

# First Congregational Society in Salem

## By Laws

LAST REVISED: June 4, 2020

### ARTICLE I

#### NAME

The name of the Society, which is a religious corporation, is the First Congregational Society in Salem. It is so identified in Chapter 35 of the Acts of 1817, chapter 100 of the Acts of 1904, chapter 306 of the Acts of 1923, and chapter 219 of the Acts of 1956 of the General Court of the Commonwealth of Massachusetts. First Church in Salem, Unitarian Universalist is the commonly used name by which to identify the First Congregational Society in Salem within the greater community.

### ARTICLE II

#### PURPOSE

The purpose of the Society is expressed in its original covenant adopted August 6, 1629 as follows:

“We covenant with the Lord and one with another, and do bind ourselves, in the presence of God, to walk together in all His ways, according as He is pleased to reveal Himself unto us in His blessed word of truth.”

The interpretation thereof commonly accepted in churches of Unitarian and Universalist fellowship and accepted by the Society as the interpretation of the purpose of its original covenant follows:

“In the freedom of the truth, and the spirit of Jesus, we unite for the worship of God, and the service of all.”  
- Charles Gordon Ames, 1880

### ARTICLE III

#### MEMBERSHIP

Section 1. Members. The members of the Society are those who were members of the First Congregational Society in Salem or the Second Church in Salem in May 8, 1956, the date of consolidation of the two bodies, and the persons thereafter elected to membership in the Society except any person who had died or otherwise relinquished membership of the society.

Section 2. Application for Membership. Any person desiring to become a member may sign an application stating that he or she sympathizes with the purpose of the Society, wishes to affiliate with it, and intends to aid in its support. Such applications shall be filed with the Clerk who shall refer them to the Membership Committee. The Membership committee shall report such applications to the Minister and shall present them with their recommendations to the next meeting of the Society for its action thereon.

Section 3. Qualification to vote. Only members of the Society who have attained the age of eighteen years and appear on the records of the Treasurer to have made monetary contribution to the maintenance of the Society during a calendar year shall have the privilege of voting at a meeting of the Society during such year.

Section 4. Termination of Membership. A member may terminate his or her membership at any time by a written or verbal resignation filed with the Clerk, the Minister, the Church Administrator, or anyone on the Membership or

Standing Committees. The Membership Committee will inquire of members who have been inactive in the affairs of the Society for an extended period of time whether they wish to continue their membership in the Society. If there is no response to these inquiries, the Membership Committee, in consultation with the Minister, the Standing Committee, and the Clerk, may propose removal of inactive members from membership in the Society at the next annual meeting. Former members who have been removed in error will be reinstated upon request.

## **ARTICLE IV**

### **THE MINISTER**

The Minister shall be elected by the affirmative vote on a written ballot of two-thirds of the members of the Society who are present and voting at an Annual or Special Meeting of the Society called for the purpose of electing a Minister at which a quorum is present. The term of service of the minister shall be at the pleasure of the Society except that he or she may resign at any time acting in accordance with the terms of such employment contract as may be in force, by giving written notice of his or her resignation to the Chairperson of the Standing Committee of at least one month.

It shall be the duty of the Minister to take charge of public worship, religious education, pastoral responsibilities associated with his or her ministry, or such other activities of the Society as the Society itself or its Standing Committee shall from time to time determine. The Minister shall cooperate with the other officers of the Society in promoting the purpose of the Society and the express directions of the Society itself or its Standing Committee. The Minister is expected to attend all meetings of the Committees of the Society except executive sessions thereof.

## **ARTICLE V**

### **THE OFFICERS**

Section 1. Identification, election, and terms of office. The officers of the Society shall be the Moderator, Treasurer, the Clerk, the Trustees, the members of the Membership and the Standing Committee, and the Minister. The Moderator, the Treasurer and the Clerk shall be elected by written ballot at each Annual Meeting by a plurality of members present and voting and each shall hold office until the following Annual Meeting and until his or her successor is elected and qualified, unless he or she sooner resigns, dies, is removed, or becomes disqualified. Provisions governing the term of office or the Trustees and the members of the Membership Committee and the standing committee shall set forth in the Sections of this ARTICLE V and of ARTICLE VII relating to such officers.

Section 2. The Moderator. The Moderator shall preside at all meetings of the Society at which he or she shall be present.

Section 3. The Treasurer. The Treasurer shall have custody of the current funds of the Society and shall deposit them in the name of the Society in a Bank or Trust Company approved by the Standing Committee. He or she shall collect all pledges, contributions, and other sums due and pay such bills as may be approved by the standing Committee or persons authorized by the Standing Committee to approve them. He or she shall keep the church building and the property therein and any other real or personal property in which the Society has an interest, except intangible property in the hands of the Treasurer or of the Board of Trustees, insured in an amount satisfactory to the Standing Committee. He or she shall keep accurate books of account and furnish the Standing Committee when requested with information as to the financial condition of the Society.

At each Annual Meeting of the Society, he or she shall present a statement showing the receipts and disbursements of the Society known to him or her, and the amount of insurance upon the property of the Society for the most recent calendar year or other period for which the records of the Treasurer are regularly kept. Any vacancy in the office of the Treasurer, however created, shall be promptly filled through the appointment of a Treasurer by the Standing Committee to serve the balance of the vacated term.

Section 4. The Clerk. The Clerk shall be the principal recording officer of the Society. He or she shall record the proceedings of all Annual or Special Meetings of the Society and shall keep two current counterpart holographic or

typed lists of its members which shall be certified by him or her as the two original counterparts. One such counterpart shall be secured in the Church Building and always kept therein, and the other such counterpart shall be held in safekeeping by the Trustees outside the Church Building. The Clerk shall notify in writing all officers and members of committees of the Society or the Standing Committee of their appointment. He or she shall be sworn to the faithful performance of his or her duties and a certificate of the oath of the Clerk shall be entered upon the records of the Society. Any vacancy in the office of the Clerk, however created, shall be promptly filled through the appointment of a Clerk by the Standing Committee to serve the balance of the vacated term.

Section 5. The Board of Trustees. The Board of Trustees shall consist of three Trustees serving staggered terms, each of whom shall be elected by written ballot, but one Trustee only each year at the Annual Meeting by a plurality of the members of the Society present and voting to hold qualified, unless he or she sooner resigns, dies, is removed, or becomes disqualified. Any vacancy caused by the resignation, death, removal or disqualification of a Trustee shall be filled by the election as above provided a new Trustee to hold office for the balance of the vacated term.

The Board of Trustees shall have sole management of all trust funds and endowments that may have been or may be given into the control of the Society or ANY of its officers which may be legally entrusted to the Board of Trustees. The Board shall also have authority to advise and assist any officers of the Society in the management of any trust fund in the charge of any such officer which cannot legally be transferred to the Board of Trustees whenever requested to do so by any such officer. The Board of Trustees shall have authority fully to represent the Society in all matters relating to such trust funds and endowments; to retain investments; to invest, reinvest, and change investments of the funds in their control; to foreclose, assign, and discharge mortgages; and to hold and transfer property.

The Board of Trustees shall collect all income from the trust funds and endowments held by the Trustees and shall pay over such income to the Treasurer upon his or her request so far as the terms of such trusts and endowments shall permit or to such other person or persons as the terms of the controlling trust instruments require.

The Trustees in their sole discretion shall determine what receipts and disbursements shall be credited or charged to income and what to principal and are authorized specifically, but without limitation, to make such determination in regard to stock and cash dividends, rights and all other receipts in respect to the ownership of stock. The Board of Trustees is authorized to enter into an agreement with a Bank or Trust Company as Custodian under the terms of which all stocks, bonds and other investments under control of the Trustees are held by such Bank or Trust company. The Custodian shall render quarterly accounts to the Trustees of its custodianship in such form as may be approved from time to time by the Board of Trustees. The Custodian may hold and securities which are in Registered form in the name of the Trustees of the First Congregational Society in Salem, in the name of a nominee, in street form, or under a Book Entry system. The Board of Trustees is further authorized to enter into an investment advisory agreement with an Investment Advisor, which may or may not be serving as Custodian, under the terms of which the Investment Advisor shall provide investment advisory services to the Board of Trustees. The investment advisory agreement shall be in such form as shall be agreeable to the Trustees provided, however, that the Board of Trustees shall retain full investment discretion over the funds and endowments in their control and shall be under no duty to follow in whole or in part the investment advice so provided. The Trustees may divide their duties among themselves as they may from time to time in their sole discretion deem advisable and any person dealing with any one or more of the Trustees shall be protected in relying on his or her or their authority to act for the Board of Trustees.

Investments of the trust funds and endowments of the Society shall be limited to those which are legal for trustees in Massachusetts. The Trustees may continue to hold securities turned over to them at the time of the consolidation of the Society and the Second church in Salem in 1956. None of the funds belonging to the Society shall at any time be invested in obligations of the Society or in any mortgage upon the property of the Society.

The Board of Trustees shall present to the Society at its annual Meeting a statement showing the principal of the several funds in their hands the changes of investments, if any, during the year completed prior to the annual Meeting, and a complete list of the securities and other investments owned at the end of the year.

Notwithstanding any prior vote or act of the Society or any of its Committees, but without thereby altering, establishing, or affecting and restrictions as to the use as to the use of the income or principal of any restricted fund, the Trustees may from time to time, in so far as legally permissible, establish one or more pooled funds for the investment of the assets of the several funds from time to time in their hands and invest such assets in such pooled

funds and may determine and alter the valuation or method of valuation and other terms and conditions on which additions to and withdrawals from such pooled funds may be made in cash or in kind and on which receipts, disbursements, gains, losses, expenses, and principal and income thereof are accounted for or distributed.

## ARTICLE VI

### DEACONS AND DEACONESSES

Section 1. Number, Election, and Term of Office. There shall be two or more Deacons or Deaconesses each of whom shall be elected, individually and not as part of a slate of nominees, at an Annual Meeting of the Society, or at a Special Meeting called for that purpose, upon the affirmative vote on a written ballot of two-thirds of the members of the Society who are present and voting. Unless a deacon or Deaconess resigns or is removed for cause by vote of two-thirds of the members of the Society at an Annual Meeting of the Society or at a Special Meeting called for the purpose of his or her removal, he or she shall serve for life

Section 2. The Duties of Deacons and Deaconesses. The deacons and Deaconesses shall serve as lay assistants to the Minister with the particular duties of preparing the Communion Table, assisting the Minister in the distribution of Communion, and of planning and arranging the worship services of the Church with substitute clergy in the absence of the Minister. The Deacons and Deaconesses shall be responsible for the custody and safekeeping of the Communion, which shall be securely kept in the Church vault when not in use and shall be removed from the Church building only for the purposes of necessary repair and maintenance.

The Deacons and Deaconesses shall advise the Minister on disciplinary matters arising within the Society other than those delegated to the Standing Committee under the provisions of ARTICLE VII of the By-Laws. They shall assist the Minister upon request in the discharge of pastoral responsibilities such as ministering to the needs of those requiring succor.

Section 3. Selection of Deacons and Deaconesses. Members of the Society may be suggested for election as Deacons or Deaconesses upon the recommendation of any three or more members to the Minister stating that the member suggested is qualified to discharge the duties of the diaconate. Such recommendations shall be solicited by the Minister upon advice from the diaconate that a need exists for the election of one or more additional Deacons or Deaconesses. The Minister shall lay before the diaconate each such recommendation with his or her advice with respect thereto. The Deacons and Deaconesses shall carefully consider such recommendation with his or her advice with respect thereto. The Deacons and Deaconesses shall carefully consider such recommendations and shall submit such of them as meet their approval to the Annual Meeting of the Society or a Special Meeting for action thereon when they shall deem it to be appropriate.

## ARTICLE VII

### COMMITTEES

Section 1. The Standing Committee. There shall be a Standing Committee composed of nine members of the Society, each serving staggered terms of three years. Three members shall be elected by written ballot at each Annual Meeting by a plurality of the members present and voting and each shall hold office until the third following Annual Meeting and until his or her successor is elected and qualified, unless he or she sooner resigns, dies, is removed or becomes disqualified. Such additional member or members may be required to fill any vacancy or vacancies caused by the resignation, death, removal or disqualification of one or more members of the Committee shall be similarly elected at each Annual Meeting or Special Meeting held under Article 8, Section 2, for the balance of the vacated term each is filling. In lieu of a Special Membership meeting, the Standing Committee may also appoint interim Standing Committee member(s) to fill vacancies until the next annual meeting.. No person shall be eligible for election to the Committee has elapsed since his or her last period of service as a member of the Committee.

The Standing Committee shall be the governing body of the Society charged with administering the affairs of the Society. The Committee shall be responsible for the custody and control of the Church Building and the tangible property of the Society. It shall make such regulations in regard thereto as it sees fit subject to the instruction of the Society.

The Standing Committee shall hire all employees and appoint all agents of the Society except the Minister, Deacons and Deaconesses, and the officers of the Society, who shall be elected the members of the Society as provided else here in the By-Laws provided that the Committee may fill vacancies in the offices of the Treasurer and the Clerk as set forth in ARTICLE V, Sections 3 and 4. The Standing Committee, nevertheless, shall have no authority over the appointment of a custodian bank or trust company, investment advisor, or other agents of the Board of Trustees, such appointments being within the sole discretion of the Board of Trustees. The Committee shall appoint one of its members to serve as Chairperson of the Committee and one its members to serve as Secretary of the Committee until the first meeting of the Committee following the Annual Meeting of the Society. In the event of a vacancy in the position of Committee Chairperson or Secretary, such vacancy shall be promptly filled by the Committee from its remaining members. The Standing Committee shall fix the compensation and establish the terms and conditions of employment of all the employees and agents of the Society including the Minister but shall have no authority over the other officers of the Society except in their capacity as members of subcommittees of the Standing Committee. The officers of the Society other than the Minister shall serve without compensation. The Standing Committee is authorized from time to time to vary the compensation and other terms and conditions of the employment or engagement of the employees and agents of the Society other than any custodian, investment advisor, or any other agent appointed by the Trustees with regard to the custody or investment of the finds and endowments of the Society. The Committee may terminate the services of any employee or agent except the Minister.

The Standing Committee shall authorize all expenditures of money by the Society either directly or through the delegation of authority within particular guidelines and limits prescribed by the Committee to make expenditures with the exception of expenditures by the Treasurer or the Board of Trustees within the scope of their authority under the By-Laws.

The Standing Committee shall appoint an independent auditor to audit the accounts of the Treasurer and of the Board of Trustees for their respective fiscal years preceding each Annual Meeting and shall make such appointment in sufficient time for the independent auditor to make his or her report of such audits to the Trustees and the Society for the presentation thereof to the members of the Society at their Annual Meeting. During the intervals between meetings of the Society which are Annual Meetings or Special Meetings called pursuant to the provision of ARTICLE VIII, Sections 1 and 2 of the By-Laws and unless otherwise provided by law or the By-Laws, the Standing Committee may exercise all authority for the Society except that it shall not be entitled to

- (i) exercise any powers specifically reserved to the members of the Society, the Minister, the Deacons and Deaconesses, the Moderator, the Treasurer, the Clerk, the Board of Trustees, or the Membership Committee under the By-Laws;
- (ii) amend or repeal the By-Laws or adopt new By-Laws;
- (iii) elect officers required by law or by the By-Laws to be elected by the members of the Society or to fill vacancies in such offices except that it may fill vacancies in the offices of the Treasurer and the Clerk as provided in ARTICLE V, Sections 3 and 4 of the By-Laws;
- (iv) change the number of Deacons and Deaconesses, the number of Trustees, or the number of members of the Standing Committee or of the Membership Committee; or
- (v) remove the Minister or any other officer from office.

At each meeting of the Society called under the provisions of ARTICLE VIII, Sections 1 or 2, the action taken by the Standing Committee in the interval since the previous such meeting shall be reported to the meeting of the Society and shall be subject to alteration or repeal thereat provided that no alteration or repeal shall prejudice the rights or acts of any third person.

The Standing Committee shall hold meetings at such times and places and upon such notice as it may from time to time determine. The Committee may request as it deems necessary the attendance of the Treasurer and the Clerk and other officers at any of its meetings and shall invite the Minister to attend each of its meetings except executive sessions thereof.

The offices of Treasurer and Clerk being ones that should be filled at all times, questions relating to the qualification of the Treasurer or the Clerk, in the event of accident, injury, or other disabling cause, to continue in office shall fall within the discretion of the Standing Committee in order that the Committee may promptly fill any vacancy arising from the disqualification of either such officer.

Section 2. The Membership Committee. There shall be a Membership Committee composed of three members of the Society service staggered terms of three years. One member shall be elected by written ballot at each Annual Meeting by a plurality of the members present and voting and he or she shall hold office until the third following Annual Meeting and until his or her successor is elected and qualified, unless the member so elected sooner resigns, dies, is removed or becomes disqualified. Such new member or members as may be needed to fill any vacancy or vacancies caused by the resignation, death, removal, or disqualification of one or more members of the Committee with term or terms unexpired shall be similarly elected at each Annual Meeting or Special Meeting called to fill a vacancy or vacancies in office, each such new member or members to hold office for the balance of the vacated term which he or she is to complete.

The Minister and the Clerk shall also serve as members of the Membership Committee ex officio. The Committee shall report to the Society on all applications for membership and on the resignation of members. The Committee shall regularly examine the roll of members of the Society and shall aid the Clerk in keeping the roll updated.

The Committee shall report at the Annual Meeting the names of members who have withdrawn from membership and the names of those who have become members since the preceding Annual Meeting. The Committee shall conduct its affairs in such manner as to enable the Society to take prompt action of applications for membership.

Section 3. The Nominating Committee. There shall be a Nominating Committee composed of three members of the Society appointed by the Standing Committee, each member serving a staggered term of three years. One member of the Society shall be appointed each within two months following the annual Meeting. In the event a member of the Committee is unable to complete his or her own office, a member of the Society shall be appointed by the Standing Committee to serve for the balance of the vacated term. No person shall be eligible for appointment as a member of the Nominating Committee if he or she has served as a member within the preceding twelve months. At the Annual Meeting of the Society and at any Special Meeting called for the purpose of electing officers or members of Committees of the Society the Nominating Committee shall make a written report nominating members of the Society as officers and Committee members.

Upon request of the Standing Committee, the Nominating Committee shall make a written report to the Standing Committee recommending candidates to fill vacancies in the office of Treasurer or Clerk to fill positions on sub-committees of the Standing Committee. The nominating Committee reports to the annual Meeting or any Special Meeting of the Society to elect officers or members of Committees shall not prejudice the right of any member of the Society to make nominations from the floor at any such meeting.

In the event that the Standing Committee requests a report from the Nominating Committee in appointing persons to fill positions that the Standing Committee is authorized to fill, the Standing Committee may but need not follow the recommendations of the Nominating Committee.

The members of the Nominating Committee shall appoint a Chairperson who shall communicate the reports of its nominations to the members of the Society assembled in an Annual Meeting or a Special Meeting of the Society called for the election of officers.

Section 4. Other Committees. The Standing Committee shall have the power to create, and to specify the functions of, special committees, which shall be sub-committees of the Standing Committee, and to appoint Chairpersons and other members of such special committees and to specify their duties. The frequency and time and place of meetings of such special committees shall be at the discretion of each such committee together with other matters relating to their governance.

No function or duty shall be specified for any such sub-committee which is delegated to another sub-committee of the Standing Committee or encroaches upon the authority of a Committee of the Society.

The actions taken at meetings of special committees shall be reported to the next meeting of the Standing Committee.

Section 5. Quorum. A majority of the members of any Committee of the Society or sub-committee of the Standing Committee shall constitute a quorum for the transaction of business.

## ARTICLE VIII

### MEETINGS OF THE SOCIETY

Section 1. The Annual Meeting. The annual Meeting of the Society shall be held on the first Sunday in May of each year following the morning service of worship in the Church sanctuary unless a different time and place is designated by the Standing Committee.

Section 2. Special Meetings. Except for special meetings held under the provisions of Section 6 of this ARTICLE VIII, special meetings of the Society may be called by the Standing Committee and shall be called upon the request in writing of ten members of the Society. No business shall be taken or acted upon at any special meeting under this Section 2 unless notice of it has been given in warrant for the meeting.

Section 3. Quorum. Twenty members shall constitute a quorum at any meeting of the Society.

Section 4. The Warrant. The warrant for the annual Meeting or any special meeting to be held under Section 2 of this ARTICLE VIII shall state the purpose of the meeting and shall be served by the Clerk by posting an attested copy thereof on the front door of the Church Building for the two Sundays next preceding the meeting and by mailing a copy thereof to each members at his or her address on the records of the Society at least seven days before the date of the meeting. The Clerk shall return the warrant, with his or her service of the warrant endorsed thereon, to the Moderator prior to the opening of the meeting.

Section 5. Chairperson of Meetings. The Moderator, or, in his or her absence, the Chairperson of the Standing Committee or, in the absence of both, a person chosen by majority vote of the members present and voting at the time of the meeting shall call the meeting to order and preside.

Section 6. Special Meetings to elect members of the Society or to choose delegates to represent the Society. A special meeting of the Society for the purpose of electing members or choosing one or more delegates to represent the Society at conventions, conferences, and similar assemblies may be called by the Minister, or other person presiding at any Sunday morning service for religious worship, reading from the pulpit the particular purpose among those cited in this Section 6 for which the meeting is called. The name or names of the proposed delegate or delegates shall also be announced. The next Sunday meeting at which there is a worship service shall be established as the date and time for the meeting which shall take place in the Church sanctuary.

The report of the Membership Committee shall precede any vote on the election of members of the Society. Any special meeting held under the provision of this Section 6 shall have the same legal effect as meetings called pursuant to any other Sections of this ARTICLE VIII.

Section 7. Order of Business. Except for special meetings of the Society held under the provisions of Section 6, the order of business at the Annual Meeting and, so far as practicable, at Special Meetings shall be as follows:

- (A) approval of the minutes of the previous meeting except that, if such meeting was held under the provisions of Section 6, approval shall be requested for the minutes of the meeting next prior thereto which was not a meeting held under Section 6, as well as for the minutes of any Section 6 meeting or meetings since such prior meeting;
- (B) presentation of the reports of the Clerk, the Treasurer, the Board of Trustees, the Standing Committee, and the Membership Committee;
- (C) the election of new members;
- (D) the report of the Nominating Committee;
- (E) the election of officers and members of Committees of the Society;
- (F) the Minister's Report

- (G) other business
- (H) motion to adjourn.

## ARTICLE IX

### DEFINITIONS

Section 1. Independent Auditor. Independent Auditor means a Certified Public Accountant who is not a member of the Society and has no contractual or other significant connection any ANY officer of the Church, either financial or a relationship by blood or marriage, which would tend to influence his or her performance in the engagement as auditor of the records of the Treasurer or of the Board of Trustees.

Section 2. Member. For the purpose of determining a quorum or of voting at meetings of the Society, the term “member” is limited to those members of the Society who appear on the records of the Treasurer to have made monetary contributions to the Society for the year which is concurrent with that of the relevant meeting of the Society.

Section 3. Year. “Year” means a calendar year as used in the By-Laws unless the context clearly requires the meaning of any period of twelve consecutive months. The fiscal year of the Society is the calendar year except that the Treasurer or the board of Trustees may each designate for their records and the annual audit thereof a fiscal year ended at the close of any calendar quarter.

## ARTICLE X

### MONETARY LIABILITY OF OFFICERS, DEACONS, AND DEACONESSES

To the extent legally permissible, each officer and each Deacon or Deaconess of the Society shall be relieved of monetary liability to the Society for his or her act or acts or failure to act in his or her capacity as an officer, Deacon or Deaconess of the Society provided he or she shall have acted or failed to act I good faith in the reasonable belief that his or her action or failure to act was I the best interest of Society.

## ARTICLE XI

### AMENDMENTS TO THE BY-LAWS

The By-Laws of the Society may be amended by the vote of two-thirds of the members of the Society who are present and voting at any meeting of the Society provided that notice of the proposed amendment or amendments has been included in the warrant for the meeting.

#### AMENDMENT I

##### **1) DISSOLUTION PROVISION**

In the event of dissolution, all of the remaining assets and property of the corporation shall after necessary expenses thereof be distributed to such organizations as shall qualify under section 501 (c)(3) of the Internal Revenue Code of 1986, or corresponding provisions of any subsequent Federal tax laws; or to the federal government, or to a state or local government for a public purpose; or to another organization to be used in such a manner as in the judgment of a Justice of the Supreme Court of the State of New York will best accomplish the general purposes for which this corporation was formed.

##### **2) NON-INUREMENT PROVISION**

No part of the net earnings of the organization shall inure to the benefit of any member, trustee, director, officer of the organization, or any private individual (except that reasonable compensation may be paid for



services rendered to or for the organization), and no member, trustee, officer of the organization or any private individual shall be entitled to share in the distribution of any of the assets upon dissolution of the organization.

### 3) RESTRICTIVE LEGISLATION PROVISION

No substantial part of the activities of the corporation shall be carrying on propaganda, or otherwise attempting to influence legislation (except as otherwise provided by section 501 (h) of the Internal Revenue Code, as amended), nor shall the corporation participate in, or intervene in, (including the publication or distribution of statements), any political campaign on behalf of or in opposition to any candidate for public office.

### 4) RESTRICTIVE PURPOSES AND ACTIVITIES PROVISION

Notwithstanding any other provision of these articles, the organization is organized exclusively for one or more of the following purposes: religious, charitable, scientific, testing for public safety, literary, or educational purposes, or to foster national or international amateur sports competition (but only if no part of its activities involve the provision of athletic facilities or equipment), or for the prevention of cruelty to children or animals, as specified in section 501(c)(3) of the Internal Revenue Code of 1986, and shall not carry on any activities not permitted to be carried on by an organization exempt from Federal income tax under section 501 (c)(3) or corresponding provisions of any subsequent Federal tax laws.

AMENDMENT II (Approved at a Special Meeting of the Society held on September 23, 2012)

#### **Welcoming Congregation Provision**

This congregation affirms and promotes the full participation of all people in all congregation activities -- including membership, programming, hiring practices, and the calling of religious professionals -- without regard to race, sex, gender expression, physical appearance or physical ability, affectional or sexual orientation, age, class, or national origin. No test of creed, of faith, or interpretation of religion shall be imposed as a condition of membership.

AMENDMENT III (Approved at a Special Meeting of the Society held on May 3, 2015)

#### **Adding “Universalist”**

Article I: To strike the last sentence of the paragraph, which reads “The Society is commonly known as the First Church in Salem.” and replace it with “First Church in Salem, Unitarian Universalist is the commonly used name by which to identify the First Congregational Society in Salem within the greater community.”

Article II: In the third paragraph add the words “and Universalist” between the words “Unitarian” and “fellowship”.

AMENDMENT IV (Approved at a Special Meeting of the Society held on May 6, 2018)

#### **Amending Termination of Membership Clause** (language that was added is underlined)

Article III; Section 4. Termination of Membership. A member may terminate his or her membership at any time by a written or verbal resignation filed with the Clerk, the Minister, the Church Administrator, or anyone on the Membership or Standing Committees. The Membership Committee will inquire of members who have been inactive in the affairs of the Society for an extended period of time whether they wish to continue their membership in the Society. If there is no response to these inquiries, the Membership Committee, in consultation with the Minister, the Standing Committee, and the Clerk, may propose removal of inactive members from membership in the Society at the next annual meeting. Former members who have been removed in error will be reinstated upon request.