I. Key Characteristics of the C&MA’s Faith Community and Mission.

The Hamlet Union Church of The Christian and Missionary Alliance is a community of faith that exists to exercise and express its biblical beliefs both in and through the broader faith community of The Christian and Missionary Alliance (C&MA). These beliefs are grounded in an understanding of Holy Scripture including those beliefs and standards specifically addressed in the Manual of The Christian and Missionary Alliance.

A. The C&MA’s Biblical Beliefs.

Hamlet Union Church is a community of faith based on its and the C&MA’s biblical beliefs, which include the following.


2. Christian Mission and Values. The Hamlet Union Church directs all of its activities in accordance with the following C&MA mission:

   We desire to know Jesus Christ as Savior, Sanctifier, Healer, and Coming King and to complete His Great Commission. The Alliance will fulfill His Commission through:

   Evangelizing and discipling persons throughout the United States, Incorporating them into Christ-centered, community-focused congregations, and mobilizing them for active involvement in a global effort designed to plant Great Commission churches among unengaged, unreached and responsive peoples worldwide.

   In carrying out this mission, the Hamlet Union Church activities are conducted in accordance with the following biblical values:

   1. Lost people matter to God. He wants them found. Luke 19:10

   2. Prayer is the primary work of the people of God. Philippians 4:6–7

   3. Everything we have belongs to God. We are His stewards. 1 Chronicles 29:14

   4. Knowing and obeying God’s Word is fundamental to all true success. Joshua 1:8

   5. Completing the Great Commission will require the mobilization of every fully devoted disciple. Matthew 28:19
6. Without the empowerment of the Holy Spirit, we can accomplish nothing.  
   1 Corinthians 2:4–5

7. Achieving God’s purposes means taking faith-filled risks. This always 
   involves change. Hebrews 11:6

B. Representatives and Other Participants

   The Hamlet Union Church faith community is represented by all of the Church’s 
   officers, directors, employees, licensed workers and volunteer leaders, each of 
   whom serves the Hamlet Union Church’s mission and is an integral part of the 
   community (each such person is described for purposes of this Statement only 
   as a "representative". The other community participants, including Hamlet Union 
   Church members and volunteers, contribute to the Hamlet Union Church faith 
   community, but they do not represent the Hamlet Union Church unless they are 
   also employees or leaders or have been designated as such by the appropriate 
   ecclesiastical authority.

C. Christian Exercise and Expression

   1. As a Community. The C&MA believes that the church is the visible organized 
      expression of the Body of Christ and that the church finds broader meaning 
      and outreach in fulfilling its biblical responsibilities within the life and witness 
      of the denomination. In addition, those who participate in the life of the Hamlet 
      Union Church, including the Hamlet Union Church representatives, are 
      following the biblical command to live out their faith in community and 
      association with other believers. Accordingly, the Hamlet Union Church is 
      itself an exercise and expression of its biblical beliefs and standards.

   2. Through its Mission Based Activities. The C&MA believes that all Hamlet 
      Union Church activities, including the responsibilities of every Hamlet Union 
      Church member and employee, should be rendered in service to God as a 
      form of worship. Therefore, the Hamlet Union Church as a community of faith 
      exercises and expresses its biblical beliefs in every activity, action, and 
      responsibility.

II. Christian Community Standards for Ministry Activities.

   A. General Standards.

      The Hamlet Union Church shall engage in activities and use its facilities solely to 
      exercise and express the biblical beliefs of the Hamlet Union Church and the 
      C&MA and to further the mission of both. In furtherance of this mission, the 
      Hamlet Union Church may provide services or goods to, and may allow use of its 
      facilities by, other groups and persons who are not members or employees of 
      The Hamlet Union Church. But no Hamlet Union Church activity, nor any use of 
      facilities by another group or person, may be conducted or permitted if the
Hamlet Union Church determines that such activity or use expresses a message of support by the Hamlet Union Church for any view contrary to the biblical beliefs of the Hamlet Union Church and the C&MA.

B. **Specific Concerns.**

For many years the C&MA as a faith community has had concerns with the cultural and legal trends in North America. This resulted in specific statements being adopted by the C&MA over the years to biblically address these cultural concerns. These cultural concerns include but are not limited to divorce, marriage, human sexuality, and sanctity of life. The Hamlet Union Church affirms the biblical beliefs and standards expressed in each statement.

*Marriage and Human Sexuality*

As such, the Hamlet Union Church subscribes to the biblical belief that God creates human beings in His image as two distinct genders, male and female, and that the intended gender identity of an individual is determined by such individual’s biological sex at birth. The Hamlet Union Church applies this belief regarding gender identity in all policies and programs in the Hamlet Union Church faith community. In addition, the Hamlet Union Church subscribes to the biblical belief that God has instituted marriage as a covenant relationship between one man and one woman. The Hamlet Union Church recognizes only such marriages for all policies and programs in the Hamlet Union Church’s faith community. Further, the Hamlet Union Church subscribes to the biblical belief that sexual desire is rightfully fulfilled only within marriage and that unmarried singles who abstain from sex can be whole, mature persons, as pleasing to God as persons who are faithful in marriage.

*Sanctity of Life*

Likewise, the Hamlet Union Church subscribes to the biblical belief that all life is sacred from conception to death and that individuals are known by God from before the foundation of the world and that human life begins at conception and that death is under the sovereignty of God and not man. The Hamlet Union Church accordingly believes that no procedures should be performed for the primary objective of terminating a pregnancy and taking the life of an unborn child (such procedures are referred to herein as abortions) except in rarest of circumstances where other biblical, moral principles prevail, such as where it is medically impossible to save the life of both the mother and the child. Similarly, the Hamlet Union Church believes that no medical procedure should be performed that takes the life of an individual prematurely (such procedures are referred to as euthanasia). The Hamlet Union Church’s beliefs further prohibit paying for or otherwise facilitating such procedures.
As dictated by these beliefs, the Hamlet Union Church as an organization shall not fund abortions in any manner, including through a health care benefit plan that covers prescription drugs that induce abortions, except in the foregoing extraordinary circumstances unless in a particular situation (i) any such drug is prescribed and used solely for a non-abortive therapeutic treatment of a covered medical condition or for an abortion in the foregoing extraordinary circumstances, and (ii) coverage is approved by the plan’s governing body or the Hamlet Union Church's appropriate ecclesiastical authority. In addition, the Hamlet Union Church shall not participate through its health care benefit plan in a program that uses the plan as a means for providing drugs used to induce abortion, except in the foregoing extraordinary circumstances. Any requirement to facilitate abortions or euthanasia by participating in such a program, and any penalty for failing to participate in such a program, would directly and substantially burden and undermine the Hamlet Union church's exercise and expression of its biblical beliefs.

Religious Activities

In conformance with these biblical beliefs and standards, the Hamlet Union Church engages solely in activities that further its faith mission. All such activities can and should be vehicles for spiritual growth. Therefore, the Hamlet Union Church considers all of its activities to be a form of religious worship.

The Hamlet Union Church distinguishes between exclusive religious activities and integrated religious activities. Exclusive religious activities include devotional worship services such as chapel services conducted by the Hamlet Union Church, and distinctly theological education or pastoral counseling.

Integrated religious activities include activities similar to those conducted by nonreligious organizations for the benefit of society. The Hamlet Union Church conducts such activities in furtherance of and in accordance with its biblical beliefs.

With respect to restrictions that may be imposed on the use of funds or other benefits offered to the Hamlet Union Church, the Hamlet Union Church shall not agree to any restriction that would preclude the Hamlet Union Church from conducting its integrated religious activities in furtherance of and in accordance with its religious beliefs. The Hamlet Union Church may agree not to use offered funds or benefits for exclusive religious activities.

C. Implementation.

To the extent the Board of Trustees determines it to be necessary or advisable to further the Hamlet Union Church's mission or to cultivate the Hamlet Union Church's faith community, The Board of Trustees in accordance with the Constitution and By-laws of the church may establish additional standards based
on Holy Scripture and the beliefs and standards addressed in the Manual for the
activities and programs conducted within the faith community or for Hamlet Union
Church representatives or other community participants. The determination as to
whether any particular activity or use of Hamlet Union Church facilities is not
permitted under this Policy requires both spiritual discernment and an
understanding of C&MA beliefs and standards which are applied to each
particular circumstance. Such determination shall be made in conformance with
this discernment and these beliefs and standards in the sole discretion of the
spiritual leaders of the Hamlet Union Church designated by the appropriate
ecclesiastical authority. With respect to uses by other groups or persons, the
Hamlet Union Church may consider without limitation both the content of the
proposed activities and whether the group or person is generally perceived by
the public as advocating views contrary to the biblical beliefs of the Hamlet Union
Church and the C&MA.

III. Community Standards for Hamlet Union Church representatives.

A. Roles and Expectations.

In response to God’s calling on their lives, Hamlet Union Church representatives
exercise and express both their own and the C&MA’s biblical beliefs and standards
by working together to advance the Hamlet Union Church faith mission. All Hamlet
Union Church representatives are responsible for defining, cultivating, leading,
and/or representing the Hamlet Union Church’s faith community as an expression
and exercise of their and the C&MA’s biblical beliefs and standards. Accordingly,
each Hamlet Union Church representative shall be expected to (i) model these
biblical beliefs and standards for others, (ii) perform all of their responsibilities as a
service to God, and (iii) comply with the following obligations:

1. Biblical Beliefs. Each Hamlet Union Church representative shall affirm
their agreement with the C&MA’s statement of faith and other biblical
beliefs and shall not subscribe to or promote any religious beliefs
inconsistent with these beliefs.

2. Christian Conduct Standards. Hamlet Union Church representatives shall
at all times (both during working and nonworking hours) endeavor to
conduct themselves in a manner that affirms biblical standards of conduct
in accordance with theirs and the C&MA’s biblical beliefs.

3. Distinctly Christian Activities. Each Hamlet Union Church representative
shall be ready, willing and able to lead or contribute to distinctly Christian
activities such as worship or prayer services.

4. Safety Precautions. All Church representatives will permit Hamlet Union
Church to issue complete background check; at the discretion of the board
and at the churches expense to assure a conduct history that would be in
accord with the Biblical Witness of the C&MA and the Hamlet Union
Church.
B. **Noncompliance by Representatives.**

If any Hamlet Union Church representative does not comply with the obligations set forth above, such representative shall have an obligation to disclose such noncompliance to the Hamlet Union Church. The Hamlet Union Church may determine whether such representative intends or is likely to continue in such noncompliance. If so, then the Hamlet Union Church may dismiss such representative from his or her position on the basis that such representative’s noncompliance is inconsistent with and undermines the expression and exercise of the Hamlet Union Church faith community. Such action may be taken in accordance with any applicable procedures in the Uniform Policy on Discipline, Restoration, and Appeal.

IV. **Community Standards for Hamlet Union Church Volunteers and Contract Workers.**

**A. Roles and Expectations**

1. Volunteers are not considered to be representatives of the Hamlet Union Church’s faith community unless they are serving in leadership positions. Nevertheless, when volunteers and certain contract workers serve with the Hamlet Union Church, they shall be required to acknowledge that they understand and agree to support the C&MA’s mission and values by reading and signing the Hamlet Union Church’s Workers Covenant Agreement. (see sample) in appendix.”

2. Since safety is a primary concern; All those who have signed the Christian Workers Covenant agree to allow the Hamlet Union Church if they deem necessary and at their own discretion to issue a complete background check at the churches’ expense to assure a conduct and history that would be in accord with the Biblical witness of the C&MA and the Hamlet Union Church.

**B. Noncompliance of Volunteer or Contract Worker**

The Hamlet Union Church may give preference for such service to volunteers and contract workers to share its biblical beliefs. The Church also may in the event if the Board of Trustees deems a volunteer or contract worker is not in compliance with the churches mission and values as set forth above whether in the Constitution, Bylaws, or Ministry Workers Covenant and specific appendix’s of the Hamlet Union Church; The church may discontinue the services of volunteer or Contract worker. In doing so the volunteer or contract worker agrees to willingly and without malice discontinue serving.
Article 6: Safety Policy for Children’s Ministries

Children’s Ministries is defined as any ministry of the church whether in house or auxiliary in its relationship to Hamlet Union Church that ministers to minors either primarily or subsequently. Hamlet Union Church recognizes that each children's ministry will be somewhat unique and therefore will include in the appendix section of the by-laws a safety policy which will be individually followed by each ministry department leader and subsequent ministry volunteers in that department.