

In 1923 the Methodist and Congregational Churches of Cotuit, Massachusetts agreed to unite and form one Church to be known as the Cotuit Federated Church.

## **BYLAWS COTUIT FEDERATED CHURCH**

### **ARTICLE I. PURPOSE AND VISION**

These bylaws first and foremost further God's mission and vision for the Cotuit Federated Church. If at any time, the congregation prayerfully discerns that the mission is serving the bylaws instead of the bylaws serving the mission, the congregation should rewrite them to ensure that God's mission and vision will always come first.

#### **PURPOSE**

To worship God  
To equip members and friends to serve God  
To grow in faith and love of God and each other  
To be Christ's hands in the Church, the community and the world

#### **VISION**

Because of our shared commitment to follow Jesus Christ, we envision a community of faith that not only honors who we are but also who we are called to be with God. In that spirit, we covenant to be helpful to each other, assuming the best of one another. We desire to have our spirits expanded so that we are ready to discover who we are in God. We seek fellowship with one another because of the joy found when we are truly known. We eagerly nurture compassionate hearts, grateful spirits and a readiness to embrace what God puts before us. We work to be loving and open, in the hope that what God imagines for us will be realized. We aim in all things to be devoted to the mission of being Christ's hands in the Church, the community and the world.

### **ARTICLE II. MEMBERSHIP**

All persons desiring to be disciples of Jesus Christ and to grow in the Christian faith are invited to seek full membership in the Cotuit Federated Church. By joining the Church, as disciples of Jesus, we promise to participate in the life and mission of this family of God's people, to share regularly in the worship of God, to grow in prayer and study together, to support God's work in this place through giving and serving as we are changed and emboldened to improve our world. As ministers of the Gospel of Jesus Christ, members are invited to join either the United Church of Christ or the United Methodist Church. Seasonal residents are invited to join as Associate

Members with full voting rights on all issues except those relating to denominational matters.

This relationship continues until a member notifies the Church that membership is no longer desired or has not contributed time, talent or treasure for a period of two years. The Deacons will remain connected to the members and friends of the Church and occasionally send letters to those who have not been a part of the life of the Church in an attempt to update the status of membership. Any member wishing to reactivate membership may do so at any time.

### **ARTICLE III. PASTOR**

The Pastor supports the mission and vision of the Cotuit Federated Church, including the work of equipping our members and friends to serve God and to join what God is doing in the Church, the community and the world. Specifically, the Pastor seeks to enlist men and women as followers of Christ, preaches the gospel, teaches the faith, administers the sacraments, comforts the sick, inspires generosity, speaks the truth in love, has under his or her care all services of public worship, and administers the activities of the Church in cooperation with the various ministries and teams. The Pastor supervises, evaluates, supports and celebrates the work of the church secretary. The Pastor also collaborates with the appropriate teams to supervise, evaluate and support the other members of the Church staff. The Pastor is a member without vote of every ministry and team of the Church and may attend all meetings.

In order to serve faithfully in these ways, the Pastor commits to nourishing him or herself by seeking collegial support, creating a prayer life, and attending conferences, workshops and events that feed the Pastor and the congregation. The complementary responsibilities of the Pastor and the congregation are described more specifically in a Non-Economic Covenant, as follows:

#### **A NON-ECONOMIC COVENANT BETWEEN PASTOR AND CONGREGATION**

The Pastor and members of the Cotuit Federated Church are responsible for the ministry on behalf of Jesus Christ within this congregation. In order that mutual expectations might be clarified, and evaluation possible, just, and mutual, we envision these principal duties:

Our Pastor will oversee the worship and work of the congregation. He/she will provide both guidance and direction in all phases of the worship and work of our congregation.

*We will support his /her oversight by our worship attendance and by our willingness to receive guidance, direction, and example from our Pastor.*

Our Pastor will lead participants in preparation for, and celebration of the Rites and Sacraments appropriate for our Church, including, but not limited to: baptism, Holy Communion, confirmation, ordination and installation of lay persons, marriage and burial. He/she will also attempt to honor and respect the traditions of both denominations.

*We recognize and accept our responsibility to support these traditions of our faith.*

Our Pastor will be responsible for planning and conducting worship services. Through his/her interpretation of God's Word, he/she will create an atmosphere that spiritually inspires the congregation.

*We will be a congregation committed to being open-minded in receiving our Pastor's interpretation of God's Word.*

Our Pastor will visit and give comfort to the hospitalized, sick, and shut-in members of our congregation on an appropriate and continuous basis. He/she will communicate with members of the congregation on a continuous basis and he/she will minister to those unable to attend services.

*We will assume responsibility for notifying our Pastor of those in need of pastoral visitation.*

Our Pastor will welcome visitors and newcomers, inviting them to participate in our church. He/she will provide adequate instruction to those wishing to unite with our Congregation.

*We will welcome visitors and encourage newcomers to participate in the fellowship of our church and assist our Pastor in the orientation of new members.*

Our Pastor will, as requested, counsel those within the congregation and community who seek guidance, direction and assistance.

*We will see that he/she has adequate time for such duties, and we commit that he/she will not be expected to bear a counseling load beyond reasonable expectations or the limits of his/her skill. We will not expect that our Pastor can do everything. We will endeavor on our part to not place undue demands on his/her time relating to these organizations, teams and functions. We will not consistently expect our Pastor to be out more than three evenings in any one week, or that she become so involved that the needs of his/her spouse and/or family are neglected.*

Our Pastor will endeavor to assure good communication between him/herself and the congregation, and between the congregation and the wider church.

*We commit to open, honest and loving communication with and about our Pastor, and to accept his/her leadership when it comes to matters relating to our congregation and to the wider church.*

Our Pastor will have the full authority granted to him/her by the United Church of Christ or the United Methodist Church, and the by-laws of our congregation. He/she will always have freedom of the pulpit and the right to be consulted in any matters decided by the congregation and any of its organizations, officers or teams.

*We will respond appropriately to his/her authority and will have the right of conference with him/her.*

Our Pastor will be expected to develop professionally through continued study, reading, conferences, seminars and sabbatical time. He/she will share this knowledge where appropriate and encourage our congregation to develop in their secular and spiritual growth.

*We will support and encourage our Pastor in these endeavors and provide adequate time and resources so that he/ she can fully benefit from continual development.*

Our Pastor will be expected to perform those other duties, which may be mutually assigned or developed by our Pastor and congregation.

*We will assist our Pastor at all times in the discharge of his/her duties and we accept that our ministry is a mutual one of Pastor and congregation.*

## **VACANCY**

The Pastor and the Church are brought together by the Holy Spirit. Whenever a vacancy occurs, a Search Team of at least five members will be prayerfully assembled by a vote from the congregation. The Pastor is either appointed from the Conference of the United Methodist Church or called from the United Church of Christ. An effort is made to alternate between the two denominations. A United Methodist Church Pastor serves under the rules of the Discipline of the United Methodist Church. A United Church of Christ Pastor serves under the United Church of Christ Code of Ethics.

While the Search Team seeks a new Pastor, an Interim Pastor fulfills most of the duties of the Pastor. The Worship Team and the Deacons work together to select the Interim Pastor. The Administrative Team works with the Worship Team and the Deacons to recommend the compensation package of the Interim Pastor.

When the Search Team is ready to recommend a candidate, the Pastor is called for an indefinite period of time by a two-thirds vote of a duly called Church meeting. The Terms of Call letter (contract) includes a Covenant (job description). The

Administrative Team works with the Search Team to recommend the compensation package of the Pastor.

While the term of the Pastor is indefinite, the Church, may, after prayerful open dialogue, by a two-thirds vote at a meeting called for such a purpose, terminate the contract of the Pastor. The termination is effective within ninety days. To leave of his or her own volition, a Pastor will give ninety days' notice.

## **EVALUATION**

The Administrative Team facilitates an annual evaluation of the Pastor and the ministries of the Church, based on the Non-Economic Covenant. The goal of the evaluation is to engage in conversation about how God is at work in the Pastor and the congregation and how all involved can help the Church to grow. If the Pastor is United Methodist and serving under the Discipline of the United Methodist Church, the results of the evaluation of the mutual performance of the Pastor and congregation should be sent to the District Superintendent of the United Methodist Church for appropriate assessment. A summary review of the goals of the congregation and the Pastor are presented at the Annual Meeting.

## **ARTICLE IV. OFFICERS AND MINISTRY TEAMS**

### **Section 1. OFFICERS AND TEAMS**

The Moderator, Clerk, Treasurer and Chair of the Administration Team are the officers of the Church. From the membership of the Church, the Financial Secretary, Assistant Financial Secretary, Lay Delegates to the denominations, the Custodian of Legal and Historical Documents and the members of each team are affirmed by the Congregation at the Annual Meeting. The aim of the officers and the members of each team is to further the mission and vision of The Cotuit Federated Church. Officers and teams are encouraged to prayerfully support the ministries of the Church in every way possible and to help members and friends overcome challenges when they arise.

#### **A. MODERATOR**

The Moderator is nominated by the Equipping Team and affirmed by the congregation. The Moderator is the chair of the Vision Keepers and works with the Pastor to discern where God is leading the congregation. The Moderator presides at all Vision Keepers meetings and all official Church meetings and performs such other duties vested in a Moderator by the laws of the Commonwealth of Massachusetts. The Moderator works closely with the Pastor and finds ways to support the ministries of the Church. While the Moderator's term is for one year, he or she is invited to discern God's call for a second year.

## **B. CLERK**

The Clerk is nominated by the Equipping Team and affirmed by the congregation. The Clerk keeps a complete record of all official Church meetings; gives legal notice of all official Church meetings; preserves on file all important communications and written reports; keeps a register of the names of all Church members with dates of admission, inactivation, removal from the rolls, reinstatement, or death, together with a record of all baptisms, marriages, and funerals; renders a report to the Annual Meeting showing the recorded statistics; compiles the reports from all officers and teams for the Annual Meeting; and renders reports as required to the United Church of Christ and the United Methodist Church. The Clerk may serve as long as he or she feels called to the work and the congregation discerns the same.

## **C. TREASURER**

The Treasurer is a voting member of the Administrative Team. The Treasurer accepts from the Financial Secretary receipts from all deposits made in the Church's accounts; notifies the Administrative Team of the balances on hand in Church accounts; pays all bills from the appropriate accounts, with approval of the Administrative Team when required; upon instruction from the Administrative Team, withdraws from accounts in their custody funds required to meet Church responsibilities; and submits to the Annual Meeting a detailed report on budget expenditures for the year preceding and on expenditures from, and balances in, all special accounts. A non-affiliated accountant will audit or review the Treasurer when directed by the Administrative Team.

## **D. FINANCIAL SECRETARY**

The Financial Secretary is nominated by the Equipping Team and affirmed by the congregation. The Financial Secretary keeps a record of all pledges; collects and records all monies received by the Church and deposits the same, surrendering the deposit receipts to the Treasurer; reports all receipts to the Administrative Team and submits a detailed report of all cash received to the Annual Meeting, and upholds a level of confidentiality required by the job. The Administrative Team will determine how donations, other than pledges, loose plate collections and special contributions are received, deposited, acknowledged and reported. A non-affiliated accountant will audit or review the Financial Secretary when directed by the Administrative Team. The Financial Secretary may serve as long as he or she feels called to the work and the congregation discerns the same.

## **E. ASSISTANT FINANCIAL SECRETARY**

The Assistant Financial Secretary is nominated by the Equipping Team and affirmed by the congregation. The Assistant Financial Secretary aids and assists the Financial Secretary and performs the duties of the Financial Secretary in his or her absence.

The Assistant Financial Secretary may serve as long as he or she feels called to the work and the congregation discerns the same.

## **F. LAY DELEGATES TO THE DENOMINATIONS**

Members of the Church are elected to represent the congregation at denominational meetings. At least one member of each denomination is nominated by the Equipping Team and affirmed by the congregation. The Lay Delegates may serve as long as they feel called to the work and the congregation discerns the same.

## **G. CUSTODIAN OF LEGAL AND HISTORICAL DOCUMENTS**

The Custodian of Legal and Historical Documents is nominated by the Equipping Team and affirmed by the congregation. It is the duty of the Custodian to maintain a safe-deposit box for keeping all papers of legal or historic value and to produce any of these on request of the Administrative Team. The Custodian of Legal and Historical Documents may serve as long as he or she feels called to the work and the congregation discerns the same.

## **Section 2. VISION KEEPERS**

The Vision Keepers includes the Moderator and five other members from the congregation who feel called to listen to the needs, hopes and dreams of the congregation. The Vision Keepers collaborates with the Pastor to discern where God is leading the congregation and envisions new ways to support the growth and vitality of the ministers and the ministries of the Church. The Team is nominated by the Equipping Team and affirmed by the congregation. Each member of the Team is asked to serve for two years in hopes that the terms are staggered so that there is an overlap of service.

The Vision Keepers meetings will be scheduled by the collaboration of the Moderator and the Pastor. The Moderator ensures that any action item coming from the congregation is addressed, either by the Vision Keepers or the appropriate team, ministry or committee.

The Vision Keepers ensure that actions requested by Church members as a result of congregational meetings are assigned and addressed by the appropriate teams. The Vision Keepers may also request, as it deems necessary, reports from various teams and ministries to help in determining how the needs, as communicated by the Church members through the congregational meetings, are being met.

The Vision Keepers act on behalf of the congregation with an emphasis on leading into the future and assisting the other ministries in their efforts to say “yes” to all opportunities, ideas and passions that fit within the vision of the Cotuit Federated Church. The Vision Keepers lead the Annual Meeting, the Fall Meeting and the

Spring Meeting with a focus on the future. The Team meets as needed in order to live up to its calling.

### **Section 3. THE WORSHIP TEAM**

The Worship Team includes the Music Director/Organist and five members who feel called to help create passionate worship. The Team is nominated by the Equipping Team and affirmed by the congregation. Each member of the Team is asked to serve for two years in hopes that the terms are staggered so that there is an overlap of service. The Team encourages worship as a sacred space where each and every person is welcomed and nurtured as brothers and sisters in Christ. Further, the Worship Team collaborates to find new ways to call forth the musical gifts from the congregation and works to create innovative and God-honoring worship that acknowledges the tradition, music and prayers of our shared heritage while acknowledging that we praise God in myriad ways.

The Team works with the Pastor to evaluate support and celebrate the Music Director/Organist. The Team works with the Equipping Team to call forth people who will help ensure that worship is relevant, engaging and God-centered. Further, the Worship Team will collaborate with the Pastor and the Equipping Team to find a Coordinator for Greeters, Worship Assistants, Acolytes, Children's Time, Altar Flowers and sanctuary upkeep and readiness. The Team will meet as needed in order to live up to its calling.

### **Section 4. THE MISSION AND OUTREACH TEAM**

The Mission and Outreach Team includes five members who feel called to find ways to serve as Christ's hands in the Church, the community and the world. The Team is nominated by the Equipping Team and affirmed by the congregation. Each member of the Team is asked to serve for two years in hopes that the terms are staggered so that there is an overlap of service. The Team supports the existing mission and outreach ministries, while also creating opportunities for people to support God's work with their time, talent and treasure. The Team aims not only to share the Church's financial resources, but also to find ways to be a physical presence in the community and the world. The Team works with the Equipping Team to call forth people who will help in its efforts to further God's mission and vision. The Team will meet as needed in order to live up to its calling.

### **Section 5. THE EQUIPPING MINISTRY AND GROWTH TEAM**

The Equipping Ministry and Growth Team includes five members who feel called to help members and friends find their gifts as people of God and members of the body of Christ. The Team is nominated by members and from its own prayerful work and affirmed by the congregation. Each member of the Team is asked to serve for two years, in hopes that the terms are staggered so that there is an overlap of service. The Team fosters and supports an environment where members' and friends' gifts



are discerned and put into action in the congregation and the community. The aim of the Team is to foster spiritual growth by matching gifts with the needs of the congregation, the community and the world. The Team meets as needed in order to live up to its calling.

## **Section 6. THE ADMINISTRATIVE TEAM**

The Administrative Team includes at least six members who feel called to oversee the general operations of the Church. The Team is nominated by the Equipping Team and affirmed by the congregation. Each member of the Team is asked to serve for two years in hopes that the terms are staggered so that there is an overlap of service. The Team accomplishes the work of the Church according to the vision and mission of the Cotuit Federated Church. The Team oversees the maintenance of proper records, manages and maintains all Church property and plans for unanticipated future needs. Further, the Team crafts a budget, oversees investments that honor present and future work of following Christ supports the fundraising and stewardship of the Church and when necessary. The Team collaborates with the appropriate teams when new employees are brought on board to negotiate the terms of employment and to celebrate and evaluate those who are employed by the Church; works with the Pastor to evaluate, support and celebrate the Sexton; collaborates with the Equipping Team whenever its work requires support; and when needed will act as Trustees. The Team will meet as needed in order to live up to its calling.

With the approval by a majority vote of the Administrative Team, the Chair, acting as Trustee of the Church and in concert with the Church Moderator, is authorized to enter into binding contracts on behalf of the Church. The Administrative Team, at its own discretion and with a majority vote of its members, may decide to refer major issues to the entire Congregation for resolution.

## **Section 7. THE STEWARDSHIP TEAM**

The Stewardship Team includes three members who feel called to share with the congregation the importance of being stewards of God's abundance. The Team supports and helps to supply the budget through appeals and other means it deems appropriate, and seeks to place these financial appeals in the larger context of nurturing compassionate hearts, grateful spirits and a readiness to embrace what God puts before us.

The Team works with the Pastor in creating these appeals. The Team works with the Equipping Team to call forth people who will help the congregation realize a deep understanding of being God's stewards. Each member of the Team is asked to serve for two years in hopes that the terms are staggered so that there is an overlap of service. The Team will meet as needed in order to live up to its calling.

## **Section 8. DEACONS**

The Deacons include at least six members who feel called to the ministry of collaborating with the Pastor to administer the sacraments, care for those in need and keep a pulse on the needs of the congregation. Deacons are nominated by the Equipping Team and affirmed by the congregation. Deacons serve for two years in hopes that the terms are staggered so that there is an overlap of service.

Deacons commit to honoring the diverse understanding of the sacraments of Holy Communion and baptism and being open to instituting them as the Spirit leads. Further, the Deacons will work with the Pastor to train those willing to offer spiritual care in hospitals, homes and other settings. Deacons will seek to support our Stephen Ministry program by understanding its purpose, promoting its ministry and helping it to grow.

The Deacons seek to remain connected to the members and friends of the Church and occasionally send out a letters to those who have not been a part of the life of the Church in an attempt to update the status of membership. Deacons meet as needed in order to live up to their calling.

## **Section 9. THE PASTOR-PARISH RELATIONS TEAM**

The Pastor-Parish Relations Team consists of five members who feel called to the work of supporting the Pastor and serving as a sounding board for the congregation. The Team is nominated by the Equipping Team and affirmed by the congregation. Each member of the Team serves for two years in hopes that the terms are staggered so that there is an overlap of service. The congregation should see Pastor Parish Relations not only as a support for the Pastor but also a place to foster healthy and open communication between the Pastor and the congregation. The group meets as needed in order to live up to its calling.

## **Section 10. NURSERY SCHOOL TEAM**

The Nursery School Team consists of three members, two of whom are members of the church and who feel called to the work of supporting the Cotuit Nursery School. The Team is nominated by the Equipping Team and affirmed by the congregation. Each member of the Team serves for three years in hopes that the terms are staggered so that there is an overlap of service. The third member is a Nursery School parent, preferably a member of the Church, appointed each year by the officers of the Nursery School. The Chairperson, or a designated member, reports to the Administrative Team quarterly.

The Cotuit Nursery School is owned by the Cotuit Federated Church. The members of the Nursery School Team serve on the Board of Directors of the Cotuit Nursery School. It is the responsibility of the Nursery School Team to provide oversight of the Nursery School operation and communication between the Nursery School and

the Administrative Team, and to advise the Nursery School Board on matters relating to the Church. The Team elects its own chairperson and submits a report to the Annual Meeting.

## **ARTICLE V. MEETINGS**

### **Section 1. PARLIAMENTARY PROCEDURE**

All duly called congregational meetings will be guided by the Holy Spirit and as much as is reasonable are governed by Robert's Rules of Order.

The government of this Church is vested in its members and associate members, subject to the laws of the Commonwealth of Massachusetts. Each member and associate member has the right to vote at meetings of the Cotuit Federated Church. Members are eligible to hold office in the Cotuit Federated Church.

### **Section 2. ANNUAL MEETING**

The Annual Meeting of the Cotuit Federated Church is held on a Sunday in June of each year unless the Vision Keepers determines otherwise. The Annual Meeting seeks to celebrate what God has done in the life of the Church and to discern where God is leading the congregation. The Annual Meeting is a time of prayerful conversation as the congregation affirms and votes on officers and the members of each of the teams. Notices of the Annual Meeting are prepared by the Clerk and sent to all members at least two weeks prior to the meeting date and are included in the Sunday Chimes. Twenty members constitute a quorum at any duly called Church meeting.

Additional business may be transacted at the Annual Meeting if the purpose of the same be given to the Clerk in writing prior to the preparation of the notice of the Annual Meeting by the Pastor, the Vision Keepers, or five members and be specified in the formal notice.

### **Section 3. DENOMINATIONAL MEETINGS**

The meetings of the Federating Churches to conduct their annual election and business are incorporated into the Annual Meeting of the Cotuit Federated Church and conducted by their respective officers.

### **Section 4. SPECIAL MEETINGS**

A special meeting of the Cotuit Federated Church may be called at any time by the Clerk whenever a written request specifying the date and purpose of the proposed meeting is filed with the Clerk by the Pastor, the Vision Keepers, or five members of the Church. The same notification is provided for special meetings as for the Annual

Meeting, except that such special meetings may be held on the second Sunday after the membership has been notified.

### **Section 5. SPRING AND FALL MEETINGS**

Regularly scheduled congregational meetings are held on specific dates, in the spring and fall, to be set by the Vision Keepers in collaboration with the Pastor, to provide opportunities for the congregation to be creative, visionary and to participate in the planning of Church programs and in the discussion of current issues affecting the Church membership and/or its properties. The Vision Keepers develop the agendas for these meetings, soliciting agenda requests from the congregation, including updates on what is happening in the life of the teams and other ministries of the Church. These meetings aim to provide opportunity for open, prayerful discussion in hopes of following God fully together. Since these are regularly scheduled meetings, action may be taken on proposals requiring approval by the congregation, if two weeks' notice of the specific proposals has been given.

## **ARTICLE VI. CONFLICT OF INTEREST**

A member of the Church will not vote on any matter that involves or might involve his or her personal profit.

## **ARTICLE VII. INDEMNIFICATION**

### **Section 1.**

The Church, to the extent legally permissible, indemnifies each person who may serve or who has served at any time as a member of any team as an officer, a volunteer, or other agent, or who may serve at the request of the Church as director, officer, employee, trustee, partner or other agent of another organization against all expenses and liabilities, including counsel fees, reasonably incurred by or imposed upon such person in connection with any proceeding in which such person may become involved by reason of serving or having served in such capacity, other than a proceeding voluntarily initiated by such person unless such person is successful on the merits and the proceeding was authorized by a majority of the Administrative Team provided that no indemnification will be provided for such person with respect to any matter as to which such person is finally adjudicated in any proceeding not to have acted in good faith, in the reasonable belief that such person's action was in the best interests of the Church, or to have breached the person's duty of loyalty to the Church, or to have engaged in intentional misconduct or a knowing violation of the law, or to have derived an improper personal benefit. Such indemnification may, to the extent authorized by the Administrative Team, include payment by the Church of expenses incurred in defending a civil or criminal action or proceeding, upon receipt of a written undertaking by the person

indemnified to repay such payment, if he or she will be not entitled to indemnification under this Article, which undertaking may be accepted without regard to the financial ability of such person to make repayment.

**Section 2.**

The payment of any indemnification or advance is conclusively deemed authorized by the Administrative Team of the Church under this Article, and members of the Administrative Team approving such payment will be wholly protected if:

(i) The payment has been approved or ratified (1) by a majority vote of a quorum of the members of the Administrative Team consisting of persons, who are not, at the time, parties to the proceeding or (2) by a majority vote of a committee of two or more members of the Administrative Team who are not, at that time, parties to the proceeding and are selected for this purpose by the Administrative Team (in which selection members of the Administrative Team who are parties may participate); or (ii) The action is taken in reliance upon the written opinion of independent legal counsel (who may be counsel to the Church) appointed for the purpose by vote of the members of the Administrative Team in the manner specified in clauses (1) or (2) of subparagraph (i), or if all members of the Administrative Team are parties to the proceedings, appointed by a majority of the Administrative Team; or (iii) The payment, is approved by a vote or a majority of the members of the Church: or (iv) a court having jurisdiction will have approved the payment.

**Section 3.**

The right of indemnification provided hereunder insures to the benefit of the heirs, executors and administrators of any person entitled to indemnification hereunder.

**Section 4.**

The right of indemnification under this Article is in addition to and not exclusive of all other rights to which any person is entitled by contract or otherwise under law.

**Section 5.**

No amendment or repeal of the provisions of this Article which adversely affects the right of any person indemnified under this Article applies to any such person with respect to his or her acts or omissions which occurred at any time prior to such amendment or repeal without his or her written consent.

**ARTICLE VIII. AMENDMENTS**

**Section 1.**

Amendments to these bylaws may be made at any meeting called for the purpose by a two-thirds vote of members present. Notice of the proposed amendments must be given in the call of the meeting.

Date approved by the congregation: **November 18, 2018**  
Co-Moderators: **Tim Wakefield**  
Pastor: **Rev. Angela Menke Ballou**

---

Revised November 18, 2018