

ARTICLES OF INCORPORATION CONSTITUTION and BY-LAWS

HOPE COMMUNITY CHURCH

AFFILIATED WITH THE EVANGELICAL FREE CHURCH OF AMERICA

2425 Black Lake Boulevard
Olympia, Washington 98512
Telephone: 360-357-3235

*"To Know Jesus Christ and to Make Him Known by Teaching the Word and Reaching
the World"*

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ARTICLES OF INCORPORATION

HOPE COMMUNITY CHURCH

AFFILIATED WITH THE EVANGELICAL FREE CHURCH OF AMERICA

We, _____,
and _____, residents of the State of Washington and citizens of the
United States of America, associate ourselves to form a religious corporation under the laws of the State
of Washington and declare as follows:

ARTICLE I

The name of this corporation shall be Hope Community Church affiliated with the Evangelical Free Church
of America.

ARTICLE II

The Hope Community Church affiliated with the Evangelical Free Church of America purposes to celebrate
the greatness of God in an atmosphere of perpetual worship, instructing believers and equipping its
members for ministry. As the Body grows toward maturity, disciples are challenged to use their spiritual
gifts, time, energy and resources to declare the gospel boldly and sensitively, expecting repentance and
conversion.

ARTICLE III

The affairs of the corporation shall be managed by a Leadership Team which shall, for legal purposes,
correspond to the Board of Directors, subject only to the authority of the church congregation. The
Chairman of the Leadership Team shall correspond to the President.

ARTICLE IV

In the event the dissolution of this corporation becomes necessary, the managing offices shall turn all
property and net assets over to the Pacific Northwest District of the Evangelical Free Church of America.

IN WITNESS WHEREOF, we have hereunto set our hands this _____ day of _____, 20____

CONSTITUTION

HOPE COMMUNITY CHURCH

AFFILIATED WITH THE EVANGELICAL FREE CHURCH OF AMERICA

ARTICLE I ~ PREAMBLE

As a group of believers in Christ, called a church, with responsibilities to Christ, to one another and to the world, we declare our intent to organize ourselves to facilitate these obligations. We acknowledge our need for overall direction, structure and division of labor to accomplish effectively our God-given tasks. To this end, we voluntarily submit ourselves to the rulership of God, as revealed in the Holy Scriptures, and to this Constitution.

ARTICLE II ~ PURPOSE

To fulfill God's mandate for this church, we purpose to:

Worship God regularly in services that celebrate His greatness;

Edify the believer by instruction, equipping, and fellowship, moving each one toward maturity in Christ; and,

Witness to the world consistently, seeking the spiritual regeneration of unbelievers.

ARTICLE III ~ NAME

The name of this church shall be: Hope Community Church affiliated with the Evangelical Free Church of America

ARTICLE IV ~ STATEMENT OF BELIEF

We believe:

God

1. We believe in one God (*Dt. 6:4; Mk. 12:29*), Creator of all things (*Gen. 1:1; Ps. 33:6; Jn. 1:3; Col. 1:15-17; Heb. 11:3*), holy (*Ex. 15:11; Isa. 6:3; 57:15*), infinitely perfect (*Dt. 32:4; Job 1:7-10; Ps. 18:30; 50:2; 90:2; 145:3; Matt. 5:48*), and eternally existing (*Ps. 33:11; 102:25-27; 115:3; Dan. 4:34-35; Jn. 5:26; Acts 17:24-25*) in a loving unity (*Jn. 3:35; 17:24; 1 Jn. 4:8,16*) of three equally divine Persons (*Jn. 17:11; Matt. 3:16-17; 28:19; 2 Cor. 13:14; 1 Pet. 1:2*): the Father (*Dt. 32:6; Mt. 6:6; Rom. 8:15; 1 Cor. 8:6*), the Son (*Matt. 3:17; Jn. 1:14; 3:16; Gal. 4:4; Heb. 1:5*), and the Holy Spirit (*Jn. 14:16, 17, 26; 15:26; 16:7-15; Rom. 8:9, 26; Gal. 4:6*). Having limitless knowledge (*Ps. 139:1-16; 147:5; Isa. 46:10; Jn. 21:17*) and sovereign power (*Jer. 32:17; Eph. 1:11; Rm. 8:28; 2 Cor. 6:18; Eph. 3:20; Rev. 1:8*), God has graciously purposed from eternity to redeem a people for Himself (*1 Cor. 2:7; Eph. 1:11; 3:10,11; 2 Tim. 1:9; Tit. 1:2; 1 Pet. 1:20; Rev. 13:8*) and to make all things new (*Matt. 19:28; Acts 3:21; Rom. 8:19-21; Rev. 21,22*) for His own glory (*Ps. 19:1-2; Isa. 43:7; Jer. 13:11; Col. 1:15-23; Rev. 4:11; 5:9-14*).

The Bible

2. We believe that God has spoken in the Scriptures (*Matt. 1:22; 4:4; 19:4, 5; Heb. 1:1-2*), both Old and New Testaments (*2 Pet. 3:15, 16*), through the words of human authors (*Lk. 1:1-4*). As the verbally inspired Word of God (*2 Tim. 3:16; 2 Pet. 1:20, 21*), the Bible is without error in the original writings (*Num. 23:19; 2 Sam. 7:28; Prov. 30:5; Ps. 119:96, 160; Matt. 5:18; Jn. 10:35; 17:17; Tit. 1:1, 2*), the complete

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revelation of His will for salvation (*Lk. 16:29-31; Gal. 1:8,9; 2 Tim. 3:15*), and the ultimate authority by which every realm of human knowledge and endeavor should be judged (*Jn. 17:17; 1 Tim. 3:15-17; 1 Pet. 1:23; Ps. 119:44, 45, 165*). Therefore, it is to be believed in all that it teaches (*Matt. 22:29; Rom. 15:4; 2 Tim. 3:16*), obeyed in all that it requires (*Matt. 28:20; 2 Thess. 3:14; 1 Jn. 2:5*), and trusted in all that it promises (*Rom. 1:2; 4:21; Heb. 10:23; 2 Pet. 1:4; 3:13*).

The Human Condition

3. We believe that God created Adam and Eve in His image (*Gen. 1:26-27; 5:1; 9:6; 1 Cor. 11:7; Col. 3:10; Jms. 3:9*), but they sinned when tempted by Satan (*Gen. 3:1-6; Jn. 8:44; Rom. 5:12-14; 16:20; 2 Cor. 11:3; 1 Tim. 2:13-14*). In union with Adam (*Job 14:4; Ps. 51:5; Jn. 3:6; Rom. 3:12; 5:12-14; 1 Cor. 15:22a; 1 Jn. 1:8*), human beings are sinners by nature and by choice (*Gen. 6:5; Jer. 17:9; Isa. 6:5; Rom. 5:15; 8:5-8; Eph. 2:1-2; 4:17-19*), alienated from God (*Rom. 5:10*), and under His wrath (*Rom. 1:18; 2:5; 3:9-19; 3:23; Eph. 2:3*). Only through God's saving work in Jesus Christ (*Act 4:12; 1 Tim. 2:5*) can we be rescued (*1 Thess. 1:10*), reconciled (*Rom. 5:1, 2, 10; Col. 1:20*) and renewed (*Rom. 8:29; 2 Cor. 3:18; Eph. 4:24; Phil. 3:21; 1 Jn. 3:2*).

Jesus Christ

4. We believe that Jesus Christ (*Matt. 1:21; 16:18*) is God incarnate (*Jn. 1:14, 18; 1 Jn. 4:2*), fully God (*Isa. 9:6; Jer. 23:6; Jn. 1:1; 20:28; Rom. 9:5; Col. 2:9*) and fully man (*Matt. 4:2; Lk. 2:40, 52; Jn. 11:35; Heb. 5:7-8; 1 Jn. 1:1-3*), one Person in two natures (*Jn. 3:13; 10:30; 17:5*). Jesus, Israel's promised Messiah (*Gen. 3:14-20; 12:1-3; 49:8-12; 2 Sam. 7:11b-16; Matt. 1:1, 17; Lk. 4:16-22; 24:25-27; Jn. 1:41; 4:25-26; Acts 2:36; 13:23,32; Rom. 1:2-3; 2 Tim. 2:8,9*) was conceived through the Holy Spirit (*Matt. 1:18; Lk. 1:34,35*) and born of the virgin Mary (*Isa. 7:14; Matt. 1:20; Lk. 1:34, 35*). He lived a sinless life (*Rom. 5:19; Gal. 4:4, 5; Matt. 3:15; Phil. 2:7,8; Heb. 4:15*), was crucified under Pontius Pilate (*Dt. 21:23; Ps. 16:10; Matt. 27:26; Mk. 15:15; Lk. 23:16; Jn. 19:16; Acts 2:27, 37*), arose bodily from the dead (*Matt. 28:1-10; Mk. 16:1-8; Lk. 24:39; Rom. 4:25; 1 Cor. 15:20, 44-45; Col. 1:18; Rev. 1:5*), ascended into heaven (*Lk. 24:51; Acts 1:6-11; Eph. 1:20; 4:8-10; 1 Tim. 3:16*) and sits at the right hand of God the Father (*Eph. 1:20; Col. 3:1; Heb. 1:3; 8:1; 10:12; 1 Pet. 3:22*) as our High Priest (*Heb. 2:17; 3:1; 4:14; 6:20; 8:1*) and Advocate (*Rom. 8: 34; Heb. 7:25; 9:24; 1 Jn. 2:1*).

The Work of Christ

5. We believe that Jesus Christ, as our representative (*Gen. 2:15-17; Matt. 4:1-11; Mk. 1:12-13; Lk. 4:1-13; Rom. 5:18-19; 1 Cor. 1:30; 15:45; 47; Phil. 3:9*) and substitute (*Mk. 10:45; Heb. 2:16-17; 1 Pet. 2:24; 3:18*), shed His blood on the cross (*Lev. 17:11; Mt. 26:28; Heb. 9:14, 22; 10:19; 1 Pet. 1:18-19; Rev. 12:10-11*) as the perfect, all-sufficient sacrifice (*1 Cor. 5:7; Heb. 9:23-24, 26, 28; 10:1; 13:11, 12*) for our sins (*Isa. 53:5-7, 12; Jn. 1:29; Rom. 3:21-26; 2 Cor. 5:21; Gal. 3:13; 1 Jn. 3:5*). His atoning death (*Rom. 3:25; Heb. 2:17; 1 Jn. 2:2; 4:10*) and victorious resurrection (*Col. 1:13; 2:13-15; Heb. 2:14-15*) constitute the only ground for salvation (*Rom. 4:25; 6:4,11,14; 1 Cor. 6:14; 15:20; 2 Cor. 4:14; Eph. 1:19-20; 2:5-6; 1 Pet. 1:3*).

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ (*Jn. 16:14*). He convicts the world of its guilt (*Jn. 16:8; 1 Cor. 2:14*). He regenerates sinners (*Ezek. 36:25-27; Jn. 3:3, 5; 1 Cor. 12:3; 2 Cor. 5:17; Eph. 2:5; Col. 2:13; 1 Thess. 1:4-5; 2 Thess. 2:13; Tit. 3:5; Jms. 1:18; 1 Pet. 1:3*), and in Him they are baptized (*Mk.1:8; Acts 1:5; 1 Cor. 12:13*) into union with Christ (*Rom. 3:24; 5:15-21; 12:5; 1 Cor. 1:2; 5:19; 15:22b; 2 Cor. 5:17; Gal. 1:22; 2:17; 3:28; Eph. 1:4; 2:12; 3:6; 4:32; 2 Tim. 2:10; 1 Thess. 4:16*) and adopted as heirs (*Rom. 8:15,23; 9:4; Gal. 4:5; Eph. 1:5; Tit. 3:7*) in the family of God (*Matt. 12:49-50; 2 Cor. 6:18; Eph. 3:14; 1 Jn. 3:14-18*). He also indwells (*Jn. 14:17; Rom. 8:11; 1 Cor. 3:16*), illuminates (*1 Cor. 2:2; 2 Cor. 4:4-15; Eph. 1:17-19; Phil. 1:9-11*), guides (*Jn. 16:13; Acts 15:28; Rom. 8:4, 14; Gal. 5:16, 18*), equips (*Rom. 12:4-8; 1 Cor. 12: 4-10; Eph. 4: 7-11; 1 Pet. 4:10-11*) and empowers (*Acts 1:8; 10:38; Rom. 15:13; 1 Cor. 12:11; Eph. 3:16; 2 Tim. 1:7*) believers for Christ-like living and service (*Acts 6:8; Rom. 8:4-6, 12-16; 2 Cor. 13:14; Gal. 3:3, 5; 5:22-23, 25; Eph. 2:22; 4:3; Phil. 2:1-2*).

The Church

7. We believe that the true church (*Matt. 16:18; 1 Cor. 12:28; Eph. 4:4-6; 5:25; Heb. 12:28*) comprises all who have been justified by God's grace through faith alone in Christ alone (*Ps. 103:12; Isa. 44:22; Jn. 3:16; Acts 16:31; Rom. 3:20-28; 4:3; 5:1, 21; 8:1, 30, 33-34; 10:4, 9; 2 Cor. 5:21; Gal. 2:16; Eph. 2:8-9; Phil. 3:9; Tit. 3:7; Heb. 10:14*). They are united by the Holy Spirit in the body of Christ (*1 Cor. 12:12-27*), of which He is the Head (*Eph. 1:22-23; 4:15-16; Col. 1:18; 2:19*). The true church is manifest in local churches (*Acts 9:31; 20:28-30; Rom. 16:5; 1 Cor. 1:2; 16:19; 2 Cor. 1:1; 1 Thess. 1:1; Philem. 1-2*), whose membership should be composed only of believers (*Matt. 18:15-20; Acts 2:41, 47; 14:23; 20:7; 1 Cor. 1:2, 9; 11:20; 12:13; 14:40; 16:1-2; 1 Tim. 3:1-13; 5:9; Tit. 1:5-9; Heb. 10:25*). The Lord Jesus mandated two ordinances baptism (*Matt.*

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28:18-20; Rom. 6:3-4; Col. 2:12) and the Lord's Supper, (Matt. 26:26-29; Mk. 14:22-25; Lk. 22:15-20; 1 Cor. 11:23-26), which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer (Jn. 6:55-56; Acts 2:38; 8:39; 16:34; 1 Cor. 10:16; 11:29-30; Col. 2:12).

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose (Matt. 7:17-18; 12:33, 35; Heb. 11:6; Eph. 2:10; 1 Cor. 10:31; Col. 3:17, 23; 2 Thess. 2:13; 5:23; 2 Cor. 5:17; 1 Jn. 2:29; 3:9; 5:18; 2 Cor. 3:18; Tit. 3:5; 1 Cor. 6:11; Rom. 6:11, 14; 1 Pet. 1:15; Phil. 2:12-13; Heb. 12:1, 14; Rom. 6; 2 Tim. 1:9; Js. 2:17; 1 Pet. 2:24; 2 Pet. 1:3-11). God commands us to love Him supremely and others sacrificially (Dt. 6:5; Lev. 19:18; Matt. 22:37-39; Mk. 12:30; Lk. 10:27) and to live out our faith with care for one another (Rom. 12:10; 14:13; 15:7, 14; Gal. 5:26; Eph. 4:32; 1 Thess. 3:12; 5:11, 15; Heb. 10:24-25; 1 Pet. 4:9), compassion toward the poor (Dt. 15:11; Psa. 82:3,4; Psa. 140:12; Prov. 14:21, 31; 19:17; 22:9, 16, 22, 23; 28:8; 29:7; 31:8, 9; Jer. 22:16; Gal. 2:10; Js. 1:27) and justice for the oppressed (Ex. 23:6; Lev. 19:15; Psa. 82:3, 4; 140:12; Prov. 29:7; 31:9; Isa. 1:17; Jer. 9:24; Mic. 6:8; Zech. 7:9,10; Matt. 23:23; Luke 4:18). With God's Word, the Spirit's power, and fervent prayer in Christ's name (Eph. 6:10-18), we (Heb. 3:13; 10:25), are to combat the spiritual forces of evil (2 Cor. 10:3-5; Eph. 6:11, 12; 2 Tim. 4:7; 1 Jn. 5:3-4). In obedience to Christ's Commission, we are to make disciples among all people (Matt. 28:19; Jn. 20:21; Rev. 7:9), always bearing witness to the gospel (Acts 1:8) in word and deed (Matt. 5:13-16).

Christ's Return

9. We believe in the personal, bodily (Matt. 24:30; 26:64; Acts 1:11; Rev. 1:7) and premillennial (Rev. 20:1-10) return of our Lord Jesus Christ (Matt. 25:31; Tit. 2:13; 2 Thess. 1:6-8; Rev. 19:11-21). The coming of Christ, at a time known only to God (Matt. 24:36; Mk. 13:32), requires constant expectancy (Matt. 24:42-51; Rom. 13:11-14; 1 Thess. 5:1-11; Js. 5:8, 9; 2 Pet. 3:10-14; Rev. 3:3) and, as our blessed hope (Tit. 2:13), motivates the believer to godly living, sacrificial service and energetic mission (2 Thess. 1:6-8; 2 Tim. 4:8; Tit. 2:14; Heb. 9:28; 1 Jn. 3:2-3; 2 Pet. 3:10-14).

Response and Eternal Destiny

10. We believe that God commands everyone everywhere (Acts 17:30; 20:20) to believe the gospel (Mk. 1:15; Jn. 6:29; 8:24; 11:26; 14:1; 20:31; Acts 16:31; Rom. 3:22; 10:14; Gal. 3:22; 1 Tim. 1:16; 1 Pet. 1:8; 1 Jn. 3:23) by turning to Him in repentance (Isa. 55:6-7; Lk. 24:47; Acts 2:37-38; 3:19; 14:15; 17:30; 20:21; 26:17,18; Rom. 2:4; 2 Cor. 7:9-10) and receiving the Lord Jesus Christ (Jn. 1:12). We believe that God will raise the dead bodily (Isa. 26:19; Dan. 12:2; 1 Cor. 15; 1 Thess. 4:13-18; Rev. 20:13) and judge the world (Ecc. 12:14; Matt. 12:36; 26:31-32; Acts 17:31; Rom. 14:10; 2 Cor. 5:10; 2 Tim. 4:1; Rev. 20:12), assigning the unbeliever to condemnation and eternal conscious punishment (Matt. 25:46; Lk. 16:26; 2 Thess. 1:9; Rev. 14:11; 21:6, 8; 22:14, 15), and the believer to eternal blessedness and joy with the Lord (Matt. 25:34, 46; Jn. 14:2; Rev. 21:1-3), in the new heaven and the new earth (Isa. 65:17; 66:22; Rom. 8:19-21; Heb. 12:26; 27; 2 Pet. 3:13; Rev. 21:1; 22:3), to the praise of His glorious grace (Eph. 1:6, 12). Amen.

ARTICLE V ~ COVENANT

Believing that the Church is a body of regenerated people, banded together under Christ and godly leaders for the purpose of worship, edification and mission, we do hereby covenant together to submit to God's Word and this Covenant. This relationship is entered by mutual consent with the church leaders and the congregation and ends only by mutual consent.

Therefore, every member of the church is expected to live accordingly, by:

- Praying fervently for the church, its members, its ministry and its outreach.
- Supporting the church materially with tithes, offerings and other gifts.
- Attending services faithfully, preparing prayerfully beforehand for worship, edification and mission.
- Living a holy and godly life as a witness before the world and an example to other believers.
- Serving other members of the Body of Christ in love, supporting their ministries in an uncritical spirit.
- Remembering the poor, the fatherless and the widows in tangible, Christ-honoring ways.
- Avoiding any behavior forbidden in the Bible.

ARTICLE VI ~ MEMBERSHIP

This church shall receive as members only those who have by faith accepted Jesus Christ as Savior, who intend to follow Him as Lord, who by their lives manifest a born-again experience, and who agree with the purpose, doctrines and covenant of this church.

ARTICLE VII ~ CHURCH LEADERSHIP

The Leadership Team shall govern the affairs of this church. Unless context requires otherwise, all references in this Constitution, and in the By-laws, to "Elder Team" shall refer to the Leadership Team.

The Elder Team shall consist of:

- Elected Elders
- Senior Pastor, Associate Pastor(s) called by the congregation

The Officers of this church shall be the Senior Pastor and elected from the membership of the church: Chairman, Vice Chairman, Secretary and Treasurer. The Senior Pastor, by virtue of his position, is an elder and member of the Elder Team. The Chairman and Vice Chairman of the Elder Team, by virtue of their office, shall be the Chairman and Vice Chairman of the church. The following Officers are not members of the Elder Team but are responsible to it: Secretary and Treasurer.

Qualifications and responsibilities for members of the Elder Team are detailed in Section II of the By-laws.

ARTICLE VIII ~ CONGREGATIONAL MEETINGS

Members' Meetings – There shall be a regular members' meeting at least every quarter, at some time apart from a public worship service. The elders shall see that the stated meetings of the church are regularly held and that required reports are submitted to the church. A budget shall be approved by the membership at the first members' meeting of the church's fiscal year. During this meeting, the Chairman or Senior Pastor shall provide a brief update and the Treasurer or an Elder shall present a discussion of the budget and reasons for material changes from the previous year including planned staff additions. The budget for the year and any other issues requiring congregational approval are to be voted on. Approval of the budget provides the Elder Team with the authority to spend 110% of the aggregate budget without further congregational approval. The Elder Team is charged with maintaining key statistical and historical information of the church. This information is available to any member on request. Prior to this approval and subject to the elder's discretion, expenditures may continue at the prior year's level.

At any regular or special member's meeting, officers may be elected, and positions filled as needed, so long as all relevant constitutional requirements have been met. Special members' meetings may be called as required by the elders. No meeting shall be called with less than one week's notice.

Other Business Meetings: When members are duly notified, special members' meetings may be called by the Chairman in conjunction with the Senior Pastor and the Elder Team.

Responsibilities specifically retained by the congregation are:

- Calling of a Senior Pastor and Associate Pastor(s)
- Election of Officers, Elders, and Deacons/Deaconess
- Approval of the annual budget
- Approval of changes to the Constitution or By-laws
- Approval of significant modifications to the facility (expansion or remodeling)
- Approval of the amount of debt that the congregation can incur
- Approval of strategic plans

ARTICLE IX ~ STANDING

This church shall remain free and autonomous and shall not join itself to any other denomination or synod. It shall have as its highest authority Christ, who is the Head of the universal Church, as revealed in the Word of God. It shall conduct its business through its business sessions. The church shall cooperate with the Evangelical Free Church of America and its branches, and also with the Evangelical Free Church Pacific Northwest District Conference by sending delegates to conferences, supporting home and foreign missions and uniting in any mutual effort as the church may decide.

ARTICLE X ~ AMENDMENTS

Amendments to this Constitution may be made at any January business meeting of the church by a two-thirds majority of votes cast, when said proposed amendments have been presented in written form and discussed at a business meeting at least three months prior to the time of its adoption.

ARTICLE XI ~ PROVISIONS FOR BY-LAWS

A supplement to this Constitution known as By-laws shall state qualifications and duties for Senior Pastor, Elder Team, and Officers: conditions for membership, method by which members are received, parliamentary rules, and regulations for the activities of the church. Rules and regulations adopted at any business meeting shall be added to the By-laws.

ARTICLE XII ~ PROPERTY RIGHTS

If division occurs in the church, the name and all property are retained by those adhering to the Constitution.

If the church ceases to function by virtue of having as few as five remaining members, a unanimous congregational vote to close, or lacks any meetings or services for a full calendar month, and its organization is dissolved, the property shall return to the Pacific Northwest District Conference to enable said conference to renew the work or use the values thereof for further Gospel enterprises.

ARTICLE XIII ~ ORGANIZATIONS

Before any organizations may be considered as a part of the church activities, their sponsors must submit the group's plans to the Elder Team and obtain approval.

Any organization functioning under the name of the church shall have as Chairman or supervisor a member of the church and shall be responsible to a member of the Elder Team.

Any organization's fund-raising or special events which affect the members of the congregation or visitors shall be approved by the Elder Team.

The Elder Team has the authority to remove any auxiliary organization if it becomes evident that doctrinal aberrations are being taught or if the organization refuses to submit to the authority of the leadership of the church.

Hope Community Church

By-Laws

Adopted January 22, 2023

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BY-LAWS

Ephesians 4:3-6; 1 Corinthians 1:2).

PREAMBLE

We humbly seek to follow Biblical teachings related to Church government but acknowledge that the primary interest of New Testament is in the life and mission of the Church, not in its government. It is evident that through the inspired Word, the Holy Spirit has allowed some definite flexibility, for the Bible does not prescribe a specific form of government for the Church. We, therefore, respect the differences of practices among various Churches and denominations and acknowledge that God honors congregations, regardless of their specific forms of government, insofar as they teach the Bible, preach the gospel, and seek God's glory by magnifying Jesus Christ as Lord, Savior and King. As important as it is for the local Church to have by-laws, the Bible will always be primary.

Our Purpose: We exist to embrace the mission of Jesus by making disciples who love God, love people, and are being changed by the gospel.

Our Mission: Love God, Love People, Make Disciples

Our Definition of a Disciple: One who is committed to...FOLLOWING Jesus, being CHANGED by Jesus, and on a MISSION with Jesus.

ARTICLE 1

LOCAL CHURCH AUTONOMY

We affirm that our congregation is to live under the Lordship of Jesus Christ. There is no other authority over our local congregation. While we are self-governing, we voluntarily place ourselves in affiliation with the Evangelical Free Church of America. We also value the spiritual unity of the universal Church and we fellowship and minister with other Churches,

para-Church ministries, missionaries, and mission organizations who live by the same rule of Scripture and serve under the same Lord of the Church
(Ephesians 1:22-23, 1 Thessalonians 1:7-9; 4:9-10; 2 Corinthians 11:9;

ARTICLE 2

CONGREGATIONAL AUTHORITY

We affirm that the congregation has a voice and rights of approval in seven key areas (*1 Corinthians 1:10, 5:12-13, 14:40; Acts 6:1-6; 2 Corinthians 8:18-19; 2 Corinthians 2:6-8*).

The calling of the senior pastor
The calling of our elders and deacons
The examination and approval of our annual budget
The acquisition of land and the construction of major buildings
Any significant modifications to the facility (expansion or remodeling)
The receiving of new members
The adoption or change of the constitution and by-laws

Given that congregational authority is significant in the life of the Church, we shall endeavor to make membership in the Church meaningful as described in the membership section of these by-laws.

ARTICLE 3 OFFICERS

Section 1 – Biblical Rationale for Church Leadership

God's plan for leadership is revealed in Scripture. He launched the Church by giving certain individuals – "apostles, prophets" – specific gifts. These believers, under the direction of the Holy Spirit, initiated the Christian movement and founded local Churches through their teaching and preaching (*Ephesians 4:11-13; Romans 15:20; 1 Cor. 3:9-10; Tit. 1:5; Acts 20:28*).

"For this reason I left you in Crete that you might set in order what remains, and appoint elders in every city as I directed you" (Titus 1:5).

As Churches were established in the faith, and when more than one person became qualified, elders were appointed to continue the pastor-teaching ministry in each local Church. To the elders was given the ultimate

responsibility for the oversight of that particular Church body, and the shepherding of its members (*1 Timothy 3:1-7, Acts 14:23, Titus 1:5-9, 1 Timothy 5:17, 1 Peter 5:1-4, Acts 20:28-32*).

Some elders would give more time to the spiritual leadership than others and would be called to fill more demanding responsibilities. They therefore would be worthy of “double honor” (1 Tim. 5:17).

As necessary, deacons were also appointed to serve the Church, particularly in undertaking those areas of need that would otherwise prohibit the elders and other leaders (pastor and staff) from performing their Biblical responsibilities (*Acts 6:1-7*).

These leaders, along with all members of each local body from a unique organism – a visible and functioning expression of the universal Church. Hope Community Church recognizes this Biblical pattern for the plurality of godly leadership, under the oversight and watchful care of the elders.

In response to the Biblical pattern of leadership, members of the body are taught in Scripture to lovingly support their leaders and to submit to their leadership as the leader’s model godly, servant-leadership (*1 Corinthians 16:16, 1 Thessalonians 5:12 & 13*).

In addition to elders and deacons, our Church recognizes the administrative positions under the constitution of chairman, treasurer, and secretary. All officers must be members of this Church prior to assuming their responsibilities.

Section 2 - Elders

An elder is a shepherd (*1 Peter 5:1, Acts 20:28*). An elder serves the congregation with spiritual oversight and watches over the members of his Church as one who will give an account to God (*Hebrews 13:17*). The elders serve as a ministry team rather than a board of trustees. The congregation elects the elders and then trusts the elders to lead and give spiritual oversight to the Church. The congregation is expected to follow their leadership. The elders are accountable to the congregation.

The number of elders shall be according to the number of men who have been recognized by the Holy Spirit, recommended by the Elder Team, and approved by the Church membership. While we recognize that elders are gifts to the Church and we want as many as we can reasonably have, it will be the goal to have more lay elders than staff elders.

Description

An elder is a man raised up by the Holy Spirit for spiritual leadership of the local Church. He is a member and an overseer of the total ministry of our Church. He is to work with his fellow elders in protecting doctrinal purity, encouraging discipleship, and maintaining Church order and discipline within the fellowship over which God has placed him as shepherd. The elders are to embody the values we want our Church to embrace.

Qualifications

Qualifications for elder are specified in 1 Timothy 3:1-7 and Titus 1:5-9. The elders will have a process of training and evaluation for elder candidates. All elders must adhere to the Biblical qualifications.

Elders Role

a) Shepherd the Flock

Serving in all humility, elders are to guide, direct, guard and protect the members of the body, seeking to meet their needs and assist in any way possible, warning against harmful influences and guarding against false teachers (*Acts 20:28ff, 1 Peter 5:1-3*).

b) Lead Through Example

Elders are to provide a Scriptural role model and are to set a pattern before the flock of a rightly ordered life – with a single purpose, to glorify God (*1 Peter 5:3*).

c) Teach & Exhort

Elders are to see that the flock is fed through insightful and accurate Biblical instruction and admonition (*1 Timothy 3:2, Titus 1:9*).

d) Pray

Elders are to pray for spiritual and physical well-being of members of the congregation (*Acts 6:4, James 5:14*).

e) Refute Those Who Contradict Truth

Elders are to confront those who are teaching what they should not teach or who are continuing in a pattern of behavior contradictory to Biblical truth. Thus, elders are to keep closing potential entrances for our defeated enemy, the devil, so that the truth of Christ will remain credible to both the congregation and the community (*Acts 20:29-31, Titus 1:9*).

f) Direct the Church's Ministry

Elders are to "oversee" the life of the Church, with the assistance of other godly leaders. They are to direct the affairs of the Church effectively. It is critical that they empower other leaders and servants for ministry (*1 Timothy 3:1, 5; 1 Timothy 5:17; Ephesians 4:12*).

Specific HCC Responsibilities

- a) Meet as a team regularly for prayer and study of Scripture.
- b) Meet with the deacons to give encouragement and direction, reviewing and modifying deacon responsibilities and job descriptions and determining the number of deacons required.
- c) Be available to the congregation for counsel and visitation.
- d) Evaluate the job performance of the pastoral staff.
- e) Review and recommend applicants for membership.
- f) Give input to the vision, long range plans, and goals of the Church.
- g) Embrace Church discipline issues.

- h) Establish Biblical positions when necessary to clarify sensitive issues and preserve congregational unity.
- i) Assist in the hire and termination of all support staff (such as secretaries, custodians) and part-time ministerial staff.
- j) Report to the congregation as needed regarding the condition of the Church, pastors and staff and any pertinent issues.
- k) Select a vice-chairman from among the Elder Team.
- l) Assists with hire, review and termination of associate pastoral staff.

Term

An elder will serve for a three-year period. He may be elected again for a consecutive three-year term, but he may not serve more than two consecutive terms. An elder must retire for at least one year following his second consecutive term of office before being eligible to assume that office again.

An elder is usually elected at the January Members' Meeting to assume his ministry responsibilities immediately thereafter. However, elders may be elected any time of the year. If elders are elected during the year, the following procedure will be used to count years of service. If the new elder assumes ministry responsibilities before July 1, the counting of the first year of his term will begin on the preceding January. If he assumes his responsibilities after July 1, the counting of the first year of his term will not begin until the succeeding January.

Selection

The following procedure will be followed for adding members to the Elder Team.

- a) Elder nominees must be members of Hope Community Church.

- b) All nominations will be made by the elders with prayerful consideration given to the recommendations of the congregation.
- c) Unanimous approval by elders.
- d) Two-thirds (2/3) approval of Church membership at a congregational meeting.
- e) Final affirmation by elders following membership response.

Termination of Service

The following reasons for termination of service will be accepted by the Elder Team.

- a) Resignation.
- b) Behavior which violates the Biblical qualifications for the office.
- c) Continued agreement with doctrine contrary to the EFCA statement of faith.
- d) Continued behavior which promotes discontent or divisiveness that injures the unity and effectiveness of the Elder Team or the Church.

If an elder's service period is terminated early, notification of such termination will be given by the Elder Team to the congregation at the earliest possible convenience in a manner that is appropriate. The form and content of this notice will vary based on reasons for termination and Biblical input.

Pastors as Elders

It is evident in the Bible that pastors are shepherds and elders are shepherds. Therefore, pastors are elders. Ephesians 4:11 identifies pastors as among the gifted men that Jesus has given to the Church. The word for **pastor** in that passage is **poimen**. In both Acts 20:28 and 1 Peter 5:1, elders

are to shepherd the Church. The word for **shepherd** in those passages is **poimen**. The same word, **poimen**, is applied to pastors and elders. Shepherding is the essence of eldering. Both pastors and elders are shepherds but in different capacities. The pastor is hired staff. The elder is volunteer leader. Pastors and elders shepherd God's people together.

At Hope Community Church, the senior and associate pastors are elders upon acceptance of the position. Other staff ministry leaders can be brought into the Elder Team upon qualification. All Biblical standards for eldership apply for staff pastors who are permanent, and they will not be subject to three-year terms. Men who are hired at an age younger than 25 will be hired as a director of ministry, rather than pastor. Workers in this category will not be elder eligible until they have served at Hope for three years, demonstrate all the Biblical elder qualifications and have completed or made significant progress toward a degree and licensing.

Section 3 – The Senior

Pastor

Description

The senior pastor of the Church shall have, along with the elders, the oversight of the entire ministry of Hope Community Church. The senior pastor does not, in any way, carry more power than the other elders, but by virtue of his education, experience and calling, he is generally recognized as a leader among equals. He shall give supervision to other members of the ministerial staff according to the organizational plan set forth by the elders.

Term

There is no set term of service.

Qualifications

As an elder, the qualifications for senior pastor are also specified in 1 Timothy 3:1-7 and Titus 1:5-9.

Accountability

The senior pastor is directly accountable to the Elder Team and through them to the congregation.

Obligations

He shall be a member of the Elder Team but is not eligible to be an Officer of the Elder Team. He shall also be an ex-officio member of all committees with voting privilege, but not expected to attend. He shall be the spiritual

leader, preach and teach God's Word, guide and advise various Church organizations and ministries, direct and supervise various Church organizations and ministries, direct and supervise other members of the ministerial staff in their duties, and represent the Church in the community.

Job Duties and Responsibilities (include but are not limited to...)

- a) Preach the Word, prepared by prayer and study.
- b) Share the values of an outreach-focused Church and assist the body of believers in reaching Olympia for Christ.
- c) Be an example to the believers, a teacher of the Word, an overseer of the ministry, an equipper of the saints, and a shepherd of the flock.
- d) Take into consideration the spiritual gifts and needs of members of the body.
- e) Shall, with the elders, maintain membership records, assess the work and condition of the Church, making reports to the congregation at its regular members' meetings.
- f) Shall have the power of address and vote in all branches and committees of the Church.
- g) Have a shepherd's heart and the spiritual maturity to lead.

- h) Develop and encourage new leaders and workers in the various ministries of the Church.
- i) Supervise the staff.
- j) Disciple men.
- k) Be responsible for the mission and vision of the Church which is formulated and presented to the Church in consensus with the elders.
- l) Embrace the mission ***Love God, Love People, Make Disciples***.

Selection

The senior pastor will be chosen by:

- a) A nominating committee from among the elders or appointed by the elders.
- b) Unanimous approval by elders.
- c) Three-fourths (3/4) majority approval by the congregation.

Termination of Service

The following reasons for termination of service will be accepted:

a) Resignation

A minimum of thirty days written notice of resignation shall be given to the elder chairman who shall then present it to the elders and Church, unless waived by mutual consent.

b) Dismissal

Dismissal shall be based upon two-thirds (2/3) majority vote of the Elder Team (with the senior pastor not eligible for voting) and a simple majority vote of those present at a congregational meeting, or a three-fourths (3/4) majority vote of the membership at a congregational

meeting if dismissal is not initiated by the Elder Team. The basis for dismissal would be for such considerations as (1) behavior which violates the Biblical qualification for the position, (2) promoting doctrine contrary to the Statement of Faith or doctrinal policies of the Church, (3) insubordination to the elders, or (4) ineffectiveness of ministry.

The senior pastor shall be called for an indefinite time. If the issue of dismissal comes before the membership, simple majority of a recorded roll-call vote must be affirmative to dismiss him, and there must be a two-week prior notification of the congregation on the purpose of this meeting to discuss the dismissal of the senior pastor.

In the event of a parting, whether it be dismissal by the Church or resignation, salary and benefits shall be provided for a negotiated period up to 90 days, or until another full-time position is made available, whichever comes first.

In the event of a dismissal for a doctrinal or morals charge that is proven to be true by more than one witness, the negotiation of a salary and benefits package is forfeited.

Section 4 - Associate Pastors

The Church may call additional pastors whose relationship to the senior pastor is that of associate. An associate pastor shall be an elder. He shall perform the duties of an elder as described in section 4, above, and shall be recognized by the Church as particularly gifted and called to the full-time ministry of preaching and teaching.

Associate pastors shall not be subject to the triennial reaffirmation or to the term limitation set out in section 4. The Church must be given adequate opportunity to assess the preaching gifts of any potential associate pastor and, before being asked to express its judgement, must receive assurance from the elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Statement of Faith and Church Covenant. Notice of the nomination of a man to be called as associate pastor must be given at two Sunday morning services following the nomination, prior to the vote at a members meeting.

Section 5 – Deacons

Deacons are servants. The deacons serve the ministry through a diverse expression of gifts in different areas. Whereas the elders lead ministry, the deacons serve the congregation by facilitating ministry.

Description

Working with fellow deacons, a deacon extends the over-seeing ministry of the elders to the physical needs of the congregation and property of the Church. Under the elders' leadership, a deacon cares for and provides for the orderly administration of our fellowship. There shall be as many deacons as need requires. Deacons may be male or female.

Term

Deacons shall care for the temporal needs of members, attend the accommodations for public worship, and encourage and support those able to help others and those with gifts of administration.

The need for deacons shall be determined by the Elders and presented to the congregation for approval. An elected Deacon term shall be three (3) years. A Deacon/ can serve multiple three-year terms if elected. A staff member serving an identified deacon/ role shall be re-affirmed every three (3) years as an elected deacon/. There are no term limits and they are to be reaffirmed every three (3) years as long as they are on staff and as long as they maintain a life style consistent with scripture. A staff member's status as an elected deacon/ does not impact their employment status.

A new Deacon/ in their first term as Deacon may opt out after one year of service. If he/she decides to opt out, he/she is to notify the Elders when the nominating process begins. A Deacon/ may be excused from service due to Church discipline, by a majority vote of the elders.

Qualifications

The qualifications for deacon are found in 1 Timothy 3:8-13 and Acts 6:1-7.

Section 6 – Chairman

The chairman provides the elder leadership for the congregation. He works closely with the elders to ensure the Biblical stewardship of the Church's resources and provide for the administration of the Church's budget and activities. The chairman shall preside at all meetings of the Officers, Elder Team, and members' meetings of the Church. The chairman shall ensure that the staff and leadership adhere to the Bible, as well as the constitution and by-laws of Hope Community Church. He has authority to call meetings of the Elder Team and, after consultation with the Elder Team, to call special meetings of the Church. The chairman has the authority to execute legal documents on behalf of the Church and the Elder Team. The chairman shall vote only as a tiebreaker on motions before the Elder Team or members' meetings. The chairman, by virtue of his office, shall also be an elder of the Church. The elder chairman by his listed responsibilities shall assist the plurality of elders in leading the Church.

Responsibilities

- a) Be a man of prayer.
- b) Support the senior pastor by providing elder leadership for the Church.
- c) Ensure that the staff and leadership adhere to the constitution and by-laws of Hope Community Church.
- d) Provide leadership to the Team.
- e) Provide leadership to the congregation.
- f) Serve on the budget committee.
- g) Assure that all teams are meeting their objectives.
- h) Provide accountability for the elders.

Section 7 – Secretary

The secretary shall be responsible to keep accurate minutes of members' meetings, specially called meetings of the congregation, and the meetings of the Elder Team. In the absence of the secretary, the chairman shall appoint an acting secretary. The secretary is not a member of the Elder Team but is responsible to it. The secretary shall serve a one-year term but be eligible for re-election for multiple terms.

Section 8 – Treasurer

The treasurer shall be responsible for the finances of the Church. The treasurer shall keep a complete record of receipts and expenditures of the Church and render a set of financial statements to the Elder Team monthly, and to the congregation as requested. The treasurer shall provide a summary financial report to the congregation at the members' meeting(s). The treasurer shall provide financial information to the Elder Team and staff in the preparation of the church budget. The treasurer is not a member of the Elder Team but is responsible to it. The Treasurer shall serve a one-year term but be eligible for re-election for multiple terms.

**ARTICLE 4
CHURCH STAFF**

The pastoral plus administrative staff serve as a team of shepherds and workers. The pastors and directors of ministries shepherd the congregation, while the administrative staff handle much of the daily needs of the Church. Together, they work as a team.

Term

There is no set term of service.

Qualifications

Qualifications for ministerial staff are specified in 1 Timothy 3:1-7 and Titus 1:5-9.

Obligations

Beyond those obligations already stated for the elders, the ministerial staff should be diligent to fulfill their duties as outlined in their ministry descriptions. In addition, each staff member is expected to abide by HCC staff handbook. The ministry descriptions shall be reviewed annually by the senior pastor.

Accountability

The ministerial staff are directly accountable to the senior pastor and through the senior pastor to the Elder Team.

Selection

The senior pastor, in conjunction with the Elder Team, shall select the general staff. Associate pastor(s) are recommended by the senior pastor and elders for congregation calling. Other ministry leaders or staff as needed for the Church. The senior pastor, in conjunction with the Elder Team, shall have authority to terminate the employment of any associate pastor or staff member.

two members of the elders or by the chairman. The Elder Team will target quarterly meetings with select staff and deacons to discuss any additional administrative needs of ministries and ensure the Church's current and future needs are being met.

Responsibilities

- a) Be a person of prayer.
- b) All matters not specifically assigned to elders or deacons.
- c) Approve and present an annual budget to the congregation for final approval.
- d) Approve non-budgeted expenditures within 110% of the approved budget.
- e) Recommend significant budgetary changes to the congregation (i.e., building, missions, etc.).
- f) Approve/Recommend issuing a call for staff members in accordance with the by-laws.
- g) Care and supervision of Church property.
- h) Establish and maintain Church policies.
- i) Keep the deeds and valuable papers of the Church.
- j) Recommend changes to the Church constitution or by-laws to the congregation.

ARTICLE 5

THE ELDER TEAM

The Elder Team is comprised of elders, and pastors. This team will meet at the discretion of the elders for the purpose of serving the spiritual and administrative needs of the Church. These meetings will be recorded with a written record. The desire is that all matters will be decided by consensus. For voting purposes, a quorum shall be 25% of the voting members of the Team. A special meeting of the Team may be called by any

ARTICLE 6 MEMBERSHIP

Section 1 - Application Requirements

To qualify for membership in this Church, a person must be a believer in Jesus who gives evidence of his regeneration, who has been baptized, in obedience to Christ, and who wholeheartedly believes in the Christian faith as revealed in the Bible. Each member must agree to submit to the teaching of Scripture as expressed in the Statement of Faith and seek to uphold the commitments expressed in the Church Covenant. The elders shall be responsible for determining each person's qualification for membership. In making this determination, they may rely on a person's profession of faith, or such other evidence, as the elders deem appropriate.

Section 2- Admission of Members

Any person who desires membership and meets the qualification above must complete a membership class or orientation. Upon completion of any membership class applicants shall be ordinarily, but not necessarily, recommended by the elders for admission and must be accepted by vote of the members at any regular or special meeting of the members.

When the elders are confident of the applicant's faith in Christ, assurance of salvation, desire to live the Christian life, and willingness to submit to the fellowship and discipline of this local body, applicants' names will be submitted to the congregation for acceptance. Names will be submitted to the congregation for acceptance through a means deemed appropriate by the Elder Team.

Pastors, including part-time associate pastors, director of ministries and their wives automatically become members with full voting privileges on receipt and acceptance of a call from the Church.

Section 3 - Duties and Privileges of Membership

Under Christ this congregation is governed by its members. Therefore, it is the privilege and responsibility of members to attend members' meetings and vote on the election of officers, on decisions regarding membership status, and on such other matters as may be submitted to a vote.

Each member shall be privileged and expected to participate in and contribute to the ministry and life of the Church, consistent with God's leading and with the gifts, time, and material resources each has received from God.

Section 4 - Membership Roll

The membership roll shall be supervised by the elders, who shall review it periodically to determine if the needs of any members have been neglected, or if any name should be removed.

Members who are not in regular attendance for more than 6 months in military service, missionary service, due to illness, or other suitable reason as determined by the elders, are to be marked as inactive members, and not eligible to vote. The elders are to review the membership list before all votes to identify inactive members. Upon return from extended absence, an inactive member will be re-instated as a full member in the Church.

The elders shall endeavor to contact any member who has been absent from services and has had no contact with the Church for one year. Unless the member has an acceptable reason, the intent to remove the name from the Church rolls shall be referred to the elders. The elders shall then vote on the matter and the person will be notified of the action.

Those removed from membership have no vote at the members' meetings of the Church or right to its property.

Members of good standing may request a letter of recommendation when moving to other localities.

A person who has been a member in good standing, not under Church discipline, and removed from the membership rolls, may request of the

elders a reinstatement of their membership. The reinstatement request shall be brought to the Team and the Team shall decide by majority vote if the person is to be reinstated.

Section 5 – Church Discipline

The purpose of Church discipline is for the repentance, reconciliation, and spiritual growth of the individual disciplined. Discipline also serves for the instruction in righteousness and good of other Christians, for the purity of the Church as a whole, for the good of our corporate witness to non-Christians, and ultimately for the glory of God by reflecting his Holy character.

If a pastor, a member of the Church staff or a member of this Church is found to live or teach contrary to the Word of God and the statement of belief of this Church, that person shall be counseled in love according to procedures outlined in Matthew 18:15-18, I Corinthians 5, Galatians 6:1-2, Titus 2:15,3:10. If initial efforts to bring repentance and restoration fail, the elders and the senior pastor shall be called in. If no repentance follows, the elders shall decide whether exclusion from any leadership role, and/or from membership in the Church is appropriate and may notify the membership depending on role of the member.

Members and regular attendees of this Church agree that any conflict or disagreement with a pastor, a member of the Church staff, an elder, or a deacon in connection with the performance of their official duties, shall seek resolution in accordance with Biblical teachings in pursuit of unity.

No accusation against a pastor, elder, or a deacon shall be considered by the Church, except by the written complaint of two or more witnesses,

I Timothy 5:19,20

Section 6 Members' Meetings

In every meeting together, members shall act in the spirit of mutual trust, openness, and loving consideration which is appropriate within the body of Christ. Members meetings can happen any time during the year

as deemed necessary by the elders. It is anticipated that there will be four meetings in a calendar year budget to be voted on by the congregation at the January meeting

Section 7 Voting Requirements

All members 16 years of age or older have the right to vote in all matters coming before the meeting. Members must be present at the session in order to cast their votes; absentee or proxy votes will not be counted. A quorum of 15% of the voting membership shall be required to conduct business.

ARTICLE 7

OTHER MATTERS

Provision for Policies

A supplement to these by-laws known as policies shall be maintained by the Elder Team to cover personnel, financial, facilities, technology and other issues as needed. Policies shall be adopted when approved by the Elder Team. All policies shall be available to members of the Congregation upon request.

Statement on Marriage and Sexuality

We believe that the term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.

We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual contact, bestiality, incest, pornography, or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.

We believe that in order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a Biblical role model to the Church members and the community, it is imperative that all persons employed by the Church in any capacity, who are members, or who serve as volunteers, should abide by and agree to this Statement of Marriage and Sexuality and conduct themselves accordingly. In addition, no individual, group, or organization may use Church property that is not in agreement with this Statement of Marriage and Sexuality.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the Church.