Constitution and Bylaws

Constitution and By-Laws of Mayflower Church of Kingston, Massachusetts. Current version dated March 15, 2026.

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Constitution

The Constitution of Mayflower Church (originally adopted July 16, 1917).

Constitution Overview

Adopted: Original July 16, 1917; current version dated July 26, 2026.

The Church being incorporated, the original of these Articles was adopted on July 16, 1917.

ARTICLE I - Name

The name of this organization is “The Mayflower Church of Kingston, Massachusetts,” (the Church) a Corporation under the laws of the Commonwealth of Massachusetts.

ARTICLE II – Purpose

The purpose of the organization is to glorify God and spread the Gospel of Jesus Christ both at home and abroad through the ministry of the Word of God, to promote Christian fellowship and spiritual growth and to provide and maintain a place of worship. Consistent with this purpose, we adopt the following vision and mission statements.

Vision statement: “To know Christ and make Him known”

Mission Statement: “Building a discipleship community rooted in the knowledge of Christ, driven by faith, empowered to share the Gospel, and committed to welcoming and equipping others in Love and Truth.”

ARTICLE III - Statement of Faith

We believe the Bible, consisting of the Old and New Testaments, to be the only inspired, inerrant, infallible, authoritative Word of God, written.

We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.

We believe in the deity of Christ, His virgin birth, 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 His personal return in power and glory.

We believe that for salvation of lost and sinful man regeneration by the Holy Spirit is absolutely essential.

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.

We believe in the resurrection of both the saved and the lost; they that are saved unto resurrection of life, and they that are lost unto the resurrection of damnation.

We believe in the spiritual unity of all believers in Christ.

ARTICLE IV – Confessional Statement

The following Confessional Statement is the Baptist Faith and Message 2000, as amended June 14, 2023 by the Southern Baptist Convention (the currently in-force edition), adopted by Mayflower Church on July 26, 2026 as the Confessional Statement of the Church and the doctrinal standard for teaching and discipleship purposes.

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11, 89, 105, 140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3, 15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; Isaiah 53:1-12; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16, 27; 17:5; 27; 28:1-6, 19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30, 38; 11:25-27; 12:44-50; 14:7-11; 16:15-16, 28; 17:1-5, 21-22; 20:1-20, 28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5, 20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10, 12; Luke 1:35; 4:1, 18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17, 26; 15:26; 16:7-14; Acts 1:8; 2:1-4, 38; 4:31; 5:3; 6:3; 7:55; 8:17, 39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11, 14-16, 26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11, 13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8, 14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5, 7, 18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18, 23; 5:6, 12, 19; 6:6; 7:14-25; 8:14-18, 29; 1 Corinthians 1:21-31; 15:19, 21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration

Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

B. Justification

Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification

Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification

Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14, 29; 3:3-21, 36; 5:24; 10:9, 28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18, 29-39; 10:9-10, 13; 13:11-14; 1 Corinthians 1:18, 30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8, 14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7, 19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22, 31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45, 65; 10:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7, 26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10, 19; Hebrews 11:39–12:2; James 1:12; 1 Peter 1:2-5, 13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

VI. The Church (amended June 14, 2023)

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. **Its two scriptural offices are that of pastor/elder/overseer and deacon. While both men and women are gifted for service in the church, the office of pastor/elder/overseer is limited to men as qualified by Scripture.**

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3; 14:23, 27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11, 21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

Note: This article was amended June 14, 2023, by action of the 2023 Southern Baptist Convention. The pre-amendment 2000 text — "Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture." — is preserved at [[baptist-faith-message-2000]].

VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16, 21; 11:23-29; Colossians 2:12.

VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-24; 20:1, 19-28; Acts 20:7; Romans 14:5-10; I Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10, 23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10, 16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6, 9; 5:10; 11:15; 21-22.

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27, 30, 36, 44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40, 48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28, 35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1, 8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8, 16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-

eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1, 5, 9, 14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7, 11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3, 8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4, 19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21, 42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ,

Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love.

In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff. 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

XVI. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9, 38-48; 6:33; 26:52; Luke 22:36, 38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7, 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1, 13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

XVIII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; Psalms 127; Psalms 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6, 15; 23:13-14; 24:3; 29:15, 17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8, 14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

ARTICLE V - Covenant

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior, having been baptized in the name of the Father and of the Son and of the Holy Spirit, we do now in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We promise that we will strive by the aid of the Holy Spirit:

- To walk together in brotherly love, exercising a Christian care and watchfulness over each other, participating in each other's joys, and with tender sympathy, bearing one another's burdens and sorrows, showing at all times a forgiving spirit;
- Not to forsake the assembling of ourselves together at the communion and other appointed meetings, but to seek and pray for the spirituality, harmony, and prosperity of this Church; sustain its worship; and give its claims a sacred preeminence over all organizations of human origin;
- To contribute cheerfully of our means, as God has prospered us, for the support of the faithful and evangelical ministry among us, for the relief of the poor, and for the spreading of the Gospel over the earth;
- To maintain private devotions, religiously educate the children committed to our care and endeavor, in the purity of heart and newness of life and goodwill toward all men, to exemplify and commend our holy faith, win souls to the Savior, and hold fast our profession till He will come and receive us unto Himself.

We promise: That when we remove from this place, we will as soon as possible, unite with some other Church where we can carry out the spirit of this Covenant and the principles of God's Word.

ARTICLE VI - Polity

The government of this Church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations and mutual counsel and cooperation which are common among Congregational Churches, and it is in Christian fellowship with all Churches which acknowledge Jesus Christ to be their divine Redeemer and the Lord.

ARTICLE VII - The Wider Fellowship

While affirming the liberty of our Church and the validity of our ministry, we hold to the unity of the Christian Church, and will unite with all its branches in hearty cooperation; and will earnestly seek, so far as in us lies, that the prayer of our Lord for His disciples may be answered, that they all may be one.

ARTICLE VIII - Amendments

1. All former constitutions are hereby repealed. Amendments to this Constitution or its By-laws, except as noted in Item 2, may be adopted at any legally called quarterly or special meeting of the Church by two-thirds vote of the Members present and voting, provided notice of the proposed amendment is given in the call for the meeting.
2. Any changes to Articles III and V, and Item 1 of Article VII will require a unanimous vote of all Members present and voting.

By-Laws

The By-Laws of Mayflower Church, originally adopted October 8, 2023, current version dated March 15, 2026.

By-Laws Overview

Adopted: October 8, 2023; current version dated July 26, 2026.

These By-laws, adopted October 8, 2023, supersede previous By-laws and any and all amendments thereto.

ARTICLE I - Members

SECTION A - Church Members

1. Qualifications
   Church Members will be those who affirm the Statement of Faith and Covenant of the Church.
   a. Prospective Members may present themselves directly to the Pastor or Elders or may be recommended to them by any Member.
   b. Qualified candidates will be recommended to the Church for membership by the Pastor, or Elders and will be voted upon at any regular or special business meeting of the Church.
   c. Prior to being presented to the Church for a vote of membership, prospective Members will complete the Church's Membership Course and participate in a membership interview with the Elders.

2. Reception
   The reception of Church Members will be held at a Sunday service.

3. Duties
   It is the duty of all Members to remain in good standing. Members in good standing are faithful to the spiritual duties essential to the Christian life, faithfully attend the services of this Church, give regularly for its support and its benevolences as the Lord enables, share in its organized work, and are not under Church discipline. Individuals not following these duties will be considered "Inactive Members" as described in Paragraph 5, Item d.

4. Biblical Conflict Resolution and Restoration
   a. Our Commitments
      As people reconciled to God by the death and resurrection of Jesus Christ, we believe that we are called to respond to conflict in a way that is remarkably different from the way the world deals with conflict (Luke 6:27-36; Gal. 5:19-26; Matt. 5-9). We also believe that conflict provides opportunities to glorify God, serve other people, and grow to be like Christ (1 Cor. 10:31-11: 1; Rom. 8:28-29, Jas 1:2-4). Therefore, in response to God's love and in reliance on His grace, we commit ourselves to respond to conflict according to the following principles:
      1. *Glorify God.* Instead of focusing on our own desires or dwelling on what others may do, we seek to please and honor God – by depending on His wisdom, power, and love; by faithfully obeying His commands; and by seeking to

maintain a loving, merciful, and forgiving attitude (1 Cor. 10: 31; Jas 4:1-3; Psalms 37:1-6; Phil. 4:2-9; Col. 3:1-4; 1 Pet. 2:12; John 14:15; Jas. 3:17-18; Rom. 12: 17- 21; Mark 11:25).

2. *Get The Log Out Of Your Own Eye.* Instead of attacking others or dwelling on their wrongs, we will take responsibility for our own contribution to conflicts – confessing our sins, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused (Matt. 7:3- 5; 1 John 1:8-9; Prov. 28:13; Col. 3:5-14; Luke 19:8).
3. *Gently Restore.* Instead of pretending that conflict doesn't exist or talking about others behind their backs, we will choose to overlook minor offenses, or we will talk directly and graciously with those whose offenses seem too serious to overlook. When a conflict with another Christian cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner (Matt. 18:15-20; Jas. 5:9; Prov. 19:11; Gal. 6:1-2; Eph. 4:29; 2 Tim. 2:24-26; 1 Cor. 6:1-8).
4. *Go And Be Reconciled.* Instead of accepting premature compromise or allowing relationships to wither, we will actively pursue genuine peace and reconciliation – forgiving others as God, for Christ's sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences (Matt. 5:23-24; 6:12; Eph. 4:1-3, 32; Matt. 7-12; Phil. 2:3-4).

   By God's grace, we will apply these principles as a matter of stewardship, realizing that conflict is an assignment, not an accident. We will remember that success, in God's eyes, is not a matter of specific results but of faithful, dependent obedience. And we will pray that our service as peacemakers brings praise to our Lord and leads others to know His infinite love (Matt. 25:14-21; 1 Pet. 2:19, 4:19; Rom. 12:18; John 13:34-35).

b. Our Process

   This Church is committed to resolving in a biblical manner all disputes that may arise within our body. This commitment is based on God's command that Christians should strive earnestly to live at peace with one another (Matt. 5:9; John 17:20-23; Rom. 12:18; Eph. 4: 1-3) and that when disputes arise, Christians should resolve them according to the principles set forth in Scripture (Prov. 19:11; Matt. 5:23-25; 18:15-20; 1 Cor. 6:1-8; Gal. 6:1). We believe that these commands and principles are obligatory on all Christians and absolutely essential for the well-being and work of the Church. Therefore,

   1. Any and all disputes in this Church shall be resolved according to biblical principles, as provided in this By-law.
   2. When a Member of this Church has a conflict with, or is concerned about the behavior of another Member or the decision by a Church Leader, he shall attempt to resolve the matter as follows:
      a. Self-examination: The offended or concerned person shall prayerfully examine himself and take responsibility for his contribution to a problem (Matt. 7:3-5), and he shall prayerfully seek to discern whether the offense is so serious that it cannot be overlooked (Prov. 19:11; Prov. 12:16; 15:18;

17:14; 20:3; Eph. 4:1-3; Col. 3:13; 1 Pet. 4:8).

b. Go to the offender: If the offense is too serious to overlook, the offended or concerned person shall go, repeatedly if necessary, and talk to the offender in an effort to resolve the matter personally and privately, having first confessed his own wrongdoing (Matt. 18:15).
c. Involve others: If the offender will not listen and if the problem is too serious to overlook, the offended or concerned person shall return with one or two other people who will attempt to help the parties resolve their differences (Matt. 18:16). These other people should normally be Elders or other Members of this Church, although in some cases they may be other respected Christians in the community, or trained conciliators from a Christian Church or Christian Conciliation ministry committed to biblical principles. At the request of either party to the dispute, the Church shall make every effort to assist the parties in resolving their differences and being reconciled.

3. If Church efforts to secure reconciliation fail, the Church may exercise the corrective steps of Church discipline as described in 5 below, Termination of Membership.
4. If a dispute arises within the Church or between a Member and the Church and cannot be resolved through the internal procedures described above, it shall be resolved as follows:
   a. The dispute shall be submitted to mediation and, if necessary, legally binding arbitration in accordance with the Rules of Procedure of the Institute for Christian Conciliation, and judgment upon an arbitration award may be entered in any court otherwise having jurisdiction.
   b. All mediators and arbitrators shall be in agreement with the Church's Statement of Faith and our basic form of government, unless this requirement is modified or waived by all parties to the dispute.
   c. If a dispute submitted to arbitration involves a decision reached by the voting Members of the Church, the arbitrators shall uphold the Church's decisions on matters of doctrine and Church discipline.
   d. This section covers all Members, as well as the Church as a corporate entity and its agents, including its Pastors, Officers, Staff, and Volunteers. It covers any and all disputes among Church Members, and includes, but is not limited to, claims arising from or related to Church Membership, doctrine, policy, practice, counseling, discipline, decisions, actions, or failures to act, including claims based on civil statute or for personal injury.
   e. By joining this Church, all Members agree that these methods shall provide the sole remedy for any dispute arising against the Church and its agents, and they waive their right to file any legal action against the Church in a civil court or agency, except to enforce an arbitration decision.

f. If a dispute or claim involves an alleged injury or damage to which the Church's insurance applies, and if the Church's insurer refuses to submit to mediation or arbitration as described in this section, either the Church or the Member alleging the injury or damage may declare that this section is no longer binding with regard to that part of the dispute or claim to which the Church's insurance applies.
g. Any person whose Membership has been terminated for any offense may have it restored by vote of the Church upon evidence of repentance and reformation.

5. Termination of Membership
   a. Any Church Member in good and regular standing who desires a letter of dismissal and recommendation to any other evangelical Church is entitled to receive it upon written request. In case of removal to another community, such request should be made promptly. This letter will be valid as a recommendation for only one year from its date, unless renewed, and this restriction will be stated in the letter.
   b. If a Member desires to join a religious body with which this Church is not in fellowship or which would not receive its letter, the Church may, upon request, give a certificate of good standing and terminate the Membership.
   c. If a Member in good standing requests to be released from the covenant obligations to this Church, such a request will be granted, and the Membership terminated after the Church will have patiently and kindly endeavored to secure a continuance in its fellowship.
   d. Persons, while yet holding Membership in the Church, who for a period of six months have the ability yet have not been faithful to the spiritual duties essential to the Christian life, have not been faithful to the services of the Church, and have not given regularly for its support and its benevolences, as the Lord has enabled, will, upon the advice of the Elders, and after due notice to them, be presented to the congregation for a vote to be placed on a list of "Inactive Members." They will not thereafter be included in statistics of regular Church Members nor be allowed to vote.
   e. After a period of one year, when their prolonged absence or other conduct indicates that they have abandoned their Membership with this Church, the above defined "Inactive Members" shall, after due notice to them, be dropped from the roll of the Church by the congregation by a 2/3 vote of the Members present.
   f. Membership shall be terminated by the congregation by a 2/3 vote of the Members present if any of the following reasons exist:
      1. Failure to respond to correspondence,
      2. Unknown address, and/or
      3. Formal/Corrective Church discipline.

SECTION B - Rights of Members

Church Members who are eighteen years of age or over, and in good standing (Article I, Section A, Item 3) will be eligible to hold any position for which they are qualified and will have the right to vote upon all matters.

Church Members who are under the age of eighteen and in good standing (Article I, Section A, Item 3) will have voting privileges except in matters of finance.

ARTICLE II - Pastors, Officers and Boards

The organizational structure of Mayflower Church is shown in Figure 1. It is comprised of four Boards whose Members are elected by the congregation. These four Boards oversee the activities of the Church in fulfilling our mission statement. The four Boards are: Board of Elders (including the Pastor), Board of Deacons, Board of Trustees, and Board of Finance.

SECTION A - Pastors

1. Senior Pastor (Hereafter referred to as Pastor)
    a. Senior Pastor Calling and Qualifications
        1. The Pastor is called for an unspecified term by the congregation, normally at the recommendation of a Search Team, at any legal business meeting of the Church. A three-fourths vote by ballot of qualified Members, present and voting, is required.
        2. The qualifications and responsibilities of the Pastor are defined in the Pastor Job Description . The Job Description may be modified by the Elders to meet the needs of the ministry.
    b. Senior Pastor Membership
        1. The Pastor is a Member of the Church upon signing a contract with the Church, and upon acknowledging and agreeing with the Church’s Statement of Faith and the Church Covenant. The Pastor’s spouse will also become a Member of the Church at the same time upon acknowledging and agreeing with the Church’s Statement of Faith and the Church Covenant. His/their Membership in the Church will end when the Pastor vacates his position as the Pastor of the Church unless he/they wish to remain as Members.
        2. The Pastor is the lead teaching Elder. He is a voting Member of the Board of Elders and an *ex officio* Member and advisor to all other Boards and Teams, at his discretion.
    c. Senior Pastor Termination
        1. The Pastor may be terminated by the congregation at a called business meeting by a three-fourths vote by ballot of qualified Members, present and voting. If possible, a minimum notice of one month will be given.

2. If possible and practical, a minimum of one month’s notice will be given by the Pastor if he wishes to terminate the relationship.

2. Other Pastors
   a. Based on the needs of the Church and its ministries, additional staff Pastors may be hired or appointed. The calling, membership, and termination procedures for other Pastors will follow those of the Senior Pastor.
   b. A Job Description will be prepared by the Search Team and approved by the Elders for each Pastor position. An Interim Pastor will be chosen and called by the Church whenever a vacancy of the Senior Pastor occurs.
   c. The Pastor and Elders will have final approval of candidates proposed for Pastoral positions within the Church.

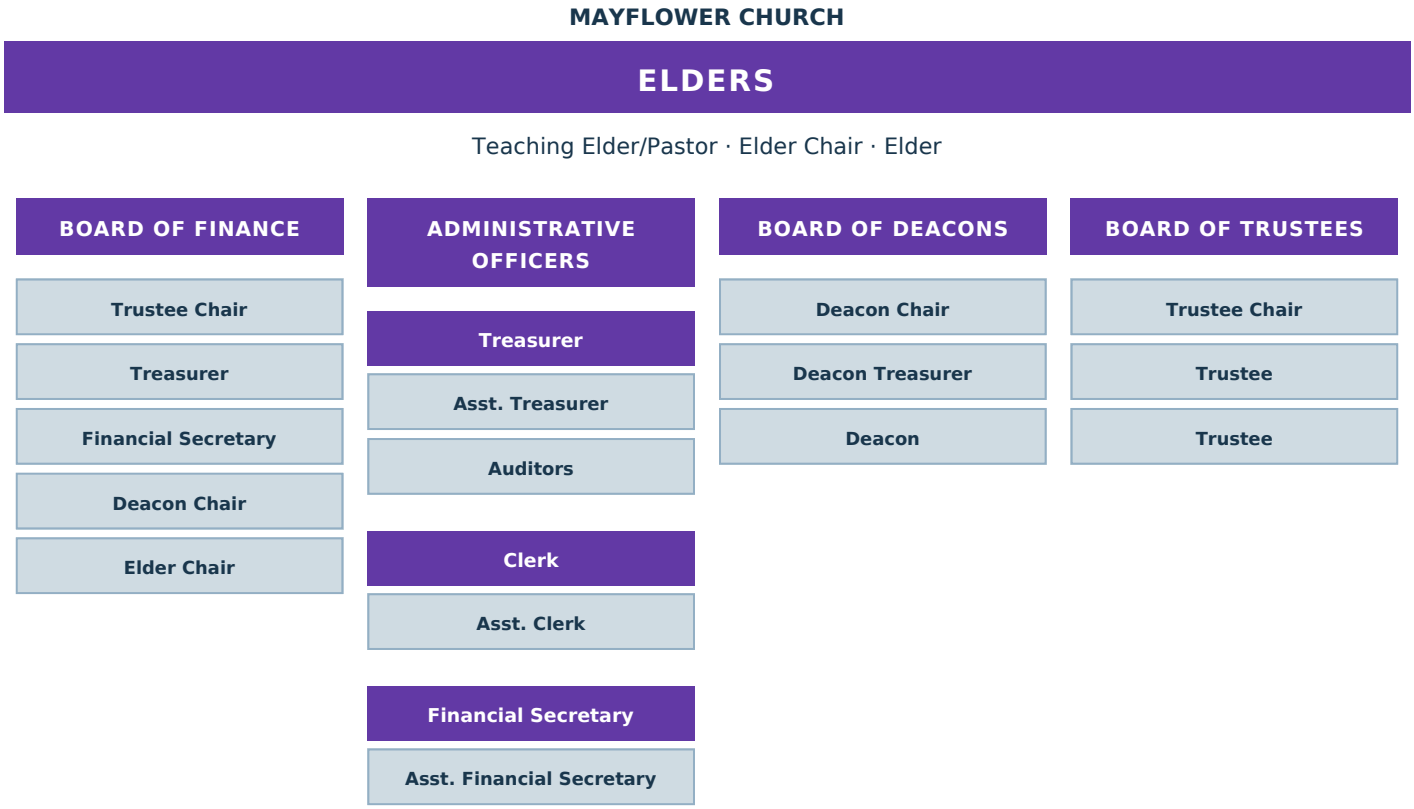

Figure 1. Organization Structure of Mayflower Church Boards and Officers

SECTION B - Boards and Officers

The following Boards and Officers are selected by vote of the congregation. Their terms of service and composition are defined in Table 1. All Board terms should be staggered so that no more than half the Board Members change in the same year. This section defines the role, functions, accountability, and financial responsibilities of Mayflower Church Boards and Board Members. Board Members will normally serve for two three-year terms then step aside for one year before resuming a position again.

1. Board of Elders
    a. The Elders are the spiritual leaders of the Church and oversee all aspects of the Church's ministries. They must evidence the qualities described in Acts 6:1-7, Titus 1:5-9, and 1 Timothy 3:1-7. All other Boards, Teams, and Officers will be under the oversight of, and be accountable to, the Board of Elders.
    b. Selection: Elders will be nominated by a consensus of the existing Board of Elders and elected by the Church Members. The Pastor is a voting Member of the Board of Elders.
    c. Responsibilities of the Board of Elders:
        1. Oversee the teaching, outreach, and worship ministries of the Church.
        2. Lead the Church in developing and implementing activities to achieve the Church vision. These include adult and youth Christian Education, worship and music, Bible Fellowship Groups, missions, outreach, assimilation, baptism, and discipleship.
        3. Appoint Teams to serve in support of teaching, outreach, and worship ministries.
        4. Oversee the Audio/Visual Team.
        5. Approve the establishment and participants in all Church-related Ministry Teams. Serve as a liaison between Church Officers, Boards, Teams, and hired staff as needed to accomplish the Church vision in unity.
        6. Oversee the Memorial Fund. They will acknowledge all gifts and administer the disbursing of funds, keep a record of those remembered and the donors, and prepare an annual report.
        7. All Elder decisions will be unanimous.
    d. Consultation with Previously Serving Elders
        1. Formation of an Advisory Council of Previously Serving Elders:
            - An Advisory Council, composed of previously serving elders willing and able to participate, shall be established as needed. The purpose of this council is to provide wisdom and counsel to the active elder board on significant matters.
            - Membership on this Advisory Council is voluntary and will be composed of individuals who have previously served as elders in good standing and are still active members of the church.
        2. Scope of Consultation:
            - The active elder board may convene the Advisory Council when considering matters of significant doctrinal, theological, or operational importance, or any other issues deemed by the elder board to require broader counsel.
            - Examples of such matters may include but are not limited to:
                - Changes to the church's Statement of Faith.
                - Significant modifications to church governance or by-laws.
                - Major financial decisions or capital projects.
                - Long-term vision and strategic planning.

3. Procedure for Convening the Advisory Council:
    - The active elder board may decide to seek the input of the Advisory Council by a majority vote.
    - A meeting with the Advisory Council shall be scheduled at a mutually agreeable time. The active elder board shall present the matter and request input, feedback, or recommendations.
    - The previously serving elders will provide their advice and counsel but will not have a vote on the final decision.
4. Advisory Nature of the Council:
    - The Advisory Council's role is strictly advisory. They do not have any governing authority or decision-making power over the current elder board or the church.
    - The active elder board retains full authority and responsibility for all decisions and actions. The counsel provided by the Advisory Council shall be considered, but it is not binding on the active elders.
5. Communication of Decisions:
    - After consulting with the Advisory Council, the active elder board shall communicate its final decision to the congregation, along with any relevant insights or recommendations from the Advisory Council.

e. Financial Responsibilities: The Board of Elders is accountable for the budget items that support the teaching, outreach, and worship ministries of the Church. The Chair of the Board of Elders approves all expenditures for these budget items as specified in the annual budget, and any related funds.

2. Board of Deacons (Diaconate)
    a. The Board of Deacons oversees the service-related ministries of the Church. Diaconate Members must evidence the qualities of character described in Acts 6:1-7 and I Timothy 3:1-8.
    b. Selection: The Deacons will be nominated by the Servants Council and elected by the Church Members.
    c. Responsibilities of the Board of Deacons:
        1. Oversee the service-related ministries of the Church and Teams established to assist in those related ministries. Service-related ministries may include, but are not limited to: Sanctuary Preparation, Children's Nursery, and Hospitality.
        2. Coordinate compassionate Member care, providing food, physical assistance, and other services to those in need.
        3. Receive and distribute the Diaconate Fund in confidentiality and other budget items or funds intended to support service-related ministries. The Chair of the Board of Deacons approves all expenditures proposed by the Deacons' Treasurer for these ministries.
        4. The Diaconate Treasurer will prepare a financial report of monies received and disbursed from the Diaconate Fund for the April Quarterly Meeting. The report will be audited by a current or former Member of the diaconate.

5. Oversee the Adams Benevolent Fund, acknowledge all gifts, and administer the disbursing of funds. They will keep a record of those remembered and the donors. They will prepare an annual report, maintaining confidentiality.

3. Board of Trustees
   a. The Board of Trustees are responsible for the care of the Church facilities, grounds, and any other physical assets.
   b. Selection: The Trustees will be nominated by the Servants Council and elected by the Church Members.
   c. Responsibilities of the Board of Trustees:
      1. Arrange for repairs or maintenance needed to maintain Church assets as good stewards of what God has provided for ministry.
      2. Work within existing budgets and available funds or, if needed, seek additional funds through special meetings and approval by vote of the Church Members.
      3. Oversee contracted services such as custodian, snow removal, and other contractors.
      4. Provide for the insurance and utilities of the Church buildings.
      5. The Board of Trustees do not have power to sell, mortgage or transfer property with a value of over $5,000.00 without a vote of the Church.
   d. Financial Responsibilities: The Board of Trustees is accountable for the budget items needed to care for the Church property and assets. The Chair of the Board of Trustees approves all expenditures for these budget items as specified in the annual budget, and any related funds.

4. Servants Council
   a. The Servants Council coordinates the Church's ministries, activities, and resources to achieve the vision and mission of Mayflower Church.
   b. Selection: The Servants Council consists of the Board of Elders, Deacons, Trustees, and Pastor.
   c. Responsibilities of the Servants Council:
      1. Each year, the Servants Council will elect a chair and secretary.
      2. Work together to develop, implement, and evaluate the effectiveness of the Church's strategic plan.
      3. Communicate activities of Boards and Teams to ensure coordination and cooperation, and to identify resource needs.
      4. Identify the need for Ad Hoc Ministry Teams, solicit volunteers, and develop Team charters.
      5. Assist the Pastor in the formation of well-rounded programs.
      6. Present recommendations to the Church.
      7. Receive and approve proposed Ministry Team charters.
      8. Update the Pastor's contract as necessary and conduct the annual review.
      9. Direct the hiring of non-Pastoral staff when necessary.

10. Prayerfully fill the Church slate of Boards and Officers by matching the needs of the Church with the gifts of the Membership; present a slate of candidates for all elective offices and Boards at the October Quarterly Meeting; make the slate available for distribution at the morning worship service two weeks prior to the meeting; present nominations at any legal meeting called by the Clerk for any vacancies; and have the acceptance of nominees before submitting their names.
11. Make and operationalize the specific policies of the Church, both their ends and their means, holding all such policy in the Church Operations Plan; and adopt, amend, or rescind those policies within the framework ends set by the Congregation, provided that no policy is adopted or amended until it has first been approved by the Board of Elders, as provided in Article VI.

5. Board of Finance
    a. The Board of Finance is responsible for overseeing all aspects of Church finances.
    b. Selection: The Board of Finance is comprised of the Chairs of the Boards of Elder/Pastor, Deacons, and Trustees, the Church Treasurer, and the Financial Secretary.
    c. Responsibilities of the Board of Finance:
        1. Prepare and present a proposed annual budget to the Church Members at the October Quarterly Meeting. The budget will be an estimate of all expenses of the Church for the ensuing year. Each budget item will identify the Board accountable for the budget item. The budget will be approved by vote of the Membership.
        2. Review major expenditures and track the status of the budgets and funds based on the report of the Church Treasurer.
        3. Receive the report of the auditors and directs any corrective action needed to ensure that all Church financial transactions are accurate, transparent, and traceable.
        4. Approve all non-budgeted expenditures less than $5000.
        5. Present any non-budgeted expenditure in excess of $5000 to the congregation for approval. May authorize expenditures over $5000 on an emergency basis with subsequent congregational affirmation at the next scheduled meeting.

6. **Church Treasurer**
    a. The Church Treasurer is the Church accountant and bookkeeper.
    b. The Church Treasurer is nominated by the Servants Council and voted by the Church Membership.
    c. The Church Treasurer shall be bonded at the expense of the Church.
    d. Responsibilities of the Church Treasurer:
        1. Receive all contributions for the support of the Church and its ministries as recorded by the Financial Secretary and other sources, and the income from all funds of the former Second Congregational Society.

2. Disburse Church monies as approved by the Board of Finance according to the annual budget of the Church.
3. Prepare written financial reports for the April and October Quarterly Meetings. The report for the October Quarterly Meeting will cover receipts and disbursements for the period of January 1 through September 30. The report for the April Quarterly Meeting will cover receipts and disbursements for the entire fiscal year (January 1 through December 31 of the previous year). Interim financial updates may also be provided at the January and July Quarterly Meetings at the discretion of the Treasurer and the Board of Finance.
4. Disburse missions funds as authorized by the Missions Team. Prepare written reports for the April and October Quarterly Meetings. The report for the October Quarterly Meeting will cover receipts and disbursements for the period of January 1 through September 30. The report for the April Quarterly Meeting will cover receipts and disbursements for the entire fiscal year (January 1 through December 31 of the previous year).
5. Submit all financial records to the auditors six weeks prior to the April Quarterly Meeting.

7. Assistant Church Treasurer
   The Assistant Church Treasurer will assist in, or perform, the duties of the Church Treasurer as necessary.

8. Financial Secretary
   a. The Financial Secretary receives all monies given for the support of the Church, its ministries, and missions.
   b. The Financial Secretary is nominated by the Servants Council and voted by the Church Membership.
   c. The Financial Secretary shall be bonded at the expense of the Church.
   d. Responsibilities of the Financial Secretary:
      1. Count offerings with a second person and deposits offerings and other receipts in the Church bank account(s).
      2. Keep an accurate account of monies received from each contributor and provides tax receipts to them at the end of the year.
      3. Report contributions and income each week with the bank deposit slips or other records of deposits to the Church Treasurer and the Board responsible for each budget item or fund.
      4. Secure and distribute the offering envelopes and manage on-line giving.
      5. Prepare written reports for the April and October Quarterly Meetings. The report for the October Quarterly Meeting will cover receipts for the period of January 1 through September 30. The report for the April Quarterly Meeting will cover receipts for the entire fiscal year (January 1 through December 31 of the previous year).
      6. Submit all non-confidential financial records to the auditors six weeks prior to the April Quarterly Meeting.

9. Assistant Financial Secretary
   The Assistant Financial Secretary will assist in, or perform, the duties of the Financial Secretary as necessary.

10. Church Auditors
    a. The Church Auditors conduct an independent review of all financial reports that will be incorporated into the April Quarterly Meeting annual report.
    b. Selection: The auditors are nominated by the Servants Council and elected by the Church Members. They will be independent of the Board of Finance and cannot audit financial reports of Boards, Teams, or Church-affiliated organizations being audited of which they are a Member.
    c. Responsibilities of auditors:
        1. Audit the reports of the Church Treasurer, Financial Secretary, and all organized clubs and groups affiliated with the Church.
        2. For each audit, verify the starting balance, ending balance, income, and expenditures of each financial report using the raw data available from each Treasurer.
        3. Work with each Treasurer or organization to resolve any discrepancies.
        4. Prepare a report to the Board of Finance with the results of each audit.
        5. Prepare a final report for the April Quarterly Meeting.

11. Clerk
    a. The Clerk is the record-keeper of the Church.
    b. Selection: The Clerk is nominated by the Servants Council and elected by the Church Members.
    c. Responsibilities of the Clerk:
        1. Maintain a complete record of all business meetings of the Church, which will be read for approval at the next regular business meeting.
        2. Keep a register of the names of all Members, with dates of admission, dismissal, or death, together with a record of baptisms and marriages.
        3. Notify all Officers, Members of Boards, and delegates of their election or appointment.
        4. The Clerk, with the Board of Elders, will issue letters of dismissal and recommendation.
        5. Preserve on file all official written communications, contracts, and written official reports.
        6. Administer a records management policy and manage the Church archives.
        7. Give legal notice of all meetings when such notice is necessary as indicated in these By-laws.
        8. In the absence of the Pastor, call Boards together for the purpose of organization.
        9. In the absence of the Moderator at a business meeting, call the meeting to order and preside until the election of a Moderator pro tem.

10. Keep the Constitution and By-Laws of the Church up to date, being guided by Article VII of the Constitution and Article V of the By-Laws.
11. Maintain or delegate maintenance of the Church's historical records.

12. Assistant Clerk
    d. The Assistant Clerk will assist the Clerk in, or perform, the duties of the Clerk as necessary.
    e. Selection: The Assistant Clerk is nominated by the Servants Council and elected by the Church Members.
    f. Responsibilities of the Assistant Clerk:
        12. Assist the Clerk in the keeping of records and the administration of the duties of the office of Clerk.
        13. In the Clerk's absence or at the Clerk's request, perform any of the duties of the Clerk as set forth in these By-laws.
        14. In the event of a vacancy in the office of Clerk, serve as Clerk until a successor is elected by the Church Members.

Table 1. Mayflower Church Boards and Officers, Terms, Composition, Schedule and Structure.

Board or Officer	Term/Term Limit	Composition	Meeting Schedule	Structure
Pastor	Indefinite	1 or more as needed		None
Elders	3 years	2-3 plus the Pastor	Monthly	Chair, Secretary
Deacons	3 years	Ideally 2-6	Monthly	Chair, Secretary, Treasurer
Trustees	3 years	3-6	Monthly	Chair
Finance		Chairs of the Boards of Elders (including the Pastor), Deacons, and Trustees; the Church Treasurer; and the Financial Secretary	Annually and as needed	Chair Secretary
Church Treasurer	3 years			
Assistant Church Treasurer	3 years			
Financial Secretary	3 years			
Assistant Financial Secretary	3 years			
Servants Council		Boards of Elders (including the Pastor), Deacons, and Trustees	Quarterly	Chair Secretary

Auditors	3 years	2	Annually	
Clerk	3 years		Minimum of Quarterly	
Assistant Clerk	3 years		As needed	

13. Ministry Teams
    a. Ministry Teams are established to serve a specific ministry of the Church. The establishment of Teams is meant to enable flexibility as well as encourage appropriate participation of non-Members.
    b. Depending on the ministry, a Ministry Team may exist for several months (e.g., a VBS Team), one or more years (e.g., a Pastoral search Team), or be a perpetual organization within the Church (e.g., Missions Team).
    c. A Ministry Team charter will be developed to define the Team purpose, responsibilities, accountability, any Officers (e.g., chair, secretary, Treasurer), and reporting requirements. It should also define when the work of the Team will be deemed complete.
    d. The number of people on the Ministry Team should be sufficient to accomplish the charter objective. This should be flexible so the Team can be efficient and effective.
    e. The following Ministry Teams that were previously identified as Committees are currently envisioned for Mayflower Church as “standing” Teams, but these are not binding or required: Hospitality Team, Missions Team, and Children’s Ministry Team.
    f. Selection: Ministry Teams may be proposed by any Board or Officer of the Church. The Members of a Team may be Church Members or regular attenders and must be approved by the Elders/Pastor.
    g. Ministry Team Leaders, in collaboration with team members, will determine the processes, procedures, and tasks necessary to meet the requirements of the Ministry Team Charter unless otherwise detailed in the charter.

14. General Considerations
    a. All Board Members, Officers, and Team Leaders must be Church Members.
    b. The Church may establish additional Boards or Ministry Teams as it deems necessary.
    c. All Officers and Boards named will be elected at the October Quarterly Meeting of the Church and will hold their offices for three years. Vacancies may be filled at any business meeting to complete a term.
    d. Unless they vote otherwise, the Boards of Elder, Diaconate, and Trustees will meet monthly. Other Boards or Teams will meet at the call of their chairman or the Pastor.
    e. A Board quorum will be at least fifty percent of their Membership. At their first meeting after their election, each Board will organize and select a chairman and other Officers as necessary for the operation of the Board.
    f. All Officers, Boards, Teams, and auxiliary organizations will prepare their plans and programs for the coming year so they can be presented to the congregation at or in

advance of the October Quarterly Meeting. Teams will present their plans to the overseeing Boards; Boards will then incorporate Team and overall Board plans and present them to the Servants Council. If funds are involved, the Board overseeing the Team will present the details and fund requests to the Board of Finance for budget consideration. Any further proposals involving financing will be presented to the Board of Finance before a business meeting.

g. In collaboration with and approval of the Board of Elders, board chairmen or ministry coordinators may establish Ministry Teams to help complete special functions of a board or ministry. This does not preclude Servants Council's role in approving Team Charters.
h. Communication between Boards and Officers will be open and transparent so that each can coordinate activities without conflict.
i. Boards will post monthly meeting minutes with confidentiality redactions, within one week of each monthly meeting.
j. Team Leaders will report activities to the responsible Board chair, who will include those activities in their monthly report.
k. The Treasurer will post monthly reports of financial activities and status.
l. The location of postings will be central, password controlled, and managed by the Office Manager.

ARTICLE III- Meetings

SECTION A - For Worship

1. The Mayflower Church will, unless otherwise voted, hold at least one worship service each Sunday, the time to be determined by the Board of Elders/Pastor.
2. The ordinance of the Lord’s Supper will ordinarily be observed on the first Sunday of each month and on other occasions as the Elders or Pastor may direct.
3. Midweek services and other meetings may be arranged by the Pastor in conjunction with the Elders or by vote of the Church.

SECTION B - For Business

1. The Church will meet quarterly at the call of the Clerk on a Sunday afternoon in January, April, July, and October, the specific dates to be set by the Clerk in consultation with the Board of Elders, unless otherwise voted. The call for such meeting will be read from the pulpit and a copy thereof posted in some conspicuous place near the entrance to the place of worship on at least two Sundays before the day of said meeting.
2. Action may be taken on any business as specified in the call or authorized in the By-laws.
3. The order of business will be as follows:
   a. Reading of the Call by the Clerk, or in the Clerk’s absence, by any Officer
   b. Prayer by the Pastor and in his absence, an Elder
   c. Reading of the minutes of the previous business meeting(s)
   d. Membership matters
   e. Reports of Officers and Boards
   f. Old business
   g. Election of Officers and Boards
   h. New business
   i. Correspondence
   j. Adjournment
4. The Annual year of the Church will run from January 1 through December 31.

5. At the October Quarterly Meeting, Board Members and Officers for the ensuing year(s) and the annual budget, both to become effective in January, will be approved by the Membership. The report of the Servants Council and the annual budget will be available two weeks prior to the meeting.
6. At the April Quarterly Meeting, the Officers of Boards and Teams of the previous year will submit their annual reports in writing, except that the financial reports will be submitted in writing at both the April and October Quarterly Meetings.
7. Special meetings of the Church will be called by the Clerk at the request of the Pastor, the Elders, the Diaconate, the Servants Council, the Trustees, the Board of Finance, or upon the written request of any five Members specifying the object thereof. The notice will be read at the services on the Sunday preceding the day fixed for such meeting.
8. Immediately following any of the regular meetings for worship on Sunday, the Church may, upon special notice, act on the appointment of delegates to councils and conferences, on applications for Church Membership, or to vote on a vacancy on a Board but not on other business. Other exceptions for a brief meeting may be made at the recommendation of the Pastor or Elders.
9. An Elder shall serve as the Moderator of the Church and shall preside over all business meetings of the Church. He shall be well versed in parliamentary procedure and shall conduct the business meetings of the Church in an orderly fashion according to Robert's Rules of Order. In the absence of an Elder, the Members present shall elect a Moderator pro tem.
10. At all business meetings, ten percent of active Membership will be necessary to constitute a quorum for the transaction of business.
    a. The approval of routine meeting business will be determined by a majority vote.
    b. A proposal to amend the Constitution or the By-Laws require a two-thirds vote of the Members present and voting.
    c. A proposal to call a Pastor or to terminate a Pastor requires a three-fourths vote by ballot of the Members present and voting.
    d. Upon request of one Member, any vote or election will be conducted by ballot.
11. If, due to circumstances beyond control, holding of a scheduled business meeting or Church service is impractical or inappropriate, an Elder and the Pastor, acting jointly, are empowered to postpone the meeting and set a new date.
12. Remote Participation: A Member in good standing may participate in a congregational business meeting either in person or by an approved real-time video conferencing connection (for example, Zoom) designated in the call of the meeting.
    a. A Member participating by an approved remote connection is deemed "present and voting" for all purposes of these By-Laws, on the same terms as a Member physically present, provided that: the Member can be identified, can hear the proceedings, and can be heard when recognized by the Moderator; the Member is connected for the portion of the meeting on which the Member votes; and the connection allows the

Member to cast a vote that the Clerk can record.

b. Members participating remotely are counted toward the ten-percent quorum required by this Section in the same manner as Members physically present. On any vote conducted by ballot, including the three-fourths ballot vote required to call or terminate a Pastor and any vote a Member has requested be taken by ballot, the Moderator shall use a method that preserves the secrecy and integrity of the ballot for remote Members equally with Members present in the room. If a secret ballot cannot be conducted for remote Members with adequate integrity, the Moderator shall so state, and the ballot question shall be decided only among Members physically present, with remote Members' eligibility to vote on that single ballot question suspended and the fact noted in the minutes.

c. The call of any meeting at which remote participation will be offered shall state that remote participation is available and shall give the means of connecting.

d. Failure of a Member's individual remote connection does not invalidate the meeting or any action taken, provided a quorum was present, and the connection was made available in the call.

SECTION C - The Congregation

The congregation will be notified to attend the business meetings of the Church. Non-Members and inactive Members may take part in discussion but may not vote.

SECTION D - The Larger Constituency

The larger constituency of the Church, including routine attenders, families whose children are in youth programs, Members of Mayflower Church organizations and others whose religious interests are with the Church, will be kept in mind in the administration of the affairs of the Church.

ARTICLE IV- Auxiliary Organizations

The Church regards as an integral part of itself all organizations formed within its constituency for the purpose of ministration. Of all such organizations, the Pastor and Elders will have general oversight, and the Church will expect a report for each at the April Quarterly Meeting.

ARTICLE V- Amendments

The By-laws may be amended by a two-thirds vote of the Members present and voting, at any regular business meeting of the Church or special meeting called for this purpose, provided notice of the proposed amendments is given in the call on at least two Sundays in advance of said meeting.

ARTICLE VI – Policies

(a) The Congregation holds the ultimate authority to establish the policies of Mayflower Church. The Congregation exercises that authority by setting the ends of the church's policy, that is, the overarching results and standards the church intends, and the ends only. The Congregation does not specify the means and does not adopt or amend individual policies by congregational vote.

(b) The Congregation delegates to the Servants Council the making and operationalizing of specific policies, both their ends and their means, held in the Church Operations Plan. Within the framework of ends set by the Congregation, the Servants Council determines the specific ends and the means of each policy, and may adopt, amend, or rescind them, provided no policy is adopted or amended until it has first been approved by the Board of Elders, so that the doctrinal and biblical soundness of every policy remains under the oversight of the Elders.

(c) All policy of the Church is held in the Church Operations Plan. There is no separate category of Congregational Policy apart from the policies so held. A policy set out in the Church Operations Plan carries the same binding force and legal effect as a policy attached to these By-Laws; placement within the By-Laws is not required for a policy to bind. Where any conflict arises, the Articles of Organization control, then the Constitution and these By-Laws, then the policies held in the Church Operations Plan. No policy may amend, override, or decide any matter reserved to the Membership, including amendment of the Constitution or By-Laws, the calling or termination of the Pastor, the election or removal of officers or board members, the annual budget, the dissolution of the Church, or any sale, mortgage, or transfer of property requiring a vote of the Church, and any policy in conflict with a higher tier or with a reserved matter is void to the extent of the conflict.

ARTICLE VII - Dissolution

Should the Membership of Mayflower Church become less than 10 active Members the Church may vote for dissolution. In the event of dissolution or liquidation of Mayflower Church, after all liabilities and obligations have been paid, satisfied or discharged, all remaining property and assets shall be distributed by the active Members to a nonprofit organization affiliated with Mayflower Church or other Christian non-profit organization (Voted 10-15-2007). Priority will be given to evangelical ministries whose aim is to advance the Gospel of Jesus Christ in Kingston/Plymouth County.