

FORT GEORGE BAPTIST
CHURCH
CONSTITUTION and
BY-LAWS

November 2022

DRAFT

CONSTITUTION OF THE FORT GEORGE BAPTIST CHURCH

1. NAME

The name of the society is FORT GEORGE BAPTIST CHURCH.

2. Purpose

The purpose of this church shall be the advancement of the kingdom of Jesus Christ through the Great Commandment—loving the Lord our God with all our hearts and loving our neighbors as ourselves (Matthew 22:37 – 39); and the Great Commission—making disciples of all nations according to Christ’s command (Matthew 28:18 – 20) through the following activities:

- a. Public worship of God and our Savior, Jesus Christ;
- b. Preaching the Good News of salvation through Jesus Christ;
- c. Teaching the Word of God, equipping followers of Christ to consistent Christian living and service;
- d. Christian education;
- e. Caring for and encouraging one another in Christ’s fellowship;
- f. Public and private prayer;
- g. Sharing the Gospel in our community by word and deed;
- h. Serving our community through acts of benevolence and service; and
- i. Participating in missionary endeavor around the world.

BY-LAWS OF THE FORT GEORGE BAPTIST CHURCH
Adopted at the Congregational Budget Meeting, November 29, 2022

ARTICLE 1: ASSOCIATION

- A.** Fort George Baptist Church shall be affiliated with the North American Baptist Conference Association of BC Churches.

ARTICLE 2: MEMBERSHIP

B. NEW MEMBERS

Any person may become a member of this church who;

1. Has accepted Jesus Christ as personal Saviour.
2. Has been baptized by immersion upon their confession of their faith in Jesus Christ.
3. Has either:
 - a) Been recommended by letter of membership by another Baptist church or church of like faith.
 - b) Presented a verbal statement of Christian experience to the Fellowship Team.
4. Has been recommended for membership by the Fellowship Team.
5. Has been accepted for membership by a vote of the church.

C. PROCEDURE FOR ADMISSION

The right hand of fellowship will be extended to new members at the Sunday service. This is to be an indication of welcome and admission into full membership rights, privileges, and responsibilities in the church.

D. TERMINATION OF MEMBERSHIP

1. Death
2. Letter

Any member in good standing shall, on their request, be granted a letter of transfer to any evangelical church. Such letter shall be sent to the pastor or clerk of the church to which the member plans to join.

3. Absentee

When the Fellowship Team have been made aware of an absentee member, a representative of the Fellowship Team will contact the member and remind them of their personal responsibilities to the church. If the said member does not participate in the worship services of the church for two years, their membership shall be terminated.

4. Unchristian Behaviour

Should a member become an offense to the church because of immoral or unchristian conduct, or repeated breach of New Testament teaching, as outlined in the Statement of Faith, the church may terminate membership. However, this action may be taken only after the member concerned has been informed by the Table, and has been given an honest hearing, and faithful efforts have been made to lead such a member to repentance and amendment. The Table shall then remove the person from membership.

5. Dismissal

The membership of no person shall be terminated at the same meeting when the recommendation for such action has been made, unless at the request of the member. There shall be at least a one-week interval between the two meetings.

E. REINSTATEMENT

A person who is baptized by immersion on confession of their faith in Jesus Christ as personal saviour, and who has in any way, or for certain reasons, lost their membership in the local church, or any recognized church, after having given a satisfactory testimony in the presence of the Fellowship Team and upon a vote of the Table, may be reinstated to the fellowship of believers.

ARTICLE 3: DUTIES OF MEMBERS

A. CONDUCT

The members are expected to walk worthy of the high calling of God in the Lord Jesus Christ. (Ephesians 4:1 and Colossians 1:10)

B. MEETINGS AND WORSHIP SERVICES

Members are expected to attend services regularly as circumstances permit.
(Hebrews 10:25)

C. CHURCH SUPPORT

Members are expected to support the work of the church with contributions for local purposes, missions, and Christian benevolence as called for in the word of God and by the dictates of their conscience. (1 Corinthians 16:2)

D. CHURCH INVOLVEMENT

Every member is expected to use their God given gifts in the building up of the membership and the promotion of the Kingdom of God. (1 Peter 4:10)

E. LORD'S SUPPER

Every member is expected to participate regularly in the Lord's supper, if in right relationship with God and the church, and if physically able to do so.
(1 Corinthians 11:27-29)

F. TRANSFER OF MEMBERSHIP

All members moving from the vicinity of the church have the following responsibilities:

1. To notify the pastor or the church clerk concerning their move as soon as possible.
2. To have their church membership transferred. This transfer is to be made by written request from another evangelical church as soon as possible. (Hebrews 10:25)

ARTICLE 4: BUSINESS MEETINGS

A. ANNUAL GENERAL MEETING

The fiscal year shall terminate December 31, and the annual general meeting of the church shall be held not more than 90 days after that. This meeting will be to

approve the financials for the previous year and annual reports will be presented at this meeting.

B. YEAR END CONGREGATIONAL MEETING

The year-end congregational meeting must be held within 90 days before December 31. At this meeting, the budget for the upcoming fiscal year shall be approved, and elections for church offices shall be ratified.

C. NOTICES

Notice of all meetings shall be announced virtually and from the pulpit on two consecutive Sundays immediately before the date scheduled for said meeting. The notice shall be posted on the church bulletin board at least 14 days before the date of such meeting.

D. LOCATION AND VOTING

All congregational meetings can be held either virtually or in person. Voting may be conducted virtually, or in person.

E. QUORUM

A quorum for congregational meetings shall consist of the members present at the meeting. A quorum of the Table or any committee shall consist of a majority of that committee.

F. VOTING PRIVILEGES

Members shall have one vote, virtual or in person, at all business meetings.

G. NOMINATIONS

All nominations must be presented to the nominating committee at least two weeks before the year end congregational meeting where elections will take place. The nominated person must give their permission to stand before their name is presented to the church. The Lead Team shall approve the list of nominees before

their names are presented to the church to ensure that the individual is qualified for the position they are being nominated for. If a nominee is absent but has given consent beforehand, they shall be eligible for election.

H. RULES OF ORDER

The parliamentary procedure as outlined in *Roberts Rules of Order* shall be observed at all business meetings unless the bylaws specify otherwise.

I. ORDER OF BUSINESS

Routine matters of business will be handled by the Table. Congregational business meetings shall consist of the following:

- Reading of the minutes of previous meetings.
- Relevant Reports
- Unfinished business.
- New business.

J. MAJORITY VOTE

A majority vote shall be deemed to be 50% plus one of the members who vote for a church meeting virtually or in person.

K. SPECIAL BUSINESS MEETINGS

1. Either the pastor or the moderator, with the consent of the Table, may call a special business meeting of the church. The purpose of any such meeting shall be stated in the notice and the announcement of such meeting.
2. The moderator shall call a special business meeting for the church within two weeks of receiving a written request for such meeting, indicating the purposes of such meeting and signed by ten members of the church.

L. SPECIAL RESOLUTION

The Table shall be the sole authority as to the status of a resolution being special. The intent to consider any special resolution at a business meeting must be announced at two consecutive Sunday services and sent out virtually. Notice of any

special resolution shall be posted on the church bulletin board at least 14 days before the date of such a meeting and announced from the pulpit. A special resolution shall require an affirmative vote of 75% of those who vote virtually or in person.

ARTICLE 5: CHURCH STAFF

M. SENIOR PASTOR

1. CALL

The pastor shall be called for an indefinite period by a vote of the membership, at the recommendation of the Table. The election shall be by ballot. An affirmative vote of 75% of those who vote virtually or in person.

2. DUTIES

The pastor shall give general oversight of the entire work of the church. He should conduct regular worship services, administer the ordinance of baptism and the Lord's supper, and shall watch over, guide and direct the spiritual life of the church. A job description will be written by the senior pastor in conjunction with the moderator and head elder and passed by the Table.

3. EVALUATION

On an annual basis, the Table will strike a pastoral evaluation committee. This committee shall be comprised of the moderator, head elder, and one additional Table Leader. The pastoral evaluation committee shall review the pastoral performance, vacation, and remuneration. The Table will receive all recommendations and make final decisions.

4. VACATION

The pastor shall have an annual vacation.

5. TERMINATION

The relationship between pastor and church membership may be terminated with two months notice by either the pastor or church members. The relationship may be terminated at any time by mutual consent. If the church members desire to terminate the relationship, such action shall take place by an affirmative vote of 75%.

6. MEMBER OF COMMITTEES

The senior pastor is part of the Lead Team and is member ex-officio of all organizations and committees of the church.

N. ADDITIONAL PASTORAL STAFF

1. CALL

Additional pastoral staff persons may be called by the vote of the church at the recommendation of the search committee as appointed by the Table. The election shall be by ballot. An affirmation vote of 75% of those who vote virtually or in person.

2. DUTIES

Each additional pastoral staff person shall carry out his or her function under the direction of the senior pastor as set out in the job description. The job description shall be written by the additional pastor in consultation with the senior pastor, moderator and head elder and approved by the Table.

3. EVALUATION

Each additional pastoral staff person will be under the leadership of the senior pastor. They will be evaluated annually by the senior pastor and head elder regarding performance, vacation, and remuneration. The Table will receive all recommendations and make final decisions.

4. VACATION

Each additional pastoral staff person shall have an annual vacation.

5. TERMINATION

The relationship between a pastor and church members may be terminated by two months notice either by the pastor, church members or at the recommendation of the senior pastor. The relationship may be terminated at any time by mutual consent. If the church members desire to terminate the relationship, such action shall take place by an affirmative vote of 75% of those who vote virtually or in person.

6. MEMBER OF COMMITTEES

Additional pastoral staff may be asked to sit as ex-officio members on any organization or committee of the church.

O. ADMINISTRATIVE ASSISTANT

1. HIRING

An administrative assistant can be hired by the Table in consultation with the senior pastor.

2. DUTIES

The administrative assistant shall carry out his or her functions under the direction of the senior pastor as set out in the job description. The job description shall be written by the senior pastor in consultation with relevant team leads.

3. SIGNING AUTHORITY

The administrative assistant shall be one of four signing authorities for legal documents of the church.

4. EVALUATION

The administrative assistant will be evaluated annually by the senior pastor and any relevant Table member regarding performance, vacation, and remuneration. The Table will receive all evaluations and make final decisions.

5. TERMINATION

The relationship between the administrative assistant and the church may be terminated with two weeks notice given by either the staff member or the senior pastor, in conjunction with the Table.

ARTICLE 6: VISION AND LEADERSHIP

P. CHARACTER QUALIFICATIONS

All Team Leaders will seek to image Christ in their character.

1. Model a 1 Timothy 3:2 (above reproach) relationship with Christ and inspire other people to follow their example (1 Corinthians 11:1)

2. Live out Christ-centered behavior at all times, treating people with dignity, respect, compassion, and integrity.
3. Attend church services and serve where able.
4. Successfully complete a police criminal records check.

THE LEAD TEAM:

Q. The Lead Team will be comprised of the senior pastor, moderator, head elder, and any other pastors. Together this team will develop the agenda for the Table and lead the meetings.

R. MODERATOR

1. APPOINTMENT

A church member shall be nominated by the nominating committee and appointed to serve as moderator. The member shall be elected for a two-year term with a maximum of six consecutive years. Moderators will be appointed on odd years. After serving three consecutive terms, the moderator is ineligible for election to any office for at least one year. Pastoral staff shall not be eligible to serve as moderator.

2. SIGNING AUTHORITY

The moderator shall be one of four signing authorities for legal documents of the church.

3. DUTIES

The moderator shall perform the duties as outlined in the job descriptions located in the appendix to the church bylaws.

4. EX-OFFICIO

The moderator has ex-officio status on all standing church committees.

S. HEAD ELDER

1. APPOINTMENT

A church member shall be nominated by the nominating committee and appointed to serve as head elder. The member shall be elected for a two-year term with a maximum of six consecutive years. Head elders will be appointed on even years. After serving three consecutive terms, the head elder is ineligible for election to any office, other than moderator, for one year.

2. SIGNING AUTHORITY

The head elder shall be one of four signing authorities for legal documents of the church.

3. DUTIES

The head elder shall perform the duties as outlined in the job descriptions located in the appendix to the church bylaws.

4. EX-OFFICIO

The head elder has ex-officio status on all standing church committees.

T. THE TABLE

1. COMPOSITION

The Table will be comprised of the senior pastor, other pastoral staff, moderator, head elder, worship team lead, mission team lead, discipleship team lead, fellowship team lead, finance team lead, as well as their spouses if applicable. The clerk is also a member of the Table. The maintenance person is welcome to participate as a member of the Table.

2. DUTIES

The Table shall meet once a month as required and will conduct the church business and oversee the vision casting of the church. The Table will bring

the budget and nominations to the year end congregational meeting for ratification. The Table will present the year end financial report at the AGM.

U. Team Lead Positions

i. APPOINTMENT

A church member shall be nominated by the nominating committee and elected to serve as one of the five Team Leads by The Table. The member shall be elected for a two-year term with a maximum of six consecutive years. After serving three consecutive terms, the Team Lead is ineligible for election to any office, other than moderator or head elder, for at least one year. All Team Lead appointments will be ratified by the church membership at the year end congregational meeting.

ii. BUDGET

Each Team Lead will be responsible for preparing and submitting their budget requirements to the budget committee when requested. Once approved they will oversee the disbursement of their budget. Single expenses of more than \$500 will be confirmed with the treasurer.

iii. VISION

At each regular Table meeting one of the five team leads will highlight their area of ministry. This will include a written report outlining their budget needs, their goals and vision for the year, and any support or prayer requests that they have.

1. WORSHIP TEAM LEAD

“Love the Lord with all your heart, soul and mind” (Matt 22:37)

i. APPOINTMENT

A church member shall be nominated by the nominating committee and elected to serve. The term shall be for two consecutive years commencing with an even numbered year.

ii. OVERSIGHT

The Worship Team Lead will assemble a team to oversee leading people into an encounter with Christ during our service through music and technology.

iii. DUTIES

The Worship Team Lead, and their spouse (if applicable), will serve as members of The Table, and will carry out their responsibilities as outlined in their job description located in the appendix to the church bylaws.

2. MISSION TEAM LEAD

“Go make disciples of all nations” (Matt 22:37)

i. APPOINTMENT

A church member shall be nominated by the nominating committee and elected to serve. The term shall be for two consecutive years commencing with an odd numbered year.

ii. OVERSIGHT

The Mission Team Lead will assemble a team to oversee the church efforts to shine the light of Christ into the community at both a local and global level.

iii. DUTIES

The Mission Team Lead, and their spouse (if applicable), will serve as members of The Table and will carry out their responsibilities as outlined in their job description located in the appendix to the church bylaws.

3. DISCIPLESHIP TEAM LEAD

“Baptizing and teaching them to obey all I have taught you.” (Matt 28:19-20)

i. APPOINTMENT

A church member shall be nominated by the nominating committee and elected to serve. The term shall be for two consecutive years commencing with an even numbered year.

ii. OVERSIGHT

In consultation with the relevant pastoral staff, the Discipleship Team Lead will assemble a team to oversee the spiritual development of the church in areas of preaching, prayer, small groups, Sunday School, youth and young adults.

iii. DUTIES

The Discipleship Team Lead, and their spouse (if applicable), will serve as members of The Table and will carry out their responsibilities as outlined in their job description located in the appendix to the church bylaws.

4. FELLOWSHIP TEAM LEAD

“Love your neighbour as yourself.” (Matt 22:39)

i. APPOINTMENT

A church member shall be nominated by the nominating committee and elected to serve. The term shall be for two consecutive years commencing with an odd numbered year.

ii. OVERSIGHT

The Fellowship Team Lead will assemble a team to oversee community building and membership in the church.

iii. DUTIES

The Fellowship Team Lead, and their spouse (if applicable), will serve as members of The Table and will carry out their responsibilities as outlined in their job description located in the appendix to the church bylaws.

5. FINANCE TEAM LEAD

“Master, you entrusted me with five talents. See, I have gained five more.” (Matt 25:29) “Whatever you do, work at it with all your heart... it is the Lord you are serving.” (Col 3:23-24)

i. APPOINTMENT

Appointment. A church member shall be nominated by the nominating committee and elected to serve. The term shall be for two consecutive years commencing with an even numbered year.

ii. OVERSIGHT

The Finance Team Lead will assemble a team to oversee the church finances and administration.

iii. SIGNING AUTHORITY

The Finance Team Lead will serve as the treasurer and will be one of the signing authorities of the church.

iv. DUTIES

The Finance Team Lead, and their spouse (if applicable), will serve as members of The Table and will carry out their responsibilities as outlined in their job description located in the appendix to the church bylaws.

V. TABLE SUPPORT POSITIONS

All people serving in support positions are welcome to participate at the Table. All support positions will consult with their team lead. If one of the support positions is vacated during the term of office, the Table shall appoint an interim placement as necessary.

1. MAINTENANCE PERSON

i. APPOINTMENT

A church member shall be nominated by the nominating committee and elected for a two-year term. After serving for six consecutive years, a maintenance person is not eligible for appointment to any office, other than the office of moderator or head elder, for one year.

ii. ORGANIZATION

The maintenance person will report to the Lead Team.

iii. DUTIES

The maintenance person shall perform the duties as outlined in the job descriptions located in the appendix to the church bylaws.

2. CHURCH CLERK

i. APPOINTMENT

A church member shall be nominated by the nominating committee and elected to serve as church clerk. The member shall be appointed for a two-year term with a maximum of six consecutive years. After serving for six consecutive years, the church clerk is not eligible for appointment to any office, other than the office of moderator or head elder, for one year.

ii. ORGANIZATION

The church clerk will report to the Lead Team.

iii. DUTIES

The church clerk shall perform the duties as outlined in the job descriptions located in the appendix to the church bylaws.

3. TEAM MEMBER

i. APPOINTMENT

Each of the five team leads will select appropriate team members to support their area of ministry who are either members or adherents of the church. Team members have no maximum term.

ii. ORGANIZATION

Each team member reports to the team lead who selected them.

iii. DUTIES

Each team member will perform the duties requested of them by their team lead.

W. ARTICLE 7: REMOVAL OF LEADERS

i. The Table may removed appointed Table leads before the expiration of their term of office, and may make a recommendation to the nominating committee for a successor to complete the term of office.

ii. The church members may, by special resolution, remove appointment Table leads before the expiration of their term of office, and may make

a recommendation to the nominating committee for a successor to complete the term of office.

X. ARTICLE 8: COMMITTEES

1. NOMINATING COMMITTEE

i. MEMBERS

The nominating committee shall consist of at least three church members who shall serve for one year. The moderator will recommend names for these positions and present them to the Table for election. At the year end congregational meeting the church will ratify these nominations.

ii. DUTIES

The congregation and the Table shall make recommendations to the nominating committee. All nominations must be given a minimum of two weeks in advance of the year end congregational meeting. The nominated person must give their permission to stand. The Lead Team shall approve the final list of nominees before the names are presented at the Table.

2. BUDGET COMMITTEE

i. MEMBERS

The budget committee shall consist of the moderator, the head elder, the treasurer, the senior pastor and at least one other Table member. The budget committee will collect budget requests from each of the team leads.

ii. DUTIES

The budget committee will prepare the budget for the new year prior to the November Table meeting. The Table will approve the budget. Then the budget will be presented to the church and ratified at the Year End Congregational Meeting.

Y. ARTICLE 9: CHURCH SERVICES

SUNDAY

The church shall meet regularly on the Lord's Day for the worship of God.

WEEKDAY

Bible studies, small groups, and prayer and praise services shall be conducted for the spiritual growth and edification of the church family.

LORD'S SUPPER

The Lord's Supper shall be commemorated at least once per month

PULPIT SUPPLY

The Discipleship Team, in conjunction with the senior pastor, shall be responsible for the pulpit supply. If the church is without a pastor, the Discipleship Tam shall be responsible for the worship services.

OFFERINGS

No individual or group shall be given the privilege of receiving an offering, or solicitation of the membership, without prior approval of the Table.

Z. ARTICLE 10: BORROWING POWERS

The Table may borrow up to \$5000.00 as needed. The borrowing funds over \$5000.00 is subject to approval by a special resolution of the church.

AA. ARTICLE 11: AUDITORS

The accountants appointed by the church shall review the treasurer's records annually, or at any time as required by the Table. The Table and/or the treasurer have the right to demand an audit at any time that the records are brought into question, and such audit shall be mandatory. The auditor's report shall be given at the following Table meeting or congregational meeting.

BB. ARTICLE 12: BOOKS AND RECORDS

The books and records of the church may be inspected by the members at any time upon reasonable notice being given to the church clerk or the treasurer.

CC. ARTICLE 13: AMENDMENTS

The bylaws may be amended or repealed at a church business meeting by recommendation of the Table. The intent to consider amendments at a business meeting must be announced virtually and at two consecutive Sunday services prior to the meeting. Notice of the proposed amendments shall be posted virtually and on the church bulletin board at least 14 days before the date of such meeting. Amendments to the Bylaws shall require an affirmative vote of 75% either virtually or in person.

DD. ARTICLE 14: DISSOLUTION

In the event of the dissolution of this society for any reason, all remaining assets of the society shall, after payment of liabilities, be distributed to the North American Baptist Conference Association of BC Churches.

EE. ARTICLE 15: STATEMENT OF BELIEFS

Baptists, since their beginnings, repeatedly have composed confessions, which expressed doctrinal consensus among related churches. In principle, however, Baptists have always insisted that no statement of faith can be considered creedally binding even upon congregations. The purpose of their doctrinal summaries was to explain to other Christians and to the larger society what Baptists believed and practiced. Within and among Baptist churches, statements of faith also provided a standard for instruction, counsel and fellowship.

We, as North American Baptists, presently feel the need to state more fully our Baptist understanding of the Christian faith. The purpose that guided us in writing and the use that we intend for this declaration are:

1. To further the sense of identity and the spirit of unity within our North American Baptist Conference by declaring our common doctrinal understandings;
2. To provide a basis for doctrinal instruction within our conference;
3. To provide a basis for doctrinal discussions in the hiring of conference personnel;
4. To serve as a reference point when opinions differ;
5. To provide a basis for our doctrinal discussion in admitting new churches and new pastors into our various associations;
6. To provide a doctrinal guide for new churches: and
7. To give a doctrinal witness beyond our Conference.

In continuity with our immediate forefathers and the fellowship of Baptists throughout history, we seek to practice and propagate by God's grace the following convictions:

1. THE BIBLE

We believe the Bible is God's Word given by divine inspiration, the record of God's revelation of Himself to humanity (II Timothy 3:16). It is trustworthy, sufficient, without error—the supreme authority and guide for all doctrine and conduct (I Peter 1:23-25, John 17:17, II Timothy 3:16-17). It is the truth by which God brings people

into a saving relationship with Himself and leads them to Christian maturity (John 20:31, I John 5:9-12, Matthew 4:4, I Peter 2:2).

2. GOD

We believe in the one living and true God, perfect in wisdom, sovereignty, holiness, justice, mercy and love (I Timothy 1:17, Psalm 86:15, Deuteronomy 32:3-4). He exists eternally in three coequal persons who act together in creation, providence, and redemption (Genesis 1:26, 1 Peter 1:2, Hebrews 1:1-3).

A. THE FATHER

The Father reigns with providential care over all life and history in the created universe. He hears and answers prayer (I Chronicles 29:11-13, Matthew 7:11). He initiated salvation by sending His Son, and He is Father to those who by faith accept His Son as Lord and Savior (I John 4:9-10, John 3:16, John 1:12, Acts 16:31)

B. THE SON

The Son became a man, Jesus Christ, who was conceived of the Holy Spirit and born of the Virgin Mary (John 1:14, Matthew 1:18). Being fully God and fully man, He revealed God through His sinless life, miracles and teaching (John 14:9, Hebrews 4:15, Matthew 4:23-24). He provided salvation through his atoning death in our place and by His bodily resurrection (I Corinthians 15:3-4, II Corinthians 5:21, Romans 4:23-25). He ascended into heaven where He rules over all creation (Philippians 2:5-11). He intercedes for all believers and dwells in them as their ever present Lord (Romans 8:34, John 14:23).

C. THE HOLY SPIRIT

The Holy Spirit inspired men to write the Scriptures (II Peter 1:21). Through this Word, He convicts individuals of their sinfulness and of the righteousness of

Christ, draws them to the Savior, and bears witness to their new birth (James 1:18, John 16:7-11, I Thessalonians 1:5-6, Romans 8:16).

At regeneration and conversion, the believer is baptized in the Holy Spirit (I Corinthians 12:13). The Spirit indwells, seals and gives spiritual gifts to all believers for ministry in the church and society (Romans 8:9-11, Ephesians 1:13-14, Romans 12:5-8, I Peter 4:10). He empowers, guides, teaches, fills, sanctifies and produces the fruit of Christlikeness in all who yield to Him (Acts 4:31, Romans 8:14, I Corinthians 2:10-13, Ephesians 5:18, II Thessalonians 2:13, Galatians 5:16, 22-23).

3. ANGELS

We believe God created an order of spiritual beings, called angels, to serve Him and do His will (Psalm 148:1-5, Colossians 1:16). The Holy angels are obedient spirits, ministering to their heirs of salvation and glorifying God (Hebrews 1:6-7, 13-14). Certain angels, called demons, Satan being their chief, through deliberate choice revolted and fell from their exalted position (Revelation 12:7-9). They now tempt individuals to rebel against God (I Timothy 4:1, I Peter 5:8). Their destiny in hell has been sealed by Christ's victory over sin and death (Hebrews 2:14, Revelations 20:10).

4. MAN

We believe God created man in His own image to have fellowship with Himself and to steward over His creation (Genesis 1:26-28). As a result, each person is unique, possesses dignity and is worthy of respect (Psalm 139:13-17). Through the temptation of Satan, Adam chose to disobey God; this brought sin and death to the human race and suffering to all creation (Genesis 3, Romans 5:12-21, 8:22). Therefore, everyone is born with a sinful nature and needs to be reconciled to God (Romans 3:9-18, 23). Satan tempts people to rebel against God, even those who love Him (Ephesians 4:27, II Corinthians 2:11, Matthew 16:23). Nonetheless everyone is personally responsible to God for thoughts, actions, and beliefs and has the right to approach Him directly though Jesus Christ, the only mediator (Romans 14:12, I Timothy 2:5)

5. SALVATION

We believe salvation is redemption by Christ of the whole person from sin and death (II Timothy 1:9-10, I Thessalonians 5:23). It is offered as a free gift by God to all and must be received personally through repentance and faith in Jesus Christ (I Timothy 2:4, Ephesians 2:8-9, Acts 20:21). An individual is united to Christ by the regeneration of the Holy Spirit (Galatians 2:20, Colossians 1:27) As a child of God, the believer is acquitted of all guilt, and brought into a new relationship of peace (Romans 5:1). Christians grow as the Holy Spirit enables them to understand and obey the Word of God (II Peter 3:18, Ephesians 4:15, I Thessalonians 3:12).

6. THE CHURCH

We believe the Church is the body of which Christ is the head and all who believe in him are members (Ephesians 1:22-23, Romans 12:4-5). Christians are commanded to be baptized upon profession of faith and to unite with a local church for mutual encouragement and growth in discipleship through worship, nurture, service, and the proclamation of the Gospel of Jesus Christ to the world (Acts 2:41-42,47, Luke 24:45-48). Each church is a self-governing body under the Lordship of Christ with all members sharing responsibility (Acts 13:1-2,14:26-28). The form of government is understood to be congregational (Matthew 18:17, Acts 6:3-6, 15:22-23). The ordinances of the church are baptism and the Lord's Supper. Baptism is the immersion of a believer in water in the name of the Father, and of the Son and of the Holy Spirit (Matthew 28:18-20). It is an act of obedience symbolizing the believer's identification with the death, burial and resurrection of the Savior, Jesus Christ (Romans 6:3-5). The Lord's Supper is the partaking of the bread and of the cup by believers together as a continuing memorial of the broken body and shed blood of Christ. It is an act of thankful dedication to Him and serves to unite His people until He returns (I Corinthians 11:23-26).

To express unity in Christ, local churches form associations and a conference for mutual counsel, fellowship and more effective fulfillment of Christ's commission (Acts 15,

I Corinthians 6:1-3).

7. CHURCH AND STATE

We believe religious liberty, rooted in Scripture, is the inalienable right of all individuals to freedom of conscience with ultimate accountability to God (Genesis 1:27, John 8:32, II Corinthians 3:17, Romans 8:21, Acts 5:29). Church and state exist by the will of God. Each has distinctive concerns and responsibilities, free from control by the other (Matthew 22:21). Christians should pray for civil leaders and obey and support government in matters not contrary to Scripture (I Timothy 2:1-4, Romans 13:1-7, I Peter 2:13-16). The state should guarantee religious liberty to all persons and groups regardless of their religious preferences, consistent with the common good.

8. CHRISTIAN DUTY

We believe Christians, individually and collectively, are salt and light in society (Matthew 5:13-16). In a Christ like spirit, they oppose greed, selfishness and vice; they promote truth, justice and peace; they aid the needy and preserve the dignity of people of all races and conditions (Hebrews 13:5, Luke 9:23, Titus 2:12, Philippians 4:8-9, I John 3:16-17, James 2:1-4).

We affirm the family as the basic unit of society and seek to preserve its integrity and stability (Genesis 2:21-25, Ephesians 6:1-4).

9. END TIMES

We believe God, in His own time and in His own way, will bring all things to their appropriate end and establish the new heaven and the new earth (Ephesians 1:9-10, Revelation 21:1). The certain hope of the Christian is that Jesus Christ will return to the earth suddenly, personally and visibly in glory according to His promise (Titus 2:13, Revelation 1:7, 3:11, John 14:1-3). The dead will be raised, and Christ will judge mankind in righteousness (John 5:28-29). The unrighteous will be consigned to the everlasting punishment prepared for the devil and his angels (Matthew 25:41, 46, Revelation 20:10). The righteous in their resurrected and glorified bodies, will receive their reward and dwell forever with the Lord (Philippians 3:20-21, II Corinthians 5:10, I Thessalonians 4:13-18).