

**BY-LAWS**  
**The First Church of Christ, Bradford**  
**Bradford, Massachusetts**  
**Reviewed and Accepted**  
**February 13, 2022**

**Article 1**

**Section 1 - Name:**

- A. This Church shall be called THE FIRST CHURCH OF CHRIST, BRADFORD. The name has come down from the day in 1682 when residents met “under hopeful probability of settling a Church of Christ in Bradford”. It is a religious society, incorporated under the laws of the Commonwealth of Massachusetts on December 31, 1915.

**Article 2**

**Section 1 - Purpose:**

- A. It is the purpose of this Church of Christ to provide for and maintain public worship of the One and Eternal God; to bring all peoples into communion with God the Father, revealed in Jesus Christ and nurtured by the continued working of the Holy Spirit; to provide for the development of Christian character, the furtherance of the religious, moral and social interests of the community, and in fellowship with other Christian churches and agencies to engage in such other charitable and missionary work that will advance the Kingdom of God throughout the world.

**Section 2 - Statement of Inclusiveness:**

- A. All individuals are welcome in full participation into our Christian family community, regardless of gender, sexual orientation, ethnic origins, economic status or disability. We hold paramount the safety of the Church community so that it might be a sanctuary of peace for all who enter. "There is neither Jew nor Greek, slave nor free, male nor female, for you are all one in Christ Jesus." (Galatians 3:28, New International Version).

**Article 3**

**Section 1 - Polity:**

- A. The government of this Church is vested in its members, who exercise under God the right of control in all its affairs, subject in legal matters to the Laws regulating such incorporated religious societies in the Commonwealth of Massachusetts.

- B. This church will extend to other Christian churches that fellowship and cooperation that should unite all true followers of Jesus Christ.

## **Article 4**

### **Section 1 - Faith:**

- A. This Church acknowledges as its sole Head, Jesus Christ, and holds as truth the doctrine of the Trinity: God as Father and Creator, Jesus as the Son and Savior, and the Holy Spirit as Guide and Comforter. It further acknowledges as kindred in Christ all who share this confession. It adheres to the Word of God in Scriptures and in the direction of the Holy Spirit to prosper its redemptive mission in the world. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It accepts the responsibility to make this faith its own in the reality of worship and in the expression of its mission and ministry locally and into the world. In accordance with the teachings of Jesus, it recognizes two sacraments: Baptism and Holy Communion. Its very existence is to serve God by providing all people an opportunity for Christian worship, education, fellowship, pastoral care and mission within the spirit of Christian love.

### **Section 2 - Covenant:**

- A. We covenant one with another to seek and respond to the Word and will of God. Our purpose is to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the Church to declare the Gospel of Christ, while worshipping God, and striving for truth, justice and peace. As did our ancestors, we depend on the Holy Spirit to lead and empower us. We pray for the coming of the Kingdom of God. We look forward toward the triumph of righteousness and eternal life.

## **Article 5**

### **Section 1 - Membership:**

- A. **Admission:** Membership in this Church shall be open to any baptized person who shares its purpose and enters into its covenant. Members may be received by Confession of Faith, Reaffirmation of Faith or Letter of Transfer.
- B. New members shall be received during a regular service of worship.

## **Section 2 - Duties:**

- A. Members shall pledge themselves to regularly attend worship and the celebration of the Lord's Supper; to live the Christian life; to share in the life and work of the Church; to contribute to its support and benevolence; and to seek diligently the spiritual welfare of the membership and the community.

## **Section 3 - Rights:**

- A. All members who fulfill their duties shall be considered as active members. An active member shall be eligible for election to any one office, or to any one or more Committees. All active members shall have the right to vote at Annual or Special meetings of the Church.

## **Section 4 - Termination:**

- A. A member on his or her own request, will be granted a letter of transfer. If wishing to join a body not in fellowship with this Church, he or she may be dismissed with a certificate of Church membership. The Clerk will report this action at the next Annual Meeting.
- B. A member wishing to resign from the membership of this Church may do so by notifying the Pastor or Clerk or Senior Deacon in writing. The Pastor and a member of the Diaconate will request an opportunity to discuss the reasons for the resignation with the member, and will share the outcome of that meeting with the entire Diaconate. The resignation will be accepted, if still requested, and the Clerk will write a letter of dismissal and will report it at the next Annual Meeting.
- C. The Diaconate shall review the membership rolls annually. A member whose address has been unknown, or who for a period of two years has not attended worship, received the Lord's Supper or contributed to its support either by time, talent and/or treasure shall be asked by letter and/or personal contact by a member of the Diaconate to clarify their relationship to the Church with regard to their lack of participation. If they have not responded or indicated any effort to correct the situation within three months, they may be placed on the inactive list by a vote of the Diaconate. If such action occurs, the Clerk will report it at the next Annual Meeting. After another two years the names of such inactive members may, unless previously restored to the active list, be removed from the membership rolls by a vote of the Diaconate. If such action occurs, the Clerk will report it at the next Annual Meeting. Exceptions may be made for those members who are homebound, physically/mentally disabled or military personnel.
- D. Inactive members, upon request from the Diaconate, shall be restored to active membership by majority vote of the Diaconate.

## **Article 6**

### **Section 1 – Meetings:**

- A. The official and financial year of the Church shall be January 1 through December 31.
- B. The Annual Meeting of this Church will be held between the third Sunday in January and the third Sunday in February. The Standing Committee shall announce the specific date at least one month in advance of said Annual Meeting. In case the meeting cannot be held, it will meet the following Sunday, without having to wait for any additional announcement.
- C. At the Annual and/or Special meetings, a quorum shall consist of at least fifteen percent of the active membership. The Clerk shall determine the exact figure and post it in the warrant calling for the meeting. At a Special meeting for the said purpose of dismissing the Pastor, the quorum shall be at least fifty-one percent of the active membership. The Clerk shall determine the exact figure and post it in the warrant calling for the meeting. At all meetings, a majority vote shall prevail except as otherwise provided for in these By-Laws.
- D. All Officers, Committees and organizations shall report at the Annual Meeting and at such times as may be requested by the Church.
- E. Following each Annual Meeting all Officers, Committees and organizations shall assume their duties immediately and continue in office until their successors are elected. Each Committee and organization shall meet within twenty-one days to organize itself for the new year.
- F. Special meetings shall be called by the Clerk upon written request of the Pastor or the Standing Committee or ten active members of the Church.
- G. All Annual and/or Special meetings shall be called by a warrant issued by the Clerk, stating the purpose of said meeting. The Clerk shall post the warrant in a conspicuous place in the Church as least ten days prior to said Annual and/or Special meeting. The warrant shall be read from the pulpit during worship on the preceding Sunday and the Sunday of said Annual and/or Special meeting and shall be publicized through the regular communication channels of the Church.
- H. The order of proceedings at all meetings not otherwise prescribed by these By-Laws, shall be determined by the rules of practice contained in Robert's Rules of Order.

- I. The active membership at a duly called meeting shall be the only authority with the power to sell, buy, mortgage, transfer or in any other way encumber the real property of the Church.

## **Article 7**

### **Section 1 – Property:**

- A. The Church may, in its corporate name, sue or be sued, acquire by purchase, gift, devise, bequest or otherwise own, hold, invest, reinvest or dispose of property both real and personal for such work as the Church may undertake and may purchase, own, receive, hold, manage, care for and transfer, and convey such property for the general purposes of the Church: it may receive and hold in trust both real and personal property and invest and reinvest the same and make any contracts for promoting the objects and purposes of the Church.
- B. Upon dissolution of the Church, its assets and all property and interest of which it shall then be possessed, including any device, bequest, gift or grant contained in any will or other instrument, in trust or otherwise, made before or after such dissolution, shall be transferred to The Trustees of the Funds for the Support of a Congregational Minister in the First Parish of Bradford, established by law on February 10, 1804.
- C. Upon dissolution of the Church, the historical records shall be given to the Congregational Library, 14 Beacon Street, Boston, Massachusetts for their use.
- D. Upon dissolution of the Church, all the communion ware and baptismal ware shall be given to the Museum of Fine Arts in Boston, Massachusetts for their use and safekeeping.

## **Article 8**

### **Section 1 - Pastor:**

- A. The Pastor shall have a central place of leadership in all of the affairs of the Church. It shall be the Pastor's duty to preach the Word, to administer the Sacraments, to care for the stated services of worship, and to promote the spiritual welfare of the Church. The Pastor shall seek to inspire, to guide and to support the members of this Church in their ministry to each other and in their cooperate ministry to the people of this community. It is expected that priority is given to the preaching, to the teaching, to the pastoral functions of the Church, and to those concerns which bear most directly on the fulfillment of these functions. The Pastor will be devoted to such disciplines of prayer and of study as shall be required; and will seek to extend personal ministry to

this Church through involvement in the social and religious concerns of the larger community. The Pastor shall be a member of this Church and shall be ex-officio and advisory member of the boards and Committees of the Church. The Pastor shall attend meetings of the Executive Committee, the Standing Committee, Diaconate and Pastor-Parish Committee and may attend meetings of other Committees at his/her own discretion or at the request of the Committee. The Pastor shall hold staff meetings as required to maintain the coordination of support activities. The Pastor shall keep the appropriate boards and or Committees aware of performance issues. The Pastor shall submit to the Annual Meeting a written report of the spiritual health of the Church.

- B. The Pastor shall be called for an indefinite time by a three-quarters vote of a quorum of the active members present and voting at a meeting called for that purpose following the procedures for all meetings of the Church.
- C. When a vacancy occurs in the pastorate, a meeting of the Church shall be called for the purpose of electing a Pastoral Search Committee. The Standing Committee shall nominate five members for the Committee. In addition, two other members shall be elected by the Church, with the understanding that the Committee will represent both sexes and various age and fellowship groups of the Church. The Pastoral Search Committee will seek the guidance of the Holy Spirit as it begins its work. The initial compensation package of the Pastor shall be determined by the Search Committee, Diaconate and the Finance Committee, subject to the approval of the Standing Committee.
- D. The existing Pastor's compensation package shall be determined by a majority vote of a quorum of the active members present and voting at the Annual Meeting. Compensation package recommendations will be made by the Finance Committee following consultation with the Diaconate.
- E. While the term of the Pastor shall be indefinite, the Church may at any time, by a three-quarters vote of a quorum of the active members present and voting at a meeting called for such purpose, request the resignation of the Pastor with the expectation that it will be presented within thirty days. The Pastor shall give sixty days notice if he/she wishes to leave of his/her own choice.
- F. The Pastor, together with the Moderator and the Chair of Communications Team, shall be responsible for interviewing, hiring and evaluating the Administrative Assistant. They shall report their action(s) to the Executive Committee.

## **Article 9**

### **Section 1 - Standing Committee:**

- A. The Standing Committee shall consist of the Pastor, Moderator, Clerk, Senior Deacon, and the Chairperson or designated representative of the following Committees: Property, Finance, Christian Outreach & Music. A quorum shall consist of five persons. Each person shall have only one vote, though they may represent different Committees and share information about that Committee. Other people are encouraged to attend the meetings, but shall be considered as guests.
- B. The Standing Committee shall meet at least four times throughout the year at times chosen by the members of this Committee. Additional meetings may be proposed by the Pastor, or the Moderator or three members of the Standing Committee. They shall announce their meetings in advance so that as many people as possible will be aware of the meeting.
- C. The Standing Committee shall appoint Committee(s) for a specific purpose and limited time length to carry out a specific project on their behalf. This Committee shall report to the Standing Committee with their recommendations and suggestions before any action is taken. The Moderator shall appoint the chair of the Committee.
- D. The Standing Committee shall plan and coordinate programs for the ministry of the Church with the Pastor to meet immediate and long range plans.
- E. The Standing Committee shall present a proposed budget and slate of officers and members of the Committees to the Annual Meeting. The Standing Committee shall appoint a Nominating Committee, consisting of no more than five people to secure and suggest names to fill the necessary positions. This Committee will report to the Standing Committee at the December meeting.
- F. The Standing Committee shall exercise general authority over Church property and financial affairs. Any expenditure of non-budgeted items in excess of \$500.00 shall require a majority vote of the Standing Committee.
- G. The Standing Committee shall carry out the programs and directions of the Church as voted upon at the Annual and or special meetings.
- H. The Standing Committee from time to time may institute policies and procedures to address and resolve day-to-day administrative issues that may arise. Such policies and procedures will be made available to the general membership upon request and may be revoked and changed from time to time upon majority vote of the Standing Committee.

## **Article 10**

### **Section 1 - Executive Committee:**

- A. The Executive Committee shall consist of the Pastor, Senior Deacon, Moderator, Clerk, Chairperson of Finance Committee and Chairperson of Property Committee.
- B. When and if necessary, the Executive Committee shall have authority and shall act for and in behalf of the Church and the Standing Committee in carrying out various programs and directions of the Church and the Standing Committee that have been made.
- C. The Executive Committee shall meet on an as needed basis. The meetings may be called by the Pastor or Moderator or two members of the Executive Committee for the purpose of hearing reports of each member and discussing any necessary action needed about these reports.

## **ARTICLE 11**

### **Section 1 - Committees:**

- A. Members may serve on the same Committee for two three-year consecutive terms only. At the end of the second term, one year must elapse before that member is eligible for reelection to that Committee. Each Committee will organize itself within twenty-one days of its election at the Annual Meeting. The Chairperson shall be a member of the Church. The retiring Chairperson shall convene and chair the first meeting. If a Committee member misses three consecutive regular meetings without good reason, it shall be assumed by the Committee that he/she has tendered their resignation and the Committee shall fill the vacancy at their discretion.
- B. In the situation of any Chairperson not able to fulfill their duties, he/she shall appoint a temporary Chairperson in order that the work of the Committee shall continue.
- C. Each Committee shall submit a budget proposal to the Finance Committee by the end of October so that a budget may be prepared for approval by the Standing Committee at its December meeting.
- D. Each Committee shall submit a written report of its activities to the Annual Meeting.



## **Section 2 - Diaconate:**

- A. The Diaconate shall consist of nine members. Three shall be elected annually to serve for a term of three years. A member of the Diaconate shall have the option at the end of his/her initial three year term to stay on as a member for an additional three year term. However, no member shall serve for more than two consecutive three year terms. After a lapse of one year, that former Diaconate member will then become eligible to again serve on the Diaconate. This shall not apply to Diaconate members serving out the term of a member who has resigned, died, or is otherwise unable to complete his/her term (referred to as the "interim term"). In that instance, the term limits set forth above shall commence after the interim term has expired. An individual serving out an interim term shall not require a vote by the congregation at large. A Senior Deacon and Secretary shall be elected by the Diaconate from among its members. The Senior Deacon shall also serve on the Executive Committee and Standing Committee as a voting member.
- B. The Diaconate shall assist in the administration of the Sacraments of Baptism and Holy Communion; to aid the Pastor in the spiritual guidance in the Church and in the community, to express care for all members of the Church, the ill, shut-ins and stranger; to bring cases in need within the Church to the knowledge of the Pastor; to call upon new families and to invite them into the life of the Church.
- C. The Diaconate will oversee aspects of the Church services including ushering, greeting, acolytes, lay readers, fellowship times after worship and other times, administration and delivering of flowers after worship and other seasonal remembrances and all other such functions that will enhance the worship and service of the Church. The Diaconate will attempt to involve as many people as possible in these many ministries, realizing that all members may serve in one way or another.
- D. The Diaconate will make an annual survey of the membership rolls of the Church in order to carry out the requirements of Article V of these By-Laws.
- E. The Diaconate shall evaluate the Pastor and suggest any salary adjustments to the Finance Committee when it is preparing the budget.
- F. The Diaconate shall be responsible in securing an Interim Pastor and arranging for a contract. The Diaconate shall be responsible for securing pastoral supply when a vacancy occurs.
- G. The Diaconate will present plans and suggestions to the Standing Committee regarding future programs objectives and share in implementing those adopted by the Church.

- H. A member of the Diaconate, along with the Pastor and Moderator shall serve as the Trustees of the Haseltine Fund.

(Responsibilities of the former Pastor-Parish & Flower Committees were revised and adopted. These responsibilities are now under the oversight of the Diaconate)

### **Section 3 - Property Committee:**

- A. The Property Committee shall consist of four members. Two shall be elected at the Annual Meeting for a term of three years. A Chairperson and Secretary shall be elected by the Property Committee from among its members. The Chairperson shall also serve on the Executive Committee and Standing Committee as a voting member.
- B. The Property Committee shall be responsible for the maintenance and improvement of all Church property.
- C. The Property Committee shall review annually the insurance coverage on Church property and to take the appropriate steps to provide adequate protection and adequate bonding.
- D. The Property Committee shall coordinate and assist groups in the use of the building and review annually and suggest a fee schedule and building usage guidelines to the Standing Committee for its approval and publication.

### **Section 4 - Finance Committee:**

- A. The Finance Committee shall consist of four persons, with two being elected to a three year term. The Chairperson shall be an indefinite position, due to the nature of the work. He/she shall be a voting member of the Executive Committee and Standing Committee. The Committee shall elect its own Secretary. The Treasurer and Financial Secretary shall be ex-officio members of this Committee.
- B. The Finance Committee shall prepare, in cooperation with the other Committees and organizations in this Church, the annual budget and submit it to the Standing Committee for its review. The budget will be submitted by the Standing Committee to the Church for a vote.
- C. The Finance Committee shall be responsible for properly accounting for all monies collected from fund raising activities of the Church. The Finance Committee, in conjunction with such Stewardship Committee as may be formed, shall plan the Church's stewardship campaign. All proposals shall be presented to the Standing Committee for advice, discussion and approval.

The Finance Committee shall create a program that educates the Church as to the financial needs of the Church. The Finance Committee's emphasis on such financial needs shall be educational and ongoing, rather than spasmodic.

- D. The Finance Committee shall review on a regular basis any and all holdings of the Church.

#### **Section 5 - Christian Outreach Committee:**

- A. The Christian Outreach Team shall consist of six persons, with two being elected annually to a three year term. The team shall elect its own Chairperson and Secretary. The Chairperson shall be a voting member of Standing Committee. When the Chairperson is unable to attend Standing Committee meetings, another member of the team will be the designated representative.
- B. The Christian Outreach Team shall be responsible for the supervision of the development, education, preparation and execution of projects and activities of this Church's mission, both local and worldwide, through the cooperation of groups within our Church and/or with outside agencies and through independent means.
- C. The Christian Outreach Team shall have in its charge the supervision and correlation of plans for the following:
  - Special benevolences and oversee all matters pertaining to them;
  - Service programs and oversee all matters pertaining to them;
  - Special interest offerings as determined by the Christian Outreach Team and oversee all matters pertaining to them; and
  - Shall submit to the Standing Committee such special plans for approval.

#### **Section 6 - Music Committee:**

- A. The Music Committee shall consist of three persons, with one person being elected every year to serve a three year term. The Organist and Choir Director(s) may serve as ex-officio members of this Committee. The Committee shall elect its own Chairperson and Secretary. The Organist and Choir Director(s) may not serve in these positions. The Chairperson shall be a voting member of the Standing Committee.
- B. The Music Committee will recommend to the Standing Committee person(s) to perform the services of Organist and Choir Director(s) for the Church. These individuals shall report to the Chairperson of the Music Committee.

- C. The Music Committee shall be responsible for the maintenance and procurement of all musical instruments and any other music, equipment and/or wardrobe that is part of the music program.
- D. The Music Committee shall approve and coordinate all special musical events and arrange for substitute organists or guest musicians as required.
- E. The Music Committee shall review the contracts of the Organist and Choir Director(s) Music Leader annually and make recommendations to the Finance Committee during the budget preparation process.

## **Article 12**

### **Section 1 - Officers:**

- A. The officers of this Church shall be a Moderator, a Clerk, a Treasurer, an Assistant Treasurer, a Financial Secretary, an Assistant Financial Secretary, and Auditor.
- B. If, in the opinion of the Standing Committee, an officer fails to adequately perform the duty of that position in a timely manner, he or she shall be notified that the Standing Committee will act upon this failure at a time and place designated. The officer shall be removed from his or her position unless there are mitigating and just reasons for said failure. The officer shall have the right to attend and be heard at a meeting of the Standing Committee in which the matter of the failure shall be acted upon.

### **Section 2 - Moderator:**

- A. The Moderator shall be eligible for five consecutive one year terms, but after the fifth term, shall not be eligible for re-election until after the lapse of one year.
- B. The Moderator shall preside at the Annual Meeting and all special meetings of the Church, the Standing Committee and the Executive Committee meetings and shall insure that all decisions are carried out. The Moderator shall interpret the By-Laws as necessary and cast the deciding vote in the event of a tie.
- C. The Moderator, together with the Pastor and Senior Deacon, shall be responsible for interviewing, hiring and evaluating the Administrative Assistant. They shall report their action(s) to the Executive Committee.

### **Section 3 - Clerk:**

- A. The Clerk shall be elected annually with no limit on the number of terms and shall be a voting member of the Standing Committee and Executive Committee.
- B. The Clerk shall keep an accurate record of the minutes of the Annual Meeting and all special meetings of the Church, Standing Committee and Executive Committees; shall keep a register of all baptisms, weddings and funerals; shall record the names of all members, with the date of their admission and removal; shall keep on file all important communications and documents and shall issue Letters of Transfer and Dismissal as necessary. The Clerk shall report all such actions at the Annual Meeting.
- C. The Clerk shall give notice of all meetings when notice is necessary, and perform such other duties as are incidental to the office. The Clerk shall be the custodian of the seal of the Church and of the bonds of the Treasurer and Financial Secretary of the Church.

#### **Section 4 - Treasurer:**

- A. The Treasurer shall be elected annually with no limit on the number of terms and shall be an ex-officio member of the Finance Committee.
- B. The Treasurer shall receive all Church receipts, shall pay all bills contracted within the budget allotment, and shall have the care and custody of all accounts, notes, deeds, contract and other valuable papers belonging to the Church, except as otherwise provided in these By-Laws. The Treasurer shall not pay bills over \$500.00 contracted by any officer, Committee or organization of non budget items unless authorized to do so by a vote of the Standing Committee, excepting and including from the provisions of this section, insurance premiums, taxes upon the property of the Church, public utility bills and fixed salaries, which said Treasurer may attend to and pay without the aforesaid approval.
- C. The Treasurer shall furnish a written report of the financial condition of the Church at the Annual Meeting and the Standing Committee as requested; be bonded each year, securing the bond form an accredited company and shall report such action to the Standing Committee; submit all books and records for the annual audit at the close of the financial year and supervise the work of the Assistant Treasurer as necessary.

#### **Section 5 - Assistant Treasurer:**

- A. The Assistant Treasurer shall be elected annually with no limit of terms and shall be an ex-officio member of the Finance Committee.
- B. The Assistant Treasurer shall assist the Treasurer as necessary.

- C. In the event the Treasurer is unable to fulfill the duties, the Assistant Treasurer shall assume those duties and responsibilities until the next annual meeting.

#### **Section 6 - Financial Secretary:**

- A. The Financial Secretary shall be elected annually with no limit of terms and shall be an ex-officio member of the Finance Committee.
- B. The Financial Secretary shall collect all monies gathered during regular and special collections in the Church and shall deposit these funds and report them to the Treasurer on a mutually agreed schedule.
- C. The Financial Secretary shall maintain a record of payment of all gifts to the Church and shall issue statements to those who have pledged to the Church, as requested. The Financial Secretary shall submit a written summary of all gifts to the Church at the Annual Meeting.

#### **Section 7 - Assistant Financial Secretary:**

- A. The Assistant Financial Secretary shall be elected annually with no limit of terms and shall be an ex-officio member of the Finance Committee.
- B. The Assistant Financial Secretary shall assist the Financial Secretary as necessary.
- C. In the event the Financial Secretary is unable to fulfill the duties, the Assistant Financial Secretary shall assume those duties and responsibilities until the next Annual Meeting.

#### **Section 8 - Auditor:**

- A. The Auditor shall be appointed by the Executive Committee on an annual basis. This person shall choose two other persons to form a Committee, with the approval of the Executive Committee, to examine all the records and bank statements of the Treasurer and shall report the same to the Annual Meeting.

### **Article 13**

#### **Section 1 - Personnel:**

- A. It shall be understood that all members in good standing are eligible to serve as an officer of the Church or a member of the Committee. Each Committee is urged to have other people, though not elected to the Committee, to assist in the work of the Committee and the ministry of the Church. Every position is gender free, allowing either a male or a female to hold that position.

- B. All persons who are employed by the Church do not have to be a member at the time of their hiring, nor do they have to become a member in order to retain their position. This does not apply to the Pastor who must become a member at the earliest convenience.

(Responsibilities of the former Communications Committee were revised and adopted. These responsibilities are now under the oversight of the Office Team.)

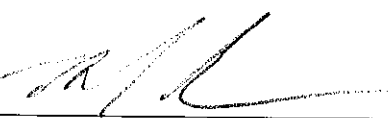
## **Article 14**


### **Section 1 - By-Laws:**

- A. These By-Laws shall be reviewed for relevancy and current purpose by a Committee appointed by the Standing Committee as is deemed necessary and advisable, but in no event shall more than five (5) years lapse without these By-Laws being reviewed. A report will be submitted to the Standing Committee stating any necessary and/or recommended changes for their approval. Upon approval by the Standing Committee all such proposed changes shall be made available to the active membership of this Church in accordance with Article 14, Section 1B.
- B. All recommended By-Law amendments and/or changes shall be made available, in writing, to all members on the active membership list of the Church, at least one month prior to a meeting duly called for such purpose. The full text of both present and changed paragraphs shall be included.
- C. A two-thirds vote of a quorum of the active members present and voting at a duly called meeting of the Church shall be required for passage of any proposed changes to these By-Laws.

These By-Laws were reviewed and approved, with no changes, by the members of The First Church of Christ, Bradford gathered at a duly-called Congregational meeting on February 13, 2022.

Attested to and affirmed by Mark Soucy (Moderator) and Susan Bergeron (Clerk) this 13<sup>th</sup> day of February, 2022.

  
\_\_\_\_\_  
Mark Soucy, Moderator

  
\_\_\_\_\_  
Susan Bergeron, Clerk