

Governance, Theology and Practices

Kingsland Community Church

Governance:

- We are governed by an Official Board. It is chaired by a layperson... Our Pastor serves in an advisory capacity to the Board. There are 16 members on the Board.
- We do not have Elders or Deacons. The only elected "officers" are the Board members as well as a Treasurer and Endowment Ministry members. We also do not ordain clergy.
- We function with 19 standing ministries, sub-ministries and special ministries as needed. The Pastor and Board Chairman are ex officio members of all ministries.
- Pastor and Board Chairman agree on who will chair the various ministries.
- The Pastor is the supervisor for all paid Church staff... which currently consists of a secretary, custodian, music director, organist, pianist, nursery attendant(s) and an audio/video tech. We have a Personnel Ministry if the Pastor or the employees need help from a group of members in resolving issues.
- The Pastor's contract is approved by the congregation, but they have delegated the Board to carry out the business of the church. Thus, the Pastor's role is to participate in our business under the guidance of the board.

Theology/Practices:

- Church services are Sunday morning, except for special services (we have had Ash Wednesday, Maundy Thursday, Good Friday and Christmas Eve services in past).
- Special holidays are reflected in the Sunday worship service.
- Altar call is given at the close of each Sunday morning worship service. Prospective members are not "voted in". The Pastor accepts them into membership... either by transfer from another church or by confession of faith. Some new members also join during the week in the Pastor's office. They would then be recognized the following Sunday in the service and in the newsletter. The Pastor can guide prospective members to another church in the community where they would be more comfortable if he senses that their beliefs or worship practices or needs are far afield from our practices or capability.
- We accept "dual members" where a person can retain full membership in a previous/home church and enjoy full member benefits in ours also.
- There is a group of long-time visitors to our church which we refer to as "friends". Although not voting members, the pastor is expected to provide pastoral care to these "friends" as if they were members.
- The church recognizes and performs baptism of infants and adults by sprinkling, pouring or immersion, at the discretion of the individual. The pastor is expected to counsel people of various denominational backgrounds in the subject of baptism in a manner that is compatible with their heritage.
- The church has a font for sprinkling and can borrow facilities for immersion.
- There is no need for re-baptism upon uniting with the church. It is permissible, however, if requested.
- Apostles Creed is used in worship with the words "Holy Universal Church" used instead of "Holy Catholic Church".
- Communion is usually served in the pews and is an "open communion".
- Bread and grape juice are the elements. We offer it the first Sunday of each month as well as at appropriate special services.
- Communion is taken to shut-ins after the service when requested.
- The pastor wears his own clerical robe for worship if he chooses to wear a robe. Dress casual attire is expected for work in the office.
- Theology is conservative, Bible-based and the worship service is traditional. We are non-charismatic.
- The sermon is the interpretation of a passage of scripture for everyday life. It normally lasts 20 minutes.
- The church recognizes the pastor's obligations to his denomination and the time needed to attend assemblies.
- The pastor is responsible for the spiritual needs of the congregation. The Board is responsible for the business needs of the church.
- The pastor has final control on worship content and the extent to which he/she participates in weddings and funerals for those not associated with the church.