

BY-LAWS of the  
ORTHODOX CONGREGATIONAL CHURCH OF MANSFIELD, MASSACHUSETTS

Adopted: January 30, 1977  
Latest Revision: February 6, 2005

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ARTICLE I

NAME

This Church shall be called the Orthodox Congregational Church of Mansfield, Massachusetts.

ARTICLE II

COVENANT

The covenant by which this Church exists as a distinct body, and which every member accepts, is as follows:

We confess our faith in Jesus Christ as our personal Lord and Saviour, and make Him our example, and take for our rule of life His words: "Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. And thy neighbor as thyself."

We covenant with God and one another to give ourselves unreservedly to His service and take this to be our church. Ever mindful of the welfare of our fellow members, we promise that, so far as able, we will attend the services of this church, observe its sacraments, share in its work, support its benevolences, and endeavor to make it a faithful body of Christians.

ARTICLE III

CHARACTER

SECTION 1. 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 of mutual counsel and cooperation which are common among Congregational Churches of the United Church of Christ, and it is in fellowship with all Churches which acknowledge Jesus the Christ to be their divine Redeemer and Lord.

SECTION 2. DOCTRINE. This Church receives the Scriptures as its guide in matters of faith and practice. Its understanding of Christian truth as contained therein is in accord with the Statement of Faith of the United Church of Christ:

#### STATEMENT OF FAITH

We believe in God, the Eternal Spirit, Father of our Lord Jesus Christ and our Father, and to his deeds we testify:

He calls the worlds into being,  
creates man in his own image  
and sets before him the ways of life and death.  
He seeks in holy love to save all people from aimlessness  
and sin.  
He judges men and nations by his righteous will  
declared through prophets and apostles.  
In Jesus Christ, the man of Nazareth, our crucified and  
risen Lord,  
he has come to us  
and shared our common lot,  
conquering sin and death  
and reconciling the world to himself.  
He bestows upon us his Holy Spirit,  
creating and renewing the Church of Jesus Christ,  
binding in covenant faithful people of all ages, tongues,  
and races.  
He calls us into his Church  
to accept the cost and joy of discipleship,  
to be his servants in the service of men,  
to proclaim the Gospel to all the world  
and resist the powers of evil,  
to share in Christ's baptism and eat at his table,  
to join him in his passion and victory.  
He promises to all who trust him  
forgiveness of sins and fullness of grace,  
courage in the struggle for justice and peace,  
his presence in trial and rejoicing,  
and eternal life in his kingdom which has no end.

Blessing and honor, glory and power be unto him. Amen

## ARTICLE IV

### MEMBERSHIP

SECTION 1. QUALIFICATIONS. The membership of this Church shall consist of the present members of the Orthodox Congregational Church of Mansfield, Massachusetts, and of such persons as confess Jesus Christ to be their Saviour and Lord, and who

- (1) after due examination, either by the Board of Deacons or by the Church itself, as to their Christian experience, and if coming from other churches, as to their letters of dismissal and recommendations or satisfactory substitutes therefor, and
- (2) after proposal from the pulpit on some Sunday prior to the Sunday of their reception,
- (3) have been accepted by vote of the Church, and, having been baptized,
- (4) enter into the Covenant and subscribe to the By-Laws of the Church, and are formally received into this fellowship.

SECTION 2. RECEPTION. The reception of members shall ordinarily be at any Sunday morning service of worship and Maundy Thursday.

SECTION 3. DUTIES. Members should pledge themselves to be faithful in all the spiritual duties essential to the Christian life; to attend habitually the services of this Church; to give regularly to its support and its charities, and to share in its organized work.

SECTION 4. RIGHTS. Such members as are in full and regular standing, and do not hold letters of dismissal and recommendation, may act and vote in the transactions of the Church.

SECTION 5. TERMINATION. The continuance of membership shall be subject to the principles and usages of the Congregational Churches. In the application of the following regulations, it is understood that common sense and Christian charity will be exercised by the Board of Deacons in the judgment of each case. As prolonged illness or infirmity would make church attendance impossible and in cases of severe financial hardship, the conscience of the individual must be the determining factor.

- (1) Any member in good and regular standing who desires a letter of dismissal and recommendation to any other church is entitled to receive it upon his written request.
- (2) 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, at his the member's request, give him a certificate of [his] good standing and terminate membership.
- (3) If a member in good standing requests to be released from his covenant obligations binding members to this Church, for reasons which the Church may finally deem satisfactory, after it shall have patiently and kindly endeavored to secure his continuance in its fellowship, such request may be granted and his membership terminated.
- (4) The Church may, for its convenience, remove from membership the name of a person who has been a non-resident or a non-active member only after written request to that person by the Board of Deacons asking that member's intent. If, after a period of one year, all attempts to locate an individual have failed, the Board of Deacons may vote to remove that individual's

name from membership.

## ARTICLE V

### OFFICERS AND COMMITTEES

SECTION 1. ORGANIZATION. The officers and committees of this Church shall be as follows:

- (1) A Pastor to be chosen and called according to Congregational practice, whenever a vacancy occurs.
- (2) A Moderator, a Clerk, a Treasurer and assistant, a Financial Secretary and assistant, Collectors, and two Auditors, to be elected each year to serve for one year respectively.
- (3) Nine Deacons, or more, who shall be members of the Church, three or more to be elected each year to serve for three years. They shall be ineligible for re-election after one full three year term, until an interval of one year.
- (4) A Church Committee to be composed of the Moderator; Pastor; Clerk; Treasurer; Financial Secretary; the Chairpersons (or their designated alternate from their Committee) of the Board of Deacons, Board of Trustees, Youth Fellowship and the Pastor Parish Relations, Stewardship, Outreach, Religious Education, Music, Flower, Memorial, History and Food Pantry Committees; and the Representative of the Ecclesiastical Bodies, the Boy Scout Institutional Representative, and the Women's Organizations Representatives.
- (5) A Religious Education Committee, to consist of nine members, three members to be elected each year to serve for three years. They shall be ineligible for re-election after one full three year term, until an interval of one year. The Superintendent of the Church School is to be an appointed additional member annually.
- (6) A Board of Trustees, to consist of nine members, three members to be elected each year to serve for three years. They shall be ineligible for re-election after one full three year term, until an interval of one year.
- (7) A Outreach Committee, to consist of nine members, three members to be elected each year to serve for three years. They shall be ineligible for re-election after one full three year term, until an interval of one year.
- (8) A Music Committee, to consist of one Choir member elected annually by the Choir, and six members at large, two members to be elected each year to serve for three years. No more than one regular member of the Choir shall serve on the committee at any one time. Regular members shall be ineligible for re-election after one full three year term, until an interval of one year. The church Organist and Choir Directors shall be ex-officio members of the Music Committee.
- (9) A Stewardship Committee to consist of six members, two members to be elected each year to serve for three years. The Committee may appoint additional members of the committee as it deems necessary, with voice but no vote.
- (10) Delegates to the Massachusetts Conference of the United Church of Christ, Old Colony

Association, and the Attleboro Area Council of Churches to be elected each year to serve for one year.

(11) A Chairman of Ushers and Assistant to be elected to serve for one year.

(12) A Flower Committee Chairman to be elected each year. The Chairman to name his/her own committee to serve for one year.

(13) A Memorial Committee to consist of six members, two members to be elected each year to serve for three years. Members can succeed themselves.

(14) A History and Records Interest Group, consisting of two Historians and four members, to be elected to serve two year terms. After the expiration of a full term, a member is immediately eligible for re-election. The Interest Group may appoint additional members of the committee as it deems necessary, with voice but no vote.

(15) A community food pantry, Our Daily Bread—Friends Caring and Sharing. The operation of Our Daily Bread, Mansfield's Community Food Pantry shall be directed by a Steering Committee. The Steering Committee may consist of, as a minimum, a Secretary, Treasurer, Volunteer Coordinator, Public Relations Coordinator, Food Drives Coordinator, Food Pick-up Coordinator, Shelving Coordinator, Food Distribution Coordinator and Spokesperson. From time to time, additional positions may be added at the discretion of the Steering Committee. Steering Committee members shall be elected to serve one-year terms. Members can succeed themselves. In addition, as this is a Mansfield community outreach effort, the Steering Committee shall seek to include members of the community not affiliated with the Orthodox Congregational Church in positions on the Steering Committee.

(16) A Pastor Parish Relations Committee which shall consist of six members, three of whom are appointed by the Pastor, and three of whom are elected at the Annual Meeting. All members of the PPRC shall serve for one-year terms and may succeed themselves. When a new settled Pastor is called to the church, the Search Committee that called that Pastor shall establish an initial PPRC consisting of 6 members, at least 4 of whom are drawn from the Search Committee. The initial PPRC Committee may serve until after the 2<sup>nd</sup> Annual Meeting of the new Pastor's tenure.

(17) Such other officers and committees as the Church may determine.

(18) All elections of the Church shall be by ballot or show of hands and shall be determined by a majority of the votes cast by the members present and qualified to vote. However, vacancies occurring between Annual Meetings may be filled until the next Annual Meeting by the Church Committee.

(19) Any term left vacant before completion shall be filled for the remainder of that term by a vote of the Church Committee and/or the Annual Meeting. Any person filling the vacancy is immediately eligible for election to a full term of his/her own if he/she has served less than one-half of the time designated as that committee's term. The Pastor shall have the authority to appoint alternate delegates to the ecclesiastical bodies should the regularly elected delegates be unable to serve.

(20) All committees shall, within 30 days before the Annual Meeting, organize by choosing a

Chair, or Acting Chair. They shall report their organization immediately to the Clerk of the Church.

(21) All committees shall, within 30 days after the Annual Meeting, organize by choosing a Clerk. They shall report their organization immediately to the Clerk of the Church.

(22) It is recommended that no person shall serve on more than one standing committee. A standing committee shall be any committee represented on the Church Committee.

## SECTION 2. DUTIES.

(1) The Pastor shall have charge of the spiritual welfare of the congregation. He shall preach the WORD, shall have in his care the stated services of public worship, and shall administer the sacraments. He shall be a member of the Church Committee and an ex officio member of all other boards and committees and shall be empowered to appoint delegates to represent the Church at Conference meetings and similar gatherings to which the Church has not already elected delegates. He shall submit a written report at each Annual Meeting of the Church.

(2) The Moderator shall preside at the Annual Meeting, its adjournments, and such special business meetings as may be called under Article VII, Section 2. He shall regulate the proceedings, decide all questions of order, and make public declaration of all votes. He shall serve as chairman of the Church Committee. In the event of his absence, a temporary moderator shall be chosen.

(3) The Clerk shall keep a complete record of the transactions at all business meetings of the Church, which record shall be submitted for approval at the next business meeting. He shall secure the signatures of members to the By-Laws, and keep a register of their names and date of admission and dismissal, or death, together with a record of baptisms. He shall also notify all officers, members of committees, and delegates of their election or appointment. He shall issue letters of dismissal and recommendation voted by the Church, preserve on file all communications and written official reports, and give legal notice of all meetings where such notice is necessary as may be required by these By-Laws. He shall submit a written report at each Annual Meeting of the Church.

(4) The Treasurer and Assistant shall receive, hold and disburse all church money, and keep suitable books of accounts. They shall furnish a bond, for which the Church shall bear the cost, and keep the church funds in such banking institutions as shall be approved by the Board of Trustees. All checks shall be drawn in the name of the Church. The Treasurer or Assistant shall deposit trust, endowment, and permanent funds of the Church in banking institutions approved by the Board of Trustees. All securities shall be in the charge and custody of the Treasurer, be placed for safekeeping in such safe deposit box as approved by the Board of Trustees. The Treasurer or Assistant shall submit a written report at each Annual Meeting of the Church, or when directed, and such other reports as may be required by the Board of Trustees. The Treasurer shall expend such funds as are necessary for the proper operation of the Church between the end of the fiscal year and the Annual Church Meeting. He or the Assistant shall be a member ex officio of the Board of Trustees.

(5) The Financial Secretary and Assistant shall keep records of monies received against pledges or otherwise for credit to individual accounts, and shall render quarterly reports to those requesting same. The Financial Secretary shall provide information requested by the Stewardship Committee in its fund raising efforts.

(6) The Collectors will assist the Treasurer and Financial Secretary by collecting all offerings, tallying loose offerings and amounts for credit to numbered accounts or individual names, depositing such monies promptly as directed by the Treasurer, and reporting the tallies to the Financial Secretary in timely fashion.

(7) The Auditors shall examine all the accounts of the Treasurer after the close of the fiscal year, and shall certify to the Church at the Annual Meeting as to the condition of these accounts.

(8) The Deacons shall cooperate with the Pastor in ministering to the spiritual interests of the Church and community. They shall assist in the administration of the Sacraments, and shall care for the sick and poor, calling upon the Treasurer, by vote as a Board, for any funds in his possession held for these purposes. They shall be responsible for the reception, continuance and termination of the members. They shall provide for the supply of the pulpit in case of vacancy and in the absence of the Pastor. They shall have responsibility for recommending to the Church membership termination of the Pastor. Upon a vacancy occurring in the position of Pastor, the Deacons shall appoint a Pastoral Supply Committee, for the purpose of selecting a candidate for consideration by the Church at a special meeting called for that purpose. Actual call of the Pastor will be voted by members of the Church at a special business meeting called for that purpose.

The Chairman of the Board of Deacons shall be deemed to be the ranking layman of the Church. He may represent the Church at functions which the Pastor is unable to attend or where lay representation is appropriate.

In the event that the position of Pastor is vacant, or during the incapacity of the Pastor, the Chairman shall assume the responsibilities of the Pastor.

The Board of Deacons shall submit a written report at each Annual Meeting of the Church.

(9) The Church Committee shall serve as an inter-church communications committee. It shall act as an advisory committee to all committees to see that the total church effort is within the official vote of the annual or special business meetings of the Church. The Church Committee shall be responsible for coordinating the long range planning of the church, and ultimately submitting that plan annually to the Church at the Annual Meeting. Meetings shall be held monthly.

The Church Committee shall act as a nominating committee presenting a list of nominations of officers and committees for this Church either through the calendar or from the pulpit at least fourteen (14) days before the next Annual Meeting, same to be printed and balloted upon at the Annual Meeting.

(10) The Committee on Religious Education shall oversee the educational interests of the Church with special reference to policies, curriculum, methods of the Church School, and work with the young people including the youth fellowships. It may engage and dismiss the Director of Religious Education, who shall report directly to the committee.

The Committee on Religious Education shall appoint a Church School Superintendent and teachers of the Church School, to serve at the pleasure of the Committee. The Committee shall submit a written report at each Annual Meeting of the Church.

(11) The Board of Trustees shall have charge of the operation of the church property, including

the church organ, minor repairs thereto, and any alterations or extraordinary repairs not provided for in the annual budget voted by the Church; provided that it shall not buy, sell, mortgage, lease, or transfer any property of the Church, or undertake any extensive alterations or enlargements, or remodel or rebuild any of the Church buildings, except in accordance with specific vote of the Church authorizing such action.

It shall engage, oversee the work of, and dismiss the Sexton. It shall have power to approve application for the use of the Church buildings. It shall be responsible for the allocation of funds for the support of the office staff and the Nursery School.

The Board of Trustees may, at its discretion, call special business meetings of the Church to consider matters connected with the duties of the Committee. It shall have the power to authorize payment of monies under its control and to direct the Treasurer of the Church as to payment of the same. It shall maintain an itemized inventory of the cost or value of all tangible personal property of the Church, which inventory shall be made available to the Church on request.

The Board of Trustees shall have general and continuous over-sight of the finances of the Church; shall annually request from all officers and committees which have charge of the expenditures of Church funds, a statement of their needs for the following year; to determine what amounts are necessary or proper for prudential and benevolent purposes; and to prepare and present at the Annual Meeting a budget showing in detail the anticipated income and appropriations which it recommends for the ensuing year. This budget shall be made public fourteen (14) days preceding said meeting, by publication in the calendar and by posting in the vestibule.

The Board of Trustees shall, during the year, monitor the financial status of the Congregation and take necessary actions to provide a balanced budget avoiding deficits.

The Board of Trustees shall be responsible for maintaining proper and adequate insurance of the physical property of the Church.

The Board of Trustees shall submit a written report at each Annual Meeting of the Church.

(12) The purpose of the Outreach Committee is to define and administer the outreach effort of the church as a whole, and to record the outreach efforts of all church committees and organizations.

The responsibilities of the committee include:

- (a) reviewing all needs brought to its attention from within and outside the church;
- (b) educating itself and the church regarding our Christian outreach mission; and
- (c) responding to the needs and issues during the budget year, to seek special gifts, and to vote sums to be distributed from its budget as the committee perceives the need.

The Outreach Committee shall submit a written report at each Annual Meeting of the Church.

(13) The Music Committee shall have responsibility for the Church music, including the supervision of the musical instruments except the church organ; the purchase of new music, the care of the music library, the choir robes and other choir property. The Music Committee shall

have the authority to hire, place under contract and dismiss the Organist and Choir Directors, also to provide soloists as necessary. The Church organ shall be the responsibility of the Board of Trustees, which shall act upon the recommendations of the Music Committee. The Music Committee shall submit a written report at each Annual Meeting of the Church.

(14) The History and Records Interest Group's responsibilities include

[1] the preservation of church history for future generations, and

[2] the education of members, parishioners and others of the rich history of the Church.

The Group shall collect, investigate, document, organize, preserve research and inventory the records. It will also interview senior members of the congregation for their earliest memories, preserving those interviews among the records.

(15) Our Daily Bread—Friends Caring and Sharing Food Pantry shall operate according to the following mission statement:

“Our mission is to serve the people of Mansfield who need food relief, providing food items at no cost to recipients. We are motivated by our Christian love and will make our interaction with recipients both positive and, if possible, personal. We are a clearinghouse for organized community giving in support of food relief and serve as the community vehicle for that food relief. We make information available about area resources for food recipients.”

All monies collected and disbursed by Our Daily Bread Food Pantry will be kept in accounts separate from the accounts of the Church. The Food Pantry Treasurer, a member of the Steering Committee, shall be responsible for holding and disbursing such monies and keeping auditable books of accounts. The Food Pantry Treasurer shall furnish a bond, which cost shall be borne by the Food Pantry.

The Food Pantry Treasurer shall report monthly to the Board of Trustees regarding the financial position of the Food Pantry. The Board of Trustees, or their appointed representatives, shall conduct an annual audit of the financial records of the Food Pantry.

The Food Pantry Steering Committee shall submit a written report at each Annual Meeting of the Church.

(16) The Delegates to Ecclesiastical Bodies shall attend meetings called by the Massachusetts Conference of the United Church of Christ, Old Colony Association, and the Attleboro Area Council of Churches with the authority to represent and vote on behalf of the Church. They shall report back to the Church on the actions and programs of these bodies, and shall submit a written report at each Annual Meeting of the Church.

(17) The Chairman of Ushers shall have supervision of the ushering at all church services, and shall appoint ushers. He shall submit a written report at each Annual Meeting of the Church.

(18) The Flower Committee shall be responsible for the flower arrangements within the sanctuary and narthex for all regular services. Distribution of these flowers after each service shall be at their discretion. It shall submit a written report at each Annual Meeting of the Church.

(19) The Memorial Committee shall have the responsibility of administering all Memorial Funds. They also shall be the church decorating committee and have complete responsibility for the church parlor and its furnishings. It shall submit a written report at each Annual Meeting of the Church.

(20) The Stewardship Committee shall be responsible for the co-ordination and authorization of all church fund raising and canvass activities. The Stewardship Committee shall also develop programs that contribute to the Church's Endowment Funds. All funds raised by the Stewardship Committee shall be placed in the Church's general operating or endowment funds. Only those funds allocated for its use at the Annual Church Meeting shall be expended by the Committee. The Stewardship Committee shall provide information to the Board of Trustees on fund raising activities as they relate to the Trustees' general and continuous over-sight of the finances of the Church.

(21) A Pastor Parish Relations Committee which shall consist of six members, three of whom are appointed by the Pastor, and three of whom are elected at the Annual Meeting. All members of the PPRC shall serve for one-year terms and may succeed themselves. When a new settled Pastor is called to the church, the Search Committee that called that Pastor shall establish an initial PPRC consisting of 6 members, at least 4 of whom are drawn from the Search Committee. The initial PPRC Committee may serve until after the 2<sup>nd</sup> Annual Meeting of the new Pastor's tenure.

## ARTICLE VI

### ORGANIZATIONS

The Church regards as integral parts of itself all organizations formed for the purpose of ministrations and which use the facilities of the church property. Of all such organizations the Pastor shall have general oversight, and the Church will expect a report from each sponsored organization at its Annual Meeting.

## ARTICLE VII

### MEETINGS

#### SECTION 1. FOR WORSHIP

- (1) Public services shall be held regularly each Sunday.
- (2) The Lord's Supper shall be celebrated at such regular dates as the Deacons may, from time to time, determine; and unless otherwise ordered upon the first Sunday of each alternate month beginning with January.
- (3) Occasional religious meetings may be appointed by the Pastor at his discretion, or by vote of the Church.

#### SECTION 2. FOR BUSINESS

A quorum for all business meetings shall be defined as forty (40) members.

A. REGULAR BUSINESS MEETINGS

1. Purpose of meeting:

- a. To receive into membership those whose names have been previously propounded.
- b. To dismiss to other churches members requesting such.
- c. To appoint delegates to councils and conferences of churches.

2. Method of Call:

- a. New Members: Names should be read at least seven days (7) in advance of their reception into membership.
- b. All Other: No special requirements.

3. Form of Call:

- a. Changes in memberships: The recommendation of the Board of Deacons on each change shall be noted.
- b. Delegates: The reason for the appointment and the term of authority shall be noted.

4. Authority to Call:

- a. Changes in memberships: called by the Board of Deacons
- b. Delegates: called by the Church Committee

B. ANNUAL MEETING:

The Annual Meeting shall be held during the first quarter of the fiscal year.

1. Purpose of Meeting:

- a. To receive and act upon the annual reports of the officers and committees of the church.
- b. To elect such officers and committees as are specified in these by-laws.
- c. To consider a budget submitted by the Board of Trustees and to raise and appropriate such sums of money as are necessary according to the approved budget.
- d. To consider other articles as proposed in the warrant.

2. Method of Call:

- a. By reading the Warrant during a regular "public service" seven (7) days, at least, before the proposed date of the Annual Meeting, AND
- b. By posting the Warrant near a principal entrance of the Church seven (7) days, at least, before the proposed date of the meeting, AND
- c. By mailing the warrant, the list of nominations, and the proposed budget to the members of the Church at least ten (10) days before the proposed date of the meeting.

3. Form of the Call:

The Warrant calling the Annual Meeting shall state both the "general" and "particular" business which shall be transacted at the meeting.

4. Authority to Call:

Such authority shall be vested in the Church Committee. They shall set the time and place of the meeting and prepare the warrant for reading by the Clerk. The warrant shall be approved by the Board of Deacons.

C. SPECIAL BUSINESS MEETINGS:

1. Purpose of meeting:

To act on those matters of Church business which are not specified in other paragraphs of this Section, and have not been deemed to be of an "Emergency" nature.

2. Method of Call:

- a. By reading the call during two regular "public" services fourteen (14) and seven (7) days, at least, before the date of the proposed meeting, AND
- b. By posting the call near a principal entrance of the Church AND
- c. By mailing the call to the members at least ten (10) days before the proposed meeting.

3. Form of Call:

The Call for the meeting shall specify all of the business which may properly come before it. It shall state the reason that the meeting is needed. Any actions which it is proposed that the Church take shall be identified.

4. Authority to Call:

The authority to formulate the "Call" for a meeting shall be vested in:

- a. The Church Committee OR
- b. The Board of Deacons OR
- c. The Board of Trustees OR
- d. Any fifteen (15) members of the Church by a petition to the Clerk.

## ARTICLE VIII

### AMENDMENTS

These By-Laws may be amended by a three-fourths (3/4) votes of the members present and voting at any Annual Meeting of the Church, or at a special business meeting called for that purpose, the proposed amendment being inserted in the call; but no change shall be made in Articles II and III, entitled COVENANT and CHARACTER except at an Annual Meeting, said proposed change having been laid before the Church in writing at a business meeting not less than one month before the time of the proposed action, and read from the pulpit on the Sunday next preceding such proposal.

## ARTICLE IX

DEFINITIONS

- (1) The fiscal year is January 1st to December 31st.
  - (2) The term Ex Officio is defined for our purposes as "A member that can participate in the business discussions of a meeting, but shall not vote."
  - (3) When the word "Church" is used in this document, it shall be interpreted as meaning the members of this Church.
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<i>January 27, 1991</i>	<i>January 26, 1992</i>	<i>January 31, 1993</i>
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