

MERCY CHAPEL

CHARTER

Vision

(Isaiah 56:7, John 17:20,21, Ephesians 2 :19 – 22)

Creating a place for believers from every stage of life and cultural background to worship God, serve others, fellowship with believers and grow in their faith.

Mission

Mercy Chapel will always strive to ensure the spiritual and emotional health of its congregation. To that end we will employ four fundamental principles we believe are tantamount to a thriving and healthy church. Any programs, ministries or special events sponsored by Mercy Chapel will embody at least one of these four:

Worship - Praise and reverence of God through music.

Fellowship - The interaction and sharing of ourselves with other believers.

Scholarship - Continually learning anything that facilitates personal or spiritual growth.

Service - Giving of our time and talents for the benefit others.

Acts 2:42-47

This assembly is ultimately a place of healing, reconciliation and instruction ,helping believer's achieve a closer walk with God. It is modeled after the first century church and behavior of the early Christians, using key passages of scripture as a guide.

Leadership

(John 13:14)

Providing direction and vision for their ministry through servanthood. Every church leader will be actively mentoring at least one other person in the church and will maintain consistent contact with ministry participants. Must be humble, teachable, approachable.

Core Leadership

(Ezekiel 34:15,16; Isaiah 61:1,3; First Peter 5:2,3)

Pastor (Ezekiel 34:16) - Undershepherd of Jesus Christ. Oversight of the entire congregation. Cognizant of all ministries and their activities. Retains the final decision in all matters unless otherwise delegated. Responsible for preaching Sunday morning/Saturday night worship. Sermons should be relevant to congregants life experiences. Also responsible for teaching Wednesday night bible study and as needed, i.e. seminars, conferences, etc. Facilitates spiritual growth as well as provide knowledge and inspiration. Mentors Core Leadership. Facilitates monthly leadership meetings with all ministry directors, pastors, deacons and co-laborers. This meeting should be a de-briefing of ministry activities and current challenges. It should also include a teaching on management/ leadership. Organize yearly co-laborer retreats. This should be a time of fellowship and include teaching and small group discussions with like ministries. Also conducts visitations, communion, baptisms, child dedications, congregational counseling.

Executive Pastor - Assists with all pastoral obligations as delegated by the Senior Pastor. Substitutes for senior pastor in his absence. Partners with Senior Pastor to ensure spiritual growth among the assembly. Mentors Ministry Directors. Overseas day-to-day operations of church office.

Youth Pastor - Guides the youth of Mercy Chapel in their faith. Interacts appropriately as an adult mentor. Develops weekly teachings to facilitate their growth. Coordinates seasonal retreats and rallies at no cost for participation.

Minister Of Music - Responsible for all activities involving music. Able to write original music. Must subscribe to worship vision and philosophy. Leads the Music Ministry of the church. Manages all worship teams/bands/choirs

Elder Deacon - Directs the ministry of the Deacons.

Auxiliary Leadership

(First Peter 5:2,3)

Ministry Directors - Adept in management and leadership. Responsible for all meetings, trainings, teachings, etc.

Leadership Council- All Ministry Directors. Meet once a month with Pastor.

Deacon Ministry (James 2:15,16 Acts 6:1-6) - No more than seven Godly men to administrate the physical and spiritual needs of the church. Provides support and guidance for the congregation.

- Foreign Missions - physical and spiritual needs in foreign countries for outreach, contact for missionaries.
- Visitations - shut-ins(nursing homes, hospitals).
- Gifts and Donations - coordinates benevolence giving.
- Benevolence - physical needs in America for outreach.

Ministries**Life Support Ministries (Directors)**

(Titus 2 : 1-15)

"Whole And One" - Singles' - 25-35, 35-50 (1 Thess. 4:3-11) Senior - 50^

"Men At Work" - Men / 18^(2 Tim. 2:21)

"Phenomenal Woman" - Women / 18^

"Sons of Honor" / "Daughters of Virtue" - (Youth) Birth- 4, 5-12,13-18

"The Cleavers" - Married / significant other

Mentor - Individual shepherding(2 Timothy 2:2)

"Hope-Sow" - Young Adults/ 18-25, (Acts 20:9,10)

Life Skills Workshop

Food Bank

Outreach Ministries (Directors)

Hospitality Ministry - Co-ordinate social functions, guest relations, ushers, nursery, bereavement, births, transportation. Reaches out and maintains contact with visitors.

Acolyte Ministry - Laypeople to assist during altar calls.

Integration Ministry - Responsible for folding in new members, help existing members find a place to serve and grow, maintain contact with with members not involved in any ministry.

Evangelism - Outreach to the community for the purpose of sharing the gospel.

Music Ministry(Minister Of Music)

Led by the Minister Of Music, this ministry ministers to the congregation by providing music for all events and programs.

Sunday Morning / Saturday Night Worship - Corporate worship services.

Audio Production [Director] - Audio mixing responsibilities for all church activities.

Christian Education Ministry(Director)

Sunday School, VBS, conferences/seminars, various Biblical instruction.

Family Muster (Mid-week fellowship) - Church-wide, in- depth study of Biblical issues for the entire family.

"NOW WHAT?" - New believers' fellowship and class. Foundations of faith to ensure continuity in the assembly.

Mercy Chapel Orientation - This is a class for individuals who have questions about Mercy Chapel. Explains mission, vision and purpose.

Discovery - Helps Believers discover their spiritual gifts.

Creative Arts Ministries(Director)

The Parable Players (Director) - Acting, dancing, poetry reading

Video Production (Director) - Recording and editing events and services. Creates promotional videos for the church/ ministries and "reach out videos.

Ministry Support

(Psalm 134)

These are co-laborers in the gospel, providing support to carry out the ministries of the church. Accountable to the Executive Pastor.

Generalist - payroll, benefits.

Accountant - congregational giving, community donations, accts. payable.

Church Administrator - Congregational Records, i.e., baptismal/membership/attendance/ministry records
Receptionist - Answers incoming calls, directs visitors and vendors to appropriate contact.

Facilities Manager - Responsible for the upkeep and cleanliness of all Mercy Chapel facilities.

Worship Coordinator - Organizes worship services.

Communications(Director)

Responsible for all print and digital media evangelism (website, bulletin, social media, etc.)

Graphic Designer - Designs promotional tools for ministries and events, designs website.

Web Designer - Maintains church website.

Social Media Coordinator - maintain facebook/ twitter/instagram

Events

Sunday Morning Worship - Weekly corporate worship.

Saturday Night Worship - As an alternative for individuals who cannot attend Sunday morning worship, a Saturday night service will be offered. This service will be identical to Sunday morning with the exception of the choir.

Back to School Youth Rally

Easter Play

Christmas Play

Spring Break Retreat

Unity Concert / Crusade (MLK Day)

Thanksgiving Baskets

Watch Night Service (New Year's Eve)

Street Meeting (Community Outreach)

Leadership Seminar

Evangelism Seminar

Parenting Seminar

Revival

Marriage Retreat/Conference

Good Friday Service (Seven Last Words)

Joy Night (praise and worship)

Block Party

Ladies'/Men's Breakfast

Mother's/Father's Day Luncheon

Juneteenth

Movie Night

Church Discipline

(Galatians 6:1, Matthew 18:15-17)

The purpose of discipline in this assembly is restoration. It should be carried out by those who are mature in the faith. If someone confesses their sin to an individual, there is no need to take it any further. If the person receiving the confession does not feel capable of restoration, guidance from an deacon or pastor should be sought. If an individual's continual sin is discovered, the progression of Matthew 18:15-17 should be followed. Disassociation should only be a last resort if the individual refuses to repent. These are only guidelines and are subject to the leading of the Holy Spirit. No decisions will be made hastily without a

considerable amount of prayer. The leadership will address each situation separately and will avoid setting any precedents.

Compensated Co-Laborers (Full Time/part time)

Senior Pastor
Executive Pastor
Youth Pastor
Minister Of Music
Generalist Facilities Manager
Receptionist

Volunteer Co-Laborers

Any co-laborer who is not compensated will be considered a volunteer. They will be held to the same standard of excellence as compensated co-laborers. They will also be regarded as an indispensable asset to the ministry and treated with the utmost respect and dignity.

The Role Of Women

In accordance with First Corinthians 11:8-12, a woman may hold any office in Mercy Chapel with the exception of Deacon. The office of Deacon is explicitly reserved for men. (Acts 6:3)

Finances

The church accountant will keep a record of all financial transactions. The Pastor, Executive Pastor and Accountant must sign off on all checks without coercion. The Youth Pastor can proxy in any of their absences. Cash will only be distributed in extreme emergencies.

Membership

Membership is available for any Christ follower desiring a deeper level of responsibility for the vision of Mercy Chapel. All members must support and promote this covenant. Only members will be allowed to participate in church governance, i.e. business meetings, voting, etc. Membership is achieved by completing the Mercy Chapel orientation class. Church membership will not be required for service in any ministry among the laity. However, it is mandatory that all ministry leaders ascertain the spiritual fitness of any new volunteers in their charge in a timely fashion.

Church Governance

All decisions will be bathed in prayer with the proper amount of consideration before any action is taken. The The Core Leadership Team presides over the congregation with transparency making all major decisions. Although the Pastor retains the final decision in all matters, overwhelming dissension will require further deliberation with the Leadership Council. The Core Leadership Team should also confer with expert counsel in any given field. Any decisions significantly affecting the congregants of this assembly and its culture will be discussed with the membership.

The Worship Experience

Psalm 100

Somewhere in the history of the modern church it has been communicated that it was spiritual to not be physically expressive in a worship service. I believe this perception is a by-product of European culture. For too long American Christians have let this culture influence their worship. It is not necessarily wrong but our heavenly Father deserves more.

African-Americans by virtue of their ethnicity are innately expressive. However, for Caucasian believers it may take more of an effort. It may even be uncomfortable or offensive. But we can not ignore the examples in scripture suggesting we praise God freely from the heart. (John 4:24).

This is where the worship leader comes in. They should lead the congregation into jubilant worship and be more than a song leader. They have to first reach a point of jubilant expression in their personal worship. This is the only way they can "teach" someone else to do the same.

Worship should be more than the first twenty or thirty minutes of the service. It should begin at the invocation and end at the benediction. I believe worship is more than the music. This entire time of gathering is meant to praise God. Those in attendance have to be in a worshipful state of mind. (Psalm 100:4) Music simply facilitates this "attitude of gratitude".

As a musician, it is my opinion worship should be more than congregational singing. The worship team should be musically adept enough to raise the quality of the music itself. Therefore simply singing what the audience is singing is insufficient. There should be harmony, ad-lib, etc.

It has been said the audience needs to see the words to each song to enable them to participate. Otherwise, they will only come to be entertained. If this is true and an individual comes to church to be a spectator, words on a page or screen would not change their heart. However, if a person sincerely shows up to praise God, having words thrust on them could be a distraction.

The pastor has a part in this as well. He can be very influential. He must make it crystal clear that everyone has the freedom to praise God as they are led by the Holy Spirit. No one should ever feel inhibited in a worship service. But whatever style is used the attitude must be spiritually accurate. As Jesus told the Samaritan woman, we must worship truthfully with our spirits, not led by our flesh and not to be seen by others. As long as our hearts are right and our motives pure our worship is acceptable before God.

Summary

This document is meant to provide clarity and should be used as a guide. Every action we take should be in accordance with loving each other and the betterment of the assembly. It is not meant to be binding in any way.

WORSHIP SERVICE

Prayer and Worship.....	Praise Team / Choir	Congregation greets each other
Announcements and Welcome.....	Executive Pastor	
Pastoral Remarks.....	Pastor	
Worship.....	Praise Team / Choir	Soul
Food.....	Pastor	Altar
Call.....	Pastor/Executive Pastor	
Benediction.....	Pastor/Executive Pastor	
Closing Song.....	Worship Team/Choir	

Service Schedule

Sunday Morning - 11am Sunday School - 930am

Saturday Night Worship - 6pm

Family Muster - Wednesday Night/630pm - 8pm *Dinner provided at least once a month

Statement Of Faith

The Father

God is the Creator and Ruler of the universe. He has always existed in three persons: the Father, the Son and the Holy Spirit. These three are equal and are one God.

Genesis 1:1, 26, 27; Psalm 90:2; Matthew 28:19

Man

Man was created in the image of God. Through his sin he is separated from God. Genesis 1:27; Romans 3:23, Isaiah 53:6a

Eternity

Man was created to exist forever. He will either exist eternally separated from God by sin or in fellowship with God through forgiveness and salvation. To be eternally separated from God is

damnation. To be eternally in fellowship with Him is eternal life. Heaven and Hell are places of eternal existence.

John 3:16; 1 John 5:11-13; Romans 6:23

Jesus Christ

Jesus Christ is the Son of God. He is equal with the Father. Jesus was born of a virgin and lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all men by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death.

Matthew 1:22-23; John 1:1-5, John 14:10-11; Hebrews 4:14-15; 1 Corinthians 15:3-4

Salvation

Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his life by faith. Since God gives man eternal life through Jesus Christ, the believer is secure in their salvation for eternity.

Romans 6:23; Ephesians 2:8-9; John 14:6, John 1:12

The Holy Spirit

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides believers with power and guidance for living and aids in the understanding of scripture.

John 16:5-13, John 14:16-17; Acts 1:8; I Corinthians 2:10-14, Ephesians 1:13

The Bible

The Bible is God's infallible word to all men. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the ultimate source of truth and how to live as followers of Jesus Christ.

II Timothy 3:16; II Peter 1:20-21; Psalm 119:105

Baptism

Following the example of Jesus Christ, believers are baptized through immersion after having received Him as savior. This is symbolic of the ministry of salvation being once dead in sin but being raised in life through Jesus Christ.

Matthew 3:14-16, Romans 6:4