

BYLAWS
of
WEST Congregational CHURCH
Haverhill Massachusetts

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West Congregational Church

Bylaws

Adopted November 28, 1999

ARTICLE 1 – NAME

This corporation shall be called WEST Congregational CHURCH of Haverhill Mass as incorporated November 5, 1894 (chapter 404, Acts of 1887).

ARTICLE 2 – PURPOSE

The mission of West Church is to love God:

- BY LOOKING UPWARD, delighting in God and His Word
- BY GROWING INWARD, participating in caring Christian community committed to sound doctrine
- BY REACHING OUTWARD, bringing people closer to Jesus Christ as Savior and Lord

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

SECTION 1 – BECOMING A RESPONSIBLE MEMBER

Candidates for Membership who meet all of the following requirements may be admitted by vote of the church at any legally called business meeting.

- Complete the membership classes
- Confess their faith in God through His Son Jesus Christ
- Profess agreement to the seven-point statement of faith
- Receive baptism (when previously did not receive Christian baptism)
- Demonstrate a sincere desire to participate in the life of our church by:
 1. Regularly attending the services of this church
 2. Actively participating in a small group for spiritual growth
 3. Giving systematically to the support of this church and its mission
 4. Sharing diligently in the work of this congregation and also of the Christian church around the world through the sharing of the gifts, talents, and abilities that God has given to each one
 5. Accepting WC disciplinary procedures (see Section 3 below)

SECTION 2 – PRIVILEGES OF MEMBERSHIP

- All Members who are not under discipline may vote in all meetings of this church. They may also hold office in this corporation.
- All Members have a part in building Christian community by exhibiting love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control in all their interactions with each other.

SECTION 3 – CHURCH DISCIPLINE

Discipline shall be administered in accordance with scriptural principles to church members under the oversight of Leadership Council (see Article 9). The ultimate purpose of church discipline is to restore the offender to full participation in Christian community whenever possible. * **(Bylaw Amendment adopted 5/22/05).**

No Member who is under discipline by vote of Leadership Council may vote in any business meeting of this church or continue in any leadership position.

Church discipline shall be administered regarding, but not limited to:

- Immoral behavior as defined by Scripture
- Divisiveness that injures the church and/or impairs its functioning
- Departure from the West Church statement of faith (see Article 4)
- Departure from Membership requirements

SECTION 4 – TERMINATION OF MEMBERSHIP

Members who are not under discipline may be dismissed from Membership at their request by any of the following methods:

- A letter of transfer may be granted to any church of like evangelical persuasion
- Members who join another church shall be automatically removed from membership in this church
- A member who is insistent may be released from Membership

Members who move from the community may request to retain Membership for up to one year while seeking a new church home. These Members shall be automatically removed at the end of one year unless there are extenuating circumstances that may include:

- Temporary absence from the community due to education, military, or missionary service.
- Elderly who have served this church and have retired to a distant location
- Other reasons satisfactory to the Senior Pastor and Leadership Council that meet the spirit of this article.

A member who no longer meets the requirements of Membership (see Section 1) shall be contacted at least three times within six months with restoration in view. If there is no response or no change, Membership may be terminated by vote of the church as recommended by Leadership Council. To be reinstated, the Membership Process must be reentered.

A member, who, in the judgement of the Senior Pastor and Leadership Council has not resolved a matter of church discipline, may be terminated from Membership by vote of the church as recommended by Leadership Council.

A member under discipline who chooses to no longer be accountable to scriptural principles as applied by Leadership Council may resign from membership by sending a letter of resignation that shall state the reason for such action. * **(Bylaw Amendment adopted 5/22/05)**. To be reinstated, the membership process must be reentered.

ARTICLE 6 – MEETINGS

SECTION 1 – WORSHIP SERVICES

Worship services shall be held every Sunday morning (unless otherwise voted by the church) 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 in January to be set by Leadership Council. The business of the Annual Meeting shall include but not be limited to:

- Election of Officers and Leadership Council Members
- Confirmation of Management Team Members
- Financial report & annual budget
- Business transactions

SECTION 3 – SPECIAL MEETINGS

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

- Posting a warrant
- Announcement at all Sunday morning services

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

SECTION 4 – MEETING QUORUM

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

ARTICLE 7 – SACRAMENTS

SECTION 1 – COMMUNION

A Communion Service shall be held at least on the first Sunday of each month unless Leadership Council votes otherwise and at other times as directed by the officiating pastor.

SECTION 2 – BAPTISM

Baptism shall 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 families requesting it where at least one parent shall have confessed their faith in Christ as Lord and Savior and shall have been instructed in the meaning of the sacrament Baptism is a function of the church and shall be a public ceremony except in unusual circumstances.

ARTICLE 8 – OFFICERS

SECTION 1 – OFFICERS

The Officers of this church shall be:

1. Moderator * (***Bylaw Amendment adopted 6/23/02**)
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. * (***Bylaw Amendment adopted 1/27/08**)

Officers shall be Members-in-good-standing and shall be nominated by the Nominating Committee (see Article 9, Section 4). The Church shall elect Officers for a one-year term. Upon acceptable review by the Leadership Council, Officers may be recommended for re-election. The Officers shall be responsible to the Leadership Council, and ultimately to the church.

Officers may resign by letter to the Leadership Council. The Leadership Council 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 Leadership Council. 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 membership. At least two of the three officers shall sign all documents. Documents to be signed may include but are not limited to:

- Real estate agreements
- Mortgages & other financial documents
- Construction contracts

(* Bylaw Amendment Adopted 5/16/04)

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. The Moderator may also be elected as a Member-at-Large of the Leadership Council. (*** Bylaw Amendment adopted 6/23/02**)

SECTION 3 – CLERK

The Clerk shall be responsible to:

- Maintain up-to-date membership records including:
 1. Dates of baptism
 2. Member admission, termination or death
 3. Legal voters
- Correspond officially for the church and maintain a correspondence file.
- Attend and record the minutes of all business meetings of the church.
- Notify Members regarding the Annual Meeting at the instruction of Leadership Council (see Article 6, Section 2).
- Notify Members regarding special business meetings of the church when requested by ten legal voters or by order of Leadership Council (see Article 6, Section 3).

SECTION 4 – TREASURER

The Treasurer shall be responsible to:

- Maintain accurate records of all income and disbursements
- Pay authorized bills in a timely manner (according to policies and procedures)
- Reconcile all bank and investment accounts in a timely manner
- Present accurate reports of all income and disbursements

- Submit books and records to auditors as requested
- Act as a signer on all bank and investment accounts
- Promptly notify appropriate church officials of any discrepancy in accounts or records (according to policies and procedures)

ARTICLE 9 – LEADERSHIP COUNCIL

SECTION 1 – LEADERSHIP COUNCIL MEMBERS

The Leadership Council shall consist of * seven to nine (7 – 9) elected Members-at-large (including the Chairperson), the Senior Pastor, and a Pastoral Team Member designated by the Senior Pastor. **(* Bylaw Amendment adopted 6/23/02)**

Requirements for Leadership Council Members include:

- Church membership
- Scriptural qualifications for overseer (I Tim 3)
- Spiritual gifts and experience for the position

Members-at-large shall be elected for one year. Upon acceptable review by the Leadership Council, Members-at-large may be recommended for re-election.

Members-at-large may resign by letter to the Leadership Council. The Leadership Council shall appoint an interim for the position until the next Annual Meeting. With cause (see Article 5, Section 3), Members-at-large may be removed from office by two-thirds vote of Leadership Council. With ten signatures (see Article 6, Section 3), the removed Member-at-large may call a church meeting for the purpose of reinstatement.

SECTION 2 - RESPONSIBILITIES

The Leadership Council is responsible to:

- * Appoint one of its Members-at-Large to be Chairperson annually **(*Bylaw Amendment adopted 6/23/02)**
- Provide vision
- Govern through Policy in the following areas:
 - Spiritual oversight
 - Spiritual discipline
 - Financial oversight
 - Property oversight
- Set Annual and Special Church Business Meetings
- Assemble a Nominating Committee for annual elections
- Administrate the Senior Pastor search
- Administrate reviews of elected officers and members-at-large
- Pray for the church

The assembled council's "one voice" has authority, not the individual council member.

Leadership Council is authorized, without calling a business meeting, to approve individual non-budgeted expenditures up to two percent (2%) of the operating budget with an annual cumulative cap of three percent (3%) of the operating budget. * **(*Bylaw Amendment adopted 5/22/05).**

SECTION 3 – POLICY DEVELOPMENT

The Leadership Council will safeguard and govern the church through Policy Development. They will develop and maintain written Leadership Council Policies that reflect Scriptural values and the intent of the Bylaws and the original Covenant of our church (see Appendix B). These Policies shall be available for perusal in the church office and shall include Executive Limitations concerning:

- Finances
- Bank Accounts
- Budgets
- Risk Management

A Leadership Council Policy/decision may be addressed by a Member-in-good-standing by arranging an appointment with the Leadership Council for a hearing. If the outcome is not satisfactory to the Member-in-good-standing, the Policy/decision in question may be brought to a church business meeting (see Article 6, Section 3). A Leadership Council Policy/decision may be revised or negated by a majority vote of Church Members-in-good-standing who are present at any regularly called business meeting of the church.

SECTION 4 - COMMITTEES

A Nominating Committee shall be assembled annually by Leadership Council. The Nominating Committee will manage nominations of Officers and Members-at-large. Vacant Leadership Council positions will be published and the recommendation of names will be solicited from the congregation. Nominations for all positions shall be presented for election at the annual meeting.

A Senior Pastor Search Committee shall be formed by Leadership Council whenever one is needed to seek out a Senior Pastor. The Senior Pastor Search Committee's recommendation will constitute a nomination. They shall recommend only one candidate at a time. The Leadership Council shall appoint three of its elected Members-at-large and four additional church members to form a representative cross-section of the congregation. The Chairperson shall be appointed by Leadership Council and shall make timely progress reports to Leadership Council, to whom the Chairperson shall be responsible.

ARTICLE 10 – SENIOR PASTOR

The Senior Pastor shall be the executive leader of the church, providing administrative and spiritual leadership to the work of the church. He shall be ultimately responsible for:

- Proclamation of the gospel
- Services of worship
- Administration of the sacraments
- Overall spiritual welfare of the church.
- Assembling, leading and dismissing (dismissal with Leadership Council assent) the Management Team (see Article 11)
- Selecting and removing non-Management Team paid staff, within the constraints of the budget authorization (dismissal with Leadership Council assent) * (***Bylaw Amendment adopted 5/22/05**)
- Selecting, reviewing, re-directing and removing volunteers * (***Bylaw Amendment adopted 5/22/05**)
- Membership concerns (see Article 5)
- Leading the church in the achievement of its vision and purpose within the parameters of the Bylaws and Leadership Council's Governing Policies

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

The Senior Pastor shall be a 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. (***Bylaw Amendment adopted 10/10/01**). His call shall be for an indefinite period of time, with a minimum of six weeks notice required by the church or Senior Pastor for termination of his pastoral services. His written resignation shall be submitted to the Leadership Council and acted on at any regular or special business meeting of the church called for that purpose.

Any charges against the Senior Pastor shall be submitted in writing to the Leadership Council. If, after due investigation, deliberation, and prayer, the Leadership Council 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 Leadership Council and the church seek counsel from the denomination (Conservative Congregational Christian Conference) and/or pastors of local evangelical churches in fellowship with this church.

ARTICLE 11 – MANAGEMENT TEAM

The Senior Pastor appoints Management Team Members, with Leadership Council approval, and leads the Management Team that may include:

1. paid Pastoral Staff
2. paid non-pastoral staff
3. unpaid Ministry Leaders

Each Management Team Member shall meet the Scriptural qualifications of leadership in the church and have spiritual gifts, experience and/or training appropriate to the areas assigned. Management Team Members are appointed for one year. Management Team Members will be reviewed annually by the Senior Pastor. All Management Team Members shall be confirmed at the annual meeting.

New Management Areas shall be reviewed for Leadership Council approval when the Management Team appointment is submitted for approval. A new Management Area and its Leader should receive Leadership Council approval before confirmation at the Annual Meeting.

The Management Team shall manage ministry within the parameters of the Bylaws and Leadership Council's Governing Policies. It is the Management Team's responsibility to support, coach, and equip individual Team Leaders to lead their teams to do the work of ministry, including the day-to-day operations of the church.

ARTICLE 12 – MINISTRY TEAMS

Ministry Teams shall be formed to do the work of ministry including the day-to-day operations of the church. A Team may be formed for a short-term project and shall be dismissed when the project is completed.

Team Leaders shall be selected according to spiritual maturity, spiritual gifts, passion, skills and experience. They shall be accountable to a designated Management Team Member. They shall serve for one year. Upon acceptable review, a Team Leader may continue to serve for another year.

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: organizational plan (attached).

APPENDIX B:

- Apostle's Creed
- Nicean Creed
- Original Covenant of this church adopted 1735 (attached).

APPENDIX A

West Church Organizational System

“Functional, not bureaucratic, flexible for growth, and focused on doing ministry.”

Christ is Head of His Church

All Leadership Council meetings are open.

Leadership Council

Responsibilities:

- Provides vision
- Governs thru Policy in the following areas:
 - Spiritual oversight
 - Spiritual discipline
 - Financial oversight
 - Property oversight
- Administrates Senior Pastor search
- Prays for the church

The assembled council’s **“one voice”** has authority, not the individual.

Elected Leadership Council Members:

- Chairperson (also moderates WC business meetings)
- Members-at-large (6-8)

Non-elected Leadership Council Members:

- Senior Pastor
- A Pastoral Team Member designated by Senior Pastor

Qualifications:

- WC member
- Scriptural qualifications for overseer (1 Tim 3)
- Spiritual gifts & experience for position
- Willing to consider leadership council their #1 leadership priority and will arrange their ministry responsibilities to reflect this
- Orientation: John Carver’s method of “Board Governance”

Selection Process:

- One year term, renewable
- LC peer review per pre-established criteria
- Each year, vacant LC Member positions will be published with ministry descriptions. Recommendations from the congregation will be solicited.
- Prospects are invited to submit an application
- Nominating Committee reviews and assembles a slate for vote at annual meeting.

Management Team

Senior Pastor

- Accountable to the assembled Leadership Council per policy
- Administers & administrates communion & baptism
- Provides spiritual oversight for all ministries
- Assembles and leads the management team which may include paid Pastoral Staff, paid non-pastoral Staff, unpaid Ministry Leaders (LC confirmation)
- (Or designee) annually reviews each Management Team Member per pre-established criteria
- Has authority to release a paid or unpaid person from any Management Team position (with LC assent)

Management Team Member:

- WC member (some exceptions per Council)
 - Agrees to WC leader requirements
 - Selected for ministry according to spiritual maturity, spiritual gifts, passion, skills & experience
 - Reviewed annually by Senior Pastor or designee
 - Unpaid Ministry Leaders serve one year, renewable
 - Accountable to Senior Pastor
- Responsibilities:
- Selects Team Leaders/Forms teams to do ministry
 - Coaches
 - Equips
 - Encourages
 - Acts as team advocate
 - Prepares budget requests for budget review

Ministry Action Teams

Team Leader:

- Agrees to WC leader requirements
- Selected according to spiritual maturity, spiritual gifts, passion, skills & experience
- Serves one year, renewable
- Accountable to a designated Management Team Member
- Reviewed annually by a designated Management Team Member
- Communicates with designated Management Team Member
- Responsible for the assigned Team effort
- Leads Team in doing ministry

Team Member:

- Selected according to spiritual gifts, passion, skills & experience
- Accountable to Team Leader
- Serves one year, renewable
- Does the work of ministry

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