

BYLAWS

of

West Congregational Church of Haverhill, Mass. – adopted May 15, 2016

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West Congregational Church

Bylaws

Adopted May 15, 2016

ARTICLE 1 – NAME

This corporation shall be called West Congregational Church of Haverhill, Mass. as incorporated November 5, 1894 (*chapter 404, Acts of 1887*). Also known as *West Church* and *West Congregational Church*.

ARTICLE 2 – PURPOSE

The biblical mission of West Congregational Church, based on the Great Commandment (*Matt 22:37-39*), and the Great Commission (*Matt 28:18-20*) is to:

- LOVE GOD,
- LOVE OTHERS,
- MAKE DISCIPLES.

ARTICLE 3 – GOVERNMENT & RELATIONSHIPS

- The government of this church is vested in its members who, as one body, exercise the right of control in all its affairs under the Lordship of Jesus Christ.
- We are independent of the control of all other ecclesiastical bodies, but
- We commit to mutual counsel and cooperation with churches in agreement with our statement of faith.

ARTICLE 4 – STATEMENTS

SECTION 1 – STATEMENT OF FAITH

The following seven-point statement of faith shall be the basis for membership in this church:

1. We believe the Bible, consisting of the Old and New Testaments, to be the only inspired, inerrant, infallible, authoritative Word of God written.
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Ghost.
3. We believe in the deity of Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful man regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit by Whose indwelling power and fullness the Christian is enabled to live a godly life in this present evil world.
6. We believe in the resurrection of both the saved and lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of all believers in Christ.

We also acknowledge the creeds of the ancient church, such as the Apostles Creed and the Nicene Creed, together with the statements of the Reformed Churches, especially those of our congregational

heritage, such as the Cambridge Platform of 1648, as expressions of our faith. We hold to and treasure the original covenant of this church adopted in 1735. (*See Appendix B*)

SECTION 2 – STATEMENT ON MARRIAGE *

West Congregational Church supports the sanctity of the institution of marriage as ordained by God in Scripture and, therefore, marriage shall be restricted exclusively as the union between one man and one woman and shall not be altered by changes in civil law or church law. (**Bylaw Amendment adopted 1/30/04*)

ARTICLE 5 – MEMBERSHIP

The Senior Leadership Team oversees and bears responsibility for all matters of West Congregational Church membership, subject to the review of the West Congregational Church membership as a whole.

Statement of membership: All West Congregational Church Members share a part in building Christian community by exhibiting God’s love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control (*Gal 5:22-23*) in all their interactions. Members agree that there exists a mutual relationship of value, commitment, and purpose among those who enter into membership.

SECTION 1 – REQUIREMENTS OF MEMBERSHIP

Process

Candidates for Membership who meet all of the following requirements may be admitted by vote of the church at any legally called business meeting. Those wishing to be considered for membership must have attended West Congregational Church for a minimum of 6 months prior to applying for membership and:

- Must be 18 years old
- Complete the membership process
- Confess faith in God through His Son Jesus Christ
- Agree with the *West Congregational Church Statement of Faith*
- Be aligned with the Bylaws, policies, guiding values, and vision of West Congregational Church
- Be baptized—West Congregational Church recognizes all forms of Christian water baptism that signifies faith in Jesus Christ as the sole means of salvation (*see Article 7, Section 2*). If a candidate has not yet been baptized, they may be voted into membership as a Transitional member and extended a 3 month grace period from the date of the vote to receive baptism.
- Staff
 - Leadership and Ministry staff are expected to become West Congregational Church members and must meet the class requirements as specified by the Senior Leadership Team and as carried out by the Membership Ministry Leader.
 - Staff must begin the membership process within the first calendar year of employment.
 - Staff may apply for membership prior to six months of employment/ attending West Congregational Church.

Covenant Obligations

Members enter a covenantal agreement with West Congregational Church. Evidence of this covenant relationship being lived out will be demonstrated by:

- Regular attendance at worship services
- Active participation in a small group for spiritual growth

- Systematic giving to the support of this church and its mission
- Aspiring to fulfill the core values of West Congregational Church
- Faithfully praying for and supporting the leadership God has called to serve in this church
- Joyfully partnering with God in the work He is doing in and through this local body by sharing and using God-given gifts, talents and abilities.
- Humbly submitting to the authority and shepherding of West Congregational Church leadership (staff and Senior Leadership Team), including disciplinary action (*see Article 5, Section 4*)

SECTION 2 – PRIVILEGES OF MEMBERSHIP

The following are the privileges enjoyed by Participating West Congregational Church members not under discipline:

- May vote in all business meetings of this church.
- May be considered to hold office in this corporation.
- May be considered for leadership positions which require membership.
- Mutual support and shared encouragement, exhortation, and fellowship with other Christ-followers for God’s purposes through West Congregational Church, within the public commitment and declaration of membership to His Body. (*Heb 10:22-25, 1 Cor 12:12-14*)

SECTION 3 – CATEGORIES OF MEMBERSHIP

The spirit and goal of membership categories is to include rather than exclude, to encourage faithfulness, and to provide accountability to our mutual membership covenant.

Changes in membership status shall be approved by the Senior Leadership Team in consultation with the Membership Ministry Leader and recorded by the Clerk.

The following categories of membership are recognized:

Participating Members:

- Participating members enjoy the privileges of membership as stated in section 2 and fulfill all the covenant obligations as stated in Section 1 B.
- The following may maintain Participating Member status:
 - Students attending school outside the area.
 - Active duty military personnel
 - Other unique circumstances as determined by the Senior Leadership Team.

Heritage Members:

- Heritage members are previously Participating members who are unable to fulfill their covenant obligations due to:
 - Infirm or permanently disabled status
 - Currently serving in Christian work in another region (e.g. missions, para-church ministry)
- Heritage members will be determined by the Senior Leadership Team in consultation with the Membership Ministry Leader, and shall be notified in writing before a change of membership category.
- Heritage membership is a non-voting category.

Transitional Members:

- Transitional members are previously Participating members who do not fulfill their covenant obligations due to:
 - Moving from the area
 - Circumstances beyond their control
 - Inactivity at West Congregational Church for the period of at least one year
- Newly voted members awaiting baptism shall be considered Transitional members for a period of up to three months. Upon their baptism, they shall become Participating members. (*see Article 1, Section 1 – Process*)
- Transitional members will be determined by the Senior Leadership Team in consultation with the Membership Ministry Leader, and shall be notified in writing before a change of Membership category.
- If after notification, a Transitional member does not reactivate their membership through fulfillment of covenant obligations as outlined in section 1 B within 90 days, they shall be removed from membership.
- Transitional membership is a non-voting category.

SECTION 4 – CHURCH DISCIPLINE

Discipline shall be administered in accordance with scriptural principles to church members under the oversight of the Senior Leadership Team (*see Article 9*). The ultimate purpose of church discipline is to restore the member to full participation in Christian community whenever possible.

No Member who is under discipline by vote of Senior Leadership Team may exercise any Privilege of Membership listed in Section 2.

Church discipline shall be administered in the event of, but not limited to:

- Immoral behavior as defined by Scripture
- Divisiveness that injures the church and/or impairs its functioning
- Departure from the West Congregational Church Statement of Faith (*see Article 4, Section 1*)
- Action contrary and injurious to the mission, values, vision, and leadership goals of West Congregational Church

SECTION 5 – TERMINATION OF MEMBERSHIP

- Members who join another church shall be removed from membership in this church.
- Participating Members not under church discipline may be dismissed from Membership at their request.
- Any member under church discipline who, in the judgment of the Senior Leadership Team, has not met the parameters of restoration may be terminated from Membership by vote of the church upon recommendation of the Senior Leadership Team. Any member under church discipline who chooses to no longer participate in the process of restoration as defined by the Senior Leadership Team may resign from membership by sending a letter of resignation stating the reason for such action.
- Once membership has been terminated for any reason, to be reinstated, the membership process must be re-entered and completed.

ARTICLE 6 – MEETINGS

SECTION 1 – WORSHIP SERVICES

Worship services shall be held every Sunday morning (unless otherwise directed by the Senior Leadership Team) and at such other times as may seem advisable.

SECTION 2 – ANNUAL MEETINGS

The Annual Meeting of this church shall be held on a date to be set by the Senior Leadership Team. The business of the Annual Meeting shall include but not be limited to:

- Election of Officers and Senior Leadership Team members
- Confirmation of Core Ministry Leaders
- Financial report and annual budget
- Business transactions

SECTION 3 – SPECIAL MEETINGS

The Clerk shall be required to call special business meetings when so directed by the Senior Leadership Team or when requested in writing and signed by a minimum of ten legal voters of the church. All such meetings require communication to Participating Members at least ten days prior to the meeting by:

- Posting a warrant
- Announcement at all Sunday morning services
- Other appropriate means (i.e. email or postal delivery)

This communication shall give notice of the time, place, and purpose of the meeting.

SECTION 4 – MEETING QUORUM

Ten percent (10%) of the Participating Members, with a minimum number of twenty-five (25), shall constitute a quorum.

ARTICLE 7 – SACRAMENTS

SECTION 1 – COMMUNION

The sacrament of communion is a proclamation of the Lordship of Christ, union with the Father, Son, and Spirit, and spiritual fellowship with people of like faith. Communion is an outward sign of our common union with God through faith in Jesus Christ and his completed sacrifice for the forgiveness of sin.

Our communion table is open to all who know Jesus Christ as Savior and Lord.

A Communion Service shall be held at least once each month and at other times as directed by the Lead Pastor.

SECTION 2 – BAPTISM

Baptism is an outward sign of an individual's relationship with Christ and his church. Baptism is a requirement of membership. Both immersion and sprinkling, adult and child baptisms are acceptable forms West Congregational Church recognizes as valid.

Baptism is a function of the church and shall be a public ceremony except in unusual circumstances.

Baptism may be administered to:

- Persons who confess their faith in Christ as Lord and Savior and have been instructed in the meaning of the sacrament
- Infant children of parents or guardians who are regular attenders of West Congregational Church, when at least one parent or guardian has professed faith in Christ as Lord and Savior and has been instructed in the meaning of the sacrament.

ARTICLE 8 – OFFICERS

SECTION 1 – OFFICERS

The Officers of this church shall be:

1. Moderator
2. Church Clerk
3. Church Treasurer
4. Assistants to the above officers may be nominated and elected and shall assume all the duties and responsibilities of the office as needed.

Officers shall be Participating Members and shall be nominated by the Leadership Search Team (*see Article 9, Section 4*). The Church shall elect Officers for a one-year term. Upon acceptable review by the Senior Leadership Team, Officers may be recommended for re-election. The Officers shall be responsible to the Senior Leadership Team, and ultimately to the church.

Officers may resign by letter to the Senior Leadership Team. The Senior Leadership Team shall appoint an interim for that Office until the next Annual Meeting. With cause (*see Article 5, Section 3*), Officers may be removed from office by two-thirds vote of the Senior Leadership Team. With ten signatures (*see Article 6, Section 3*), the removed Officer may call a church meeting for the purpose of reinstatement.

Officers are authorized to act as Signers on behalf of the church, by vote of the Participating Members. At least two of the three officers shall sign designated documents. Documents to be signed may include but are not limited to:

- Real estate agreements
- Mortgages & other financial documents
- Non-budgeted Construction contracts exceeding 5% of the budget

Officers may be elected to serve on the Senior Leadership Team.

SECTION 2 – MODERATOR

The Moderator or Assistant Moderator shall moderate all church business meetings. In the absence of the Moderator and Assistant Moderator from a church business meeting, the Clerk shall preside over the election of a temporary moderator for that meeting.

SECTION 3 – CLERK

The Clerk shall be responsible to oversee and verify the:

- maintenance of up-to-date membership records including:
 1. Dates of baptism
 2. Member admission, termination or death
 3. Legal voters and membership categories
- official correspondence of the church, and maintenance of correspondence records.

- notification of Members regarding the Annual Meeting at the instruction of Senior Leadership Team (*see Article 6, Section 2*).
- notification of Participating Members regarding special business meetings of the church when requested by ten legal voters or by order of Senior Leadership Team (*see Article 6, Section 3*).
- notification of members whose membership status is changed.

The Clerk shall attend and record the minutes of all business meetings of the church.

SECTION 4 – TREASURER

The Treasurer shall be responsible to oversee and verify the:

- maintenance of accurate records of all income and disbursements
- payment of authorized bills in a timely manner (according to policies and procedures)
- reconciliation of all bank and investment accounts in a timely manner
- presentation of accurate reports of all income and disbursements, and assets and liabilities
- submission of books and records to auditors as requested
- development and maintenance of appropriate policies and procedures related to church finances

The Treasurer shall act as a signer on all bank and investment accounts, and shall promptly notify appropriate church officials of any discrepancy in accounts or records (according to policies and procedures).

ARTICLE 9 – SENIOR LEADERSHIP TEAM

SECTION 1 – MEMBERSHIP

The Senior Leadership Team consists of 5-9 members to include: the Lead Pastor (1), and Members-at-large (maximum of 5), and senior staff positions (maximum of 3). Senior staff designations shall be decided by the Senior Leadership Team members-at-large and the Lead Pastor. Members-at-large shall make up the majority of Senior Leadership Team members.

Qualifications for Senior Leadership Team members include:

- a Participating Member of West Congregational Church for a minimum of 2 years.
- demonstrating on-going compliance with the requirements of church membership.
- scriptural qualifications for overseer (*1 Tim 3*).
- spiritual gifts and experience for the position.
- must be completely supportive of the church’s vision, purpose, and values; and in alignment with the bylaws and policies.
- demonstrated ability to work effectively in a team environment.

Senior Leadership Team members-at-large are elected for 2-year terms by the church membership after nomination by the Leadership Search Team (unless filling an unexpired term). Senior staff positions on the Senior Leadership Team (as defined in their job description) are non-rotating and do not expire. Members-at-large can serve up to 3 consecutive terms with the required Leadership Search Team recommendation at the end of each term. After serving 3 consecutive terms, members are required to take at least one-year off from serving on the Senior Leadership Team before being reconsidered for a new term. Senior Leadership Team members shall elect a chairperson from the Senior Leadership Team’s Members-at-large . The vice-chairperson is the Lead Pastor or his senior staff designee.

In the event that a member-at-large is unable to complete their term, the Senior Leadership Team is responsible for appointing a replacement.

A Senior Leadership Team member-at-large can be removed for cause, by a majority vote of remaining Senior Leadership Team members. Causes for removal include (but are not limited to):

- immoral behavior as defined by the Scriptures
- divisiveness that injures the church and/or impairs its functioning
- departure from the West Congregational Church Statement of Faith
- departure from West Congregational Church membership requirements
- being inattentive, ineffective, or unproductive regarding the duties and responsibilities of the Senior Leadership Team

SECTION 2 – RESPONSIBILITIES

The Senior Leadership Team is responsible for guiding, leading and shepherding functions including overseeing, ensuring, and participating in the development, on-going implementation and on-going evaluation of West Congregational Church's:

- Statement of Faith
- purpose, vision and guiding values
- strategic ministry plan
- annual budget
- governing policies and bylaws
- leadership development process
- on-going prayer life of the church
- benevolent care within West Congregational Church and beyond as led
- on-going spiritual growth and vitality of the West Congregational Church community
- administration of church discipline
- annual and special business meetings
- Lead Pastor's annual job performance review
- ensure staff and core ministry leaders annual job performance review

The Senior Leadership Team is authorized to delegate activities and tasks that may be required to successfully carry out their responsibilities.

The Senior Leadership Team is authorized, without calling a church business meeting, to approve individual non-budgeted expenditures up to two percent (2%) of the West Congregational Church operating budget with an annual cumulative cap of three percent (3%) of the budget.

The Senior Leadership Team normally meets 2 times per month for purposes defined by an agreed upon agenda. A majority of Senior Leadership Team members shall constitute a quorum with members-at-large comprising the greater number of those present.

A Senior Leadership Team policy or decision may be addressed by a West Congregational Church Participating Member by arranging an appointment for a hearing with the Senior Leadership Team. If the outcome is not satisfactory to the member, the policy or decision may be brought to a church business meeting (*see Article 6, Section 3*). A Senior Leadership Team policy or decision may be revised or negated by a majority vote of West Congregational Church Participating Members who are present at any regularly called church business meeting.

SECTION 3 – TEAMS

Leadership Search Team

The Leadership Search Team is responsible for the recruiting, interviewing, selection and nomination of a slate of officers and the Senior Leadership Team members-at-large.

The Leadership Search Team consists of 3 church members (not serving on the Senior Leadership Team) and 1 senior staff member from the Senior Leadership Team. The Senior Leadership Team, in collaboration with the Human Resource Team appoints the Leadership Search Team members. Members are appointed every two years and can serve consecutive terms.

Qualifications for Leadership Search Team members:

- a Participating Member of West Congregational Church
- interpersonal and communication skills
- demonstrated ability to work effectively in a team environment
- working knowledge of the interviewing and selection process
- biblically-guided discernment and a deepening spiritual maturity
- previous experience in interviewing candidates for job-related and/or ministry-related positions
- must be completely supportive of church's vision, purpose, and values; and in alignment with the bylaws and policies

Lead Pastor Search Team

The Senior Leadership Team is responsible for identifying and appointing a Lead Pastor Search Team, whenever one is needed to call a Lead Pastor. The Senior Leadership Team appoints a seven-member team, to include one or two current Senior Leadership Team members-at-large, and the necessary number of additional Participating Members, to form a representative cross-section of the congregation. The chairperson is appointed by, and makes timely progress reports to, and is responsible to the Senior Leadership Team. The chairperson is responsible for ensuring the timely completion of the search process.

Qualifications for Lead Pastor Search Team members:

- a Participating Member of West Congregational Church
- interpersonal and communication skills
- demonstrated ability to work effectively in a team environment
- biblically-guided discernment and a deepening spiritual maturity
- must be completely supportive of church's vision, purpose, and values; and in alignment with the bylaws and policies

Additional Teams

The Senior Leadership Team may appoint teams as needed to successfully carry out their responsibilities.

ARTICLE 10 – LEAD PASTOR

The Lead Pastor of West Congregational Church:

- functions as the executive leader of church staff and core ministry leaders, and their ministry areas of responsibility

- is responsible for the effective execution of the day-to-day, on-going operations of West Congregational Church, working in collaboration with the Senior Leadership Team, church staff and core ministry leaders
- is responsible for the effective execution of the strategic ministry plan, working in collaboration with the Senior Leadership Team, church staff and core ministry leaders
- oversees the effective preparation for, execution of, and follow-up from, the weekly worship services
- oversees, ensures, and participates in the effective investigation of, and resolution of, matters of church discipline or conflict.
- effectively carries out all of his defined duties as a member of the Senior Leadership Team.

The Lead Pastor shall be a member of the Senior Leadership Team and accountable to it and ultimately responsible to the church as a whole.

The Lead Pastor shall be a Participating Member of this church by virtue of his call. He shall be called at a regular or special business meeting of the church. He shall be called by a two-thirds vote of those members present and voting. His call shall be for an indefinite period of time, with a minimum of a six week notice required by the church or Lead Pastor for termination of his pastoral services. His written resignation shall be submitted to the Senior Leadership Team and acted on at any regular or special business meeting of the church called for that purpose.

Any charges against the Lead Pastor shall be submitted in writing to the Senior Leadership Team. If, after due investigation, deliberation, and prayer, the Senior Leadership Team determines that he errs in doctrine or conduct (*see Article 5, Section 3*), they shall direct the Clerk to call a special meeting of the church to consider the charges. It is also suggested that the Senior Leadership Team and the church seek counsel from the denomination (Conservative Congregational Christian Conference), other skilled individuals and organizations, and/or pastors of local evangelical churches in fellowship with this church.

ARTICLE 11 – CORE MINISTRY AREAS AND CORE MINISTRY LEADERS

Designated core ministry areas (as well as new core ministry areas) and core ministry leaders shall be appointed by the Lead Pastor and approved by the Senior Leadership Team before confirmation at the Annual Meeting. Core ministry leaders may include staff.

Qualifications for core ministry leaders include:

- a Participating Member of West Congregational Church
- demonstrated ability to work effectively in a team environment
- spiritual gifts, experience and/or training appropriate to the areas assigned
- a deepening spiritual maturity
- must be completely supportive of the church’s vision, purpose and values; and in alignment with the bylaws and policies.

Core ministry leaders are appointed for one year and will be reviewed annually by the Lead Pastor or his designee.

Core ministry leaders are accountable to the Lead Pastor or his designee, and shall manage their core ministry areas according to their job descriptions; within the parameters of the bylaws, policies and budget; and shall have the responsibility to recruit, lead, support, coach and equip their teams to do the

work of ministry. Team members may include non-church members unless a specific team requires church membership. Core ministry areas may be disbanded or core ministry leaders may be released by the Lead Pastor with the approval of the Senior Leadership Team.

ARTICLE 12 – SUPPLEMENTAL MINISTRY TEAMS

Supplemental ministry teams may be formed by, and accountable to a designated staff member, core ministry leader, or the Senior Leadership Team to do the work of ministry which may include assistance in the day-to-day operations of the church or for a short-term project. These team leaders shall be selected according to spiritual maturity, spiritual gifts, passion, skills and experience. Team members and leaders may include non-church members unless a specific team requires church membership. Supplemental ministry teams and their leaders will be evaluated annually.

ARTICLE 13 – AMENDMENTS

Amendment to the bylaws of this church may be adopted by a two-thirds vote of Church Members-in-good standing who are present at any regularly called business meeting of the church, provided members have been sent communication concerning such amendments at least ten days prior to the meeting. All rules and bylaws go into effect when adopted, unless otherwise stated at the time, and all other conflicting bylaws of the church are thereby repealed.

ARTICLE 14 – VALIDATION

The ratification of these Bylaws by two-thirds majority vote of the voting members present at a duly called business meeting of the church makes null and void any previous bylaws and amendments.

Also included:

APPENDIX A (*attached*)

Organizational System

APPENDIX B (*attached*)

Apostle's Creed

Nicene Creed

Original Covenant of this church adopted 1735

APPENDIX A

West Congregational Church Organizational System

JESUS CHRIST
The Head of the Church

~

The Congregation
Church Members

~

The Senior Leadership Team
The Senior Leadership Team consists of 5-9 members including the Lead Pastor,
and a combination of Members-at-Large and Senior Staff

~

The Church Staff

~

Core Ministry Leaders
Participating Members who provide leadership for the designated core ministry areas
at West Congregational Church

~

Supplemental Team Leaders
Participating Members and non-members who provide leadership for supplemental ministry teams
at West Congregational Church

APPENDIX B

The Apostles' Creed

I believe in God the Father Almighty, maker of heaven and earth, and in Jesus Christ His only Son our Lord; who was conceived by the Holy Ghost; born of the Virgin Mary; suffered under Pontius Pilate; was crucified, dead, and buried; the third day He rose again from the dead; He ascended into heaven, and sitteth on the right hand of God the Father Almighty; from thence He shall come to judge the quick and the dead.

I believe in the Holy Ghost; the holy catholic church; the communion of saints; the forgiveness of sins; the resurrection of the body; and the life everlasting; Amen.

The Nicene Creed

I believe in one God the Father Almighty, Maker of heaven and earth, and of all things visible and invisible;

And in one Lord Jesus Christ, the only-begotten Son of God, begotten of His Father before all worlds; Light of Light; Very God of Very God; Begotten, not made; Being of one substance with the Father, by whom all things were made; Who for us men, and for our salvation, came down from heaven; and was incarnate by the Holy Ghost of the Virgin Mary, and was made man; and was crucified also for us under Pontius Pilate. He suffered and was buried; and the third day He rose again according to the Scriptures; and ascended into heaven; and sitteth on the right hand of the Father. And He shall come again with glory to judge both the quick and the dead; whose kingdom shall have no end.

And I believe in the Holy Ghost; the Lord and Giver of life; Who proceedeth from the Father and the Son; Who with the Father and the Son together is worshiped and glorified; Who spake by the prophets. And I believe one holy [Christian] and apostolic church. I acknowledge one baptism for the remission of sins. And I look for the resurrection of the dead; and the life of the world to come. Amen.

The Original Covenant of West Congregational Church

The Church was established October 22, 1735 – The Covenant was signed December 7, 1735

The covenants by which the Church of Christ in Haverhill West Parish were gathered in church – place and fellowship and by which you and all successively taken into covenants profess agreeable hereunto to walk.

We the subscribers apprehending ourselves called to unite as Christian brethren in a particular church in this place, that we may be built as such on the foundation of the apostles and prophets, do now profess in the presence of God and holy angels, his ministers and people in this assembly – that we taking the Holy Scriptures called the Bible, to be the rule of our faith and practice, believe as followeth: namely that there is one God, the maker of heaven and earth whose name is Jehovah, revealing himself under the mysterious relation of the Father, Son and Holy Ghost. And as there is one God so there is one mediator between God and man, the man Christ Jesus, no other than the only begotten of the Father, made flesh born of the Virgin Mary, who by His life, death, resurrection and ascension into heaven has made way for our salvation and from thence he shall come again to judge the quick and the dead. And that some of the children of fallen Adam were in Christ chosen to salvation from the foundation of the world.

That the offer of this salvation, containing the forgiveness of sins, the resurrection of the body and life everlasting are made to all the members of the Holy [Christian] Church that are [walking] in the covenant of grace, even Jews and Gentiles as many as are called, the promise whereof is unto them and their children and you in a union to Christ our head and surety there is a special communion of saints both with God and one another, which is highly promoted in the fellowship of particular churches. And that we practice according to our holy rule, we would now in the most devout manner, adoring the divine grace and condescension in taking us into covenant, humbly lay hold on the great promises thereof through Christ that God Almighty will be a God to every one of us and to our seed after us in their generations, and freely confess ourselves to be his people forever; and as we have been taught and bound by the seals of this

covenant, we will sincerely endeavor to observe all things whatsoever Christ hath commanded. And where as by this covenant we are in fellowship with the universal church, we being all baptized into one body and having been made to drink into one spirit, we profess with them to worship God in the Spirit, to rejoice in Christ Jesus, and to have no confidence in the flesh, and in our personal conduct and communion with them in all relations, we would walk worthy of the vocation wherewith we are called, in all comeliness, and meekness and longsuffering, forbearing one another in love, endeavoring to keep the unity of the Spirit in the bond of peace. For there is one body and one Spirit even as we are called in one hope of our calling.

More particularly in our personal conduct, exercising ourselves to have always a conscience void of offense toward God, toward men, walking circumspectly not as fools but as wise and as He who has called us is holy in all manner of conversation, not rendering evil to any man, but as we have opportunity doing good unto all men especially unto them that are of the household of the faith. And in all political relations whether domestic, civil or ecclesiastical, to adorn the doctrine of God our Savior in all things according as his grace has appeared unto all men teaching us that denying ungodliness and worldly lusts we should live soberly, righteously, and godly in the present world. Walking in our houses agreeable with the covenant of marriage and the parental covenant; resolving that as for us and our houses we will serve the lord; praying together and also instructing and commanding our children and household, to keep the way of the Lord. And under our civil rulers leading quiet and peaceable lives in all godliness and honesty; rendering to all their due, tribute to whom tribute is due, custom to whom custom, fear to whom fear, honor to whom honor, to owe no man anything but to love one another; praying for the peace of Jerusalem because [you] shall prosper that love her; looking not every man at his own thing, but every man also at the things of others.

And in the house [of] our God, keeping the ordinances in all things as delivered to us by Christ and His apostles, not forsaking the assembling of ourselves together, but religiously attending all parts of instituted worship, whether in the ministry of the Word or prayer or praise, baptism or the Lord's Supper. And mindful we are called to fellowship in a particular church, wherein we are now to be united in one body, to maintain a special government within our assembly, to which end they have chosen together with us a pastor to be over us in the Lord and admonish us; we promise together as a church, so far as in us lies, that all things shall be done decently and in order, with charity and unto edifying, that publicly censure be inflicted on disorderly members according to the laws of Christ for the destruction of the flesh, that the spirit may be saved in the day of the Lord Jesus; and as brethren we promise each one for ourselves, that we will not any of us hate our brothers in our hearts, but in any wise rebuke our neighbor and not suffer sin upon him, yet if a man be overtaken in a fault, we which are spiritual will restore him with a spirit of meekness, considering himself lest he also be tempted; bearing one another's' burdens and so fulfilling the law of Christ, even the law of charity which covereth a multitude of sins.

And in [faults] of reproof when our brother trespasses against any one of us, we will go and tell him his faults alone, that he may gain his brother, but if he refuse to hear him, then take with him one or two more that in the mouth of two or three witnesses, every word may be established, and if he refuse them, tell the church, and if he hear not the church, he shall be unto him as a heathen man and a publican. And if there be among us any wicked person polluting the society, we will not be wanting to cast out the old leaven, that we may be a new lump, we will not keep company with anyone that is called a drunkard or a reviler or an extortioner; with such an one in our assembly, no not to eat; shall we not thus judge them if one within, and cast out the wicked person; and withdraw from every brother that walketh disorderly, as a busybody, note that man, have no company with him, that he may be (afflicted), yet count him not as an enemy but admonish him as a brother. And on the other hand, when such an offending person shall after censure, be sorry unto repentance, then contrariwise we will one and all forgive and comfort him because sufficient to such as one is this punishment inflicted of many.

Finally, as members of the flock, as we shall stand related to our pastor we will obey him, as having the rule over us and submit ourselves, because he shall watch for our souls as one that must give account that he may do it with joy and not with grief, esteeming him very highly in love for his work's sake, counting our elder that ruleth well, to be worthy of double honor especially one that laboreth in the Word and doctrine, for the Scripture saith the laborer is worthy of his reward.

To this covenant we have set our hands, that thus binding ourselves to the Lord, we may keep His covenant, remember His commandments and do them, and that he may establish us a holy people unto Himself.

Signers:

Nathan Webster
Samuel Ayer
Thomas Haynes
Benjamin (Stanley)
James Eaton
Peter Merrill
Samuel Webster
Timothy Jonson
Phillip Mitchel
John Mitchel

Micha Emerson
John Merrill
Stephen Webster
Joshua Emery
Benjamin Smith
Nathaniel Merrill
Andrew Mitchel
Jacob Whittaker
John Webster
Stephen Webster

Daniel Lad
Joseph Emerson
Samuel Hasseltine
Thomas Page
John Marsh
Peter Ayer
Joseph Hasseltine
Andrew Mitchel, Jr.
James Mitchel
William Ayer