



Church Constitution

Mennonite Christian Assembly
10664 Fryburg Road
Fredericksburg, OH 44627

Revised January 2026

Church Constitution
of
Mennonite Christian Assembly
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Fredericksburg, Ohio 44627

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PREAMBLE

According to the Scriptures, we believe that the local church should be simply organized and governed to allow things to be done decently and in order (1 Corinthians 14:40); and so, to give God's order and government to a healthy church, we the members of the MENNONITE CHRISTIAN ASSEMBLY adopt and accept the following articles to be the constitution and bylaws of the church.

ARTICLE I – NAME

The name of this organization will be Mennonite Christian Assembly.

ARTICLE II – PURPOSE

Section 1. PURPOSE

The purpose of this organization is to become a vibrant community of transformed people committed to sharing the life-giving power of Jesus with the world. This purpose will be carried out through discipleship, community outreach, corporate worship, community, children's ministry, service, and cross-cultural missions.

Section 2. COVENANT

- A) The covenant by which this church exists as a distinct body and which every member accepts is contained in the MCA Statement of Faith.

Section 3: GOVERNMENT

- A) Our government is congregational in form, led by elders.

ARTICLE III—RELATION TO THE LARGER BODY OF THE CHURCH

Section 1.

A) AFFILIATION

- 1) This congregation is recognized as a member of the Rosedale Network of Churches. We value a close fellowship with our brothers and sisters in congregations of like faith.

B) AUTHORITY

- 1) The primary authority by which this church exists as an ecclesiastical body is received from the Holy Scriptures and in all matters of faith and practice, acknowledges no other.
- 2) The secondary authority is by the laws of the State of Ohio, under which it is incorporated.

C) CHURCH OVERSEER

- 1) In the event elders desire to have a church overseer, the elders will evaluate overseer candidates. The successful candidate must be approved by two-thirds (2/3) of the elders.

ARTICLE IV—MEMBERSHIP

Section 1. MEMBERSHIP

- A) Any person who has confessed that Jesus Christ is the Son of God and has accepted Him as Savior and Lord, and who thus has consented to abide by the statement of faith and provisions of this constitution and bylaws, may be received into the fellowship of the congregation by baptism and confession of faith. Member candidates who were baptized as believers prior to attending MCA will be recognized as baptized.

Section 2. MEMBERSHIP PRIVILEGES

- A) Members will seek to glorify God in their conduct and preserve the good name of Christ's Church. We will strive to live a life worthy of God's calling.
- B) Members will attend the services of the church as regularly as possible; actively participate in a core group; support the work of the church by their time, talents, and money; and share in witnessing to the unsaved.
- C) Every person who holds membership in Mennonite Christian Assembly is entitled to participate in the activities of the church, and, if qualified, is eligible to hold offices in the church. All members 16 years of age or older have full voting privileges.
- D) Any member who feels he or she has an idea that would enhance the ministry of the church should feel free to bring this idea to the proper committee.
- E) Members are strongly encouraged to resolve disagreements prayerfully by following the principles of Matthew 18:15-17. If individuals are not able to resolve their disagreement, members are encouraged to bring concerns to their core group leaders or a member of Church Council.

Section 4. LOSS OF MEMBERSHIP

- A) Mennonite Christian Assembly, under the guidance of the Board of Elders, may revoke the membership of any member who is found to be practicing a pattern of sin without repentance. If any member of the church be charged with:
 - 1) Active opposition to any of the Biblical doctrines in the MCA Statement of Faith or
 - 2) 'Walking disorderly' (2 Thessalonians 3:6). Such charge will be made in writing to the Board of Elders.The Board of Elders will not put revoking of membership into effect until after a process of appeal for repentance is carried out according to Biblical guidelines. Mennonite Christian Assembly may restore the person to full membership after they have shown evidence of repentance from their sin.
- B) Members who move from the local area, change churches, or no longer meet the requirements for active membership may have their membership removed. The elders may reinstate members upon the fulfillment of any outstanding member requirements. (See Article IV Section 2 Membership Privileges)

Section 5. REAL ESTATE RIGHTS

- A) Any member or members withdrawing from or in any other way losing their membership in the congregation thereby forfeit all rights and privileges to all property belonging to the congregation. In the event of a division in the congregation, the legal ownership of all property will reside with the members who continue ministry at the physical church located at 10664 Fryburg Rd, Fredericksburg, OH 44627.

ARTICLE V— ELDERS

Section 1. QUALIFICATIONS

- A) Men who serve as elders must be active members of the church, in good standing. They will be chosen according to biblical standards (1 Timothy 3:1-12 and Titus 1:6-9). Other than the case of pastoral staff, men must be members for at least four years to be eligible for the office of elder.

Section 2. ORGANIZATION, MEETINGS AND QUORUM

- A) Members will be called upon to recommend to the Gifts Committee any man believed to be worthy of consideration for the office and to give their reasons for such belief. Considering those recommendations, the Gifts Committee will recommend qualified men for consideration and approval by the Elder Board. Following Elder Board approval, the recommended candidate will be presented to the Church Council for approval and to the congregation for confirmation.
- B) The elders will include elected men and members of the pastoral staff. The elected elders will include a minimum of four members who meet qualifications outlined in article V, section 1 of this document. The elected elders, Lead Pastor, and appointed members of the pastoral staff will be elders. Pastoral staff members will be appointed to the board by the current members of the Elder Board.
- C) Member elders will serve a term of four years and are eligible to serve two consecutive terms. There will be no limit to the total number of terms that can be served. These limits do not apply to the pastoral staff.
- D) The elders will choose from their number a chairman and a secretary. The chairman will represent the Elder Board during meetings with the Church Council and congregation. The secretary will compile minutes of elders' meetings and of congregational meetings. The elders will meet regularly. Special meetings may be called by the Lead Pastor, the chairman or a majority of the elders. A majority of their number will constitute a quorum.

Section 3. SHEPHERDING

- A) The elders will have the authority to act on behalf of the church and to direct its ministries.

The elders will, at all times, exercise prudence and will operate in such a way as to preserve the unity of the body in all their decisions. They should take care to explain major proposals and to give a reasonable opportunity for input from the congregation.

They will oversee and participate in teaching and preaching the Word of God, pray for God's work and for one another, protect the purity of doctrine and life of the church, exhort, and admonish the believers in sound doctrine, judge doctrinal issues, administer discipline according to scriptural principles such as those outlined in Matthew 18:15-19, visit and pray for the sick, and shepherd God's people.

Section 4. TERMINATION

- A) An elder position will be considered vacant:
 - 1. By death.
 - 2. By resignation.
 - 3. By the inability or refusal to fulfill the responsibilities of the office, as designated in this document.
 - 4. By failing to live in harmony with other members of the Elder Board or with the standards expressed in the biblical qualifications of elder. An elder may be removed by agreement of at least 2/3 of the total number of elders, excluding the one charged.

ARTICLE VI – LEAD PASTOR AND PASTORAL STAFF

Section 1. LEAD PASTOR

- A) A man may be called to serve as an elder in the position of Lead Pastor. The Lead Pastor will serve in a full-time pastoral position leading the ministry of Mennonite Christian Assembly and serving with its affiliate organizations. He does not have term limits like other Elder Board members.
- B) When the need arises to call a Lead Pastor the elders will appoint a search committee composed of at least one elected member of the Elder Board, at least one member of the Trustee Board, at least one member of the Gifts Committee and a minimum of two other voting members from the congregation. The Elder Board should consider a search committee that includes both men and women. There must be enough voting members on the committee to avoid a majority from the elders. The following process will be followed:
 - 1) **Candidate Evaluation:** The search committee assesses candidates and recommends one to the Elder Board with at least 80% approval.
 - 2) **Elder Board Assessment:** The elders prayerfully evaluate the candidate and builds a relationship with him and his wife, if married. Elder wives may participate in parts of the process at the board's discretion.
 - 3) **Progress Updates:** The chairman of the Elder Board regularly updates the Church Council on the selection process and candidate qualifications.
 - 4) **Elder Endorsement:** If at least 80% of elders approve, the Elder Board chairman notifies the Church Council that the candidate is ready to be presented to the congregation.
 - 5) **Church Council Review:** The Church Council ensures the selection process was thorough and appropriate. An 80% council vote allows the Elder Board to proceed.
 - 6) **Compensation & Confirmation:** The Trustee Board drafts a compensation package, which the elders present to the candidate for approval before moving forward.
 - 7) **Congregational Introduction:** The candidate must preach at least one Sunday service and engage with the congregation. Congregation members must be provided opportunity to meet and hear from the candidate. His competency to serve must be demonstrated in an appropriate manner so that the congregation may have a basis upon which to make their evaluation.
 - 8) **Congregational Vote:** The elders provide a congregational ballot that is made available for at least three Sunday services before collection. An 80% congregational approval is required.
 - 9) **Candidate Withdrawal:** If the candidate withdraws at any stage, the search committee resumes the process with other candidates.
- C) Duties of the Lead Pastor will be outlined in a job description. The Lead Pastor will lead the ministry at MCA by, casting a vision for our ministry, through teaching, studying the scripture, and providing oversight to the pastoral staff.
- D) The Lead Pastor will have regular evaluations conducted by the elected members of the Elder Board. The chairman of the Elder Board will organize the evaluation process. Congregational surveys can be used to allow congregational feedback and encouragement for the Lead Pastor. Evaluations will be completed annually or more frequently as determined by the elders.

Section 2. PASTORAL STAFF

- A) Pastoral Staff will consist of the Pastors of the church who are called to serve alongside the Lead Pastor. These positions, approved by the elders, include but are not limited to Associate Pastor, Worship Pastor, Student Ministry Pastor, and Administrative Pastor. Members of the Pastoral Staff are recognized as pastors of the church but are not presumed to be elders. They may serve on the elder board if affirmed by at least two-thirds of the elders. Those serving as elders must meet the qualifications for eldership and are not subject to term limits.
- B) Pastoral staff members are accountable to the Lead Pastor or an assigned member of the pastoral team. Evaluations for each pastoral staff member will be conducted annually or more frequently as determined by the Lead Pastor.
- C) When the need arises to fill a position on the pastoral staff the elders will appoint a search committee to evaluate potential candidates. The search committee should include at least one member of the Trustee Board and at least one member of the Gifts Committee. Other members of the search team can be appointed at the discretion of the elders. The search committee will present their endorsed candidate to the elders for consideration. The elders will interview and have final determination if the candidate will be presented to the Church Council. Ample time will be provided to the Church Council based on the position we are attempting to fill. For example, a worship pastor candidate will need to demonstrate his musical abilities by leading worship for the congregation, while a youth pastor may focus on middle school and high school parents. Upon completion of the candidacy the Church Council will endorse the candidate with 80% approval. The Trustee Board will create a compensation package, and the elders will extend the position to the candidate. If at any time during the process the candidate withdraws from consideration, the search team resumes the process with other candidates.

Section 3. PASTORAL STAFF SABATICAL

- A) A full-time pastor serves in a unique position. Sabbaticals for pastors offer significant benefits, including spiritual renewal, reduced burnout, and opportunities for deeper study and reflection, ultimately leading to a more effective and sustained ministry.
- B) All full-time members of the pastoral staff are eligible for a sabbatical. Refer to the MCA Sabbatical Policy for a complete description of the sabbatical purpose and eligibility requirements.
- C) Changes to the sabbatical policy must be approved by two-thirds of the Elder Board members.

Section 4. RESIGNATION

- A) If the Lead Pastor feels called to leave the ministry of MCA, they are encouraged to work with the elders to set an appropriate transition plan.
- B) If a member of the pastoral staff feels called to leave the ministry of MCA, they are encouraged to work with the Lead Pastor and elders to set an appropriate transition plan.
- C) The Lead Pastor or elders will communicate the plan to the Church Council and congregation as soon as possible.

Section 5. DISMISSAL

- A) If there is reason to believe that a member of the pastoral staff should be dismissed, the elders will conduct a careful investigation in accordance with Matthew 18:15–19 and 1 Timothy 5:19. Throughout the process, they will prayerfully seek God's direction. The elders will meet with the individual involved to understand the situation and work toward repentance, forgiveness, and restoration. The MCA Church Overseer may be invited

to assist the elders. Additionally, the Church Council may be involved to help discern the matter during a properly called Church Council meeting.

- B) If the elders and the individual involved are unable to reach a resolution, the elders may proceed with a vote for dismissal. A two-thirds majority of the total number of elders—excluding the one under consideration, if he is an elder—is required to remove the individual from service.

If the individual being considered for dismissal is the Lead Pastor, the same process will be followed with one exception: the elders will bring a recommendation for dismissal to the Church Council during a duly called meeting with a quorum of voting members present. If at least 80% of those present and voting support the dismissal, the Lead Pastor will be asked to submit his resignation. If he refuses, the elders will meet with him and formally proceed with the dismissal.

- C) A notice of the decision must be communicated with the church congregation as soon as possible. The notice will provide sufficient explanation without damaging the individual in question.

ARTICLE VII – CHURCH COUNCIL

Section 1. CHURCH COUNCIL ORGANIZATION

- A) The MCA Church Council aims to provide Godly leadership to guide the church family. Its goals include leading the church in serving the community, fostering programs and policies for growth, and discipling members to use their gifts.
- B) The Church Council collaborates with the Board of Elders to implement the church's vision and mission. Each member oversees their ministry area to promote understanding and expression of the Gospel's life-giving power within the church.
- C) The Church Council will consist of members of Mennonite Christian Assembly and include the following position:
 - 10) **Council Chairman** - Leads and moderates all Church Council and business meetings. Votes only in the event of a tie.
 - 11) **Council Vice-Chairman** - Serves a two-year term: the first year to observe and participate, the second year as Council Chairman. Presides in the chairman's absence and votes unless acting as chairman.
 - 12) **Council Secretary** - May be a man or woman. Prepares meeting documents and records minutes. This is a non-voting position with no term limit.
 - 13) **Lead Pastor** - Holds a voting seat on the council.
 - 14) **Pastoral Staff** - Appointed to the Church Council by the Elder Board. Each appointed member has one vote.
 - 15) **Elected Elders** - Each elected elder holds one vote.
 - 16) **Trustee Board Members** - Each member holds one vote.
 - 17) **Director of Youth Ministry** – Holds one vote.
 - 18) **Director of Kids Ministry** - May be a man or woman. Holds one vote.
 - 19) **Women's Ministry Chairman** – Will be filled by a woman. Holds one vote.
 - 20) **Women's Ministry Vice-Chairman** – Will be filled by a woman. Holds one vote.
 - 21) **Mission Board Chairman** - Holds one vote. If unavailable, another Mission Board member may attend and vote in their place.
 - 22) **Gifts Committee Chairman** - Holds one vote. If unavailable, another Gifts Committee member may attend and vote in their place.
- D) In accordance with the MCA Statement of Faith, MCA upholds the biblical principle of male headship. Unless otherwise noted, positions listed in Section 1, Paragraph C, will be filled by men. Refer to the appendix for "The Role of Men and Women."

Section 2. CHURCH COUNCIL RESPONSIBILITIES

- A) Meetings of the Church Council
 - 1) The council chairman and vice-chairman will conduct meetings in an orderly and efficient manner in accordance with the church's Bylaws.
 - 2) The council will meet monthly or more often as necessary to fulfill its responsibilities. No more than two council meetings may be canceled per calendar year.
 - 3) Meetings will include ministry reports, old business, and new business.
 - 4) A meeting agenda will be provided in the church bulletin the Sunday prior.
 - 5) Any church member may attend council meetings but may not vote.
 - 6) The council chairman also serves as church chairman. He calls and presides over congregational business meetings as advised by the council.
- B) Making Decisions

- 1) The council receives reports and recommendations from committees, makes decisions on behalf of the congregation, and refers major items to the congregation for approval. If a "major" designation is in question, a council vote will be held. If 50% or more agree, the matter will go to the congregation.
- 2) Council members may not second their own or their group's recommendations.
- 3) The council approves the proposed budget prior to presenting it to the congregation.
- 4) The council approves office slates for all elections.
- 5) The council may enter executive session for confidential matters.
- 6) Legislative (procedural) items may not be passed on first reading, except as outlined below. A minimum of seven days must separate readings.
- 7) The council may not approve more than three emergency items on first reading per calendar year. Any such item must be formally declared an emergency.

C) Reporting

- 1) The council is responsible to provide the congregation with updates and reports.
- 2) The council reports to the congregation by placing a printed copy in church mailboxes or by providing an electronic copy of each monthly meeting. Confidential matters will be excluded.

D) Resignation or Dismissal

- 1) The council makes necessary appointments to ensure adequate church personnel when congregational elections do not cover a position or to fill vacancies. Appointees must be selected from names provided by the Gifts Committee.
- 2) If 50% or more of the Church Council desires to meet without one or more members, the council chairman will notify the affected member(s).
- 3) Any council member (excluding the Lead Pastor, Pastoral Staff, and Elder Board members) may be dismissed from the council and related committees if two-thirds of the Church Council vote in favor of dismissal.

Section 3. JOB DESCRIPTIONS

- A) Each Church Council position must have a corresponding job description outlining its responsibilities and required qualifications. Refer to the official job description documents for details.
- B) The MCA Administrator will work in conjunction with each committee to ensure the job description for the position is available and up to date. If the Administrator position is not filled the Church Council will appoint someone to oversee job descriptions.

ARTICLE VIII – OFFICERS

Section 1. ELDER BOARD MEMBERS

- A) Elected members of the Elder Board are considered Officers of the Church. Refer to Article V for a full description of the Elder Board and its members.

Section 2. TREASURER AND ASSISTANT TREASURER

- A) The treasurer and assistant treasurer are responsible for the accounting activities of the church and are considered Officers of the Church.
- B) A job description must be in place to clearly define the responsibilities and qualifications for the treasurer and assistant treasurer.

ARTICLE IX – BYLAWS TO THE MCA CONSTITUTION

Section 1. BYLAWS

- A) The stated purpose of the Bylaws to the constitution of Mennonite Christian Assembly
 - a) To guide a group of God's people to honor and glorify Him in the community to the best of their ability.
 - b) That no person or group would use or interpret this constitution to further their own purposes.

Section 2. BUSINESS MEETINGS

- A) There will be an annual business meeting of the congregation for the purpose of taking care of official church business.
- B) This meeting will be held in the month of January with the date determined by the Church Council.
- C) There will be a printed date and agenda made public at least one Sunday before the annual business meeting.
- D) If there is a need for a special meeting, the Church Council will schedule one. An attempt must be made to notify every member. The "special" meeting will not be considered the annual business meeting.
- E) A quorum for the annual and special business meeting will be the number of members present.

Section 3. ORGANIZATIONAL CONDUCT

- A) There must be a job description and term of office stated when a person is appointed or voted into office.
- B) Church council or the director of the committee to which they are accountable can remove any person appointed or voted into office from that office.
- C) Orderly Conduct of Doing Business
 - 1) Church Council Chairman:
 - Offers a topic for discussion and debate
 - Provides time for questions and ensures questions are answered by the appropriate person.
 - Calls for a motion to move on the proposal from the discussion.
 - Calls for a second motion to move on the proposal from the discussion
 - Vote called. Do we accept the proposal/recommendation as presented or amended? *All in favor say aye, All opposed same sign.*
 - Clearly announce the Approval or Disapproval of the proposal.
 - Approval or Disapproval of a proposal will be clearly documented in the meeting minutes.
 - 2) The Church Council, committee, or any group presenting a proposal or recommendation cannot provide a motion to move the legislation along.
- D) Church council members that hold more than one position on the council will have only one vote to represent the committees they serve.

Section 4. AMENDMENTS

- A) The Articles of the Constitution may be amended at any regular or special business meeting by a two-third vote of all members present.
 - 1) All proposed amendments to this Constitution and Bylaws must be submitted to the Church Council at least thirty days before consideration by the congregation. There must be a least a two-third vote by the Church Council before the proposed amendment will be presented to the congregation for a vote at a regular or special business meeting called for that purpose. The proposed amendment must be put in each member's church mailbox or distributed electronically thirty days prior to the congregational vote. A two-thirds vote of the voting members present at that meeting will be required for the approval of any proposed amendment.
- B) The Statement of Faith of Mennonite Christian Assembly may be amended at any regular or special business meeting by a 90% or more vote of approval of members present.

APPENDIX

Mennonite Christian Assembly Statement of Faith

Adopted January 2020

The One True God

God is the creator of all things. He exists eternally as three persons: The Father, The Son and The Holy Spirit. The three persons of God are equal and exist in harmony with each other. They are one God.

Genesis 1:1, Luke 3:22, Psalms 90:2, Matthew 28:19, 2 Corinthians 13:14

God The Father

God the Father is perfect in righteousness, wisdom, and power. He is kind, loving and merciful. He is a righteous judge and all mankind will face His judgement. He is merciful and has provided a way of reconciliation between His perfection and mankind's sinfulness, through His son Jesus. His love is given to all. His mercy is available to all who choose it.

Matthew 5:48, Ezekiel 33:11, 2 Peter 3:9, John 3:16-17, Romans 5:8-11, 2 Corinthians 5:18-19

Jesus Christ

Jesus Christ is one with the Father and with the Holy Spirit. He was with God from the beginning and He is God. God fulfilled his promise of a savior by sending Jesus to earth as a human through the virgin birth. Jesus lived a sinless life and offered himself as a sacrifice, through death, to restore our relationship with God. His death paid the price for the sins of all people, past, present and future. After three days in the grave Jesus arose from the dead showing His power over sin and death. He ascended to Heaven where he sits at the right hand of God and will return to earth someday as King of Kings and Lord of Lords.

*Colossians 1:15-20, John 1:1-3, John 1:14, Matthew 1:18-23, Hebrews 4:15,
2 Corinthians 5:21, Luke 24:36-43, Hebrews 4:14-16, Acts 1:11*

The Holy Spirit

The Holy Spirit is one with the Father and with the Son. He is God, present and active in the world making us aware of sin and helping us see our need for Jesus. He lives within every Christian at the moment of salvation. He gives Christians power for life so that Christ may dwell in our hearts, grounding us in love and giving us understanding of spiritual truth. It is the Holy Spirit that transforms our lives to reflect the glory of the Lord. The Holy Spirit gives every believer spiritual gifts that should be used in service to Christ Jesus. As Christians, we seek to live under His control daily and demonstrate the fruit of the spirit.

*2 Corinthians 3:17-18, John 16:7-15, 14:16-17, Acts 1:8, 1 Corinthians 2:12, 3:14-20;
Ephesians 1:13-14, Galatians 5:22-25, Ephesians 5:18*

The Bible

The Bible is the Word of God and is comprised of the sixty-six Books of the Old Testament and New Testament. We believe the scripture is the verbally inspired Word of God, written under the direction and support of the Holy Spirit. The Bible is wholly without error as originally given of God. It is a source of truth and is relevant in every aspect of life.

2 Timothy 3:16, 2 Peter 1:20-21

Satan

Satan is the great adversary of God and His people. He will be defeated by God and will spend eternity separated from God in Hell.

Revelation 12:1-10, John 12:31, Revelation 20:10

Human Beings

People were directly created by God in His own image to be in relationship with Him. Sin has separated us from God and has given us an attitude of disobedience. We can only reenter into relationship with Him through Jesus.

Genesis 1:26-28, Genesis 3:1-14, Romans 5:12, John 3:5-7

Salvation

Salvation is a free gift of God's grace based on the work of Jesus Christ (the shedding of His blood on the cross, His resurrection and present intercessory ministry) and the ministry of the Holy Spirit. It is a gift that we must accept and cannot be earned by good works. By trusting in Jesus Christ as God's offer of forgiveness and by repenting of our own sin, we receive God's gift and are saved from sin's penalty.

Romans 3:23, Romans 6:23, John 3:16-17, Ephesians 2:8-9, Titus 3:5-7, 1 Peter 1:18-19

Eternal Life

People were created to exist forever with their Creator God. We will either exist eternally separated from God by sin, or eternally with God through repentance, forgiveness and salvation. To be eternally separated from God is eternal punishment in Hell. For believers, eternal life is living eternally in union with Him in Heaven.

John 3:16; John 14:17; Romans 6:23; Romans 8:17-18; Revelation 20:15; 1 Corinthians. 2:6-9

Second Coming

After Jesus was crucified, he rose from the grave and continued teaching the Disciples. Soon after that he ascended into heaven and sits at the right hand of God. There will come a time when Jesus returns from Heaven to gather up his people and will lead them into eternity.

1 Thessalonians 1:10, 4:16-17, Revelation 3:10, 19:11-20:6

Kingdom Living

When Jesus came to earth, he changed things for the people of God—ushering in a new kingdom. Over and over in his famous Sermon on the Mount, as Jesus described these changes, he said, "It has been said . . . but I tell you . . ." In that same sermon, Jesus taught us to pray these words: Your kingdom come.

Kingdom living is a life that centers on the teaching of Jesus. We want the love of Jesus to shape our attitudes, the way we conduct business, the way we treat other people, the way we care for our families, the way we love others and the way we prioritize our lives.

Romans 12:1-2, Matthew 5 – 7, Galatians 5:22-23

Marriage

Marriage is a unique relationship designed exclusively for one man and one woman. It is a covenant relationship, intended to last the lifetime of the man and woman involved. Marriage is a gift from God through which God symbolically reveals his desire for a deep and abiding relationship with his people. Furthermore, marriage was given to mankind as a means to produce covenant children who will fill and subdue the earth. Lastly, God gives the gift of marriage so that believers may mature and grow into the likeness of Christ.

Ephesians 5:32, Genesis 1:28, Ephesians 5:22-26, Genesis 2:23-24, 1 Corinthians 7:2-3, Matthew 19:4-5, 1 Timothy 3:4, Malachi 2:14, Matthew 19:4-6, 1 Corinthians 7:10-11

Human Sexuality

We believe that God creates each person as male or female and that the genders complement one another to reflect the image of God. Therefore, we believe that rejecting one's biological sex is a rejection of the image of God within that person. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. Any form of sexual immorality, such as adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography, is sinful.

Every person is worthy of compassion, love, kindness, respect, and dignity and we want to respond to people as Jesus responded. Negative or hateful attitudes toward others does not reflect the life of Jesus and the teaching in Scripture. We believe that God offers redemption and restoration to all who confess their sin, seeking His mercy and forgiveness through Jesus Christ.

*Genesis 1:26-27, Genesis 2:18-25, 1 Corinthians 6:18; 7:2-5, Hebrews 13:4,
Matthew 15:18-20, 1 Corinthians 6:9-10, Mark 12:28-31, Luke 6:36,
Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11*

The Role of Men and Women

We believe redemption in Christ gives men and women equal share in the blessings of the Christian life in the church. Both men and women are equipped for ministry by the Spirit of God who imparts to them the gifts of the Spirit. A distinction in masculine and feminine roles is indicated by the principle of male headship, established in creation and continued as part of God's redemptive order in the church. In order to honor the principle of male headship, certain roles in the church are reserved for men, such as, Pastoral positions, Elder Board Members and other church leadership positions. The spiritual giftedness of men and women should be sought out and cultivated for the common good of the church.

Both men and women are called to respectful submission to God's established order of governance in the home and church. As Christ humbly submitted to His role, so must man and woman. In the eternal and perfect relationship between the Father and the Son, love and submission are inseparable. So, in all Christian relationships, submission and love were never meant to be separated. This attitude of sacrificial love should be in the heart of church leaders and the church body, husband and wives, parents and children. Denying the will of self and submitting to the will of God, brings all believers, men and women, leaders and the church, into times of mutual submission.

*1 Corinthians 11:3-16, Galatians 3:28, 1 Timothy 2:11-15; 3:2; Titus 1:5; 2:3-5,
1 Peter 3:7, John 6:3, Philippians 2:6-8, 1 Corinthians 11:3-12, Ephesians 5:21-32*

Ordinances

As Christians we choose to observe the ordinances taught by our Lord Jesus Christ. The ordinances include Baptism and The Lord's Supper. We observe these ordinances in humble submission to Him.

Baptism We practice believer's baptism which means that the person should be baptized when they make a personal decision to follow Christ. We practice baptism by immersion or pouring.

The Lord's Supper We regularly participate in the Lord's Supper by eating bread, which symbolizes the Lord's broken body on the cross, and the drinking of the fruit of the vine, which symbolizes His shed blood.

Matthew 28:19, 1 Corinthians 11:20-22, 33-34