

The following are comments from Rev. Boyd Hannold, lead pastor of Princeton Alliance Church, regarding the sample document entitled “Law, Culture, and Sexual Minorities”:

1. This is a document specifically applicable to Princeton Alliance Church. We refer to them as guidelines that assist our staff in relating to sexual minorities both inside and outside the church. We never wrote this intending it to be a standard or even a model for other churches. However, we are more than happy to share it and trust it will help
2. I would strongly recommend that you not start with the document. This is the final product of years of work. We started with the study of Scripture and multiple discussions with staff and Board to make sure we had a unified starting point in theology and practice. I suggest you start there.
3. Read and learn. We consulted with several Christian psychologists working in this field, including Mark Yarhouse, and we read everything we could get our hands on, including opposing viewpoints.
4. With those points in mind, remember that you might not agree with our take, even theologically. For example, we believe it is not a sin to be attracted to the same sex but rather if you act upon it. That is why the starting point is your church leadership and a united front in what you believe.
5. Concerning the document:
 - a) We began with the Christian Community Policy that Gary Friesen sent to us.
 - b) The first two pages are definitions and expectations of the various staff positions we have.
 - c) The third and fourth pages are more legal terms used in the Law and Culture seminar and included in our bylaws.
 - d) The fifth and sixth pages are our attempt to fill out specific serving opportunities using the definitions given in prior pages. This section is still being worked on by several of our ministries and is incomplete.
 - e) The remaining pages summarize the terms and expectations already given in graph form. They also delineate expectations for membership, baptism, baby dedications, general leadership and general instructions for the ministries that are still working on their specifics.

Roles Defined

Christian defined as:

- Hold a personal commitment to Jesus
- Affirm he was crucified and raised from the dead to conquer sin and death

Employees: Employees are responsible for their behavior and that of others in that they refrain from taking part in, or exerting influence in, any activity in which your own interests may conflict with the interests of the Church or its mission. They represent and hold other representatives accountable to uphold the Church's reputation for honesty, integrity, Biblical values and commitment to Jesus Christ is the sum of the personal reputations of the Church's employees. Each employee is expected to maintain the highest level of integrity and ethics through their work as:

Team Leaders: Those who oversee multiple areas of ministry and serve as a Church Multiplication Task Force where a portion of their regular responsibilities would include the development of a church multiplication strategy, culture and system at PAC. These individuals:

- Trust firmly in the authority of the Bible.
- See their faith journey and life choices (transformational sanctification) as a critical connection to the transformation of the broader society.
- Demonstrate behavior in accordance with Biblical values and commitment to Jesus.
- Hold a personal commitment to Jesus.
- Affirm he was crucified and raised from the dead to conquer sin and death.
- Engage with PAC beyond attending worship services.
- Attend worship at PAC weekly and do not displace worship for serving.

Ministry Leaders: Those who oversee an entire department / area of ministry. These individuals:

- Trust firmly in the authority of the Bible.
- See their faith journey and life choices (transformational sanctification) as a critical connection to the transformation of the broader society.
- Demonstrate behavior in accordance with Biblical values and commitment to Jesus.

- Hold a personal commitment to Jesus.
- Affirm he was crucified and raised from the dead to conquer sin and death.
- Engage with PAC beyond attending worship services.
- Attend worship at PAC weekly and do not displace worship for serving.

Coordinators: Those who oversee a portion of a ministry department and/or provide support to a Ministry Leader (Ministry Coordinator) or Team Leader (Team Coordinator). At a minimum, these individuals:

- Trust in the authority of the Bible but may have some gap in application or understanding.
- Demonstrate behavior in accordance with Biblical values and commitment to Jesus.
- Hold a personal commitment to Jesus.
- Affirm he was crucified and raised from the dead to conquer sin and death.
- Attend worship at PAC consistently and do not displace worship for serving.

Residents: Those who are in training for and pursuing future vocational ministry roles and therefore:

- Trust firmly in the authority of the Bible.
- See their faith journey and life choices (transformational sanctification) as a critical connection to the transformation of the broader society.
- Demonstrate behavior in accordance with Biblical values and commitment to Jesus.
- Hold a personal commitment to Jesus.
- Affirm he was crucified and raised from the dead to conquer sin and death.
- Engage with PAC beyond attending worship services.
- Attend worship at PAC weekly and do not displace worship for serving.

Interns: Those who are considering vocational ministry and are provided ministry experience through PAC's development programs. Due to the temporary nature of their employment, at a minimum, these individuals:

- Trust in the authority of the Bible but may have some gap in application understanding.
- Demonstrate behavior in accordance with Biblical values and commitment to Jesus.

- Hold a personal commitment to Jesus.
- Affirm he was crucified and raised from the dead to conquer sin and death.
- Attend worship at PAC consistently during their internship period and do not displace worship for serving.

Representatives: Representatives are **Delegates who lead others**. They live and behave in accordance with the understanding that in your life, everything you do reflects on the Church and, ultimately, the God whom we serve. Representatives meet the following characteristics:

- Trust firmly in the authority of the Bible.
- See their faith journey and life choices (transformational sanctification) as a critical connection to the transformation of the broader society.
- Accountable to spiritual oversight: recognizes sin issues and responds in repentance and transparency with a desire for forgiveness and transformation.
- Responsive to spiritual oversight: accepts exhortation and correction and desires to change behavior/attitude.
- Demonstrate behavior in accordance with Biblical values and commitment to Jesus.
- Engage with PAC beyond attending worship services.
- Attend worship at PAC at least monthly and not just when serving.
- Do not engage in behavior that conflicts with the Christian and Missionary Alliance's Statement on Sexuality.

Delegate: Those who describe themselves as Christian and whose commitment to programs and mission at some level create a recognizable association with PAC yet may not demonstrate behavior in accordance with Biblical values and commitment to Jesus. At a minimum, the characteristics of these individuals:

- Accountable to spiritual oversight: recognizes sin issues and responds in repentance and transparency with a desire for forgiveness and transformation.
- Responsive to spiritual oversight: accepts exhortation and correction and desires to change behavior/attitude.
- Attends worship or some gathering at or sponsored by PAC at least twice per quarter.

Participant: Those who may or may not describe themselves as Christian but are known within the PAC family and have some level of engagement or interest regardless of

consistency.

These individuals:

- Willing to follow spiritual oversight: accepts exhortation and correction, desires and attempts to change behavior/attitude.
- Attend worship or some gathering at or sponsored by PAC regularly.

Guest: Those who may or may not describe themselves as Christian, have occasional attendance, and are not accountable to spiritual oversight.

Other: Those who are known to PAC guests, participants, representatives and employees through their own social circles and areas of influence who have yet to engage with or accept invitation to PAC gatherings.

Application

Observations: using the definitions of the WeServe opportunities on our site we see:

- Potential issue to be addressed: Job descriptions in WeServe all have an association to *Spiritual Gifts*. As such, we are assuming every volunteer needs to be a believer.
- Global Outreach volunteer descriptions are missing from WeServe, however, the “about the ministry” section on the team pages provides some insight as to the nature of the individuals needed for the responsibilities described.

Test Application: Mission Teams

SEA Team: The focus of these missions is *relational ministry*—interacting with university students, professionals and young families. The teams will be involved in teaching life skills, and training students and business people interested in learning English as a second language. *Serving God through these practical connection points offers an exciting opportunity to introduce people to the love and hope of Jesus*. Our partners in SEA have made it clear to us that those we send must be fully-committed, solid, believers. In this case:

Team Leader: Representative

Team Members: Representatives

DR Team: The focus of the DR 2 team (in particular) is to build a house. They will interact with the family receiving the house and the neighbors who live in the vicinity. Faith conversations are encouraged. Having an unbeliever on the team is not of concern to the accomplishment of the mission and the unbeliever may benefit from the spiritual conversations among team members as well. In this case:

Team Leader: Representative

Team Members: Majority Delegate or above.

Minority of Participant/Guest composition.

Community Group Leader: Representative

Community Groups are where we connect in friendship and grow in faith between Sundays.

Community Group Assistant:

Assist in developing community and friendship at PAC by helping people belong and grow. Assist a Community Group Leader with organizational and administrative tasks.

Status: Delegate or Representative?

Question: if it is assumed that the assistant is to assume the Leader role in their absence or is training for the future role, this position would need to be a Representative.

Community Group Host:

Assist in developing community and friendship at PAC by helping people belong and grow. Simply open your home for a Community Group to meet on a regular basis for one semester. No need to facilitate or lead the group, simply host and make people feel welcome.

SPIRITUAL GIFTS: Hospitality, Giving, Helps

Status: Participant (at minimum)

Food Pantry Volunteer:

A variety of positions are available from logging in donations to stocking shelves or serving clients. Anyone age 14 and up is welcome to serve.

SPIRITUAL GIFTS: Mercy, Serving, Administration

Volunteer Team Leader: Representative

Team members: Anyone*

**Where a designation of Participant or Guest is used, we should remove language of spiritual gifts from our descriptions of the volunteer opportunity.*

Note: this delineation between the representatives and participants fits with the Christian Community Policy. If you adopt an with different levels of participants, the Christian Community Policy will need to be modified to reflect this reality.

Summary of Relevant Terms

	Spiritual Oversight	Behavior in accordance with Biblical Values	Association with PAC	C&MA Statement on Sexuality
<i>Staff</i>	Responsive and provide	Consistently	Representative	Behavior in alignment
<i>Resident</i>	Responsive and provide	Consistently	Representative	Behavior in alignment
<i>Intern</i>	Responsive and provide where age appropriate	Consistently	Representative	Behavior in alignment
<i>Representative</i>	Responsive and provide	Consistently	Representative	Behavior in alignment
<i>Delegate</i>	Responsive	In progress	Recognizable	In progress
<i>Participant</i>	Willing to follow	Not required	Min twice a quarter Attendance	Not required
<i>Guest</i>	Not accountable	Not required	Occasional Attendance	Not required

Church Life Engagement

<i>Baptism</i>	<p>Depends on spiritual life:</p> <p style="padding-left: 40px;">Spiritual infants (new believers) would function as Participants.</p> <p style="padding-left: 40px;">Spiritual adolescents or older would need to be held to a Delegate level.</p>
<i>Baby Dedication</i>	At least one parent is a Delegate, but both must be consenting.
<i>Membership</i>	Represents a transition from Participant/Guest to Delegate and an opportunity for entrance in Pathways.
<i>Leadership</i>	<p>Representative level for all volunteer leadership roles (responsible for setting an example in life).</p> <p>Pathways in progress.</p>
<i>Volunteer with Moderate Responsibility</i>	Responsible for setting an example while in role - Delegate level.
<i>Volunteer with Low Responsibility</i>	Low threshold environments within a larger group where association and example setting are minimized - Participant level.
<i>Attend</i>	Guest level

Sexual Perspectives

Side A Christians	Participant level
Side B Christians unmarried and celibate or married heterosexually	Representative and above.
Side B Christians married homosexually with or without children	Delegate Level - recommend family counseling, Baby Dedication would require Side B clarity
Transsexual Christian unmarried and celibate (un-transitioned, using they-them pronouns, gender choice neutral dressing)	Representative and above
Transsexual Christian unmarried and celibate (transitioned with non-natal pronouns, may or may not elect for cross-dressing)	Representative and above if they understand and can verbalize the way that God is redeeming their transitioning decision in their Gospel journey, otherwise Delegate Level.
Transsexual - all other variations of non-celibate	Participant Level - family counseling if children are involved

Side A: Believing that homosexual behavior and marriage are permissible by God and the Bible.
Affirming.

Side B: Believing that homosexual behavior and marriage are not permissible by God and the Bible.

Non-Affirming

Transsexual: an umbrella term for the many ways in which people might experience and/or present and express (or live out) their gender identities differently from people whose sense of gender identity is congruent with their biological sex.

- "being transgender is to discuss one's experience of gender identity, one's sense of oneself as male or female, and how that psychological and emotional experience is not aligning with one's birth sex."
- typically refers to a biological female who identifies as a male (or vice versa), while non-binary as neither male or female.