the Church shall include former members of the Ministry of Elders, officers, employees and agents of the Church and their respective heirs, executors, and administrators.

D. The Church will maintain an active liability policy that will include sufficient liability insurance coverage for Directors and Officers when acting for the benefit of the Church and within the scope of their duties.

ARTICLE III - GOVERNMENT

With Jesus Christ as the Head of the Church, the Church is governed by its Congregation, the Senior Pastor, the Ministry of Elders, the Ministry of Deacons, and the Trustees. The Congregation determines the spiritual tone, strength, and direction of the Church by wisely and prayerfully selecting its officers and all matters brought before them at the Annual Church meeting or at a duly called Special Church meeting.

SECTION 301 – PASTORATE

A. General Scope

Jesus Christ is the Head of the Church and leads through the guidance, direction, and discretion of His Under-Shepherd, hereafter referred to as the Senior Pastor. The Senior Pastor shall serve as the Executive Officer of the Church. The Senior Pastor shall be an ex-officio member of all committees and ministries of the Church. The Senior Pastor shall provide for the spiritual well-being, growth, and leadership of the Church and all the services and meetings of this Congregation by:

1. Ministering to the Congregation through the regular preaching and teaching of the Word of God.
2. Administering the ordinances and sacraments of the Church.
3. Charging and giving direction to the spiritual welfare of the Congregation and all Worship Services.
4. Providing for the care, counseling, and visitation of the members of the Church.
5. Providing vision, oversight, direction, and leadership for the Congregation and all of its ministries and affairs.
6. Defining and communicating the Church's purpose and mission.
7. Overseeing and coordinating the administration, management, and day-to-day operations of the Church and give direction in the hiring, discipline, and dismissal of hired staff.
8. Serving as the voting chairperson of the Ministry of Elders.
9. Serving as the public representative for the Church in the community.
10. Providing oversight, direction and leadership for all ministers in the Church.

B. Authority and Limitations

The authority of the Senior Pastor to expend funds is limited to his participation as a member of the Ministry of Elders and the authority and limitations prescribed to the Ministry of Elders in Section 302 of this Article. The Senior Pastor shall have the authority to interpret the Scriptures to the Congregation consistent with the Statement of Faith of the Church (Article IV of the Constitution). The Senior Pastor shall have final authority in all matters of Worship in the Church and no person shall be invited to speak or preach in the Church without the approval of the Senior Pastor.

C. Selection

1. Qualifications

The qualification for Senior Pastor shall be those as defined in I Timothy 3:1-7; Titus 1:6-9. The Senior Pastor shall be a baptized believer who is firmly committed to the purpose of and dedicated to the total ministry of the Lord Jesus Christ. The Senior Pastor shall be an ordained minister in doctrinal agreement with the Statement of Faith of the Church (Article IV of the Constitution). Additional qualifications shall be determined by the Pastoral Search Committee. Before installation as pastor, the candidate shall become a member of the Church.

2. Pastoral Vacancy

In the event of a pastoral vacancy, in which the Senior Pastor is unavailable for substantial amount, has been terminated, resigned, or retired, any and all duties and responsibilities of the Senior Pastor will be assumed by the Ministry of Elders.

A Pastoral Search Committee shall be established as an Ad Hoc Committee. The Pastoral Search Committee shall be comprised of two (2) Elders, three (3) deacons, including the Chairperson of the Ministry of Deacons who shall also serve as the Chairperson of the Pastoral Search Committee, three (3) Trustees, and any three (3) Active Members of the Church elected by the Membership. Upon approval by the Congregation the Pastoral Search Committee shall:

- a. Establish the criteria and qualifications of prospective candidates.
- b. Make inquiry into the availability of prospective candidates.
- c. Investigate the merits of every candidate concerning the candidate's religious beliefs, personal character and reputation, educational training, ministerial experience and service, commitment to the total ministry of Jesus Christ, preaching and teaching ability, and conditions under which

they would consider a call from the Church.

- d. Schedule candidate(s) for exposure to the Church.

The Pastoral Search Committee shall have the authority to expend funds in the pursuit of their responsibilities consistent with the Church budget. When the Pastoral Search Committee has unanimously agreed upon a suitable candidate, the Committee shall present such person to the Ministry of Elders. After the Ministry of Elders has reviewed the qualifications of the candidate, it shall recommend the candidate to the Congregation at a regularly scheduled business meeting or duly called special meeting. Only one candidate shall be presented to the Congregation at any meeting. The vote shall be by written ballot. A call shall be extended to the candidate following an affirmative vote of three-fourths (3/4) of the membership present and eligible to vote where a quorum is present.

D. Tenure of the Senior Pastor

The Senior Pastor shall be called for an indefinite period of time. The Senior Pastor shall be eligible for retirement at age sixty-five (65) but may remain in the pastorate provided that health allows for the fulfillment of pastoral responsibilities as outlined in this section above. The Senior Pastor's term of office may be ended upon a ninety (90) day notice in writing on the part of the Senior Pastor or of the Church, provided that in the case of termination by the Church, (i) the termination shall be described in a notice of a special meeting of the membership published and announced in all Worship Services for four (4) successive weeks -and (ii) the members shall approve such termination by a three-fourths (3/4) vote of the members present at said meeting and eligible to vote where a quorum is present.

E. Conditions of Employment

The compensation package of the Senior Pastor and all benefits included therein shall be approved by the Ministry of Elders and the Trustees and shall be specified in writing. The call shall be in the form of a legal agreement.

Further consideration and changes to the compensation package for the Senior Pastor shall be made by the Ministry of Elders with the Chairperson of the Ministry of Deacons, the Chairperson of the Trustees, and the Treasurer.

SECTION 302 — MINISTRY OF ELDERS

A. General Scope

The Ministry of Elders is charged to assist the Senior Pastor with the administration, the operation and the development of the spiritual life of the Church. As led by its Chairperson, the Senior Pastor, the Ministry of Elders shall administer God's authority in the Church and be responsible for His will being put into practice. Subject to the provisions and limitations of the laws of the Commonwealth of Massachusetts and these

By-Laws, the Ministry of Elders shall fulfill the duties of a board of directors and oversee the affairs and business of the Church, and discharge the desires of the Congregation as declared in its official actions during its business meetings. The Ministry of Elders shall create whatever internal organization it deems appropriate to live out its responsibilities and to fulfill any requirements necessary for them to act as legal representatives of the Church, all in accordance with the provisions of these By-Laws, including, without limitation, the establishment of committees. With the assistance and input from the Church officers, the Ministry of Elders shall provide a report at least twice a year to the Congregation. The Ministry of Elders shall be responsible and accountable to the congregation.

B. Responsibilities of the Ministry of Elders shall be to:

1. Assist the Senior Pastor in implementing the Church's purpose and mission.
2. Remain sensitive to the spiritual needs and concerns of the members and assist in the establishment of goals for the Church based on these concerns.
3. Oversee all church Boards, committees and ministries. Individual Elders may be assigned to various boards and committees as liaisons for specified periods of time.
4. Administer Scriptural forms of Church disciplines and conflict resolution according to Matthew 18:15-17.
5. Act on the termination of membership as provided for in Section 109 of these By-Laws.
6. Establish nomination procedures for those willing and qualified to serve as Elders, Deacons, Trustees, and other officers within the Church.
7. Ensure all candidates for positions of Elder, Trustee and all other officer's positions are properly elected by the Membership.
8. Remove Officers of the Church in accordance with Article II Section 206 of these By-Laws. The vote of the Elders for dismissal must be two-thirds (2/3) of the Board, except when considering the dismissal of another Elder, in which case the unanimous vote of the remaining Elders is necessary for dismissal.
9. Review and approve the Annual Budget prior to its submission to the Membership.
10. Propose and review any necessary amendments to these By-Laws and Constitution to be approved by a congregational vote at a church meeting in accordance with Section 802 of these bylaws.
11. Properly convene and moderate over the business meetings and duly called meetings of the Church.
12. Interpret these By-Laws and Constitution of the Church and ensure that all Church affairs and actions are consistent with them.

C. Qualifications

In addition to meeting the qualifications for leadership as stated in Article II, Elders shall be of intellectual and spiritual maturity, with proven Christian character, sound judgment, exemplary in their conduct, effective and faithful leaders and servants, and shall be qualified in accordance with the guidelines of I Timothy 3:1-7 and Titus 1:5-9 and be willing to serve. Additionally, Elders shall have been Active Members of the Church for a minimum of five (5) consecutive years and shall have proven themselves before the membership in lesser capacities of service. An Elder shall be ordained by the laying on of hands by the Ministry of Elders.

D. Selection

Elders shall be nominated consistent with the procedures established by the Ministry of Elders, confirmed by the Ministry of Elders if such Board exists, and approved by a three-fourths (3/4) vote of the membership present at a business meeting of the Church where a quorum is present. A new Elder may be approved to either fill a vacancy on the Ministry of Elders or to add an additional member to that Board. Elders may be removed from office upon their own request or by the authority of the Ministry of Elders as outlined above, or by a three-fourths (3/4) vote of the membership present at a business meeting where a quorum is present.

E. Size and Terms of Service

The Ministry of Elders shall consist of an odd number of, no less than seven (7) and no more than fifteen (15) members, including the Senior Pastor. Elders shall serve three (3) year terms. Terms may be renewable without limitation.

F. Organization, Meetings, and Procedures

Procedures for the conduct of Elder business shall be determined by that Board. The Ministry of Elders will meet no less than ten (10) times per year and as often as deemed necessary to fulfill its responsibilities. Meetings shall be called by the Chairperson who will individually contact members of the Board. A quorum for the transaction of business shall be a majority of the Board's membership.

SECTION 303 – MINISTRY OF DEACONS

A. General Scope

The Ministry of Deacons is a body of servants who covenant together with the Senior Pastor and the Ministry of Elders for the development and care of the spiritual life of the Church and its members. The Ministry of Deacons serves as the primary protectors and encouragers of a positive spiritual climate and attitude within the Church body. The Ministry of Deacons is neither a governing nor a corporate board, but a spiritual fellowship called to create and maintain stability, growth, and care in the Congregation.

B. Responsibilities of The Ministry of Deacons shall be to:

1. Assist the Ministry of Elders in meeting the spiritual needs and concerns of the members.
2. Provide leadership to the Congregation as an example in the areas of faith, prayer, spiritual growth, and faithful stewardship in the home and the Church.
3. Provide a prayer shield for the Pastorate and the entire Church.
4. Defend, protect, and support the integrity of the Pastorate and the entire Church.
5. Exercise a systematic ministry of prayer, visitation, and care for the sick, needy, incarcerated, and elderly members of the Church.
6. Mediate disputes within the Church family.
7. Be aware of the physical needs of those in the Church and the community and develop and implement methods of meeting those needs.
8. Assist in the preparation and distribution of the elements of the Lord's Supper, Christenings, funerals, and Baptism as needed.

The Ministry of Deacons shall have any other duties and responsibilities that are described in these By-Laws or are assigned to it from time to time by the Senior Pastor or the Ministry of Elders.

C. Qualifications

In addition to meeting the qualifications for leadership as stated in Article II, Deacons shall be of spiritual discernment and have been an Active Member of the Church for at least four (4) consecutive years. Deacons must be of exemplary Christian character and conduct and of good reputation in the community outside of the Church. They must be willing to undergo a rigorous and extensive year long training to prepare them for the work of a deacon as outlined in Acts 6:1-6 and shall be qualified in accordance with the guidelines of I Timothy 3:8-13. A Deacon shall be ordained by the laying on of hands of the Ministry of Deacons and the Ministry of Elders.

D. Selection

New Deacons will be recommended by the Ministry of Deacons and selected by the Ministry of Elders. Deacons may be removed from office upon their own written request to the Ministry of Elders or by the authority of the Ministry of Elders, or by a three-fourths (3/4) vote of the members present at a business meeting where a quorum is

present.

E. Size and Terms of Service

The number of deacons on the Ministry of Deacons shall be consistent with the ratio of deacons to active members, as established by the Ministry of Deacons. Deacons shall serve three (3) year terms. Terms may be renewable without limitation.

F. Organization, Meetings, and Procedures

Procedures for the Ministry of Deacons shall be determined by the Ministry of Deacons and approved by the Ministry of Elders. The Ministry of Deacons will meet no less than monthly and as often as deemed necessary to fulfill its responsibilities. A Chairperson shall be selected by the Ministry of Deacons and confirmed by the Ministry of Elders. The Chairperson shall call and oversee the meetings and act as spokesperson for the Ministry of Deacons. A quorum for the transaction of business shall be a majority of the Ministry of Deacons membership. If it is impossible to secure deacons for any reason their responsibilities shall fall upon the Ministry of Elders.

SECTION 304 — BOARD OF TRUSTEES

A. General Scope

In general, it shall be the duty of the Board of Trustees to hold in trust all deeds to Church property, to care for and maintain all Church property, to oversee the use of all Church property, to attend to all legal matters of the Church, and to manage and administrate all the financial responsibilities of the Church. The Board of Trustees shall act on behalf of the Ministry of Elders and be accountable to the congregation.

B. Responsibilities of The Board of Trustees shall be to:

1. Act on behalf of the Membership in areas involving the buying, selling, mortgaging, leasing, or renting of real property.
2. Oversee and provide for the care and upkeep of all Church property including necessary utilities, improvements, repairs, and general maintenance with the delegation of responsibilities as necessary.
3. Maintain adequate property and liability insurance coverage for all Church property and facilities.
4. Create, review, and update the annual budget for the Church consistent with the purpose of the Church and aligned with the vision of the Senior Pastor and the Ministry of Elders.
5. Consider requests by Boards, Committees, and Ministries for expenditures in excess of the budget in consideration of the needs of the Church, the recent financial position of the Church, and the extent of funds on hand.

6. Provide for an external review every five to seven years of all Church financial records.
7. Oversee and manage the work of the Human Resource and Finance Subcommittees.
8. Provide for the creation and review of financial policies and procedures.
9. Provide input to the Ministry of Elders relative to planning for future expenditures.

C. Qualifications

In addition to meeting the qualifications for leadership as stated in Article II, Trustees shall be active members of the Church and persons of sound business judgment and spiritual discernment whose personal lives demonstrate mature Christian experience and character. It is desirable for Trustees to have experience in the areas of property management, insurance, law, or general business administration.

D. Selection

The Board of Trustees shall be nominated consistent with the procedures established by the Ministry of Elders, confirmed by the Ministry of Elders if such Board exists, and approved by a three-fourths (3/4) vote of the members present at a business meeting of the Church where a quorum is present. A new Trustee may be recommended by the Board of Trustees and approved by the Ministry of Elders to fill a vacancy on the Board. Trustees may be removed from office upon their own written request to the Ministry of Elders or by the authority of the Ministry of Elders, or by a three-fourths (3/4) vote of the members present at a business meeting where a quorum is present.

E. Size and Terms of Service

The Board of Trustees shall consist of no less than seven (7) members, including but not limited to the: Chair of the Board, Chair of the Personnel Subcommittee, Chair of the Finance Subcommittee (Treasurer), Chair of the Property Subcommittee, Secretary of this Board, and two (2) members-at-large. Trustees shall serve three (3) year terms. Terms may be renewable without limitation.

F. Organization, Meetings, and Procedures

Procedures for the conduct of the Board of Trustees shall be determined by that Board. The Trustees will meet no less than monthly and as often as deemed necessary to fulfill its responsibilities. A Chairperson and Secretary shall be selected by the Board of Trustees. The Chairperson's responsibilities are to oversee meetings and to act as a spokesperson for the Board to the membership, the Ministry of Elders, and others as appropriate. The Board of Trustees shall be accountable to the Ministry of Elders and the membership.

SECTION 305 – TREASURER

A. General Scope

The Treasurer shall have charge of and be responsible for all funds, securities, receipts, and disbursements of the Church, and shall establish procedures for the deposit of all monies and securities of the Church in such banks and depositories as shall be designated by the Board of Trustees. The Treasurer shall also serve as the Chairperson of the Finance Subcommittee.

B. Responsibilities of the Treasurer shall be to:

1. Oversee the maintenance of adequate financial accounts and records in accordance with generally accepted accounting practices and the financial policies and procedures of the Church.
2. Prepare appropriate operating budgets and financial statements.
3. Oversee the preparation and distribution of quarterly and annual individual statements of members' tithes and offerings.
4. Report the financial status of the Church at its business meetings.
5. Work with the Finance Subcommittee and under the direction of the Board of Trustees to secure the financial stability and accountability of the Church.
6. Oversee the preparation and filing of all tax returns as required by law.
7. Perform all duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him or her by the Board of Trustees.
8. In the absence of the Treasurer, the Board of Trustees will designate, and the Ministry of Elders will confirm, a temporary Treasurer to perform the responsibilities listed above until such time that a new Treasurer is selected in accordance with section D below.

C. Qualifications

In addition to meeting the qualifications for leadership as stated in Article II, the Treasurer shall be an Active Member of the Church, of sound financial discernment and ability, having demonstrated mature Christian character. It is desirable for the Treasurer to have banking, financial, or accounting experience.

D. Selection

The Treasurer shall be nominated consistent with the procedures established by the Ministry of Elders, confirmed by the Ministry of Elders if such Board exists, and

approved by a three-fourths (3/4) vote of the membership present at a business meeting of the Church where a quorum is present. A new Treasurer may be recommended by the Board of Trustees and approved by the Ministry of Elders to fulfill a vacancy. The Treasurer may be removed from office upon his or her own written request to the Ministry of Elders or by the authority of the Ministry of Elders, or by a three-fourths (3/4) vote of the members present at a business meeting where a quorum is present.

E. Terms of Service

The Treasurer shall serve three (3) year terms. Terms may be renewable without limitation.

SECTION 306 – CHURCH SECRETARY

A. General Scope

The Secretary shall act as the secretary of all business meetings of the Church. When requested, he or she shall also act as secretary of the meetings of the Ministry of Elders.

B. Responsibilities of The Secretary shall be to:

1. Keep and preserve the minutes of all meetings and distribute such minutes for review prior to all meetings.
2. See that all notices required to be given by the Church is duly given and served.
3. Have custody of the seal of the Church and shall affix the seal or cause it to be affixed to all documents duly authorized in accordance with the law or the provision of these By-Laws.
4. Have charge of the books, records, and papers of the Church relating to its organization and management.
5. Prepare a list of Active Members eligible to vote prior to any business meeting of the Church.
6. Perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the Ministry of Elders.
7. In the absence of the Church Secretary, the Ministry of Elders will designate a temporary Church Secretary to perform the responsibilities listed above until such time that a new Church Secretary is selected in accordance with section D below.

C. Qualifications

In addition to meeting the qualifications for leadership as stated in Article II, the Secretary shall be an Active Member of the Church of sound judgment and Christian character.

D. Selection

The Secretary shall be nominated consistent with the procedures established by the Ministry of Elders, confirmed by the Ministry of Elders if such Board exists, and approved by a three-fourths (3/4) vote of the members present at a business meeting of the Church where a quorum is present. A new Secretary may be recommended and approved by the Ministry of Elders to fulfill a vacancy.

The Secretary may be removed from office upon his or her own written request to the Ministry of Elders or by the authority of the Ministry of Elders, or by a three-fourths (3/4) vote of the members present at a business meeting where a quorum is present.

E. Terms of Service

The Secretary shall serve three (3) year terms. Terms may be renewable without limitation.

SECTION 307 – STRUCTURE

In the event the Senior Pastor, who is the Chair of the Ministry of Elders, is unable to carry out the duties outlined in Section 302, the Vice Chair of the Ministry of Elders will serve as the Chair of the Ministry of Elders. In this case, Ministers will receive oversight, direction and leadership from the Ministry of Elders.

ARTICLE IV – OTHER SUBCOMMITTEES

SECTION 401 – FINANCE SUBCOMMITTEE

A. General Scope

The Finance Subcommittee shall coordinate the financial oversight responsibilities of the Board of Trustees by recommending policies and procedures to the Board of Trustees, interpreting policies for financial staff members, and monitoring the implementation of such policies. The annual Church budget, through the oversight of the Board of Trustees, shall serve as a guideline for the expenditure of funds in all areas of the Church's ministry and business affairs. The Church budget shall be based on fulfillment of the Church's purpose, the vision for the Church as communicated by the Senior Pastor, the previous receipt and disbursement record, membership growth experienced during the preceding year, and other factors which affect the expenditures of the Church. Input shall be

obtained from the various Boards, Committees, and Ministries relative to their particular areas of concern.

B. Responsibilities of The Finance Subcommittee shall be to:

1. Prepare an annual Church budget under the guidance of the Treasurer for presentation and approval to the Board of Trustees and the Ministry of Elders.
2. Make available a copy of the budget, upon request, as approved by the Board of Trustees and the Ministry of Elders, to the membership prior to the annual business meeting of the Church. Upon approval by the Congregation at the annual business meeting, copies shall be made available to the membership at the Church's principal place of business.
3. Establish a financial system, which meets GAAP requirements.
4. Prepare financial statements under the direction of the Treasurer and presented monthly to the Board of Trustees and the Ministry of Elders upon request. Financial statements shall conform to business standards and be comprehensive in nature including the identification of receipts and disbursements by account for the period covered and comparisons made to the budget figure for those same accounts and period.
5. Review the Church budget no less than quarterly. Amendments to the annual budget will be submitted to the Board of Trustees and the Ministry of Elders.
6. Request an independent audit of all financial records pertaining to any and all church activities. The results of this independent audit shall be reviewed by the Ministry of Elders and maintained as part of the Church financial records for no less than ten (10) years.

C. Qualifications

In addition to meeting the qualifications for leadership as stated in Article II, each Finance Subcommittee members shall be an Active Member of the Church of sound judgment and Christian character.

D. Selection

Each Finance Subcommittee member shall be nominated consistent with the procedures established by the Ministry of Elders, confirmed by the Ministry of Elders if such Board exists, and approved by a three-fourths (3/4) vote of the members present at a business meeting of the Church where a quorum is present. Any Finance Subcommittee member may be removed from office upon his or her own written request to the Ministry of Elders or by the authority of the Ministry of Elders, or by a three-fourths (3/4) vote of the members present at a business meeting where a quorum is present.

E. Size and Terms of Service

The Finance Subcommittee shall consist of no less than seven (7) members, including the Treasurer. Each Finance Subcommittee member shall serve three (3) year terms. Terms may be renewable without limitation.

F. Organization, Meetings, and Procedures

Procedures for the conduct of the Finance Subcommittee shall be determined by that committee. The Finance Subcommittee will meet no less than monthly and as often as deemed necessary to fulfill its responsibilities. A Vice-Chairperson shall be selected by the Finance Subcommittee. The Chairperson shall call and oversee the meetings and act as the spokesperson for the Finance Subcommittee. The Chair of the Finance Subcommittee shall also serve on the Board of Trustees.

SECTION 402 – PERSONNEL SUBCOMMITTEE

A. General Scope

The Senior Pastor, in consultation with the Ministry of Elders, shall employ all full-time, part-time or stipend personnel, exclusive of the Senior Pastor, Associate Pastors/Ministers and Assistant Pastors/Ministers and such other positions approved by the Ministry of Elders. Day-to-day supervision of all personnel matters shall be provided by the Senior Pastor or his or her designee.

B. Responsibilities of The Personnel Subcommittee shall be to:

1. Provide oversight of personnel policies, including but not limited to, professional development when appropriate to upgrade skills as a mandatory requirement or continued requirement as it relates to job performance.
2. Evaluate employee performances and to discharge them when it is necessary.
3. Upgrade or modify job descriptions of all full-time, part-time or stipend staff, except Senior Pastor and Ministerial staff.
4. Submit proposed changes of benefits and salaries of all full-time, part-time or stipend staff, except for Senior Pastor and Ministerial staff to the Board of Trustees for approval prior to the delivery to the Ministry of Elders for inclusion in the budget.

C. Qualifications

In addition to meeting the qualifications for leadership as stated in Article II, each Personnel Subcommittee member shall be an Active Member of the Church of sound judgment and Christian character.

D. Selection

Each Personnel Subcommittee member shall be nominated consistent with the procedures established by the Ministry of Elders, confirmed by the Ministry of Elders if such Board exists, and approved by a three-fourths (3/4) vote of the members present at a business meeting of the Church where a quorum is present. Any Personnel Subcommittee member may be removed from office upon his or her own written request to the Ministry of Elders or by the authority of the Ministry of Elders, or by a three-fourths (3/4) vote of the members present at a business meeting where a quorum is present.

E. Size and Terms of Service

The Personnel Subcommittee shall consist of no less than seven (7) members, including the Office Manager. Each Personnel Subcommittee member, except the Office Manager shall serve three (3) year terms. Terms may be renewable without limitation.

F. Organization, Meetings, and Procedures

Procedures for the conduct of the Personnel Subcommittee shall be determined by that committee. The Personnel Subcommittee will meet no less than monthly and as often as deemed necessary to fulfill its responsibilities. A Vice-Chairperson shall be selected by the Personnel Subcommittee. The Chairperson shall call and oversee the meetings and act as spokesperson for the Personnel Subcommittee and serve as a member of the Board of Trustees.

SECTION 403 – PROPERTY SUBCOMMITTEE

A. General Scope

The Property Subcommittee shall coordinate the property oversight responsibilities of the Board of Trustees by recommending policies and procedures to the Board of Trustees, interpreting policies for property staff members and contractors, and monitoring the implementation of such policies; except for that which is under development.

B. Responsibilities of The Property Subcommittee shall be to:

1. Oversee the matters relating to current Church property. Such matters shall include but are not be limited to maintenance and repairs, work descriptions, bid specifications and contracts for materials and services and any such matters as designated by the Board of Trustees.
2. Prepare any requests for necessary funding to be submitted to the Board of Trustees for approval.
3. Report monthly to the Board of Trustees.

C. Qualifications

In addition to meeting the qualifications for leadership as stated in Article II, each Property Subcommittee member shall be an Active Member of the Church of sound

judgment and Christian character.

D. Selection

Each Property Subcommittee shall be nominated consistent with the procedures established by the Ministry of Elders, confirmed by the Ministry of Elders if such Board exists, and approved by a three-fourths (3/4) vote of the members present at a business meeting of the Church where a quorum is present. Any Property Subcommittee member may be removed from office upon his or her own written request to the Ministry of Elders or by the authority of the Ministry of Elders, or by a three-fourths (3/4) vote of the members present at a business meeting where a quorum is present.

E. Size and Terms of Service

The Property Subcommittee shall consist of no less than five (5) members. Each Property Subcommittee member shall serve three (3) year terms. Terms may be renewable without limitation.

F. Organization, Meetings, and Procedures

Procedures for the conduct of the Property Subcommittee shall be determined by that committee. The Property Subcommittee will meet no less than monthly and as often as deemed necessary to fulfill its responsibilities. A Vice-Chairperson shall be selected by the Property Subcommittee. The Chairperson shall call and oversee the meetings and act as spokesperson for the Property Subcommittee. The Chair of the Property Subcommittee shall also serve as a member of the Board of Trustees.

SECTION 404 – SPECIAL COMMITTEES

The Chair of the Ministry of Elders may establish such special committees from time to time as it shall deem appropriate to conduct the activities of the Church and shall define the authority and responsibilities of such committees. The members and chairpersons of all special committees shall be appointed by the Chair of the Ministry of Elders for a one-year term or until their successors are duly appointed, but shall be subject to removal at any time by the Chair of the Ministry of Elders. No committee appointed by the Chair of the Ministry of Elders shall consist of fewer than three (3) members. All special committees will be responsible to the Ministry of Elders and may not exercise authority outside of the area for which they were created. Specifically, no special committee shall have the power to (i) approve amendments to these By-Laws or the Constitution of the Church, (ii) take any action for which final authority is reserved for the Church or which has been prohibited by resolution of the Ministry of Elders.

A majority of the members of any committee serving at the time of any meeting shall constitute a quorum for the transaction of business at such meeting. Any member of a committee may resign at any time by giving written notice of their intention to do so to the Ministry of Elders. Any vacancy occurring in a special committee resulting from any cause may be filled by the Chair of the Ministry of Elders.

ARTICLE V - MEETINGS

SECTION 501 – WORSHIP

Meetings for public worship shall be held each Sunday, the Christian Sabbath, and during the week as may be provided for under the direction of the Senior Pastor and the Pastoral Staff.

SECTION 502 – ANNUAL CHURCH MEETING

The Annual Church Meeting shall be held in January to hear the yearly reports of officers, boards, ministries, and organizations, to select officers, to adopt a budget, to transact other business and to adopt plans for the New Year. Notice of the annual church conference shall be given on the two Sundays prior to the date of the meeting and by letter sent, no later than one (1) week prior to the date of the meeting, to all voting members including the agenda as approved by the Ministry of Elders.

SECTION 503 – SPECIAL MEETINGS

Special business meetings may be called when necessary by the Senior Pastor, or the Ministry of Elders, or by petition having been signed by not less than one-third of the voting membership of the Church and given to the Ministry of Elders. Notice shall be given on the two Sundays prior to the date of the meeting and by letter sent, no later than one (1) week prior to the date of the meeting, to all voting members including the agenda as approved by the Senior Pastor or Ministry of Elders.

SECTION 504 – QUORUM

No record of any meeting of the congregation shall be made unless no less than fifteen percent (15%) of active members are present to constitute a quorum. In the event that two (2) duly called meetings of the Church fail to produce a quorum, the Ministry of Elders shall be empowered to act upon the matter(s) in question. The rules contained in Robert's Rules of Order shall be the accepted pattern for the transaction of all Church business except when they are inconsistent with this Constitution, the Church By-Laws, or Scripture.

SECTION 505 – PROTOCOL AND RULES OF ORDER

The order of business at all meetings of the membership shall be as determined by the Ministry of Elders. The Facilitator of the meeting shall be appointed by the Ministry of Elders and the Ministry of Elders shall reserve the right to appoint a Parliamentarian in all Church meetings.

The Church Secretary shall keep the minutes at any meeting. If the Church Secretary is not present the facilitator of the meeting shall appoint a secretary for the meeting. The minutes should include who facilitated the meeting, whether a quorum of members was present, and a summary of actions taken at the meeting in sufficient detail to clearly describe what was discussed and agreed upon to avoid any subsequent disputes. Church meetings are open only to Active Members, as defined in these By-Laws, all others will be dismissed before the business

meeting commences.

SECTION 506 - AGENDA

The regular order of business for annual meetings of the membership shall be as follows: Devotional, Adoption of Agenda, Reading of the Minutes, Election of Officers, Financial Report and Adoption of Budget, Unfinished Business, New Business, and Adjournment.

SECTION 507 - VOTING

At a meeting where a quorum is present, Church action shall be by concurrence of a majority of members present and voting, except (i) as otherwise provided herein, (ii) for the calling or removal of the Senior Pastor which shall require an affirmative vote of three-fourths (3/4) of those present and entitled to vote, (iii) for an amendment to the Constitution or By-Laws which shall require an affirmative vote of two-thirds (2/3) of those present and entitled to vote. All voting shall be by those members physically present at the Church meeting at which a vote is taken, and no proxy votes or absentee ballots shall be allowed.

ARTICLE VI - FISCAL RESPONSIBILITIES

SECTION 601 – ACCOUNTS AND RECORDS

The Administrative Office of the Church shall maintain adequate and accurate books and records of all accounts receivable and payable; written minutes of the proceedings of its members, business meetings, committees, and special committees; records of the membership of the Church, setting forth the members' names and addresses and other appropriate information; and contribution records of all contributors. A copy of all such records shall be kept at the Church's principal place of business.

The adequacy and accuracy of these records shall be reviewed no less than annually under the direction and oversight of the Ministry of Elders and the Board of Trustees.

SECTION 602 – INSPECTION OF RECORDS AND DOCUMENTATION

Every Active Member, as defined in Article I Section 106 of these By-Laws, shall have the right, at any reasonable time, to inspect all records, reports, and documentation (with the exception of confidential employee records, contribution records of others, and confidential counseling sessions) and physical properties of the Church. If necessary to maintain good order, the Chair of the Board of Trustees may restrict and limit the number of inspections or establish an orderly manner for such to be considered, but in no event shall a reasonable inspection of the books and records be denied to an active member.

SECTION 603 – OFFERINGS

A. Tithes and Offerings

The collection of the Lord's Tithes and offerings shall be the primary and principle source of funding for the Church. Each member shall be regularly encouraged to be a committed

and consistent tither. According to the Scriptures a "tithe" is a tenth (1/10) of a person's gross income (Genesis 14:17-20; Leviticus 27:30; II Chronicles 31:5; Malachi 3:8-10, II Corinthians 9:7)

B. Special Offerings

Special offerings shall be specifically identified as to their purpose and shall either be collected separately from the tithes and offerings or provision made for the separating of special offerings from the tithes and offerings.

C. Accounting of Offerings

The amount of funds received in all offerings may be communicated to the Congregation by means of weekly financial statements posted in the Church's principal place of business.

SECTION 604 – FISCAL YEAR

The fiscal year of the Church shall be determined by the Ministry of Elders and the Board of Trustees, but in the absence of such determination shall begin on January 1 and end December 31 of each year.

SECTION 605 – CHECKS, NOTES, DRAFTS, AND OTHER ORDERS OF PAYMENT

All checks, notes, drafts or other orders of payment of money shall require the dual signature of the Treasurer and the Chairperson of the Board of Trustees. If one is not available the other signature may be given by a designee of the Board of Trustees approved by the Ministry of Elders.

SECTION 606 – EXECUTION OF CONTRACTS AND OTHER OFFICIAL OBLIGATIONS OR INSTRUMENTS

The Treasurer and the Chairperson of the Board of Trustees are the officially delegated persons authorized to make signature on behalf of the Church. Additionally, the Ministry of Elders may authorize any officer or officers, agent or agents, in the name and on the behalf of the Church, to enter into or execute and deliver any and all contracts, deeds, bonds, mortgages, and other obligations or instruments, and such authority must be confined to specific instances and indication of the same made in writing. No member may enter into any agreement or obligate the Church to anything in any way through their signature without a letter indicating the authority to do the same from the Ministry of Elders. All legal instruments that must be signed for the Church shall be signed by the delegated officers or those empowered to do so by the Ministry of Elders, sealed with the corporate seal, and attested to by the Church Secretary.

ARTICLE VII - AMENDMENTS TO THE CONSTITUTION

SECTION 701 – REVIEW

Under the direction and oversight of the Ministry of Elders the Constitution shall be reviewed no less than tri-annually to determine what, if any, amendments are found to be necessary to facilitate the current operation, security, and future growth of the Church.

SECTION 702 – PROCEDURES

The Constitution, or any provision therein, may be amended, altered, or repealed in whole or in part, and a new Constitution may be adopted at any time by a two-thirds (2/3) vote of the membership in attendance at a regularly scheduled annual or special business meeting of the Church provided:

1. The officers of the Church, by a majority vote, agree that the proposed change(s) reflect Biblical attitudes, principles, and is in the best interest of the Church.
2. That notice of the proposed amendment, written in full, has been mailed or otherwise provided to all members at least two (2) weeks prior to the meeting; and
3. That notice of the proposed business meeting has been announced on the two (2) Sundays prior to the date of the meeting.

ARTICLE VIII - AMENDMENTS TO THE BY-LAWS

SECTION 801 – REVIEW

Under the direction and oversight of the Ministry of Elders these By-Laws shall be reviewed no less than tri-annually to determine what, if any, amendments are found to be necessary to facilitate the current operation, security, and future growth of the Church.

SECTION 802 – PROCEDURES

These By-Laws, or any provision herein, may be amended, altered, or repealed in whole or in part, and new By-Laws adopted at any time by a two-thirds (2/3) vote of the membership in attendance at a regularly scheduled or special business meeting of the Church provided:

1. That such amendments are proposed by Boards, Committees, Ministries, or members of the Church;
2. The amendment has been reviewed by the Ministry of Elders, and by a majority vote of the Board has been found to be in the best interest of the Church;
3. That notice of the proposed amendment, written in full, has been mailed or otherwise provided to the membership at least two (2) weeks prior to the meeting;

4. That notice of the proposed business meeting has been indicated in the above written notification and has been announced or acknowledged in the Church Bulletin on at least two (2) Sundays preceding the meeting.

SECTION 803 – EXCLUSION

No amendment to these By-Laws shall be permitted which infringes upon the Constitution of the Church.

ARTICLE IX - CONSTITUTION

The Constitution of St. Johns Congregational Church

Article I. Name

The name of this church shall be Saint John's Congregational Church, United Church of Christ, Springfield, Massachusetts.

Article II. Purpose

The purpose of St. Johns Congregational Church is to worship God; to preach the gospel of Jesus Christ and to celebrate the Sacraments; to realize Christian fellowship and unity within the Church and the Church Universal; to render loving service toward mankind and to strive for righteousness, justice and peace.

Article III. Polity

The government of this Church is vested in its active members, who exercise the right of control in all its affairs, subject, however, to the laws of the state of Massachusetts relating to corporations not-for-profit or ecclesiastical corporations. It shall hold in the highest regard its relationship to the United Church of Christ, without modifying in any way its inherent autonomy as perceived in the Constitution thereof.

Article IV. Faith

- I. We believe in God, the Eternal Spirit, Father of our Lord, Jesus Christ and our Father, and to see His deeds we testify.
- II. He calls the world into being, created man in His own image and sets before Him the ways of life and death.
- III. He seeks in holy love to save all people from aimlessness and sin.
- IV. He judges men and nations by His righteousness declared through prophets and apostles.
- V. In Jesus Christ, the man of Nazareth, our crucified and risen Lord, He has come to us and shared our common lot, conquering sin and death reconciling the world to Himself.
- VI. He bestows upon us His Holy Spirit, creating and renewing the Church of Jesus Christ, binding in covenant faithful people of all ages, tongues and races.
- VII. He calls us into His Church to accept the cost and joy of discipleships, to be His servants in the service of men, to proclaim the Gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at His table, to join Him in His passion and victory.
- VIII. He promises to all who trust Him forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, His presence in trial and rejoicing and the eternal life in His kingdom which has no end. Blessing and honor, glory and power be unto Him. Amen

Article V. Covenant

In the love of truth and in the spirit of Jesus, we unite for the worship of God and the service of humanity and as the Lord's free people; we agree to walk together in all God's ways made known or to be made known unto us.