

Mt. Zion Baptist Church



November 15, 2004

2005 Vision Statement

Humbly Submitted By Pastor Richard L. Jones, Sr.

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Introduction

Proverbs 29:18 tells us that “where there is no vision, the people perish...” The Bible tells us that the Prophet Habakkuk’s heart was burdened with the issues of his day and he began to cry out to the Lord for the answers to the questions that were raised in his heart. As he waited, the Lord spoke unto him and directed him in Habakkuk 2:2-3 to “...write the vision, and make it plain upon tables, that he may run that readeth it. For the vision is yet for an appointed time, but at the end it shall speak, and not lie: though it tarry, wait for it; because it will surely come, it will not tarry.”

The purpose of any congregation of Jesus Christ should be to seek, find, do and dwell in the will of God by seeking the guidance and empowerment of His Holy Spirit for doing our part in fulfilling the mission of Jesus Christ to His Church.

The Bible tells us that the Prophet Habakkuk looked out among his people and that what he saw burdened his heart and spirit in such a mighty way that he sought an understanding from the Lord. In seeking the Lord for answers, the Lord instructed and commissioned him. One of the meanings of the name Habakkuk is “to embrace or wrestle” and it is imperative upon every Church and every Christian to both embrace and wrestle with those issues that plague our churches and communities.

Richard De Haan wrote that “Habakkuk was not a self-centered person concerned only with the comfort and safety of himself and his family. As a true patriot, he was deeply distressed by the moral and spiritual conditions about him. He loved his nation, and knew it was moving ever closer to the precipice of destruction by continuing to break the laws of God. Therefore two anguished questions burst forth from his lips: How long and why?” As we stop and look around our communities, we must never stop asking how long and why, but we must also continue to ask “Lord what would you have us to do?” Moral and social decay, drugs, gangs, violence, crime, educational deficiencies, and other issues continue to demand our attention and we must never stop seeking God’s purpose in each of our lives both individually and collectively.

In order to fulfill God’s purpose, we must dedicate ourselves to reading, studying, and following God’s Word, to constant prayer for guidance and empowerment, to worshipping and praising God, to making disciples for Jesus Christ, to being His servant in the service and liberation of mankind and to seek to continue to grow to full Christian maturity.

The Holy Bible, as the inerrant, immutable, infallible and inspired Word of God must serve as the doctrinal platform and authority for the operation and functioning of our Church. Consistent with the commands of the Bible, we must continue to focus on the ministries that Jesus created and cultivated. Thus, our ministries must focus on the following five (5) areas:

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|------------------------------------|---------------------------------|
| 1. Worship: | Matthew 4:10; Revelations 14:7 |
| 2. Evangelism/Witnessing | Mark 5:19; Luke 14:23; Acts 1:8 |
| 3. Christian Education/Discipline: | Matthew 28:18-20 |
| 4. Mission/Benevolence: | Matthew 25:34-40 |
| 5. Liberation: | Luke 4:18-19; Matthew 9:12 |

In designing our ministries, we must realize that the ministry of Jesus Christ is designed to touch the lives of people in tangible ways that they may be drawn to accept Jesus Christ as Lord and Savior and the vision that the Lord has laid in my heart will require us to utilize all of our resources to provide a Christ centered setting where people in this community can be **redeemed** to a personal relationship with Christ, **reconciled** to God and His people, **restored** to wholeness and well being, and **revived** for a full life of service to others.

When we look out at the Madison community, we see hurting people and we must pause to ask ourselves how long shall we see the hurt before we reach out in the name of Jesus Christ to make a difference in the lives of the people who call our community home? The Lord has called us to become difference makers. He has commanded that we should love our neighbors as ourselves and in a parable, He shared that our neighbors are those in need. Difference makers meet needs. What will we do?

My Hope for Mt. Zion

My hope for Mt. Zion is that she would become a great church. A great church is not measured by the number or worldly significance of its members or the beauty of its buildings or the size of its bank accounts. A great church is one which faithfully abides in the will of God in such a meaningful way that it substantially impacts its membership, its community and the world around it with the Word of God. As a result, the unsaved are drawn to accept Christ as Lord and Savior and the saved focus daily on dying to self and growing in Christ.

Over the last few months, I have had the pleasure of getting to know many of you and I have begun to realize how truly gifted and talented are the folks who call Mt. Zion home and I am excited to be able to share in ministry with each of you as your Pastor.

Mt. Zion has such a rich history and legacy and it is not my goal to ignore the successes of the past, but to build upon them as we reach for that next level of salvation, sacrifice, sanctification, and service to our Lord and Savior Jesus Christ. Therefore, if you are to understand where we are going, you must first understand the one who will lead you to where the Lord is taking us.

The first thing that you must know about me is that I truly believe that I can change the world “one saved soul at a time” and I strive daily to do all that I can to reach people with the Word of God that they may come to know and love the Son of God and allow Him to be Lord and Savior in their lives. I pray daily that the Lord show me where I come short that my ministry would always glorify He who hath sent me.

Prior to coming to Madison, I participated in and completed the Leadership Racine Training Program. My participation in Leadership Racine exposed me to an area of Racine and people who I would not have normally been exposed which caused me to evaluate and re-evaluate my beliefs, goals, hopes, dreams and personal vision to become a difference maker.

One of the requirements of Leadership Racine was to draft a personal vision statement. That personal vision statement was prepared and sealed in an envelope that was to be mailed to you one year after your completion of the program. I completed Leadership Racine in May of 2003

and received my vision statement in the mail in May of 2004 just after leaving the Public Defender's Office and beginning my full-time tenure as the permanent pastor of Mt. Zion.

In that personal vision statement, I wrote the following: "When I looked out and saw the despair and desperation of African American people in Racine, I committed to tearing down the walls and barriers that denied us successful, fulfilled lives. I worked with others to provide a better education for all. I helped others to create economic opportunities. We, as a community, tore down the walls of discrimination by becoming open and inclusive to all. We addressed social ills such as illiteracy, drug addiction, and homelessness. We created forums for ideas. We developed an inclusive vision for which all had a hand in building the strategy and Racine became a positive, productive, prosperous, and participatory community".

I share this personal vision statement so that you will better understand who I am and what I am about. It is not only my belief, but also my goal to change the world one saved soul at a time. I believe that Mt. Zion is the church that the Lord has called to make a difference in this community.

Every day, I pray that we would become a spirit-filled, Savior focused, selfless, service-committed Family of believers who glorify the Lord in all that we do.

It is not my intention to dwell in the issues of the past, but to bring solution to problems and to bring order and peace in the midst of chaos and confusion. The Lord told the prophet Isaiah to tell His people to let the negative things of the past go when He told them to "remember ye not the former things, nor consider the things of old." He wanted them to let the negative things of the past go because He understood that until they did so, they could never embrace the blessings and promises that lie ahead. So He told them that "[He would] do a new thing..." It's not that the old thing was bad; it's simply that the Lord wants to move them, as He does us, to a new level in Him and that new level involves a new level of commitment, consecration, and cooperation.

Our relationship with our Lord and Savior Jesus Christ must move to a new level of intimacy and instruction that it mightily impacts our lives and the lives of all who we come into contact with.

I stand seriously upon the Words of Christ when He declares in Luke 4:18-19 that "the Spirit of the LORD is upon Me, Because He has anointed Me To preach the gospel to the poor; He has sent Me to heal the brokenhearted, to proclaim liberty to the captives and recovery of sight to the blind, to set at liberty those who are oppressed; to proclaim the acceptable year of the LORD.

Thus, it is with great hope and expectation that I share this vision that the Lord has placed in my heart. Please realize that all of the details of every ministry have not been included, as it is my hope that many of you will help in the development of each area of ministry outlined below.

Concerns

As I begin to share the vision that the Lord has placed in my heart, we must first consider some concerns that must be addressed as we move forward. In my time here a number of concerns have obviated themselves with respect to our Church and her ministries and if we are to move to the next level as a Family in service for the Lord, we must not only identify these concerns, but we must Biblically and spiritually address them.

Please recognize that this list does not outline every concern, but those that are foremost in my heart. There may be other concerns that have not arisen or obviated themselves over the last 5 months that will arise and need to be addressed in the coming months and we will do so as those concerns present themselves.

Those concerns that must be addressed immediately include the following:

1. **Infrastructure**: We lack an appropriate infrastructure. Our policies and procedures are primarily word of mouth and the few that are written are not available to all. We must develop a policy and procedures manual which outlines the duties and responsibilities of every person in our ministry as well as the details of how every area of our ministry functions. In addition, our Bylaws must be amended to provide us with sound doctrinal guidance for the functioning of our Church and ministries.
2. **Functioning Ministries and Accountability**: We have a number of ministries that exist on paper that do not fully function as intended or as effectively as they could. Much of what they are designed to do is ignored for a number of reasons, but unless those ministries are fully functioning, we will not be able to impact the lives of people within and outside of the church walls as effectively as the Lord expects. Both leaders and their ministries must become accountable. Failure to competently handle the duties and responsibilities of any ministry could result in the removal of those leaders to be replaced by persons who will competently and effectively function in those positions. We can no longer short change the Lord nor those who we are intended to reach in His name.
3. **Oversight of the Ministries**: Due to inconsistent and ineffective oversight of our ministries, many have either become non-functioning or function on a limited basis and not according to its design. To insure the effective functioning of our ministries, the Pastor's Executive Assistant will be responsible for monitoring the functioning of each ministry and each ministry will be required to regularly submit written and verbal reports to the Pastor's Executive Assistant, with regular follow up meetings to be held with the Pastor and the Executive Assistant to discuss the ministry's successes, needs, concerns, and future plans and goals.
4. **Financial Stability**: Effective ministry requires a true financial commitment from all who call Mt. Zion home. Tithes and Offering represent the Lord's plan to provide for the welfare of the Church and its ministries. The Bible declares that we ought to "bring the tithes into the storehouse". A tithe is ten percent of whatever the Lord has blessed us with. It must be our goal that every member of the Mt. Zion Family become a tither. If

we are to achieve true financial stability, we must become a family of good stewards, but if we are to accept the stewardship way of life, we must realize that the Lord expects us to serve Him with all that we possess including our time, talents (gifts) and tithes (money).

In Malachi 3:7, the Lord chastises the people for straying from His Word and encourages us to return unto Him and His Holy Word.

In Malachi 3:8, the Lord convicts the people for robbing Him with their tithes and offerings.

In Malachi 3:9-12, the Lord challenges the people to bring the tithes and prove Him at His Word that if you bring them, He will:

1. Open the windows of heaven and pour out blessings numerous, that there shall not be room enough to receive them.
2. Rebuke those who would try to devour your hopes, dreams and blessings.
3. Protect the fruits of the labor of your hands and heart.
4. Bless you in your season.
5. Bless you so good that other folks will see them and know that it is He who is blessing you.
6. Make you a delightful people unto others.

When we fail to tithe, we rob God of the opportunity to bless us. For not only are we expected to be tithers, but we are also expected to give love offerings in support of the ministries of the Church.

In the end, our giving will never escalate to the level that it needs to be at until we truly learn to love the Lord, His Church and our neighbors as ourselves and from there we must become good stewards over what the Lord has blessed us with. Matthew 25:14-30 teaches us a number of lessons regarding the need to be good stewards. One of the many lessons that we learn is that everything is given by the Master (Jesus) and He will expect a report regarding how we handled our blessings. Understanding those expectations, we need to consider the following reasons to become tithers:

- a. Tithing has all the values of proportionate giving. It means that a definite portion of one's income is set aside for the gospel. It means that in our spending, we take God into account.
- b. Tithing gives joy to those who practice it as it is a manifestation of our love and gratitude.

- c. Tithing creates systematic and orderly giving.
- d. The tithe is holy unto the Lord.
- e. The tither shows his/her obedience to the Word of God.
- f. The tither enters into partnership with God.
- g. The tither brings about equality in giving (2Cor. 8:12-14)
- h. The tither shows us a thankful witness to God for God's Benevolence.
- i. The tither shows our obedience to God's sovereignty.
- j. Tithing is an expression of faith in God and faith is the promise of God.
- k. Tithing enriches the life of the person who tithes. (Prov. 11:25)
- l. Tithing assures the tither of perpetual prosperity. (Prov. 3:9-10)
- m. Tithing makes possible the beautiful and gracious outpouring of the blessings of God. (Luke 6:38)
- n. Tithing is the way of freeing one from the charge of covetousness. (Luke 12:15)
- o. Tithing is one sure means of laying up treasure in heaven. (Matthew 6:20-21)
- p. Tithing is a manifestation of one's interests in the Church of Jesus Christ.

5. **Support Staff:** In order for us to become the Church that the Lord has called us to be, we will need sufficient staff to enable us to effectively and timely handle all of the functions, duties and responsibilities of the Church. The goal here is to develop a regular staff who become support for all of the ministries and functions of the Church. Thus, we must eventually offer and fill the following positions if we are to efficiently and effectively minister to the needs of our Family and Community:

- a. Senior Pastor
- b. Executive Assistant to the Pastor (Full-time)
- c. Administrative Secretary (Full-time)
- d. Receptionist (Part-time)
- e. Church Operations Manager (Full-time)
- b. Minister of Music/Director of Music
- c. Youth Minister (Part-time)
- d. Maintenance Engineer/Custodian (Full-time)

6. **Communication:** We need to create better forums of communication for our Church Family. Such communication should include better use of phone trees, letters, postal service, email, website, bulletin boards, newsletter, etc. to insure the effective dissemination of information to various persons in the Church. We actually have no formal systems for the dissemination of information and one must be developed. Our Good News and Phone Tree Ministries, along with our Church staff, will be responsible for improving the communication.
7. **Recordkeeping:** Our recordkeeping has been poor. We have failed to adequately maintain necessary records that would enable us to develop a historical record of the activities of the Church. We therefore must develop a record room with sufficient storage to enable us to properly label and file all documents and materials that are necessary for both the daily functioning of the Church and for future historical reference. Legacies and histories must be recorded and not simply reserved for word of mouth sharing.
8. **Adequate Facilities:** Until Phase II (The Family Life Center) of our building project has been completed we will need to make better use of the office and space in the old building. Such use may require some painting and construction work to shape that facility for our intended uses. We need to consider use of part of the facility for a game room for our youth to congregate and have fun. The Church needs to become the center of our existence and we need to make our facilities Family Friendly, so that all may come on any given day for various reasons to do a variety of things. In addition, we need to make sure that every ministry has the necessary space and facilities to accomplish its goals and to carry out its responsibilities. If we expect our ministries to rise to a new challenge, we must equip them with necessary facilities, equipment and support to meet those challenges.
9. **Proper Biblical Foundation for Each Member:** As we have all come to the Lord at different times during different seasons of our lives and as we have each developed a different focus, it becomes imperative that we make sure that each member of our Family has the proper foundation in the Word of the Lord that will enable each to grow to full Christian maturity. Thus, we will make a concerted effort to put God's Word before the people of God in a variety of formats including workshops, conferences, book clubs, Bibles Study classes, and individual study sessions. It will also be suggested that each member attend the Biblical Foundations/Discipleship Class to insure that each of us has a similar foundation in the Word of the Lord and its theological underpinnings. In order for us to stand on the Word of the Lord, we must first know the Word of the Lord. Faith is the foundation of our salvation, but we must first understand that the Apostle Paul taught us in Romans 10 that our faith cometh by hearing and hearing the word of God. Thus, it becomes the responsibility of every member of our Family to avail themselves of these opportunities to grow in the Lord.
10. **Servant's Hearts:** The Psalmist declared that "when you hear His voice, harden not your hearts". One of my concerns is that the issues and experiences of the past have hardened our hearts and that compassion, empathy and sympathy no longer reigns in our hearts. It

is the heart of a Christian that guides and a hard heart cannot bless with love, joy, faith, longsuffering, peace, gentleness, goodness, temperance, and meekness (the fruits of the spirit). Our hearts need to be transformed and if we are to become the Church that the Lord has called us to be, we must change our hearts. Selfish hearts must become selfless hearts as we remember the Lord's command to first "love the Lord our God with all of our hearts, minds and souls" and then to "love our neighbors as ourselves". We as a Family must realize that the Lord has called us to be servants; first to Him and then to those around us who stand in need of a blessing. If we are to move to the next level, we need to develop the hearts of servants, that esteem the needs of others more highly than the needs of ourselves. Jesus directed us to love our neighbors as ourselves and left an example in which we see our neighbors as anyone standing in the need of help. There are too many people in our community who need our help.

In Matthew 25:31-40, Jesus shared that ³¹"when the Son of Man comes in His glory, and all the holy angels with Him, then He will sit on the throne of His glory. ³²All the nations will be gathered before Him, and He will separate them one from another, as a shepherd divides *his* sheep from the goats. ³³And He will set the sheep on His right hand, but the goats on the left. ³⁴Then the King will say to those on His right hand, 'Come, you blessed of My Father, inherit the kingdom prepared for you from the foundation of the world: ³⁵for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; ³⁶I *was* naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me. ³⁷"Then the righteous will answer Him, saying, 'Lord, when did we see You hungry and feed *You*, or thirsty and give *You* drink? ³⁸When did we see You a stranger and take *You* in, or naked and clothe *You*? ³⁹Or when did we see You sick, or in prison, and come to You?' ⁴⁰And the King will answer and say to them, 'Assuredly, I say to you, inasmuch as you did *it* to one of the least of these My brethren, you did *it* to Me."

Worship

Worship In General

Webster's defines worship as:

1. Reverence or devotion for a deity.
2. Religious homage or veneration.
3. Extreme devotion or intense love or admiration of any kind.

Unger's Bible Dictionary defines "worship" as "the act of paying honor to a deity; religious reverence and homage. The word worship comes from a foundation of the word "worth-ship" which means to express the worth of something, but worship is both an attitude and an act.

The Attitude of Worship: With respect to the attitude of worship, John 4:23-24 tells us that "God is a Spirit" and that all true worshippers must worship God "in spirit and in truth". In other words, our worship must be true worship and true worship takes place on the inside, in the heart or spirit of the worshiper (Psalm 45:1; 103:1-2). Worship that is pleasing to God must be unfeigned and transparent, offered from a humble heart (Psalm 24:3-4; Isaiah 66:2) because

worship in truth connects the heart or spirit of worship with the truth about God and His work of redemption as revealed in the person of Jesus Christ and the Scriptures. Thus, the true worship of God is an internal matter of the heart and spirit rooted in the knowledge of and obedience to the revealed Word of God (The Baker Theological Dictionary of the Bible). True worship is not emotionalism. Paul once wrote of the Romans that he could testify that they “[had] a zeal of God, but not according to knowledge”. In other words, they were excited about God, but they new not the foundation and reasons for their excitement. True worship of God is based upon a knowledge of God and a willingness to be obedient to God. Such knowledge and obedience create the foundation of the attitude of worship.

The Act of Worship: But worship is also an act. A number of implications are presented by the act of worship including liberation, praise, honor, glorification, and exaltation. The act of worship requires the liberation of the worshiper. Freedom to worship is based first on the cleanliness of the heart and secondly, on the freedom to express the love, appreciation, and gratitude of the worshiper to God. The act of worship also requires a heart that loves God, appreciates the daily sanctifying work of the Master in our lives and a desire to honor and glorify God with the lives that we live and the service that we render. Finally, the act of worship requires an understanding that God is a Spirit and that our worship of God must in the spiritual realm and cannot exist in the flesh. Thus, connection with the Holy Spirit is necessary for our worship to be genuine. Thus, praise must be a daily part of our lives. Psalm 107 admonishes us to “give thanks unto the Lord for He is good and His mercy endureth forever”. The Psalmist goes on to tell us that the redeemed of the Lord ought to say so, that we who have been redeemed ought to say that the Lord is good and that His mercy endureth forever. He goes on to hope when he says “o, that men would praise the Lord for his goodness and for His wonderful works to the children of men”. The Psalmist gives many reasons why we ought to celebrate and praise the Lord including:

1. For His Goodness (verse 1)
2. For His Mercy Which Endureth Forever (verse 1)
3. For His Redemption (verse 2)
4. For Hearing Our Cries and Delivering Us Out of Our Distresses (verse 6)
5. For Satisfying the Longing in Our Souls (verse 9)
6. For Sending His Word to Heal Us (verse 20)
7. For Delivering Us from Destruction (verse 20)
8. For Calming the Storms in Our Lives (verse 29)

Our Worship at Mt. Zion

We have been blessed to move to a new level of worship over the last 5 months, but we have to be careful to make sure that our worship is not some false ritualistic show of emotion, but a genuine expression of our love for, faith in, and obedience to our Lord and Savior.

We must commit to a worship that is genuine. A worship that is based on our ever growing knowledge of the Lord and our willingness to be obedient to His Word. A worship that honors and glorifies God. A worship that enables us to transcend the flesh to dwell in the spirit. A worship that daily draws us into the presence of the Lord. A worship that impacts our lives and the situations within which we find ourselves. A worship that allows each of us the freedom to express ourselves without the bondage of tradition or man’s expectations.

The Significance of Our Praise

As true worship is our goal, we must realize that it is our praise that will get us there. The goal of our worship is to get ourselves into the presence of the Lord and our praise is one of the many ways that we may be ushered into the presence of God. The first way to be ushered into the presence of God is to spend time in His Holy Word. John 1:1 and 1:14 tells us that “in the beginning was the Word and the Word was with God, and the Word was God” and that “...the Word was made flesh, and dwelt among us...” Since God is His Word, one way to dwell in His presence is to dwell in His Word.

Another way to be ushered into the presence of God is through our prayers. Prayer is communion and communication with the Lord and when we pray in the spirit, when we have invited the Lord to be present with us.

But a final way to be ushered into the presence of the Lord is to celebrate Him in His praise. Psalm 22:3 tells us that the Lord is holy and that He inhabits the praise of His people.

But in addition to ushering us into the presence of the Lord, our praise does a number of other things for us. First, praise shows our faith in the midst of adverse circumstances (Acts 16:23-26). Second, praise shows our obedience (Psalm 107). Third, praise shows our willingness to glorify the Lord (Isaiah 43:21). Finally, praise renews our strength that we might handle the issues of life.

We have to realize that praise and worship are related, but not the same thing. Dr. Myles Munroe wrote that praise is initiated by us, but worship is God’s response. Praise is something we do, but worship is something that God releases. Praise is our building a house for God; worship is God moving in. “The goal of praise is to create an atmosphere for the presence of God.

Once we’ve entered into the presence of the Lord, we must allow the Holy Spirit to move within us in such a way that the Lord has dominion over us. If we are to allow the Holy Spirit to truly have dominion, we need to allow the Holy Spirit to convict us, to challenge us, to cleanse us, to calm us, to care for us, to chastise us, to comfort us, to charge us, to command us, to communicate with us, to commune with us, to confirm some things in us, to consecrate us, to correct us, to counsel us, to give us confidence, and to change us. No one who comes into the presence of the Lord with a heart that loves the Lord should ever leave unchanged. The genuine intimacy of our interaction with the Lord ought to have some impact and it is my hope that the praise and worship at Mt. Zion will have a genuine impact on each of our Family members and on every person who comes to fellowship with us.

Music Ministry

Our music ministry has been a blessing not only to the Mt. Zion Family, but also to the Madison Community and we need to continue that legacy of excellence. To that end, we will continue to diversify the music ministry by reviewing both the types of music we minister and the persons involved in developing the music ministry. All choirs and musicians of Mt. Zion will function under the leadership of the music ministry and the Director of Music. All choirs will also be

included in the budget for the music ministry. The Director of Music will continue the process of diversification by the use of different choirs and different selections within each choir. Each choir member will be expected to be supportive of the entire music ministry, regardless of the choir to which they belong.

Praise Team

To assist us in ushering in the presence of the Lord, we will develop praise teams. We will pray over, train and develop multiple teams of persons, including youth, who will lead us into the worship of our Lord. To that end, we are not looking for song leaders, but worship leaders. We need people who are close to the Lord and who are committed to growing even closer to Him. We need folks who study the Word of God and understand the significance of worshipping the Lord in Spirit and in truth and who understand the importance of dwelling in the Spirit of the Lord. Regular rehearsals and study will be required in order to participate on our praise team.

The Levites of the Old Testament were the temple assistants whose primary focus was to lead the congregation into the worship of God. Those duties included the preservation of the law of God in all its integrity and purity, the dispensing of justice and leading the music during the worship service. Similar to that model, we will develop a praise team known as the Levites of Zion. There was a consecrated character to the Levites that must be duplicated here. The Levites were specially chosen by God for the purpose of entrusting to them the care and administration of holy things (Numbers 3:5-13; 8:14-19) and for that reason they were consecrated to God and not just anyone could serve in this capacity. We will therefore carefully pray over those who will participate in this ministry, as their role is sacred to the elevation of our worship. We employ a portion of the consecration ceremony of the Levites as we will do the following:

1. Seek the Lord for those to be appointed.
2. Sprinkling them with the water (oil) of consecration
3. Bring them before the elders of the Church for the laying on of hands.

Soul Winning/Witnessing/Evangelism

In Matthew 28:18-20, "...Jesus came and spake unto [the disciples], saying, All power is given unto me in heaven and in earth. ¹⁹Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: ²⁰Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen."

Matthew 28:18-20 is known as the Great Commission which is the Lord's mandate to "make disciples of all nations". The impetus for the Great Commission springs from the heart of God. He loved us and gave his Son for us and the disciples are sent out to accomplish what God started in sending His Son. The Great Commission is accomplished through witnessing (Acts 1:8), preaching (Mark 16:15), baptizing, and teaching (Matthew 28:20). The Holy Spirit is the empowering agent for those who witness, as well as the one who convicts sinners of their need for Jesus (John 16:8-11).

The Great Commission necessitates taking the gospel message to ends of the earth and the Good News is to be shared with all people, for all are sinners in need of deliverance from sin (Romans 3). In other words, the Great Commission is the foundation for our evangelism efforts.

To evangelize is to proclaim the good news of the victory of God's salvation. Evangelism is the noun denoting that activity. This biblical concept is expressed through a Hebrew verb (basar) and a Greek verb and noun (euangelizo and euangelion). Euangelion is normally translated "gospel", denoting the content of the good news. But it can also be a noun of action, describing the activity of telling that news (1 Cor. 9:14; 2 Cor. 2:12; Phil. 1:5).

Evangelism Plan

In Luke 14:23, "...the Lord said unto the servant, go out unto the highways and hedges and compel them to come in, that my house may be filled". Mt. Zion must not ever assume that all who should be saved will find their way to our doors. The Bible is full of persons who came to Jesus "when they heard" of His mighty works, but until the community hears of our mighty works, we must never stop creating means by which we can reach the lost. Our goal must be to reach the lost at any cost.

The ministry of Jesus Christ is designed to touch the lives of people in tangible ways that they may be drawn to accept Jesus Christ as Lord and Savior and the vision that the Lord has laid in my heart will require us to utilize all of our resources to provide a Christ centered setting where people in this community can be **redeemed** to a personal relationship with Christ, **reconciled** to God and His people, **restored** to wholeness and well being, and **revived** for a full life of service to others.

In Matthew 25:31-40, Jesus shared that ³¹"when the Son of Man comes in His glory, and all the holy angels with Him, then He will sit on the throne of His glory. ³²All the nations will be gathered before Him, and He will separate them one from another, as a shepherd divides *his* sheep from the goats. ³³And He will set the sheep on His right hand, but the goats on the left. ³⁴Then the King will say to those on His right hand, 'Come, you blessed of My Father, inherit the kingdom prepared for you from the foundation of the world: ³⁵for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; ³⁶I was naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me. ³⁷"Then the righteous will answer Him, saying, 'Lord, when did we see You hungry and feed *You*, or thirsty and give *You* drink? ³⁸When did we see You a stranger and take *You* in, or naked and clothe *You*? ³⁹Or when did we see You sick, or in prison, and come to You?' ⁴⁰And the King will answer and say to them, 'Assuredly, I say to you, inasmuch as you did *it* to one of the least of these My brethren, you did *it* to Me."

Thus, the foundation of our Evangelism Ministry will be as follows:

1. Minister of Evangelism: After prayerful deliberation, one of the ministers will be selected as a Minister of Evangelism who will be responsible for leading our evangelism ministry. This person will be responsible for training those who share in this area of ministry and

for making sure that each segment of this ministry is fully functioning and effective and that we as a Family are meeting our established goals.

2. Each One Minister to One: The Bible declares that the Lord expects each of us will lead others to Christ. Our goal cannot be to make disciples of ourselves or members of Mt. Zion, but to make disciples of Jesus Christ. Thus, the plan is that we will train every member of our Family on how to lead others to Christ. From that point, it will be expected that each member will be responsible for leading others to Christ. Our goal is quite simple: every member of the Mt. Zion Family is responsible for leading at least one person to Christ per year. The fact that our Church rests on Fisher Street is one of the great ironies of our time when you consider that in Luke 5, Jesus told the Disciples that from hence forth they would catch men. We must become serious “fishers of men, women, boys and girls”. We must commit to leading souls to Christ and then to nurturing them once they have come.
3. Visitors: Visitors will be greeted and required to complete visitor’s cards. Within 48 hours of their visit to Mt. Zion, each visitor will receive a thank you letter, Mt. Zion brochure and an evangelism brochure that outlines the plan of salvation and other truths of the Gospel similar to our new member’s packet.
4. Evangelism Opportunities: Effective Evangelism creates an opportunity to interact with others who have not accepted Jesus as Lord and Savior. It is during those times that we must witness to those who are outside of the Family of Christ. It is expected that Mt. Zion brochures and Salvation Brochures will be provided during each of our evangelism activities to enable us to expose those to whom we come into contact with to the Gospel of Jesus Christ and the importance of salvation. The following activities will be serve as the foundational opportunities to reach folks with the Gospel of Jesus Christ:
 - a. Homeless Meal Ministry:
 - b. Food Pantry Ministry:
 - c. Clothing Ministry:
 - d. Back to School Event:
 - e. Coat Giveaways:
 - f. Thanksgiving Food Baskets:
 - g. Christmas Food Baskets:

Christian Education and Discipleship

In Matthew 28:18-20, “...Jesus came and spake unto [the disciples], saying, All power is given unto me in heaven and in earth. ¹⁹Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: ²⁰Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen.”

In Romans 10:1-4, the Apostle wrote “brethren, my heart’s desire and prayer to God for Israel is, that they might be saved. For I bear them record that they have a zeal of God, but not according to knowledge. For they being ignorant of God’s righteousness, and going about to establish their own righteousness, have not submitted themselves unto the righteousness of God. For Christ is the end of the law for righteousness to every one that believeth.” In other words, we have so many problems in our lives and the Church because we have not committed ourselves to the Word of God in such a way that we both understand it and live obedient unto it. Thus, we substitute our ideas of what’s right for us and for others for the law of God and the end result is chaos and confusion.

But we must also realize that the foundation of our relationship with Christ is faith, for the Bible declares that “¹Therefore, having been justified by faith, we have peace with God through our Lord Jesus Christ, ²through whom also we have access by faith into this grace in which we stand, and rejoice in hope of the glory of God. ³And not only *that*, but we also glory in tribulations, knowing that tribulation produces perseverance; ⁴and perseverance, character; and character, hope. ⁵Now hope does not disappoint, because the love of God has been poured out in our hearts by the Holy Spirit who was given to us. ⁶For when we were still without strength, in due time Christ died for the ungodly” (Romans 5:1-6).

It is our faith in God that forms the foundation for both our belief in Him and our trust in Him. It is by faith that we patiently wait for Him to deliver us, to heal us, to bless us. It is by faith that we persevere in the midst of our trials and tribulations. It is by faith that we both walk and stand, for “faith is the substance of things hoped for, the evidence of things not seen”.

But, how can you hope in a God in whom you don’t trust and how can you trust in a God whom you don’t know and how can you know a God with whom you spend little time getting to know. In order to truly know the Lord, we must be in a regular, intimate, communication and fellowship with the Lord that impacts our lives.

Thus, we must create a number of opportunities for our Family to grow in both its knowledge and understanding of the Word of God. Without a foundation in the Word of God, we shall not move to the next level in Christ. Bible comprehension requires daily reading, study, prayer and meditation. It requires us to sit at the feet of those to whom the Lord has unlocked the mysteries of the Word. It requires us to be committed to growing in Christ. It requires a heart that truly desires to fellowship with the Lord.

We often quote and sing the hymn “standing on the promises of God”, but you cannot stand on promises that you don’t know and understand. Thus, we will use the following opportunities to increase the Biblical knowledge of our Family:

1. New Members Ministry: Every person who unites with Mt. Zion regardless of the means (baptism, Christian experience, re-dedication, watch care) will be required to attend four (4) sessions of new member’s class. The new member’s curriculum, which will be taught by the Pastor and certain assigned ministers, is designed to provide an overview of the concept of salvation, the articles of faith, the church covenant, an introduction on how to study the Bible and overview of Mt. Zion and the ministries of the Church. Once the new

member curriculum has been completed, each new member will be expected to attend both a Sunday school class and the Discipleship Class so that they may continue their growth in the Word of the Lord. Each new member will also receive a membership certificate upon completion of the new member's curriculum. Photographs of new members will be placed in the bulletin, newsletter and on bulleting boards to enable others to recognize those who are new to the Family. In addition, each new member will receive a CD of Gospel music to enable them to develop an interest in various kinds of music that is based upon the Word of the Lord.

2. Discipleship Class: Discipleship Class, also known as the Biblical Foundations Class or Basic Training for Believers shall provide a strong Biblical foundation to each member of our Family. Our goal is to teach the Bible, its theological underpinnings and the habits that lead to spiritual maturity, so that each of our Family members has the fundamental principles for Christian living. The course shall run year round with different topics presented. The dates of the classes and topics to be addressed shall be provided at the beginning of the year and printed in the bulletin, the newsletter and on the website. Though not previously recognized as such, this Class is one of the great jewels of our Church. It is easily one of the greatest Christian education opportunities ever developed for a church. Thus, it must continue and each of our Family members must avail themselves of the opportunity to grow the various lessons shared.

The areas to be taught include, but are not limited to:

- a. Salvation
 - b. How to Study Your Bible
 - c. Prayer
 - d. The Doctrine of the Holy Spirit
 - e. Theology of Jesus Christ
 - f. Theology of God
 - g. Spiritual Growth
 - h. The Significance of the Ordinances of the Church
 - i. The Gifts of the Spirit
 - j. Doctrine of Adoption
 - k. Doctrine of Assurance
 - l. End Times
 - m. Applying the Word to Every Day Issues
 - n. Faith
 - o. Grace
 - p. Mercy
 - q. Personal Growth
3. Sunday School: We will move to the use of more appropriate material that is more doctrinally sound and application oriented. We will also improve the training of our teachers and the presentation of the lessons to make them more interested and relevant to our lives. We will therefore expect every member to attend.

4. Bible Study: Every member of our Family will be expected to attend Bible Study. We will move from the study of topics to the study of specific books of the Bible. This will enable us to teach the Family specific books and events, to address numerous theological issues and to encourage the Family to read ahead on a weekly basis.
5. Other Educational Opportunities: In order to further enhance the educational ministries of the Church, the following will also be used in addition to New Members Class, Discipleship Class, Sunday School and Bible Study:
 - a. Workshops
 - b. Conferences
 - c. Individual Study
 - d. Christian Book Club
 - e. Vacation Bible School

All of the Christian educational opportunities offered above are designed to grow our Family, but one who is not in attendance will never grow as your refusal or failure to attend renders you unable to avail yourself of the opportunity to grow in your knowledge and understanding of the Word of God.

As Christian Education is one of the most significant areas of our Church, it is expected that the Director of Christian Education will spend substantial periods of time with the Pastor and the Executive Assistant to the Pastor in developing this area to its fullest potential. Every area of Christian education must be developed to enable every member of our Family to grow to full Christian maturity. Effective planning and development will be necessary if we are to move to a new level in this area. This area will require a substantial time commitment from the Director of Christian Education who will be responsible for the development and monitoring of each area. New teachers will need to be recruited, trained and monitored. New methods of reaching our Family will need to be cultivated. Thus, an extraordinary emphasis will be placed on this area of our ministry with great expectations for all involved.

Mission/Benevolence

In Matthew 25:31-40, Jesus shared that ³¹“when the Son of Man comes in His glory, and all the holy angels with Him, then He will sit on the throne of His glory. ³²All the nations will be gathered before Him, and He will separate them one from another, as a shepherd divides *his* sheep from the goats. ³³And He will set the sheep on His right hand, but the goats on the left. ³⁴Then the King will say to those on His right hand, ‘Come, you blessed of My Father, inherit the kingdom prepared for you from the foundation of the world: ³⁵for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; ³⁶I was naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me. ³⁷“Then the righteous will answer Him, saying, ‘Lord, when did we see You hungry and feed *You*, or thirsty and give *You* drink? ³⁸When did we see You a stranger and take *You* in, or naked and clothe *You*? ³⁹Or when did we see You sick, or in prison, and come to You?’ ⁴⁰And the King will answer and say to them, ‘Assuredly, I say to you, inasmuch as you did *it* to one of the least of these My brethren, you did *it* to Me.’”

The Biblical focus our mission and benevolence ministries has to be the Lord's command to feed the hungry, give drink to the thirsty, cloth the naked, take in strangers, visit the sick and to go unto those who are in prison. In other words, the Lord expects that we will reach the lost at any cost.

Changes to Mission Focus: In conjunction with the Mission Ministry and ABC focus on world mission, we will need to place a greater emphasis on mission work in the Madison community. Such a change in focus will require the development of creative ideas to reach out to those here with intent of spreading the Gospel of Jesus Christ. Such efforts shall include the door to door visits with sharing of Bibles, Salvation brochures and Mt. Zion brochures, clothing giveaways, homeless meal ministry and greater emphasis on solving the homelessness problem, coat giveaways, school supply giveaways, providing salvation and other materials to the jails and prisons, etc. We have to concentrate on evangelizing the Madison community with a special emphasis on South Madison and Allied Drive. We will also need to shift some of the funds from mission to the benevolence fund.

Benevolent Fund Structure: Consistent with the changes to the Mission focus, we will need to expand the use of our benevolence fund into two different categories:

1. The Family of Mt. Zion
2. The Madison Community

We must make sure that we take care of our own first. Once we have insured that the Mt. Zion Family is cared for, we can then begin to share our limited resources with the Community at large. We cannot take care of others before we care for our Family. Thus, 75% of our benevolent fund dollars must be placed in the budget line item for our Family's needs with 25% placed in a line item for the Madison Community. In the event the Family's resources run out, we may draw from the Community line, but at no point will we draw from the Family line to replenish the Community line.

Liberation

The concept of liberation is based in the notion that we have been bound by things from which we must be set free. Liberation is strongly implied from all of our ministries as the Lord encourages us to walk in the freeness of salvation which loosens us from the shackles and bondage of the sinful lives that we walked away from, when we accepted Jesus Christ as Lord and Savior. The concept of liberation is to remove any barriers, obstacles or hindrances from our lives which may prevent or limit us in our worship of, growth in and service to the Lord. It also involves the empowerment of people to live the abundant lives that the Lord has promised us.

Luke 4:18-19 provides that "the Spirit of the LORD is upon Me, Because He has anointed Me To preach the gospel to the poor; He has sent Me to heal the brokenhearted, To proclaim liberty to the captives and recovery of sight to the blind, To set at liberty those who are oppressed; To proclaim the acceptable year of the LORD." Romans 8:2 provides that "...the law of the Spirit of life in Christ Jesus hath made [us] free from the law of sin and death". The Word declares that who the Son sets free should be free indeed and we want to use the Word of the Lord to set some folks free.

Ministries of the Church

1. After School Program:

To the observant members of our society it has become apparent that we live in strange times. We live in times where men have walked on the moon. We live in times where satellites orbit Mars. We live in times where the internet provides high speed access to unlimited information. We live in times where professional athletes make in excess of 10 million dollars a year to play a game. We live in a time where teachers are overworked and underpaid and expected to provide quality education to all of our children, with limited resources. We live in times where people are victims of mailbox bombings. We live in times where illegal drug activity is the most profitable industry in many of our neighborhoods. We live in times where African American children academically lag 1 to 3 years behind their grade levels. We live in times where people have become comfortable with poverty. We live in times where there are more African American men in our nation's prisons and jails than in our nation's colleges and universities. Many of our children live in neighborhoods where gangs, drug enterprises and other negative influences exist and we want to give our children exposure to positive things that influence productive lifestyles.

Considering the times in which we live, Mt. Zion must commit itself to providing life skills and educational opportunities for the children within our church and the surrounding neighborhood, that they may lead positive, productive lives both now and in the future. We must recognize that cultural awareness and academic support are missing elements within our community. Schools educate our children in group settings, but they at times fail to meet the individual academic needs of the children in the district. We further must recognize that we can promote racial and cultural harmony and respect if we are able to educate children to the different cultures that exist within our community. With current drop out and failure rates, it has become apparent that something needs to be done to improve the academic performances in our schools. We must understand that if we can improve the academic performance and cultural awareness of our children, we will give them confidence and pride that will carry over into the rest of their lives and hopefully lead them to seek success in the world.

For all of the reasons stated above, we will create a Program designed to increase cultural awareness and provide academic support both to the children within our church, those in the surrounding neighborhood and any children who need of our assistance.

Goals of the Program

1. To provide academic support for each of our children.
2. To assess the individual academic needs of each child.
3. To improve the academic performance of each of our children.

4. To improve the behavior of each child in school.
5. To improve the behavior of each child in the community.
6. To improve the behavior of each child in the home.
7. To provide access to cultural opportunities that will promote pride in one's ethnicity, culture and heritage while also providing a healthy and appreciative respect for the ethnicity, culture and heritage of others.
8. To provide a positive and productive environment that will both influence and enrich our children's lives.
9. To reduce the current drop out and failure rates among the children in our area.
10. To give children confidence and pride that will carry over into the rest of their lives and lead them to seek positive, productive success in the world both now and in the future.
11. To promote productive lifestyles.

Program Design and Structure

The design of the Program is to operate after school during the school year and at other posted times during vacation periods. The Program will initially be held two (2) days per week, but will eventually expand to three (3) days per week. The Program will be housed in the computer lab and meeting rooms of the Church from approximately 4 p.m. to 6 p.m.

The focus/structure of the Program is twofold: Cultural Awareness and Academic Support.

1. **Cultural Awareness:**

The Cultural Awareness component will consist of presentations, documentaries and discussions designed to increase knowledge of different ethnic, racial and cultural groups. Our goal is to encourage each child to take pride in his/her heritage and to develop a healthy respect for other cultures and groups. We will bring in speakers, show documentaries and other films and participate in various activities designed to increase cultural awareness and knowledge. Trips to museums, presentations, dramatic performances, etc. will serve to further enhance this area of the program.

2. **Academic Support:**

The Academic Support component will consist of three (3) primary elements:

- a. Tutors and Individual Assistance: We will provide persons who will serve as tutors and assist children with areas of academic weakness. Some of our tutors will be current Madison School District Teachers, while others will be volunteers from throughout our community. To properly assess and determine areas of weakness for each individual child, we will communicate with each child's parents and teachers. Parents may be asked to complete a release that enables the program to obtain their child's academic records and to communicate with school district staff regarding their child. Children who participate are further required to provide progress reports at certain specified intervals to be determine needs, areas of weakness and areas of improvement.

- b. Computer assisted learning: We will offer computers with programs designed to assist children in areas of weakness. The child will be able to log onto the computer and pull up his or her grade level and the area in which he/she needs to work and strengthen. We will also offer the opportunity for children to become familiar with the internet and the information that it provides, so that each may be able to use its capabilities to further enhance their academic foundation.

- c. College Preparatory Activities: We will work with the child and parent to assist them with a variety of college preparatory matters including:
 - (1) Assistance with academic planning.
 - (2) Assistance with the selection of an educational plan and major.
 - (3) College tours and other campus visits.
 - (4) Assistance in the selection of the appropriate college, university, or other appropriate academic institution.
 - (5) Assistance with registration for admissions entrance examinations such as the ACT and SAT.
 - (6) Preparation for admissions entrance examinations such as the ACT and SAT, including the purchase of ACT and SAT practice software and materials.
 - (7) Assistance with scheduling the taking of admissions entrance examinations such as the ACT and SAT.
 - (8) Assistance in the search for scholarships, grants and other forms of financial assistance.
 - (9) Assistance with the preparation of entrance/application materials.

- (10) Assistance in the preparation of financial aid materials.
- (11) Provide speakers and role models to assist in guiding students.

2. **Alcohol and Drug Ministry:**

Recent studies show that 70% of all persons who enter the criminal justice system suffer from either a drug addiction or alcoholism and of those placed in our nation's jails and prisons, 70% have a drug-related offense. Of those placed in the criminal justice system, roughly 10-15% actually receive any drug or alcohol treatment and many find themselves walking our streets without any help or hope. The time has come that we must recognize that there are members of our Family and community who are in need of drug and alcohol treatment and if we are to insure their liberation and growth in Christ, we must provide spiritually based drug and alcohol treatment in the following forms:

- a. Inpatient Treatment
- b. Outpatient Treatment
- c. AA/NA Meetings
- d. Biblically based Studies
- e. Spiritual Growth Counseling

3. **Audio (CD)/Video(DVD) Ministry:**

The goal of this ministry is to share the Gospel with as many people as possible. Consistent with the mission statement of this ministry, the purpose of this ministry will be to provide an opportunity for those who are sick, shut in, imprisoned and away at college to continue in fellowship with the Mt. Zion Family.

We will sell CD's and DVD's of worship service at a price sufficient to cover the purchase of the CD's and DVD's and to contribute a small amount to the upkeep of the equipment

The Administrative Secretary in conjunction with the Church Clerk and Executive Assistant will develop an updated list of our sick, shut in, and imprisoned members and as well as those who are away at college and the Deacons will be responsible for providing CD's to each of those persons.

4. **Beautification and Floral Ministry:** Recognizing that these ministries have independent responsibilities, there is a need to combine these ministries under one umbrella for the entire beautification of our Church and grounds. We will assign one budget that will cover both the external and internal sections of the Church with persons assigned independently. One Committee of the ministry will concentrate on the inside of the building while another Committee will concentrate on the outside. The outside will include snow removal, grass cutting, garbage pick up, etc. The inside will include cleaning, dusting, floral arrangement and placement, etc. The goal is to make Mt. Zion as beautiful as she can be both inside and out.

5. **Bereavement Ministry**: Our Bereavement Ministry has been a blessing to the Mt. Zion Family and to families within our community. It is extremely well conceived and structured. For those reasons, the Bereavement Ministry will continue as developed with the following small changes:
- a. The Associate Ministers of the Church will be trained to better assist in the spiritually based grief counseling of those who have lost loved ones.
 - b. The Associate Ministers will be made available to this ministry to assist with following up with the Families 3, 6, 9, and 12 months after the loss of loved ones.
 - c. The Deacons will be made available to contact families and pray with them 2, 4, 6, 8, and 10 months after the loss of a loved one.
 - c. The Administrative Secretary will assist the Ministry in the development of a list of those who have lost loved ones including the names of the persons who have passed away, the relationship to the Family member and the date of the loss, and that list will be maintained in the Church office all Ministers and Deacons.
6. **Black History Ministry**: My grandfather used to always tell me that “unless a man knows where he has been, he will never understand where he is nor where he is going...” Too many of our children lack an appreciation for who they are. Our history has been left out of schools and the public arena which has left our children void of any connection to their past. They have no appreciation for the price that was paid to enable them to enjoy the freedoms that they now enjoy. They are also at times ignorant of the realities of the world today as they know little of the past. For that reason, it will be our duty to educate our children and the entire Mt. Zion Family to their history.

Such education should take the form of:

- a. Monthly Presentations
- b. Black History Month Celebrations
- c. Newsletter Submissions
- d. Bulletin Submissions
- e. Website submissions
- f. Video and Film presentations
- g. Speakers
- h. Trips, outings to museums, plays, presentations, etc.

In addition to Black History, we must also present the history of others in our Family. Until we understand the Historical significance of others, we will never truly bring about racial reconciliation and appreciation. Pride begins with knowledge of self and we want our children and Family to be proud of who we are as we celebrate both where the Lord has brought us from and where He is taking us to. For history does record that there was one who testified that he had seen the promised land and that though he might not get there with us, that we as a people would get to the promised land. This ministry will help us to see where we are going and to appreciate God’s plan for taking us there.

7. **Boys 2 Men:** In a time when more of our boys and young men are in detention centers, jails and prisons than in our nation's schools, colleges and universities, we must recognize that there is something wrong. As we look around us and see so many of our boys with the wrong focus, we know there is something wrong. This current problem has Biblical roots. In Exodus 1:7-16, Israel grew and the King of Egypt became concerned with their growth and prosperity and decreed that the midwives should kill all of the boys born to the Hebrew families. This decree was significant because it in effect ordered the destruction of a people, for the King knew that if you can kill off the male you destroy the ability to reproduce and to build families. Today, the structure of our society and our failure to lead our people has led to the decline of productive, positive, saved men in the African American Community and we must look out and take responsibility for what we see.

My grandfather once told me that it takes a black man to teach a black boy how to be a black man in our society and I believe that if we are going to change the tide of our people, it will only come if we change the lives of our boys. Thus, we will begin a ministry known as Boys 2 Men.

Boys 2 Men will exist with 5 primary components:

1. **Academic/Career Development:** We will stress the importance of education to their futures. We will monitor their grades and academic performance and find ways to improve them. We will expose them to various persons in different careers that they may begin to consider their futures. We will take college tours and trips to various companies and businesses to expose them to career and educational opportunities that exist. We will expose them to politics and social issues so that they truly learn to make informed decisions about life.
2. **Cultural:** We will teach them the significance of being an African American man in today's society using the successes and failures of the past. We will use history to show us where we've been, where we are and where we expect them to go. This development will include outings to museums, presentations, and other forums to further enhance the lessons taught.
3. **Biblical:** We will teach our boys the significance of salvation for men. Our focus will be primarily on the men of God and how God uses men to bring about His purposes. We teach them that it's alright to be a saved boy or young man. We will also teach them how to use the Word of God to address the specific issues that they face on a daily basis and that they will encounter in the future. We will look at what it truly means to be a man and take a hard look at the social ills of our time. We will talk about drug addiction, sales and issues. We will go to courthouses, jails, detention centers and prisons. We will look at the family structure and the failure of men to be Godly husbands and fathers and encourage them to be such.

4. Mentoring: Each man will be expected to mentor at least one boy. The mentoring component will require each man to spend at least 2 hours per month with the boy that they mentor in addition to communicating with that boy on a weekly basis by telephone. The goal of the mentoring phase is exposure to a good Christian man and a positive, productive lifestyle.
5. Community Service: Each boy and man involved will be expected to do 25 hours of community service per year to enable us to give something back to our community while teaching our boys how important it is to reach out and help others. Community service projects will be announced on a monthly basis, with men and boys eligible to volunteer as time permits.

Boys 2 Men will meet twice per month for 1 hour each time. Those sessions will range from presentations and speakers, to watching movies related to discussion topics, to homework assistance, to trip planning. In addition to those meetings, bi-monthly trips will be planned to various places as consistent with the above-outlined plan.

The time has come that we must take responsibility for the development of our boys and stop leaving it to others who are incapable of doing so.

8. Building Ministry: "...Let them make me a sanctuary that I may dwell among them". (Exodus 25:8)

The Lord has blessed us to build a beautiful sanctuary for Him to dwell in and we have begun to create a dwelling place that is pleasing unto the Lord with our worship and our work, but the work is far from over.

Phase 2 of our plan requires us to build a Family Life Center that will enable us to better serve our Family and the community around us. We must realize that the success of our ministry will depend on the completion of Phase 2 which will provide us necessary facilities for the provision of ministry to the Madison Community.

The Building Ministry will therefore move forward with the following:

1. The development of a plan to eliminate all debt associated with Phase 1.
2. The development of a plan to raise necessary capital to begin Phase 2.
3. The development of a plan to keep the Family regularly informed of our status.

The Building Ministry's mission statement is "by faith, we build for the Glory of God" and with Phase 1 completed, faith will be required as we move to the development and completion of Phase 2.

Every member of the Family must commit to the support of the completion of Phase I and the development and completion of Phase II. Our support must be both spiritual and financial.

9. **Child Care (Babysitting) Ministry:** In conjunction with our Single Parent Ministry and to enable us to teach our children the importance of earning a living and how to be stewards of what the Lord has blessed them with, we need to start a Child Care Ministry.

Each child of the Church interested in becoming part of this ministry would be required to complete the State Certification for Baby Sitters and also the Church training for how to handle both the duties of this position and the money earned.

Once certification has been completed, a regularly updated listing of available Child Care Ministry members will be made available to every member of the church who may then use the list to contact various persons to arrange for child care services.

To provide consistency, a set of rules regarding the Ministry will be established along with a specific hourly wage. Each child will be paid the same hourly wage, which will be based on the number and ages of the children to be cared for, with part of the hourly wage subsidized by fund created at the Church. Thus, enabling single parents the flexibility to take a break from the rigors of family while being able to afford it.

10. **Children's Ministry:** The mission of the Children's Ministry is to introduce Christ to all children through ongoing Christian service, spiritual leadership, teaching, training, modeling, nurturing. Also, to provide an environment which will become the training ground for moral character, mental poise, and Christian discipleship, while focusing on the doctrinal truths of God's Holy Word.

Proverbs 22:6 admonishes us to "train up a child in the way he should go and when he is old he will not depart from it". One of the problems that the church faces in today's society is that many of our children are not being raised in church and have no exposure to the Gospel of Jesus Christ. The purpose of this ministry is to minister to the spiritual, emotional, social, and physical needs of all children ages 2 to 11 years old. We recognize that children today are confronted with many trials, problems and issues including gangs, drugs, violence, abuse, peer pressure, and sex and we want to provide children with a safe environment which will provide acceptance, spiritual, emotional, physical fulfillment. Their needs will be met by teaching children how to biblically and spiritually handle the issues that they face.

Deuteronomy 4:10b tells us to "Gather...the people together and I will make them hear my words, that they shall learn to fear me all the days that they shall live upon the earth, and that they may teach their children."

Deuteronomy 6:4-7 tells us "...The Lord our God is one Lord: And thou shalt love the Lord thy God with all thine heart, and with all thy soul, and with all thy might. And these words, which I command thee this day, shall be in thine heart: And thou shalt teach them diligently unto thy children, and shalt talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up."

In Matthew 19:13-15, The Lord told us to “let the little children come to [Him] and do not hinder them, for the kingdom of heaven belongs to such as these.” It must be our desire to biblically and spiritually raise both the children in our Family and also those within our community. To that end, we need to develop a means to inform other parents and children of this wonderful opportunity for children to grow in the Lord. Thus, Bulletin, Newsletter, Website and other inserts will be necessary. We also need to find a way to support this ministry with additional resources. In order to reach children with the Gospel, creativity may be needed and we need to make sure that this ministry is adequately funded and has enough teachers and assistants to continue to be effective as they continue to grow.

We should also consider an expansion of outings and other weekend or evening educational opportunities to provide greater exposure to the Gospel and other Christian role models. One of those opportunities will be called Praying with Pastor in which children ages 2-11 years of age will study and pray with the Pastor in addition to the hosting of some fun event related to the topic taught that day. We have an excellent staff of teachers who minister unto our children and we need to make sure that they have what they need to continue to do what they do.

11. **Church Anniversary**: According to our records, Mt. Zion has existed to glorify God for the last 93 years. That period may be longer than the combined histories of all of the other African American Churches in the Madison Community. For that reason alone, we must commit to an annual celebration that is one of thanksgiving to the Lord for the blessing of longevity and for the successes of our ministries. To that end, we will develop a committee whose sole purpose is the planning of a celebration which will be pleasing unto the Lord as it glorifies Him and Him alone. We must never ignore the significance of what the Lord has done over the last 90+ years.
12. **Church Calendar Committee**: The Church Calendar Committee will be comprised of the Administrative Secretary, Executive Assistant to the Pastor and a Trustee assigned by the Board to assist in this area.

The Church Calendar will be developed and maintained by the Administrative Secretary in conjunction with the Executive Assistant to the Pastor. The Trustee assigned will serve as a liason to the Trustee Board and serve to monitor the process and make suggested changes to the Pastor and Trustee Board.

With the size of our ministries and the various uses of our buildings, we must do a better job of keeping track of scheduled events and the uses of our facilities. Thus, the Trustee Board will be responsible for developing written procedures that will advise the Family of procedures for using the various facilities of the Church. The Trustees will also prepare maps of all of our facilities with rooms and their capacities identified, so that assignments can be made to accommodate use requests. The Trustees will also develop a new request form that will enable the requestor to provide all information necessary for the Executive Assistant to make approval and assignment decisions.

As ministries, individuals and groups request use of our facilities, those dates and uses will be provided to the Administrative Secretary who will keep a master list of dates, uses, and requests. Each request will be reviewed and approved by the Executive Assistant to the Pastor after consultation with the Pastor. The Administrative Secretary will then provide written notice to each requestor informing them of approval status and room assignment.

13. **Church Emergency Care Ministry:** As a result of a number of recent incidents, our Emergency Response Team has been required to elevate its procedures and readiness. They meet regularly and have developed their procedures for handling emergencies that arise using the trained professionals that exist within their ministry. For that reason, this ministry will continue as developed including the weekly notification of team members and those assigned to cover that particular date.

In conjunction with the Health Ministry, this Ministry will be asked to provide presentations and Bulletin, Newsletter, Website and other transmissions of information that advise us of how to recognize signs of various health matters including strokes, heart attacks, asthma attacks, etc. and what we are to do in the absence of our Ministry members or trained professionals.

14. **Church History Ministry:** The history of Mt. Zion is significant and must be carefully maintained. We must be proud of who we are. The Lord has blessed us to serve Him for over 93 years and we need to do a better job of recording that history. For that reason, a Church Historian will be appointed along with a committee whose primary purpose will be the weekly update of the Church's historical events. Such information will be stored in a computer at the Church as well as backed up on CD's and other storage materials.

In addition to current and future history, we will need to reconstruct portion of our past history. In order to fully develop past history, documents will need to be reviewed and obtained, including old bulleting, programs, newspapers, etc. and Family members may need to be reviewed.

In addition to the development of the information, this Ministry will be asked to provide presentations to the Family outlining our history. All new members will be expected to attend one of these presentations each year. This ministry will also be expected to provide historical information and presentation in conjunction with our Annual Anniversary Celebration.

15. **Deaconess:** It is fully expected that every wife of our Ministers and Deacons will be involved in the Deaconess Ministry, as it is the purpose of this ministry to support the Pastor, Ministers and Deacons in meeting the spiritual needs of the Family, including the Ordinances of the Church and the Deacons Family Ministry. The Deaconess Ministry must dedicate themselves to ministering to the spiritual, physical, emotional, and social needs of at risk women in our church and community.

For that reason, it is also expected that the Deaconess and Mothers/Daughters Ministry will take the lead in assisting with our Sisters of Virtue Ministry as the Bylaws and Purpose Statements of this ministry indicate their responsibility for teaching the girls and young women of our Church how to become Godly women that are pleasing to the Lord.

The Deaconess, Mothers and Daughter Ministries have done an excellent job of assisting with Ordinances of Baptism and the Lord's Supper. They have tended to coordinate their efforts to maximum the use of the women involved. For that reason, we will use this as an opportunity to formally recognize their efforts and promise that we will do a better job of communicating to them the needs of the Church in these areas.

16. **Deacons Family Ministry Plan:** In addition to its responsibilities to the Family as dictated by our Bylaws, the Deacons of our Church will also be responsible for caring for the members of the Family according to the below-outlined Deacons' Family Ministry Plan.
 - a. A member survey will be prepared and submitted to each of our Family members for completion. That information will be stored into the Church software to develop a complete list of our entire Family. The list will be broken down into families and equally divided amongst the Deacons. If there are issues, that Deacon, in conjunction with the Pastor, is responsible for taking the lead to help develop solutions to those issues.
 - b. Each Deacon will contact each family assigned to him/her at least one time every other month for the purpose of checking on the family to determine any issues for which we can help them (prayer requests), any successes that we can celebrate (praise reports) and to pray with them.
 - c. Each Deacon will be responsible for making sure that each family assigned to him/her attends Bible Study, Sunday School and Sunday Morning Worship.
 - d. Each Deacon will also be responsible for keeping updated information on each of the families assigned to him/her.

17. **Dollar Blessing Fund:** To enable us to be a blessing to others without significant financial strain and without the restrictions of the Benevolent Fund requirements, we will create the Dollar Blessing Fund. Periodically, we will raise an offering at the conclusion of service at which each person will be asked to give \$1. The funds will be kept and distributed by the Pastor and Executive Assistant as needed by others. Such uses of the Fund include to purchase glasses, help children with school trips, help repair cars, etc. We will also use these funds to subsidize our Child Care Ministry. The Pastor will determine the use of the funds raised. This will be an opportunity for each of us, including our children to help bless others.

18. **Employment Network:** With the changes in our economy and the need for us to care for our families, it is imperative that we do the necessary things to insure that all in our Family who need a job can find a job. With the various Family members in various occupations with various employers and connections, we should be able to assist others in gaining employment. To that end, we must develop an employment network.

The employment network will have a variety of resources including computer and internet access, interview training, resume writing assistance and tips on how to complete employment applications.

Employment opportunities will be shared in a variety of ways. To begin the process, whenever anyone in our Family hears or is aware that any employer is looking to hire, they will place that information on file at the Church Office. That information will then be typed up and placed on the employment bulletin board, in the newsletter and on the website. Any employment information that is forwarded to the Church will also be placed on the bulletin board, in the newsletter and on the website.

We will develop formal relationships with a variety of employers including the city, county and state governments so that we may effectively place our Family members in desired positions.

To assist us in locating those who may help us to place people in positions, each Family member who wants to be part of the network will be asked to list his/her educational background, occupation and employer. We will then prepare a list that we will keep on file at the Church, so that when a Family member is searching for a position at a company or in a specific area, Family members will be allowed to contact those with connections to that position.

19. **Family Fellowship Ministry:** If we are to grow as a Family, we must spend quality time that enables us to get to know each other. The most significant qualities of a Family are love and trust. In order to truly love and trust each other, we must first get to know each other. In order to get to know each other we must spend time together in true fellowship with one another.

To promote that fellowship and to prosper us as a family, we will develop a ministry whose sole purpose is to create, plan and prepare fellowship opportunities for the entire Mt. Zion Family. Those opportunities shall include movie nights, board games, presentations, roller skating outings, sports, dramatic productions, and other events. Family Night Fellowships will be held at least one time per month, with adequate notice and preparation provided to all. When at all possible, we will try to make these opportunities as inexpensive or as close to free as possible, with the Church bearing a great majority of the expenses. Those who cannot afford any fees associated with Family Night Fellowship will attend FREE.

This ministry is different than the Family Night Ministry which will continue to bless us on Wednesday evenings.

20. **Good News Ministry**: In order that we might effectively communicate necessary information and spread the Gospel, we need to make more effective use our Good News Ministry. The Good News Ministry, in conjunction with the Pastor and the Executive Assistant, will be responsible for the preparation of our Church Newsletter, Church Brochures and Evangelism Brochures. Each ministry will be expected to provide news, information, and articles that will be include in our newsletter, which must be a powerful spiritual growth and information tool. In addition to its current format, the newsletter will include the following:

- a. Employment information
- b. Poetry and other interesting stories
- c. Articles from the ministers
- d. Announcements
- e. A feature on a member of the church
- f. Pastor's corner
- g. Photographs and biographical information on new members.

We will also use the newsletter as an opportunity to allow our youth to become involved in journalism by doing the following:

- a. Requiring different youth in our church to attend different church functions and report on them for the newsletter.
- b. Requiring various youth to write articles of interest.
- c. Require various youth to assist in the development of each issue.

21. **Health Ministry**: With all of the legitimate health concerns that plague our entire Family especially those that plague the African American Community, it becomes imperative that we as a Family become more informed of health issues and how we can lead healthier lifestyles.

In order that we become more knowledgeable relative to health issues, we will request that the Health Ministry do the following:

- a. **Presentations**: The Health Ministry will offer one presentation per month on various topics. Those presentations may be offered on Wednesday evenings prior to Bible Study or on some other assigned day and time. The topics to be presented are to be selected by the Health Ministry and listed in the Bulletin, Website, and Newsletter.
- b. **Newsletter Submissions**: The Health Ministry will be responsible for developing a series of health related articles that will be placed in each newsletter.

- c. Health tests and screenings: As often as deemed necessary, health tests and screenings will be offered including tests for diabetes, high blood pressure, etc.
 - e. Referrals: Members of the Family shall be free to outline any health concerns to members of the Ministry and shall be referred to physicians and other health care professionals to deal with the issues presented.
 - f. Coordination with Church Emergency Care Ministry: In conjunction with the Church Emergency Care Ministry, this Ministry will be asked to provide presentations and Bulletin, Newsletter, Website and other transmissions of information that advise us of how to recognize signs of various health matters including strokes, heart attacks, asthma attacks, etc. and what we are to do in the absence of our Ministry members or trained professionals.
22. **Jail and Prison Ministry**: In Matthew 25:31-40, Jesus shared that “³¹when the Son of Man comes in His glory, and all the holy angels with Him, then He will sit on the throne of His glory. ³²All the nations will be gathered before Him, and He will separate them one from another, as a shepherd divides *his* sheep from the goats. ³³And He will set the sheep on His right hand, but the goats on the left. ³⁴Then the King will say to those on His right hand, ‘Come, you blessed of My Father, inherit the kingdom prepared for you from the foundation of the world: ³⁵for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; ³⁶I was naked and you clothed Me; I was sick and you visited Me; **I was in prison and you came to Me.**”

Jail and prison ministry will enable us to bring true liberation to those behind bars. True liberation is not necessarily the release from the institution, but to introduce the Lord in such a way that others are encouraged to walk in the freeness of salvation which will loosen them from the shackles and bondage of the sinful lives that they have walked away from, when they accept Jesus Christ as Lord and Savior.

As stated above, the concept of liberation is to remove any barriers, obstacles or hindrances from our lives which may prevent or limit us in our worship of, growth in and service to the Lord. It also involves the empowerment of people to live the abundant lives that the Lord has promised us.

Luke 4:18-19 requires me “to proclaim liberty to the captives and...to set at liberty those who are oppressed...” Romans 8:2 provides that “...the law of the Spirit of life in Christ Jesus hath made [us] free from the law of sin and death”.

We need to share the Gospel with those in need of a Savior and jail and prison ministries provide us with a captive audience to whom we must reach out, but in order to be effective our outreach efforts must include the following:

- 1. Worship Services: We must regularly host worship services at both jails and prisons. We should do so at least once per month. During such services, we must

share the Word of God through scripture, sermon and song as well as offer the opportunity for salvation.

2. Communication and Outreach: Once we have spent time in worship and relationships have been established, we must follow up with brochures and other written materials designed to assist folks in their spiritual growth and maturity. We must also be available to answer questions relative to the church, the Lord and the things pertaining to spiritual growth. This area will be limited by gender; men may only write and communicate with men and women may only write and communicate with women.
 3. Transitional Living Services: The structure of our current prison system is to warehouse men and women without providing any services. To assist in the transition from the institution to the street, we need to develop Transition Services designed to meet the needs of those returning to our community. We will either provide or have access to counseling, drug and alcohol treatment, job training and other employment services, housing, clothing, and transportation. The ultimate goal would be the provision of a Transitional Living Center at which necessary services can be provided while also allowing men and women to reside in the Facility until such time as they are stable enough to provide for themselves.
23. **Leadership Development Training**: John Maxwell defines leadership as influence or the ability to get others to follow and “the key to success in any endeavor is the ability to lead others successfully. Everything rises and falls on leadership...and...the effectiveness of your work will never rise above your ability to lead and influence others”.

According to John Maxwell:

- a. The definition of leadership is influence.
- b. The key to leadership is priorities.
- c. The most important ingredient of leadership is integrity.
- d. The ultimate test of leadership is creating positive change.
- e. The quickest way to gain leadership is problem solving.
- f. The extra plus in leadership is attitude.
- g. The most appreciable asset is people.
- h. The indispensable quality of leadership is vision.
- i. The price tag of leadership is self-discipline.
- j. The most important lesson of leadership is staff development.

If Mt. Zion is to move to the next level in the Lord, each of our current and future leaders must be equipped to assist in leading us there. For that reason, we will offer leadership training on a regular basis to every interested member of our Church, but such training will be mandatory for every current leader in our church. If we are to be effective leaders, we must learn the tools of effective leadership. The fact that you have been chosen to lead does not always mean that you are equipped to lead. We will equip you to lead.

In preparing myself for the pastorate over the years and in addition to my experiences in the ministry, I have read a number of books that have touched my heart and helped to shape my view of what's necessary for a Church to become all that the Lord has called it to be. From Rick Warren's The Purpose Driven Church to Bob Russell's When God Builds a Church to George Barna's The Habits of Highly Effective Churches to Kennon Callahan's Twelve Keys to an Effective Church to Dan Southerland's Transitioning to Andy Stanley's Visioneering, I have been both touched by and taught many of the principles that make a Church successful and effective in carrying the ministry of Jesus Christ and I would be remiss if I failed to share some of those principles and ideas with you. Thus, all of our leaders will be trained in the principles from which I have developed my theory as to how our ministries should function. For example:

Kennon L. Callahan wrote that the 12 Keys to an Effective Church are:

1. Concrete Missional Objectives
2. Pastoral and Lay Visitation
3. Corporate, Dynamic Worship
4. Significant Relational Groups
5. Strong Leadership Resources
6. Streamlined Structure and Solid Participatory Decision Making
7. Several Competent Programs and Activities
8. Open Accessibility
9. High Visibility
10. Adequate Parking, Land, and Landscaping
11. Adequate Space and Facilities
12. Solid Financial Resources

George Barna wrote that the Habits of Highly Effective Churches are:

1. The Church is Directed By Its Leaders
2. The Church is Structured for Impact
3. The Church Builds Lasting, Significant Relationships
4. The Church Facilitates Genuine Worship
5. The Church Engages in Strategic Evangelism
6. The Church Facilitates Systematic Theological Growth
7. The Church Promotes Holistic Stewardship
8. The Church Serves the Community
9. The Church Equips the Family

Bob Russell wrote that the 10 Principles for Growing a Dynamic Church are:

1. Principle 1: Truth: Proclaim God's Word as Truth and Apply it to People's Lives.
2. Principle 2: Worship: Worship God Every Week in Spirit and Truth
3. Principle 3: Leadership: Develop Christ Centered Leaders Who Lead By Example
4. Principle 4: Excellence: Do Your Best in Every Area of Service
5. Principle 5: Faith: Be Willing to Step Out with a Bold Faith and Take Risks

6. Principle 6: Harmony: Maintain a Spirit of Harmony
7. Principle 7: Participation: Expect the Congregation to Participate in Every Ministry
8. Principle 8: Fellowship: Continually Practice Agape Love for One Another
9. Principle 9: Stewardship: Give Generously of God's Resources as a Church and as Individuals
10. Principle 10: Evangelism: Commit Enthusiastically to Evangelism as Your Primary Mission

It is my expectation that these principles will be ingrained in the hearts of all of our leaders that we might move forward.

24. **Marriage Enrichment Ministry**: The purpose of the Marriage Enrichment Ministry is to discover together God's purpose for marriage and to develop and equip ourselves to implement His plan for marriage that our marriages and families would be strengthened. To that end we will work together by studying God's Word and applying those principles to strengthen our marriages, families and Church. We will fight for our marriages by praying individually and with one another against the devil and devices designed to destroy God's plan for marriage. We will play by devoting and spending time together, enjoying each other's presence, as well as fellowshiping with and encouraging other couples.

We will host quarterly outings to enable married and engaged couples to fellowship with other married couples while also receiving an encouraging Bible based Word. We will also host conferences and workshops designed to address issues relative to marriage.

25. **Men's Ministry**: As noted during the introduction to the Boys 2 Men Ministry, there is a need for Christian men to stand up and lead the Church and to lead other men to Christ. To that end, it is expected that the men of our Family will do at least the following:
- a. Regular men's Bible study
 - b. Fellowship outings such as bowling, basketball games, movies, etc.
 - c. Planning and participating in the Annual Men's Day Celebration
 - d. Participation in the Male Chorus
 - e. Fully participating in and assisting with the Boys 2 Men Ministry
 - f. Developing an evangelism plan to reach other men in our community
 - g. Mentor one another that each may grow to full Christian maturity.

26. **Mother's (and Daughter) Ministry**: The primary mission of the Board of Mothers shall be to serve the body of Christ as examples of Christian love, faith, and holy life. This mission includes ministry to the younger women of the church through prayer, and counsel on matters such as faith, healing of emotional wounds, marriage, parenting, and personal growth as a Christian woman. For that reason, it is also expected that the Board of Mothers in conjunction with the Deaconess Ministry will take the lead in assisting with our Sisters of Virtue Ministry as the Bylaws and Purpose Statements of this ministry indicate their responsibility for teaching the girls and young women of our Church how to become Godly women that are pleasing to the Lord.

The Deaconess, Mothers and Daughter Ministries have done an excellent job of assisting with Ordinances of Baptism and the Lord's Supper. They have tended to coordinate their efforts to maximum the use of the women involved. For that reason, we will use this as an opportunity to formally recognize their efforts and promise that we will do a better job of communicating to them the needs of the Church in these areas.

27. **Phone Tree Ministry**: One of the failures of the Church is to not allow all of its members to share in the ministries of the church. The group most often ignored in the assignment of duties and responsibilities are our sick and shut in members, many of whom would appreciate an opportunity to be useful to the Family. Thus, we will contact our sick and shut in members who are willing and able to use a telephone and they will share in our Phone Tree Ministry. Each sick and shut in member will be assigned to a specific ministry or to the Church in general and will be responsible for contacting assigned persons regarding meetings, assignments, and any other information that must be shared. For example, if Mother X is assigned to the Pastor's Office and the Pastor wanted to notify or remind ministers of a meeting, Mother X would then contact each minister and notify or remind them of that meeting. This ministry would enable us to be more effective in the sharing of important information while allowing members not normally active in the day to day operations of the Church to become vital to its success.

I should point out that this ministry is not limited to the sick and shut in, but is also available to anyone interested in serving the Family in this manner. This will primarily be the ministry of our elderly and sick and shut in, but is available to all.

28. **Prayer Partners Ministry**: A prayer partner is a spiritual mentor. Every member of our Family should have a prayer partner. Each of us must have someone who can encourage us in the Lord and someone who we can encourage in the Lord. For that reason, we will develop a Prayer Partners Ministry. We will specifically train our Family on how to be a prayer partner and when people unite with our Family, a trained member of our Family of the same gender will be assigned to serve as that person's prayer partner. Prayer partners will be responsible for:
- a. Praying daily with their prayer partner.
 - b. Studying the Word of God with their prayer partner at least one time per month.
 - c. Encouraging their prayer partner to attend Sunday school, Bible Study and Sunday Worship.
 - d. Encouraging their prayer partner to participate in the various ministries of the Church.
 - e. Encouraging their prayer partner to participate in new member's classes.
 - f. Encouraging their prayer partner to participate in the discipleship classes.
 - g. Encouraging their prayer partner to grow in the Lord.

Those who have previously united with out Family will also be assigned prayer partners. Those who have previously united with the Church may select their own prayer partner or the ministry leaders can assist in the selection.

29. **Prayer Warriors Ministry:** Prayer is the means by which we communicate with our Lord, but it also the means by which we lift up our concerns and seek His guidance. In His Word the Lord declared that “[His] house shall be called the house of prayer” and the time has come that we must learn to saturate our Church and our Family with prayer that we might keep the enemy away. Thus, we heed to the Words of the Lord when He tells us that we ought to pray without ceasing and that we ought always to pray and hereby the Prayer Warriors Ministry. This ministry will be comprised of various members of our Family who have been carefully selected for this purpose. Their purpose will be to do the following:
- a. Pray over the Pastor and other leaders on a regular basis.
 - b. Pray over the ministries of the Church.
 - c. Organize prayer meetings when various issues have arisen.
 - d. Pray over the sanctuary daily.
 - e. Lift up the sick and shut-in in prayer.
 - f. Organize prayer chains throughout the Family that we might pray with each other.
 - g. Pray over those headed for surgery.
 - h. Saturate the sanctuary with prayer prior to and after any worship service.
 - i. Saturate the sanctuary with prayer prior to and after any meeting.
 - j. Pray for those going through times of crisis without providing counsel or advice.
 - k. In conjunction with the Pastor, establish special Family times of fasting and prayer over specific issues or for specific reasons
30. **Scholarship Ministry:** The purpose of this ministry is quite simple: To develop a list of every potential college scholarship available to our children and store that information on a database that is accessible to all students and parents. Our goal is to make college a financial reality for all of our children.
31. **Sick and Shut In Ministry:** We as a Family must do a better job of ministering to the needs of our sick and shut in Family members who are their own homes, in nursing homes, with relatives or other facilities. The expectations are clear in this area when the Lord directed in Matthew 25:31-40 that “...**I was sick and you visited Me...**” To visit is more than to stop by once and awhile. To visit also requires us to meet needs. It must be a terrible feeling to know I have this large Family that I never see and that never helps me. We don’t want anyone to have that feeling. To that end, we will do the following:

- a. Develop a list of all sick and shut in members of the Mt. Zion Baptist Church
 - b. Make monthly telephone contact with each member on the list
 - c. Monthly visits by ministers
 - d. Monthly visits by deacons
 - e. Provide CD's of sermons and Bible studies
 - f. Provide some assistance and services in the form of community service by our children and youth including housecleaning, grocery shopping, transportation, snow removal, grass cutting, etc.
32. **Singles Ministry**: In recognizing marriage as honorable, we must also recognize that all of our Family members are not married and face a different set of issues and problems that are unique to them. For that reason, we must fully develop our singles ministry to:
- a. Encourage one another in holiness.
 - b. Seek God's Word for daily living as single person.
 - c. Equip singles with the spiritual tools to live single
 - d. Create fellowship opportunities for singles
 - e. Create learning and growing opportunities including conferences and workshops
 - f. Create a support network for singles
33. **Single Parent Ministry**: The reality of Mt. Zion is that we have a number of single parents who are members of our Family who struggle to raise families without much assistance. Their struggles are both financial and familial and we must adopt the view that it takes an entire village to raise a child. If we are to begin to raise our children with a "village" mentality, we must develop a single parent ministry that will do the following:
- a. Provide a Support Network
 - b. Provide Access to the Childcare Ministry to Assist with Work, School and Breaks
 - c. Provide Resources and Information Regarding Access to Resources
 - d. Provide Mentors to Assist with Issues
 - e. Provide Training and other Opportunities to Learn and Grow
34. **Sisters of Virtue**: Proverbs 31 asks "Who can find a virtuous woman?" It goes on to outline the qualities of a virtuous woman and the rewards she receives from the Lord. It is our goal that every woman and girl of our Church would be counted as a woman after God's own heart or a virtuous woman. Proverbs 31:10-31 tells us that a virtuous woman is:
- a. Trustworthy
 - b. Does good and not evil
 - c. Works well with her hands
 - d. Provides food for her family
 - e. Is an excellent steward
 - f. Girds herself with strength
 - g. Is always available to help others
 - h. Helps the poor
 - i. Makes sure that her family is clothed

- j. Honorable
- k. Speaks in wisdom
- l. Speaks kindly to all
- m. Is never idle, but always industrious
- n. Her children bless her
- o. Her husband praises her
- p. She fears the Lord
- q. Receives the fruit of her hands
- r. Her works praise her

The Sisters of Virtue Ministry is designed that the Mothers, Deaconess, Daughters and other Godly women of our Family will teach the girls and young ladies of our Church how to become virtuous women consistent with Proverbs 31. The ultimate goal is to develop an eternal sisterhood of Godly, virtuous women that endures to the glory of the Lord.

The structure will be similar to our Boys 2 Men Ministry, with room for the women to develop it as they see fit. There may be areas such as sewing, cooking, caring for a home, etc. that may need to be included.

As the men must take responsibility for our boys, so must our women take responsibility for our girls.

35. **Social Concerns Ministry**: The Bible tells us that while in captivity himself, Nehemiah inquired of one of his brethren of the condition of those who had escaped captivity and was told that they were in great distress and reproach. After hearing those words, Nehemiah wept and mourned for his people and fasted and prayed unto the Lord for guidance. It was after that time of fasting and prayer that the Lord empowered Nehemiah to go a build the wall. Nehemiah understood that until he rebuilt the wall, his people would not have physical safety and until they had physical safety, they could not rebuild the temple and if they did not rebuild the temple, they would not return to the Lord for spiritual restoration. Nehemiah like Habakkuk and many of the other minor prophets look out and saw a need and reached out to make a difference in the name of the Lord. Many have argued that most of the minor prophets were “social Gospel” preachers and for that reason, we must develop and make effective use of our Social Concerns Ministry.

There are so many issues that regularly arise and we may not be able to address them all, but we must address those that present themselves and negatively affect our Family and the families around Mt. Zion.

If we are to seriously achieve liberation for all, we must address discrimination in education, employment, housing, and other areas that present themselves. We must make our presence known by attending political functions, school board meetings, common council meeting, county board meetings. We must make known the issues that arise by way of public forums, letters to the editor, and other campaigns of significance. We must routinely develop get out the vote campaigns to create a significant voice in all elections.

We must join with other racial and ethnic groups to form a coalition of voices seeking justice. And we must never be afraid to stand up for what is right.

Parents should never again attend school meetings without a representative; we will force the school district to effectively educate all of our children without labels. Workers should never be forced out of jobs without good cause and no response from us. We must address the social ills of this community so that our children and our children's children won't have to deal with the same problems.

We must all become members of the oldest civil rights organization, the NAACP, but not only must we become members, but we must also become voices and strategists. The NAACP was never developed to become a social club for cowardly, politicians pushing personal agendas. The NAACP was designed for one agenda: justice, fairness and equality for all in all areas of life and we must step up and become the voice of the discriminated, downtrodden and disrespected.

36. **Systems Analyst Ministry**: As we become more technologically advanced, it becomes imperative that we have trained persons who are able to monitor and care for all of our equipment and software and to recommend changes and improvements as the need arises. This ministry will be comprised of trained persons to address sound room, computer lab, security system, and other technological concerns of the Church. We must make sure that we are good stewards in this very fast paced, expensive and necessary area.

In addition to caring for our equipment, this ministry will develop and offer computer training for all members of our Family so that each is computer literate and comfortable.

37. **Theatre and Drama Ministry**: Drama is a viable tool in ministry and has been found very effective in presenting the Gospel. An effective Drama Ministry allows every day believers in Christ to use their talents and abilities to share the Gospel in a non-traditional format. It also serves as a powerful tool to present real life situations and to use the Gospel of Jesus Christ to address those situations. Studies show that visual aids are the most effective means by which we tend to learn and understanding that concept, dramatic presentations could enable us to better see and understand the message of the Word of God.

We will therefore offer 2 dramatic productions per year that will enable any interested member of the Family to participate. Dramatic productions to be considered shall be approved by the Pastor prior to selection.

38. **Transportation Ministry**: In Luke 14:23, "...the Lord said unto the servant, go out unto the highways and hedges and compel them to come in, that my house may be filled". Mt. Zion must not ever assume that all who should be saved will find their way to our doors. The Bible is full of persons who came to Jesus "when they heard" of His mighty works, but until the community hears of our mighty works, we must never stop creating means by which we can reach the lost. Our goal must be to reach the lost at any cost.

Many who want to come and be a part of the Family simply don't have the ability to get to the Church or wherever we might be ministering. For that reason, we must tear down this impediment to salvation and growth and make full effective use this ministry. Our transportation ministry has done a good job, but we will need to expand our efforts if we are to be effective at bringing others to the Church that they may both serve the Lord and grow in the Lord.

Our expansion will be as follows:

1. We will provide transportation for the Wednesday noon Bible Study.
2. We will provide transportation for the Wednesday evening Bible Study.
3. We will provide transportation for Sunday School.
4. We will provide transportation for Sunday Morning Worship.
5. We will provide transportation for Church Meetings.
6. We will provide transportation for other Church functions and services.

It is my hope that our transportation ministry become so effective that we are forced to purchase at least 2 more vans and eventually our own coach for Family travel purposes.

39. **Umbrella Corporation:** In order to access grants and other funds that may be available to faith-based organizations, we will develop a 501c3 Corporation which will enable us to better serve both South Madison and the Madison Community. The structure of this umbrella corporation shall be such that it shall never be separate from the Mt. Zion Baptist Church and its articles of incorporation and bylaws shall be drafted to state such. Such a corporation shall be necessary to access funds that would not normally be available to faith-based organizations. We will use this corporation to access funding for various ministries and programs that will be developed consistent with this Vision Statement.
40. **Usher Ministry:** The mission of the Usher Ministry is to assist the Pastor and Family in providing orderly worship services that are focused on the Lord and to create an atmosphere that is both pleasant and comfortable for all. Our ushers have been excellent in their service and in their willingness to share ideas. There is very little that I would change, but we need to consider the following:
 - a. The recruitment of additional ushers to assist in the many functions of the ushers including the monitoring of the basement of the new church and all of the facilities of the older part of the church.
 - b. Ushers to serve as greeters who would meet our Family and visitors at the door. They would be responsible for opening doors to allow people into the Church and for providing Visitor Cards that would be completed and left in the offering baskets. This would enable us to recognize visitors early and insure the completion of Visitor Cards for future contact.

41. **Website Ministry:** We will develop a website that will be used to disseminate information to our Family and the public at large. Our website will be located at www.MtZionMadison.com

Once developed, our website will be reviewed and updated weekly or as often as information is received. Those updates shall include:

- a. Articles submitted by the pastor
- b. Articles submitted by the associate ministers.
- c. Articles submitted by the ministries
- d. Information and updates of Family activities and events
- e. Community event information

In addition to the updated information, other information that will exist shall include:

- e. Names of officers of church
- f. List and outline of the ministries
- g. Day and Times of Services and Events
- h. Monthly Church Calendar
- i. Annual Church Calendar
- j. Information regarding pastor
- k. Church History
- l. Plan of Salvation
- m. Newsletters
- n. Bulletin
- o. Sermon Notes
- p. Bible Study Notes
- q. Photographs and biographical information of members

42. **Women's Ministry:** The mission of the Women's Ministry is to promote the ongoing Spiritual growth, nurturing and well-being of the women of Mt. Zion, to focus on the specific needs, hurts and concerns of women, and to provide a time and place where women can meet, learn, share and unite with one another, using the Word of God and other Godly women as examples.

To this end, the Women's Ministry will host the following:

- a. The Annual Women's Day Celebration
- b. An annual women's conference
- c. Trips to films, plays and other events
- d. Fellowship events devoted to women
- e. Trips to conferences devoted solely for the growth and development of women.

43. **Young Adult Ministry:** Understanding the difficulties that young adults face in carrying their Christianity into their daily lives, we will develop a young adult ministry that may include both single and married young adults. The goal is to provide a forum by which young adults may grow in Christ and use the Word of God to address the issues that they face on a daily basis and to provide positive, Christian fellowship. Similar to the singles ministry, this ministry will:

- a. Encourage one another in holiness.
 - b. Seek God's Word for daily living.
 - c. Equip each with the spiritual tools to live single
 - d. Create fellowship opportunities
 - e. Create learning and growing opportunities including conferences and workshops
 - f. Create a support network
44. **Youth Ministry**: The mission of Youth Ministry is to teach Biblical truths and provide real life applications of these truths to youth in an atmosphere of fun, fellowship, and Christian family and to nurture our youth not only in Biblical truths, but to also provide guidance, enlightenment and support in day to day life experiences, education, etc. To successfully accomplish this mission, we will:
- a. Develop youth-centered Bible Study in conjunction with the Church-wide plan.
 - b. Train youth to evangelize others especially other youth in the community and at school.
 - c. Groom youth to be leaders.
 - d. Require youth to complete community service as their ministry to the sick and shut, elderly, and other in the Family and community who may have need of their services.
 - e. Provide educational and recreational opportunities including:
 - (1) Great America
 - (2) Wisconsin Dells
 - (3) Colleges and Universities
 - (4) Retreat Centers
 - (5) Museums
 - (6) Cultural Events such as African World Festival and the Circle City Classic
 - f. Encourage youth to participate in the Child Care Ministry
 - g. Encourage youth to participate in Boys 2 Men and Sisters of Virtue
 - h. Divide the youth into age appropriate groups

Goals

If we are to strive to move to a new level, we must have a means of measuring our efforts both qualitatively and quantitatively. Thus, we need to set goals that we as a Family must reach. The following are areas for which we must set goals:

1. Weekly attendance at Sunday School
2. Weekly attendance at Sunday Morning Worship
3. Weekly attendance at Noon Bible Study
4. Weekly attendance at Evening Bible Study
5. Active Membership
6. Persons placed by employment network

Articles of Faith

From time to time, Baptists have published declarations of faith, setting forth clearly what they believe. They have not been identical, but have been in approximate harmony with each other. We have accepted the Declaration of Faith adopted by the New Hampshire Baptist Convention as our Articles of Faith.

I. The Scriptures

We believe that the Holy Bible was written by men divinely inspired, and is a perfect treasure of heavenly instruction; that it has God for its author, salvation for its end, and truth without any mixture of error, for its matter; that it reveals the principles by which God will judge us; and therefore is, center of Christian union, and the supreme standard by which all human conduct, creeds, and opinions should be tried. (2 Tim 3:16-17; Luke 16:29-31; Mark 16:16)

II. The True God

We believe there is one and only living and true God, an intelligent, spiritual and personal Being, the Creator, Preserver Ruler of the universe, infinite in holiness and all other perfections to whom we owe the highest love, reverence and obedience. He is revealed to us as Father, Son and Holy Spirit, each with distinct personal attributes, or being. (John 4:24; Exod. 15:11; 2 Peter 1:15-16)

III. The Fall of Man

We believe that man was created by the special act of God, as recorded in Genesis. "So God created man in his own image, in the image of God created he him; male and female created he them" Genesis 1:27. "And the Lord God formed man of the dust of the ground, and breathed into his nostrils the breath of life; and man became a living soul" Genesis 2:7. He was created in a state of holiness under the law of his Maker, but through the temptation of Satan, he transgressed the command of God and fell from his original inherit a nature corrupt and in bondage to sin, are under condemnation, and as soon as they are capable of moral action, become actual transgressors. (Genesis 1:27; Rom. 5:19; Ezek. 18:19-20)

IV. The Way of Salvation

We Believe that the salvation of sinners is wholly of grace, through the mediatorial office of the Son of God, who by the Holy Spirit was born of the Virgin Mary and took upon him our nature, yet without sin; honored the divine law by his personal obedience and made atonement for our sins by his death. Being risen from the dead, he now enthroned in Heaven, and uniting in his person the tenderest sympathies with divine perfections, he is in every way qualified to be a compassionate and all-sufficient Saviour. (Ephesians 2:8; Phil. 2:6-7; Isa. 42:21)

V. Justification

We believe that justification is God's gracious and full acquittal upon principles of righteousness of all sinners who believe in Christ. This blessing is bestowed, not in consideration of any works of righteousness we have done, but through the redemption that is in and through Jesus Christ. It brings us into a state of most blessed peace and favor with God, and secures every other needed blessing. (John 1:16; Rom. 4:4-5; I Cor. 1:30-31)

VI. The Freeness of Salvation

We believe that the blessings of salvation are made free to all by the gospel. It is the duty of all to accept them by penitence and obedient faith. Nothing prevents the salvation of the greatest sinner except his own voluntary refusal to accept Jesus Christ as Teacher, Saviour and Lord. (Isa. 55:1; John 5:40; Matt. 11:20)

VII. Grace in Regeneration

We believe that regeneration or the new birth is a change of heart wrought by the Holy Spirit, whereby we become partakers of the divine nature and a holy disposition is given, leading to the love and practice of righteousness. It is work of God's free grace conditioned upon faith in Christ and made manifest by the fruit which we bring forth to the glory of God. (John 3:3; John 3:8)

VIII. Repentance and Faith

We believe that repentance and faith are sacred duties, and also inseparable graces, wrought in our souls by the regenerating Spirit of God; whereby, being deeply convinced our guilt, danger, and helplessness, and of the way of salvation by the Christ, we turn to God with unfeigned contrition, confession, and supplication for mercy; at the same time heartily receiving the Lord Jesus Christ as Prophet, Priest, King and relying on him alone as the only and all-sufficient Savior. (Mark 1:15; John 16:8; Luke 18:13)

IX. God's Purpose of Grace

We believe that the election is the gracious purpose of God, according to which he regenerates, sanctifies, and saves sinners. It is perfectly consistent with the free agency of man and in no way interferes with the salvation of any individual. It is a glorious display of God's sovereign goodness, infinite wisdom, holiness and unchangeability. It excludes the use of means in the highest degree. (2 Tim. 1:8-9; Exod. 33:18-19; I Cor. 4:7)

X. Sanctification

We believe that sanctification is the process by which, according to the will of God, we are made partakers of his holiness; that it is a progressive work; that it is begun in regeneration; and that it is carried on in the heart of believers by the presence of and power of the Holy Spirit, the Sealer and Comforter, in the continual use of the appointed means, especially the Word of God, self-examination, self-denial, watchfulness, and prayer. (I Thess.4:3; Prov. 4:18; Phil. 2:12-13)

XI. The Harmony of the Law and Gospel

We believe that the law of God is the eternal and unchangeable rule of his moral government; that it is holy, just, and good; and that the inability which the Scriptures ascribe to fallen men to fulfill its precepts arises entirely from their love of sin; to deliver them from which, and to restore them through a Mediator to unfeigned obedience to the Holy law, is one great gospel, and the means grace connected with the establishment of the visible church. (Rom. 3:31; Matt. 5:17; Heb.8:10)

XII. The Perseverance of Saints

We believe that such only are real believers as endure unto the end: that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; and that a special Providence watches over their welfare; and that they are kept by power of God through faith unto salvation. (John 8: 31; Rom. 8:28; Phil. 1:6)

XIII. A Gospel Church

We believe that a visible church of Christ is a congregation of baptized believers associated by covenant in the faith and fellowship of the gospel; observing the ordinances of Christ; governed by his laws; and exercising the gifts, rights, and privileges invested in them by his word; that its only Scriptural officers are bishops, or pastors, and deacons, whose qualifications, claims, and duties are defined in the epistles to Timothy and Titus. (I Cor. 1: 1-13; Acts 2:41; Eph. 4:7)

XIV. Baptism and the Lord's Supper

We believe that Christian baptism is the immersion in water of a believer, in the name of the Father, and the Son, and the Holy Ghost; to show forth, in a solemn and beautiful emblem, that our faith in the crucified, buried, and risen Savior with its effect on our death to sin and resurrection to a new life; that it is prerequisite to the privileges of a church relation; and to the Lord's Supper; in which the members of the church, by the sacred use of bread and wine are to commemorate together the dying love of Christ-preceded always by solemn self-examination. (Acts 8:36-39; Matt. 28:19; I Cor. 11:26)

XV. The Christian Sabbath

We believe that the first day of the week is the Lord's Day, of Christian Sabbath; and is to be kept sacred to religious purposes, by abstaining from all secular labor and sinful recreations; by the devout observance of all means of grace, both private and public; and by preparation for the rest that remaineth for the people of God. (Acts 20:7; Exod. 20:8; Psa. 118:15)

XVI. Civil Government

We believe that civil government is a divine appointment for the interests and good order of human society; and that magistrates are to be prayed for, conscientiously honored, and obeyed;

except only in things opposed to the will of our Lord Jesus Christ, who is the only Lord of the conscience, and the Prince of kings of the earth. (Rom. 13:1-7; Peter 2:13; Matt. 23:10)

XVII. The Righteousness and the Wicked

We believe there is a radical and essential difference between the righteous and the wicked. Those only who are justified through the name of the Lord Jesus Christ and sanctified by the Holy Spirit are truly righteous in His sight. Those who continue in impenitence and unbelief are in His sight wicked and under condemnation. This distinction between the righteous and the wicked holds in and after death, and will be made manifest at the judgment when final and everlasting awards are made to all men. (Mal. 3:18; Rom. 1:17; Prov. 14:32)

XVIII. Christian Education

We believe that Christianity is the religion of enlightenment and intelligence. In Jesus Christ are hidden all the treasures of wisdom and knowledge. All sound learning is part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. An adequate system of schools is necessary to a complete spiritual program for Christ's people. The cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. (Prov. 10:14; John 8:32; 2 Tim. 2:15)

XIX. Social Service

We believe that every Christian is under obligation to seek to make the will of Christ regnant in his own life and in human society; to oppose in the Spirit of Christ every form of greed, selfishness and vice, to bring industry, government and society as a whole under the sway of the principles of righteousness, truth and brotherly love; to promote these ends Christians should be ready to work with all men of good will and of good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and his truth. All means and methods used in social service for the amelioration of the individual by the saving grace of God in Christ Jesus. (Matt. 25:35; James 1:27; Acts 11:29)

XX. Stewardship

We believe that God is the source of all blessings; temporal and spiritual; all that we have and are we owe to him. We have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in our possessions. We are therefore under obligation to serve him with our time, talents, and material possessions; and should recognize all these things are entrusted to us to use for the glory of God and helping others. Christians should cheerfully, regularly, systematically, proportionately and liberally contribute of their means to advancing the Redeemer's cause on earth. (Peter 4:10; I Cor. 16:1-2; Matt. 16:24)

XXI. Evangelism and Missions

We believe that it is truly the duty of every Christian man and woman, and the duty of every church of Christ to seek to extend the Gospel to the end of the earth. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life. It is also expressly commanded in the teachings of Christ. It is the duty of every lost child of God to seek constantly to win the lost of

Christ by personal effort and by all other methods sanctioned by the gospel of Christ. (Matt. 28:19; Mark 16:15; Acts 8:30-35)

XXII. The Resurrection

We believe that the Scriptures clearly teach that Jesus rose from the dead. His grave was emptied of contents. He appeared to the disciples after the resurrection in many manifestations. He now exists in his glorified body at God's right hand. There will be a resurrection of the righteous and the wicked. The bodies of the righteous will conform to the glorious spiritual body of Jesus. (Matt. 28:16; Mark 16:1-7; John 20:1-10)

XXIII. The Return of the Lord

We believe that the New Testament teaches in many places the visible and personal return to Jesus to this earth. "This same Jesus which is taken up from you in heaven, shall so come in like manner as ye have seen him go into heaven." The time of his coming is not revealed. "Of that day and hour knoweth no man, no, not the angels of heaven, but my Father only." Matt. 24:36. It is the duty of all believers to live in readiness for his coming and by the reality and power of their hope in Christ. (Acts 1:11; Matt. 24; 2 Thess. 1:1-12)

XXIV. The World to Come

We believe that the end of the world is approaching; that the last day Christ will descend from heaven, and raise the dead from the grave to final retribution; that a solemn separation will then take place; that the wicked will be adjudged to endless punishment, and the righteous to endless joy, and that this judgment will fix forever the final state of men in heaven or hell, on principles of righteousness. (1 Peter 4:7; Acts 24:15; Matt. 25:31-46)

The Church Covenant

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Ghost, we do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church, in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger, to abstain from the sale and use of intoxicating drink as a beverage, and to be zealous in our efforts to advance the kingdom of our Saviour.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of our Saviour, to secure it without delay.

We moreover engage that, when we remove from this place, we will as soon as possible unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

And now unto Him, who brought again from the dead, Our Lord Jesus, be Power and Glory forever, Amen.

(Every new member must accept and adopt the obligations detailed in this Covenant)

The Basis of the Church Covenant:

The obligations of Church membership as detailed in the Covenant are all scriptural as may be seen from the following study of the Bible:

1. Salvation and Baptism (John 1:11-12; Matthew 28:19-20)
2. Duties to the Church
 - a. To walk together in Christian Love (John 13:34-35).
 - b. To strive for the advancement of the Church and promote its prosperity and spirituality (Philippians 1:27; 2 Timothy 2:15; 2 Corinthians 7:1; 2 Peter 3:11)
 - c. To sustain its worship, ordinance, discipline and doctrine (Hebrews 10:25; Matthew 28:19; 1 Corinthians 11:23-26)
 - d. To give its pre-eminence in my life (Matthew 6:33).
 - e. To contribute cheerfully and regularly (1 Corinthians 16:2; 2 Corinthians 8:6-7)
 - f. To carry my membership when I move and be active in Church work wherever I live (Acts 11:19-21; 18:24-28).
3. Duties in Personal Christian Living
 - a. To maintain family and secret devotion (1 Thessalonians 5:17-18; Acts 17:11).
 - b. To religiously educate the children (1 Timothy 3:5; Deuteronomy 6:4-7)

- c. To seek the salvation of the lost (Acts 1:8; Matthew 4:19; Psalm 126:5-6; Proverbs 11:30)
 - d. To walk circumspectly in the world, and to be just in our dealings, faithful in our engagements, and exemplary in our deportment (Ephesians 5:15; Philippians 2:14-15; 1 Peter 2:11-12)
 - e. To avoid gossip and excessive anger (Ephesians 4:31; 1 Peter 2:21; Colossians 3:8; James 3:1-2)
 - f. To abstain from sale or use of drugs and liquors (Ephesians 5:18; Hebrews 2:15).
 - g. To be zealous in our efforts for Christ (Titus 2:14)
4. Duties to Fellow Members
- a. To watch over one another in love. (I Peter 1:22)
 - b. To pray for one another. (James 5:16)
 - c. To aid in sickness and distress. (Galatians 6:2; James 2:14-17)
 - d. To cultivate sympathy and courtesy. (I Peter 3:8)
 - e. To be slow to take offense, always ready for reconciliation. (Eph. 4:30)