ZION EVANGELICAL CHURCH

Millstadt, Illinois

Founded – January 17, 1835

CONSTITUTION & BY-LAWS

Revised February 1st, 2026

ARTICLE I - NAME

101. Zion Evangelical Church (117 W. White St.) was organized in 1835 and incorporated on July 17th, 1961 as a religious corporation under the laws of Illinois, section 164 et seq, of chapter 32 of Revised Statutes.

ARTICLE II - PURPOSE

102. It shall be the purpose of this organization to establish in its community a Christian congregation for worship, to promote the Christian life, and to advance the Kingdom of God by making disciples of all nations, by all available means, both at home and abroad.

ARTICLE III - AFFILIATION

103. A. Zion Evangelical Church is affiliated with the Evangelical Association of Reformed and Congregational Christian Churches (as of Jan. 15, 2012), and in fellowship with all churches that acknowledge Jesus as Christ to be their divine Savior and Lord.

B. Zion Evangelical Church is governed solely by the Constitution and By-Laws, and therefore is fully autonomous - which means that it can affiliate or disaffiliate from a Christian Denomination, Association or Fellowship at any time by vote of its members.

ARTICLE IV - POLITY

104. A. Zion Evangelical Church is Congregationally governed, Council managed, and Pastor led, under the Headship of the Lord Jesus Christ.

B. The government of this Church is vested in its members, who exercise the right of control in all of its affairs, subject to the laws of the State of Illinois relating to religious congregations, as is or may be amended.

ARTICLE V - FAITH AND COVENANT:

105. A. Summary Statement of Faith:

1. We believe the Bible, consisting of the Old and New Testaments, to be the only inspired, inerrant, infallible, authoritative Word of God.
2. We believe in the Trinity, one God in three persons (Father, Son and Holy Spirit).
3. We believe in the deity of Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe in the substitutionary death and atonement of Jesus Christ (who was sinless and righteous) for humanity (which is sinful and unrighteous). There is only one way to Salvation - through faith in Jesus Christ.
5. We believe in the regeneration of believing sinners by the work of the Holy Spirit. This is done by God's Grace (free gift) alone, which we receive by Faith (receiving and trusting) alone, in Jesus Christ alone.
6. We believe in the present ministry of the Holy Spirit by Whose indwelling power and fullness the Christian is enabled to live a godly life in this present evil world.
7. We believe in the participation in two sacraments, Baptism and Holy Communion.
    a. On Baptism: Our Church practices Infant Baptism, but also provides for the baptism of adults. The mode of baptism is that of sprinkling rather than of immersion. However, we recognize the validity of baptism by immersion. We do not believe any amount of water provides Salvation, but rather one's personal faith and trust in the Person and Work of Christ Jesus.

b. Regarding Holy Communion: We practice Open Communion for all those who profess to belong to Christ. The Apostle Paul under the guidance of the Holy Spirit (1 Corinthians 11) admonishes all to examine them selves to see whether they are in the Christian Faith before eating and drinking of the Lord's Supper. We are human and cannot read the hearts of men to see if they are in the Christian Faith, thus we ask each to examine themselves before partaking of Holy Communion.

8. We believe that the mission of the Church is to spread the Good News of the Gospel of salvation in every word and deed. We are sent by Christ into all the world to proclaim the atoning death and resurrection of Jesus Christ and to bring every person into a life of faith, discipleship and submission to the Lordship of Jesus Christ.
9. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
10. We believe in the spiritual unity of all believers in Christ.
11. We believe in the Biblical guidelines for human sexuality: marriage as the union of one man and one woman, fidelity and holiness in marriage and chastity outside of marriage for the sake of the Kingdom.
12. We believe in the sanctity of human life based on our creation in the image of God and our election by God for service in His Kingdom. This leads us to respectfully affirm sanctity at every stage of human life.

B. Summary of Zion's Evangelical Heritage, Theology and Faith:

Zion Evangelical Church, as a part of the Evangelical Church, defines the term 'Evangelical Church' as denoting that branch of the Christian Church which acknowledges the Holy Scriptures of the Old and New Testaments as the Word of God, the sole and infallible guide of faith and life, and accepts the interpretation of the Holy Scriptures as given in the symbolic books of the Lutheran and the Reformed Church, the most important being: The Augsburg Confession, Luther's, the Heidelberg and the Evangelical Catechisms, insofar as they agree; but where they disagree the Zion Evangelical Church adheres strictly to the passages of Holy Scriptures bearing on the subject, and avails itself of the liberty of conscience prevailing in the Evangelical Church.

106. Covenant:

As members of Zion Evangelical Church we commit ourselves to faithfully keep these commitments before God. We will recommit ourselves to these each time we welcome new members into Zion Evangelical Church. Under the Headship of Jesus Christ, we do prayerfully covenant before God and with one another:

1. To glorify God by:
    a. Obeying and submitting to His Word and indwelling Spirit.
    b. Seeking to grow toward maturity in Christ Jesus.
    c. Loving God with all our being.
    d. Growing in our knowledge of God and His Word, the Bible.
2. To build up the body of Christ by:
    a. Acting in love towards other Christians.
    b. Putting away all bitterness and forgiving as God has forgiven us.
    c. Maintaining unity in love.
    d. Praying for one another.
    e. Refusing to participate in gossip, slander, or speaking against one another.
    f. Seeking to help one another grow toward maturity in Christ.

g. Being faithful in our attendance.
h. Giving regularly in financial support of the Church as God provides the ability.
i. Being equipped to minister to one another.
j. Being supportive of all Church ministries.
k. Following the leaders God has given us.
l. Humbly accepting prayerful Biblical discipline.

3. To reach the lost with the Gospel of Christ by:
   a. Building relationships with non-Christians.
   b. Acting in love toward our unsaved neighbors.
   c. Sharing the Gospel of Christ.
   d. Inviting the un-churched to attend worship and other activities at Zion Evangelical Church.
   e. Reaching out to guests, welcoming newcomers at Zion Evangelical Church.

ARTICLE VI – MEETINGS & QUORUM

107. Meetings:

Congregational meetings shall be held in January and November of each year and such other meetings as are provided for in the by-laws.

108. Quorum:

One half of the previous year's Sunday morning in person average attendance, rounded down to the nearest 10, with a minimum of 10 when the average attendance is under 20 shall constitute a quorum. The average attendance in 2025 was 63.37, divided by 2 is 31.685, round done to 30, which will be the quorum for 2026.

ARTICLE VII - MEMBERSHIP

109. All persons who have been baptized and who have been duly received into its communion by confirmation, by letter of transfer, or by profession of faith shall be communicant/active members of this congregation and shall be entitled to the full share of fellowship and blessings of the church.

110. Only communicant/active members shall have the right to voice and vote in the congregation, and also to represent the congregation on the Council or other judicatories of the church, as provided by the by-laws.

111. Persons who are members in good standing of another Christian Church, and who wish to be affiliated with Zion Evangelical Church for the purpose of the use of the church and make annual contributions, may, under special circumstances, and with agreement of the Senior Pastor and Church Council, become associate members of this congregation. These circumstances may include, but are not necessarily limited to, such considerations as a short tenure in the community (i.e. college and seminary students), or marriage to a member of this congregation, when the person is a member of another Church and wishes currently to remain within that Church. Associate members are invited to participate in the life of the congregation, just as any other member, however, they would need to become communicant/active members of the congregation before they would be eligible to vote or serve on boards or committees.

112. Inactive members are those who have failed to fulfill their responsibilities as communicant/active members as stated in the By-laws.

113. Members who have permanently changed their residences to other communities or cities and who do not prefer to retain their affiliation here, shall be urged by the Senior

Pastor to obtain letters of transfer, and as soon as possible, unite with another congregation.

114. The Council under the spiritual instruction and recommendation of the Senior Pastor shall have the right to revoke or suspend church membership and participation in the Sacraments in the event of spiritual discipline.

ARTICLE VIII – THE COUNCIL

115. The congregation shall have a Council.

116. The Council shall be composed of nine (9) members, along with the Senior Pastor, Pastor or Minister of Christian Education and Treasurer serving as ex-officio members. It shall have jurisdiction and oversight of the congregation and all its organizations. Five (5) members shall constitute a quorum. It shall organize as provided for in the by-laws.

117. To serve on the Council, they must be a communicant/active member (this includes all confirmed youth) of the church for at least one (1) year, chosen by the congregation, and installed to their offices.

118. The manner of election, terms of office, and rights and duties shall be defined in the By-laws.

119. Council members:

A. Shall assist and support the Senior Pastor in the spiritual affairs of the church. They shall take heed to themselves that they be an example unto others, watch faithfully over the spiritual interests of the congregation, aid in visiting the sick, and minister according to their ability to the edification and comfort of all the members.

B. Shall aid in securing funds necessary for the support of the church in its various activities, foster the principles of stewardship, and dispense the charity of the church.

C. Shall have control of all property of the church, both real and personal, and general supervision of the Freivogel and Baltz Cemeteries.

ARTICLE IX – THE SENIOR PASTOR

120. The Search Committee shall nominate one (1) candidate to the congregation. The congregation shall consider only one (1) candidate at a time and vote by ballot for or against the candidate's election. If elected, the Council shall tender the candidate a contract.

ARTICLE X - PROPERTY

121. The congregation may, in its corporate name, sue and be sued, hold, purchase, and receive title by gift, grant or other conveyance of and to any property, real or personal, with power to mortgage, sell or convey the same, providing the state laws permit.

122. In case of division in the membership of the congregation, it takes two-thirds (2/3) majority to submit the question of the right to the property to an unbiased mediator and the decision of said judiciary shall be binding on all members of the congregation. In case of dissolution of the congregation, its assets and all property and interests which it will possess, including any devise, bequest, gift or grant contained in any will or other instrument, in trust or otherwise made before or after such dissolution, will be liquidated in the following manner: 1) all outstanding financial debts and obligations will be faithfully honored and settled; 2) all remaining assets will be distributed as determined by the church council and approved by a majority vote of the congregation at a duly called congregational meeting; 3) distribution of the remaining assets will not benefit any private, personal or selfish purpose but will be transferred to a non-profit organization.

ARTICLE XI - ORGANIZATIONS

123. All auxiliary organizations within the congregation are subordinate to the Council and shall report annually to the congregation at its annual meeting.

ARTICLE XII - AMENDMENTS

124. Additions and alterations of this constitution and its by-laws may be proposed in any regularly called meeting of the congregation. They shall be referred to the Council, which shall consider the same and report to the duly called meeting of the congregation. Said additions and alterations can be adopted only by two-thirds (2/3) majority of all communicant/active members present and voting.

BY-LAWS

PREAMBLE

These By-Laws, consistent with the Constitution of Zion Evangelical Church, further define and regulate provisions and church policy.

SECTION 1. OFFICIAL CHURCH YEAR

A. The official year of this congregation shall be from January 1 to December 31.

SECTION 2. PRIVILEGES OF MEMBERS

A: All members shall receive the blessed privileges of a Christian congregation: The Christian compassion, joy and support of members; a right to religious education and ministerial service; invitations to join in fellowship of auxiliary church organizations. Communicant/active members also receive the privileges of voice and vote in congregational meetings; opportunities to serve on committees, boards and church Council; and opportunities to represent the congregation as delegates to meetings and assemblies.

SECTION 3. RESPONSIBILITIES OF COMMUNICANT/ACTIVE MEMBERS

A: Members shall pledge themselves to attend the regular worship of the church and the celebration of the Lord's Supper; to live the Christian life; to share in the life and work of the church; to contribute to its support and benevolence; to seek diligently the spiritual welfare and harmony of the membership and community. They shall present their children for baptism at the earliest opportune time after birth, sincerely resolving to bring them up in the nurture and admonition of the Lord. They shall send them for religious instruction at the proper time so that they might be confirmed.

SECTION 4. INACTIVE MEMBERSHIP

A: Any member may be transferred to inactive membership on his or her own request.
B: Members who for a period of one (1) year have not communicated with the church, attended services or contributed to the support of the church, or whose addresses have been unknown, may be transferred to inactive membership. Prior to such transfer, the church shall attempt to communicate with such members, and ask whether they wish to be considered communicant/active members, inactive members, given letters of transfer to another church, or dropped from the membership. The responses of such members shall be honored as given. Such members who do not respond may, by a vote of the Council, be transferred to inactive membership. In order to be reinstated as a communicant/active member, an inactive member must submit a written request to the Council for approval.
C: Inactive members shall have the right to participate fully in church services, to receive the Sacraments, and to be listed on the rolls of the church as inactive members.
D: Inactive members after five (5) additional years, as specified in B above, will receive a letter from the Council regarding continued membership. If no response is received the inactive member will be dropped from membership.

SECTION 5. CONGREGATIONAL MEETINGS

A: Congregational meetings shall be held in January and November of each year, at a date and time to be set by the Council. Only business listed on the agenda may be transacted at a congregational meeting. Items to be considered for inclusion on the

agenda must be submitted by communicant/active members at least thirty (30) days prior to the meeting.
B: Special meetings may be called by the Council or upon written request of five (5) percent of the communicant/active members. The Council shall issue a call for such meetings within two (2) weeks after the request has been received. Proper notice shall be given of the time, place and purpose of a special congregational meeting. Only such business as has been mentioned in the call may be transacted at such special meetings.
C: When the Council decides an emergency exists that could impact the health and the safety of members of the congregation, and/or when a lack of immediate action could result in damage to church property, they can call an emergency congregational meeting waiving the two (2) week notice.
D: There may be at least one (1) annual in-put meeting with each lay organization represented and members at large, for the good of the church.
E. Unless otherwise provided for, all proceedings of the congregation shall be governed by Robert's Rules of Order, Newly Revised.

SECTION 6. NOMINATIONS

A: Nominations for Council members are to be made at the time of the November congregational meeting. At least one (1) person shall be nominated for each Council opening by an appointed nomination committee and there shall be adequate provision for nominations from the floor of the meeting.

SECTION 7. ELECTIONS

A: The Council shall be elected at the November congregational meeting. If there are two (2) or more candidates for any office, election shall be by ballot by a majority of the votes cast. They shall be elected for a full term of three (3) years or until their successors have been elected and shall not be eligible for re-election before a full year has elapsed after the termination of their previous full term as a member of the Council.
B: Any vacancy occurring in the church Council during the year shall be temporarily filled by appointment of the church Council until the next annual meeting. Should two (2) or more vacancies occur simultaneously, the congregation in a special meeting must fill the vacancies for the unexpired term.

SECTION 8. COUNCIL

A: The administration of the congregation is vested in the Council.
B: The Council shall transact the business of the church, make provisions for the preparations and raising of the budget for the congregation, and other benevolent purposes; be empowered to employ annually such salaried workers as may be required and not otherwise provided and make complete provisions for adequate support of the staff of workers. It shall keep a complete and accurate reporting of its proceedings, be the custodian of all congregational records, and report to the congregation at the annual meeting.
C: The president of the Council shall appoint three (3) members of the congregation, not active members of the Council, to make an audit of the books and records of the church, who shall report to the congregation at the January annual meeting or special meeting called for the purpose of their findings and make recommendations as they see fit.
D: The Council shall direct the Senior Pastor to keep a complete record of baptisms, confirmations, marriages and deaths. All records shall be property of the church and as such are open to inspection by regular constituted authorities of the church. Upon

dissolution of the congregation, its records shall become property of the St. Clair County Historical Society.
E: The Council shall approve all bills before payment and shall instruct the treasurer to pay same when approved.
F: The Council may authorize any required or extraordinary expense, but if such expense exceeds the sum of five thousand dollars $5000) it must receive approval of the congregation.
G: The Council shall, through its president, appoint such committees as it may find necessary to accomplish its work.

SECTION 9. COUNCIL MEETINGS
A: The incoming Council members shall be installed the first Sunday in January of each year. Immediately after installation, the Council shall meet and elect officers. The Council will meet at least once a month at a place and time convenient to the members for the transaction of such business as may properly come before it. Special meetings are subject to the call of the President, Senior Pastor, or three (3) members of the Council.

SECTION 10. COUNCIL OFFICERS
A: The Council shall organize itself by electing a President, Vice-President, and a Secretary, and assign committee liaisons, who shall hold office for one (1) year or until their successors have been elected.

SECTION 11. DUTIES OF COUNCIL OFFICERS
A: The President is to preside at all congregational and Council meetings. He/She shall remind the Senior Pastor to announce all regular and special meetings in accordance with the constitution. He/She shall sign all minutes and documents of the congregation and Council.
B: The Vice President shall assume the duties and have the power of the President in his/her absence or disability. He/She shall also do all in his/her power to be of assistance to the President and prepare the annual usher schedule.
C: The Secretary shall keep a record of all transactions at the meetings of the congregation and Council, issue all notices where so required or ordered and attend to all correspondence. He/She shall sign all contracts, deeds or loans with the President.
D: The President and Senior Pastor are ex-officio members of all standing committees of the Congregation and Council.

SECTION 12. DUTIES OF COUNCIL MEMBERS
A: Strive to act as Christians in all cases and circumstances.
B: Be concerned with everything in the life of the congregation and community.
C: Set a good example for the members of the congregation by regular attendance at church services and functions.
D: Counsel with and respect the rights of the Senior Pastor and Pastor or Minister of Christian Education.
E: Respect the opinions and have due regard for the efforts of their associates in all manners pertaining to their office and shall be guided by the conclusions of the congregation.
F: Refrain from discussing problems of the church in public.
G: Maintain the pulpit in its purity and power; defend the pastor(s) against adverse criticisms and charges; refrain from the practice of finding fault with the pastor(s); and lay

before the pastor(s) in the spirit of Christian love any deviations on the pastor's(s) part from professional and ethical practices and conduct, unless of a criminal nature.
H: Be aware of and focus attention on any movements that undermine the influence of the church.
I: Stand by in a body when the Lord's Supper is celebrated. Provide and serve, together with Senior Pastor the elements of the Lord's Supper.
J: Take heed of all rifts in the peaceful and cordial relations of its members and give diligent attention to allaying such relations.
K: Ensure that every member of the church is communicated with at least once a year.
L: Use their ability and influence to involve the youth in their church.
M: Be charged with the duty of securing funds necessary for the support of the church in its various activities and benevolences and to that end, appeal to the members of the church to support the programs of the church and attend church services regularly.
N: Determine the use of the church property by individuals, or by organizations not connected to the church.
O: Control and have care of all physical property of the congregation concerning the need for repairs or replacement.
P: Supervise and control all the valuable documents of the church and at the end of the year make an audit of the records kept by the Senior Pastor and Pastor or Minister of Christian Education and report the findings to the congregation at its annual meeting.
Q: Have the care and control of the bequests, legacies, perpetual trust funds, whether real or personal, including the supervision, investment and administration of the same; and all money securities and real estate so received, including reserves set up by the congregation, shall be invested and the income therefrom turned over to the treasurer of the congregation for general purposes unless otherwise specifically prescribed by the donor.

SECTION 13. CHURCH CABINET

A: A Church Cabinet consisting of three (3) members of the Council, the Senior Pastor, and the President of each organization shall be created. The cabinet shall meet at least semiannually in the months of January and July and as often as seems necessary for the purpose of discussing the work or the problems of the church. The Cabinet shall correlate the activities of the various organizations and promote a unified program for the church life. It shall seek to unite all the forces of the church in a common endeavor and further mutual understanding and cooperation. The President of the Council shall appoint the members of the Council who are to serve on the Cabinet. The President of the Council shall be chairman of the Cabinet. A secretary shall be appointed who shall keep the records of the meetings and take care of the necessary correspondence.

SECTION 14. THE SENIOR PASTOR

A: The Senior Pastor shall be elected for an indefinite period. In order to terminate the relationship, three (3) months' notice shall be given either by the Senior Pastor or the congregation, unless by mutual consent.

SECTION 15. DUTIES OF THE SENIOR PASTOR

A: It shall be the duty of the Senior Pastor to set a good example to the congregation and to conduct all services on Sundays, holidays and such other days as the congregation may desire, to direct the work of religious education, administer the Holy Sacraments, visit the sick, comfort the distressed, and to perform such duties as belong to the Senior Pastor's

office. The Senior Pastor shall keep a record of all services performed and make an annual report of this work to the congregation.

SECTION 16. RIGHTS OF THE SENIOR PASTOR

A: The Senior Pastor is an ex-officio member of the Council and organizations within the church. No other clergy shall perform any religious ceremony in the church without the Senior Pastor's consent. To invite a speaker, either during the temporary absence of the Senior Pastor or for special occasions, both the Senior Pastor and Council must consent. The Senior Pastor's salary shall be paid promptly in semi-monthly installments and shall be sufficient to relieve the Senior Pastor of temporal cares as far as possible and to preserve the dignity of the Senior Pastor's calling, subject however to the provisions of the contract between the Senior Pastor and the congregation. The Senior Pastor's moving expenses, upon assuming the charge, shall be borne in full by the congregation.

SECTION 17. FINANCES

A: The finances of the church shall be administered by the budget system.

B: The Budget Committee shall be composed of the President of the congregation as convener and chairperson; church Treasurer; the Senior Pastor (ex-officio); and three (3) members of the congregation approved by the Council who shall serve three (3) year terms with a new member appointed each year. The Budget Committee shall prepare and present to the congregation at its November annual meeting or other meetings when so requested, a budget for the operation of the church for the prospective outgo of the congregation for the period for which the budget is set up. The budget shall be only directive, and not binding.

SECTION 18. THE TREASURER

A: The Council shall employ a treasurer; who will be an ex-officio member of the Council.

B: It shall be the duty of the treasurer to keep accurate records of all financial transactions, attend all Council meetings, sign documents where required and assist the Council with necessary financial information.

C: The Treasurer shall have charge of all moneys for congregational support. The Treasurer shall report monthly to the Council and shall report at the annual meeting of the congregation on affairs of his/her office. The Treasurer shall pay all bills approved by the Council in a prompt manner and shall keep a complete and accurate record of all moneys received and issue a receipt for moneys received other than loose collections.

SECTION 19. THE PASTOR OR MINISTER OF CHRISTIAN EDUCATION

A: The Council shall employ a Pastor or Minister of Christian Education who will be an ex-officio member of the Board of Christian Education and the Council.

B. It shall be the duty of the Pastor or Minister of Christian Education to administer, encourage, and approve all educational programs involving children, youth, and adults in cooperation with the Senior Pastor and the Board of Christian Education.

C. In the event of a vacancy a Search Committee of three (3) active members will be appointed by the Council President to seek out qualified candidates and to present one (1) candidate to the Council. If the recommended candidate is, or seeks to be, an ordained pastor, then the same call process would be used for this candidate as is used for the Senior Pastor (see Article IX – The Senior Pastor, paragraph 120).

SECTION 20. BOARD OF CHRISTIAN EDUCATION

A: This congregation shall always maintain a Sunday School and shall provide facilities and equipment that are adequate for an effective program of Christian education. The Board of Christian Education shall use its own discretion in the selection of lesson materials and periodicals.

B: The Board of Christian Education shall be composed of three (3) members of the congregation, each member serving a minimum term of three (3) years, one (1) of which shall be elected annually at the congregational meeting. The Pastor or Minister of Christian Education and the Senior Pastor shall be ex-officio members of this Board.

C: The Board of Christian Education shall have primary responsibility for the Sunday School, its regular operation, and the securing and training of the teachers. They shall also have responsibility for securing youth counselors and to have continuing interest in the youth programs. They are to be aware of the confirmation program of the church and give the Senior Pastor any needed guidance in its operation. They are to assess needs and promote Christian education such as Bible Studies, Daily Vacation Bible School, or any other project of Christian education in which it seems wise for this congregation to participate.

SECTION 21. STATEMENT ON MARRIAGE AND SEXUALITY

A. We believe that 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.

B. 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.

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

D. 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, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

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

F. 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.