

**Memorandum of policy expectation and statement for First Christian Church**

**Purpose is to enforce by policy an open and affirming ministry and direction for FCC leadership.**

**Presented by executive committee for board approval 4/18/21.**

We declare ourselves to be an Open and Affirming, **anti-racist, pro-reconciling** congregation, professing that all people are God's children and deserve full inclusion in the life, leadership, ministry, fellowship, worship, and blessings of participation in our congregation.

We are an inclusive people openly welcoming persons of all sexual orientation, gender, gender identity/expression, race, ethnicity, socio-economic status or any other designation of individuals who have known the pain of exclusion and discrimination by the church and society.

As Disciples, we find identity at the Lord's table, practicing open communion for all and embracing our mission of building bridges of grace from the welcome table to every table.

All those in leadership, including but not limited to, staff, board of directors, trustees, elders, deacons and teachers shall participate fully in the life of the congregation, by regularly attending worship, and by supporting the church with time, talents, and resources. Moreover, they will be required to participate in anti-racism, pro-reconciling, open and affirming and anti-sexist training. This commitment to these values will be reaffirmed and/or refreshed on a yearly basis.