

CHRISTCHURCH

LOVING GOD

LOVING PEOPLE

CHANGING THE WORLD WITH THE GOSPEL OF JESUS

SERVING & CARING FOR FAMILIES



Welcome to Christ Church!

Thank you for choosing to serve in Christ Church Kids ministry of the family at Christ Church. The most effective and influential spiritual leaders in the life of a child are mom and dad! The Christ Church Kids ministry is committed to serving, protecting, teaching, and complimenting the Biblical ministry of mom and dad.

Our Christ Church Kids Handbook provides a general overview of the procedures and guidelines for volunteers and staff members providing services to children, birth to age 6 at Christ Church. Our policies are intended to create a safe environment for children, protecting them, their parents, the mission of Christ Church, and the Gospel of Jesus.



Christ Church of Central Arkansas is grateful for the work of **Protect My Ministry** and works directly with them to guide a safe and meaningful ministry to the family. *Protect My Ministry*

provides a complete Child Safety System designed to reduce the risk of child sexual abuse. To learn more about Protect My Ministry, go to: <https://www.protectmyministry.com/>



VOLUNTEER & STAFF HANDBOOK

Thank you for joining us in ministry to parents and children! You will make an eternal difference in the lives of our families. Christ Church Kids provides Biblical education designed to compliment the **ministry of the family**. Children will “graduate” from Christ Church Children’s Ministry the first Sunday of September after the child’s 6th birthday. Volunteers will help prepare them to join their parents in regular service during summer, and parents may speak with the directors if any assistance is needed to make the transition easier. Why is Christ Church Kids organized in this way? Because, Biblically speaking, there is nothing in the New Testament mandating nor even suggesting children be separated from their parents in worship. Christ Church seeks to fulfill the organizational description of Acts 2:42, “They were continually devoting themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.” Therefore, young children must have opportunity to sit with their parents in church and learn the ways of the Lord as the listen and observe their parents engage openly with the church, the Body of Christ.

Psalm 127:3-5,

1 Behold, children are a gift of the Lord, The fruit of the womb is a reward.

4 Like arrows in the hand of a warrior, So are the children of one’s youth.

5 Blessed is the man whose quiver is full of them; They will not be ashamed When they speak with their enemies in the gate.

Matthew 19:13-15

13 Then some children were brought to Him so that He would lay His hands on them and pray; and the disciples rebuked them. 14 But Jesus said, “Leave the children alone, and do not forbid them to come to Me; for the kingdom of heaven belongs to such as these.” 15 After laying His hands on them, He departed from there.

After carefully reading these policies and guidelines, please sign and return the *Understanding of Ministry and Compliance Agreement* per the Christ Church Kids Policies and Guidelines Handbook. If you have questions, please contact your ministry director.

Sarah Statler

Mobile: 501-992-7840

Email: setrice@gmail.com

Rebekah Perry-Vuong

Mobile: 501-940-8185

Email: rebeiaherin@gmail.com

OUR CHRIST CHURCH KIDS MINISTRY TEAM

Our team of *Verified Protect My Ministry® Trained Volunteers* have committed themselves to the ministry of teaching children the essential message of the Bible and the Gospel of Jesus Christ, all in full support and integration with the ministry of their parents. All paid employees of Christ Church (Pastoral Staff) are *Verified Protect My Ministry® Trained*.

MINISTRY INTEGRATION WITH PARENTS

Parents have an open invitation to observe all programs and activities in which their child is involved. However, parents who desire to participate in or have continuous, ongoing contact with their child's program will be required to complete the Christ Church of Arkansas volunteer application and screening process. See Ephesians 6:1-4; Colossians 3:18-21; Titus 2:1-8.

PARENTAL CONTACT

Parents will be contacted if a child becomes ill, injured, is a victim of abuse or bullying, is suspected of being abused or neglected, or exhibits disciplinary behavioral problems while participating in ministry programs of Christ Church of Central Arkansas.



Safety Training Standards & Best Practices



CHRIST CHURCH OF CENTRAL ARKANSAS & CHRIST CHURCH KIDS SAFETY SYSTEM

Because we are committed to protecting children involved in our ministries, all volunteers and staff members must complete the screening processes, including a background checks, and other requirements per this Christ Church Kids Handbook. All volunteers must be approved by the children’s ministry as well as pastoral staff in order to serve.

TRAINING 1: SEXUAL ABUSE AWARENESS TRAINING

All staff members and volunteers should have a basic understanding of the characteristics of sexual abusers and their behaviors in “grooming” a child for sexual abuse. Grooming is the process used by an abuser to select a child, win the child’s trust (and the trust of the child’s parent or ‘gatekeeper’), manipulate the child into sexual activity and keep the child from disclosing the abuse.

To equip you with information necessary to recognize abuser characteristics and grooming behaviors, Christ Church of Central Arkansas requires all staff members and child-serving volunteers to complete Sexual Abuse Awareness Training. This training may be completed live or online and must be renewed every two years.

SEXUAL ABUSE AWARENESS TRAINING subjects include but are not limited to:

- **Defining Child Sexual Abuse**

According to the U.S. Department of Health and Human Services, there are more than 588,899 reported victims of child abuse and neglect. The percentages of child victims by sex are 52.5% female and 47.2% male, with unknown sex accounting for 0.3% of victims. Roughly 90% of child abuse cases involve someone they know and trust. 21% of people who are alleged to commit child abuse are juveniles themselves. 1 out of every 424 persons in the U.S. are on the sex offender registry. Sexual abuse occurs in all racial, ethnic, or socio-economic classes and is no respecter of any religious denomination or creed (PMM_ChildSafetyTrainingEbooks_Volunteer_112124.pdf).



- **Victim Behavioral Characteristics**

Here are some other indications that a child may have been sexually abused: A child who avoids undressing or wears extra layers of clothing; Not wanting to be left alone with previously trusted care-givers; Exhibiting an unusual change in bathing or grooming practices; A sudden drop in grades or lack of interest in school activities they were previously interested in; Exhibiting adult-like sexual behavior and knowledge; Role playing sexual activities with toys or other children; Considering their body or self as dirty or repulsive; Using new words for private body parts or drawing sexually-related images; Having no desire to spend time with an adult or older peer who was previously known and well-liked; Having nightmares, night terrors, exhibiting unusual aggression or is unable to control bowels; Refusing to talk about secrets; Sudden mood swings and a drastic change in eating habits; Talking about a new adult friend and receiving frequent gifts from them (PMM_ChildSafetyTrainingEbooks_Volunteer_112124.pdf).

- **Characteristics of Child Molesters, Pedophiles, Sexual Aggressors, or Sexual Exploiters-Profiters**

The predator may participate in kid activities and try to volunteer for unsupervised activities with one or more children. Many times, the abuser is well-liked and may work hard to win the trust of the child's "gatekeepers", such as parents, ministers, and coaches. Many times, the predator buys gifts for their victim such as toys or video games or perhaps forbidden items like liquor, beer, cigarettes or inappropriate pictures or videos. The predator may engage in electronic communications with their victim, continuing the pattern of desensitizing them to their sexual aggression. During nap time or when "babysitting", the predator may fall asleep with the child or even go to sleep in the child's bed. They will excuse this behavior as "comforting" the child when upset. When they believe they are not being supervised, they may exhibit inappropriate behavior with children. To avoid supervision, they might try to take the child to a remote area or otherwise look for opportunities to be alone with the child. In playtime or sporting environments, the abuser may engage in inappropriate rough-housing, butt slapping, or touching, and then treat it as a game or normal part of sports activity which are never acceptable behaviors (PMM_ChildSafetyTrainingEbooks_Volunteer_112124.pdf).

- **Making a Difference**

According to the U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, children should be warned. In their publication “Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures,” they spell out that children should be informed about child sexual abuse, including what is appropriate and inappropriate behavior. The information they provide is mainly about self-protection. It also specifies children should be encouraged to report an incident of sexual abuse and how they should do so within the organization. It is important not to rely on merely warning children about “stranger danger” (PMM_ChildSafetyTrainingEbooks_Volunteer_112124.pdf).

No one in the organization should be exempt from observation and supervision. This includes long term trusted staff. The best way to prevent child sexual abuse is to make certain there is never an opportunity for it to occur. If your responsibilities require time alone with a child, stay in the areas designated for the specific activity, leave doors open whenever possible, and stay in plain sight of other personnel or volunteers (PMM_ChildSafetyTrainingEbooks_Volunteer_112124.pdf).

- **Responsibility and Reporting**

What to Do if You Suspect Abuse: While it is not advised to conduct your own investigation, depending on circumstances, it may be appropriate to ask a few clarifying questions of the youth or the person making the allegation. This may prevent making a report when none is required. Report to the authorities any time there is a reasonable suspicion of child abuse or neglect. This includes abuse by another volunteer or employee, a youth in the organization or even someone outside the organization. Records of child sexual abuse should be kept indefinitely. You should be aware that any direct interference in the evaluation or investigation could actually harm the youth or the legal investigation, jeopardizing the strength of a potential case. Do not rely solely on waiting for children to come forward and report inappropriate sexual contact from adults. The pressure on the child to keep the secret may be immense. Be sensitive to the fact that the exposure of the abuse may be almost as traumatic to the child as the abuse itself. Never promise to keep it secret when a child reports sexual abuse to you. In most states, any adult who becomes aware that a child may have suffered abuse is required by law to report the abuse to law enforcement officials. If you suspect that a child is being abused, tell your supervisor. Your supervisor can either escalate the

incident, perform further investigation or ask that it be done, and call and report the abuse to your state agency. If necessary, you can always call the national child abuse hotline yourself at 1-800-422-4453. Even if you are not certain child sexual abuse occurred, you may call without fear of repercussions when the report is made in good faith. Another thing to keep in mind: If your youth program involves travel with children to another state, you should learn what the reporting requirements are for the state where the group will be visiting. The laws of the state where the incident of abuse occurs will apply (PMM_ChildSafetyTrainingEbooks_Volunteer_112124.pdf).

SECURITY & MINISTRY EXPECTATIONS TRAINING 2: SCREENING PROCESS

Staff members and volunteers serving with children are required to complete the Christ Church of Central Arkansas Screening Process, which includes:

- Employment Application (employees only)
- Federal and State criminal records screening
- Safety Application
- Face-to-Face Interview
- Reference Checks
- Social media review

A volunteer must attend services at Christ Church of Central Arkansas for at least six months before being eligible to serve in positions providing ministry services to children.

SECURITY & MINISTRY EXPECTATIONS TRAINING 3: POLICIES & PROCEDURES

Please review these policies and sign the last page indicating that you have read and understood the material and agree to comply with our policy requirements.

SECURITY & MINISTRY EXPECTATIONS 4: CRIMINAL BACKGROUND CHECK

All staff members and volunteers working with children must undergo a criminal background check. Depending upon the ministry position, differing levels or intensity of criminal background check may be required. Individuals who have committed sexually-oriented or sex-related crimes may not serve in any area providing services to children or minors. In addition, certain other past criminal acts may preclude an applicant from serving minors.

SOCIAL MEDIA SCREENING

Our church members and volunteers have significant social media presence. When applying for Christ Church Kids ministry service, you will be asked to allow a screener to review your social media history. Any red flags or content presented that is endorsing, finding as humorous, shaming, or suggestive of improper belief and behavior that which is harmful to a child or family, will disqualify you from ministry service.



CHILD PROTECTION

Christ Church of Central supports and maintains a **zero-tolerance** policy concerning child abuse and neglect. It is a violation of Arkansas law for any volunteer or staff member to physically, sexually, bully, or emotionally abuse or neglect any child participating in any program or ministry of Christ Church of Central Arkansas.



ENFORCEMENT OF POLICIES

Anyone working with children (or students) at Christ Church of Central Arkansas is subject to the supervision and evaluation of the ministry staff and must follow these guidelines. Staff members and volunteers in supervisory positions must diligently enforce all policies and reporting obligations. Christ Church of Central Arkansas staff reserves the right to dismiss volunteers who fail to follow the policies and guidelines.



CONSEQUENCES OF A VIOLATION

Any person accused of committing any act considered by the church to be harmful to a child will be immediately suspended from participation in ministry to children. This suspension will continue during any investigation by law enforcement, Child Protective agencies or the Church.

Any person found to have violated this policy may be prohibited from future participation in all activities and programming involving minors. If the person is an employee, such conduct may result in termination of employment. Failure to report a policy violation is grounds for termination of an employee. Volunteers who fail to report a policy violation may be restricted from participation in any future activities involving minors at Christ Church of Central Arkansas.

Staff members and volunteer leaders should discuss immediately with their supervisor any inappropriate action or breaking of this policy and will seek counsel from the church leadership and an attorney, if needed.





REPORTING ABUSE OR SUSPICIONS OF ABUSE/INAPPROPRIATE BEHAVIORS

Christ Church of Central Arkansas is committed to protecting children in this ministry from any form of abuse. Christ Church of Central Arkansas has a zero-tolerance policy that prohibits any act of sexual, emotional or physical abuse. This zero-tolerance policy requires all Christ Church of Central Arkansas employees and volunteer leaders (those who work directly with children or students) to immediately report any occurrence (or suspected occurrence) of child abuse to a member of our staff. To this end, any report of inappropriate behaviors or suspicions of abuse or neglect will be taken seriously and will be reported, in accordance with this policy and state law, to Child Protective Services or criminal law enforcement.

Because sexual abusers 'groom' children for abuse, it is possible that a staff member or volunteer may witness behavior intended to groom a child for sexual abuse. Please report 'grooming' behavior, policy violations, or any suspicious behaviors to an immediate supervisor, such that the church may take appropriate action to safeguard children in the program.



REPORTING ALLEGATIONS OR SUSPICIONS OF ABUSE TO LAW ENFORCEMENT

Christ Church of Central Arkansas reports all suspected or alleged abuse or neglect of children to the [Pulaski County or

**State of Arkansas Child Protective Services
Emergency Response Hotline: 1-800-482-5964**

Because many adults are unfamiliar with Arkansas reporting requirements and may be fearful of the process, Christ Church of Central Arkansas utilizes a "tandem or dual report" model, where permitted. A "dual report" occurs when a Christ Church supervisor reports the suspicion or allegation together with the individual who saw, heard, or received, information causing him or her to suspect abuse or neglect.





Christ Church Kids Standards of Care



CHRIST CHURCH KIDS MINISTRY TEAM EXPECTATIONS & STANDARDS OF CARE

Based on the sacred value of children and family in the Bible, Christ Church Kids expects all volunteers to serve with integrity and excellence in their ministry. Our mission at Christ Church is to love God, love people, change the world with the Gospel of Jesus Christ, and serve and care for families. Why is this so important? First, because we are called by God to be the salt of the earth and light of the world to children and their parents. Second, to offend a child is an egregious sin. In Matthew 18:5-6, Jesus says, “5 And whoever receives one such child in My name, receives Me; 6 but whoever causes one of these little ones who believe in Me to sin, it is better for him that a heavy millstone be hung around his neck, and that he be drowned in the depths of the sea. Finally, we are instructed by Paul in Colossians 3:23-25, “23 Whatever you do, do your work heartily, as for the Lord and not for people, 24 knowing that it is from the Lord that you will receive the reward of the inheritance. It is the Lord Christ whom you serve.” To serve with love, integrity, and excellence of care and skill, honors child, their parents, and Jesus.

To serve in this way at Christ Church Kids, you **express love, integrity, and excellence** by:

- Arriving on time (9:30 AM).
- Come prepared by reviewing your lesson at home and thinking through how to best serve and teach the children in your class. Sarah Statler and Rebekah Perry-Vuong will provide curriculum, craft resources, and refreshments for you.
- Take responsibility for your class. This is your ministry! It is important to Moms and dads to trust and know that their children will be served, protected, and encouraged by you.
- Unless you are experiencing an emergency. Christ Church Kids has a strict policy that all volunteers refrain from using their phones for personal reasons.
- No photos of children may be taken at any time unless approved in advance by their parents.
- Complete all training events and re-certification requirements for Protect My Ministry.®



- Practice encouraging one family each week by texting them about their spiritual progress of their child, about the growing character (Galatians 5:22-23) you see in them, and that you prayed over that child and their family.

MINISTRY VERIFIED VOLUNTEERS TO CHILD RATIO

At Christ Church of Central Arkansas, three verified volunteers will provide care and teaching for children. Children are not allowed to be attended to by only one verified volunteer.

RESTROOM POLICIES

Two Verified Protect My Ministry® Trained Volunteers will assist small children for restroom needs. This policy will be enforced unless a parent(s) requests to be texted to immediately come to provide this for their own child.

- Men and male students are not permitted to accompany children to the bathroom.
- The preschool area should take a bathroom break as a class or individually if there are a sufficient number of Verified Protect My Ministry® Trained Volunteers to provide supervision.
- It is best that two Verified Protect My Ministry® Trained Volunteers help children use the restroom. One volunteer should stay outside of the bathroom stall and only enter if a child needs assistance and stay within the line of sight of the other volunteer. **What about wiping?**
- Many preschool children are still wearing pull-ups or need assistance with their clothing. Assist the child if needed, but always in the presence of another volunteer.

DIAPER CHANGING

- By preference and best practices at Christ Church Kids children's ministry, *parents change the diapers of their own children.*
- Furthermore, men (*not the father*), older children, nor students (*not the sibling*) are not permitted to change diapers.
- Parents, or their Verified Protect My Ministry® Trained Volunteer designees, are authorized to change diapers, and should gather all necessary items before you begin (children mat, wax paper, gloves, diaper, wipes).
- Put on gloves & put a piece of clean wax paper cover on the changing pad.
- Never turn away from a child on the changing counter.
- Use a wipe to clean the child's diaper area, wiping from front to back. Place wipes, wax paper, soiled diaper, and gloves into the trash can.

- Clean the area thoroughly with an antibacterial wipe.
- Every child in the classroom needs to have their diaper checked. When parents pick up their child, & the diaper is wet, it shows a lack of care on our part. We want parents to be assured that we have cared well for their child. When you check a child's diaper, & it is dry, make sure you inform the parent that you did check.

DEFINING APPROPRIATE & INAPPROPRIATE TOUCH

Use good judgment and best practice policies to treat a child's spirit, soul, and body as holy and worthy of protection.

The following are appropriate ways to touch a child:

- Holding an infant or toddler in your arms or lap.
- Adult, female teachers holding preschool-aged children on your lap when reading or when needed for comfort but encouraging them to re-engage in class activity.
- Verified Protect My Ministry® Trained Volunteer males may not request nor permit a child to sit in their laps.
- An arm around the shoulder.
- Walking hand-in-hand with toddlers (cf., safety when negotiating stairs).
- Short, congratulatory greetings, or side hugs.
- A brief, assuring pat on the back or shoulder or a one-arm hug.
- High fives and fist bumps

The following is considered as inappropriate Touch:

- Touching a child in anger or disgust.
- Touching a child in any manner that may be construed as sexually suggestive.
- Touching a child when they don't want you to unless using appropriate physical restraint when harm to the child themselves or another child is imminent.

PARENTS OF CHILDREN WITH TOUCH-SENSITIVITIES

Some parents have abuse histories, some have child(ren) who were abused or traumatized, or some parents may have children with medical or mental health conditions that make them uniquely touch-sensitive or touch-reactive. If a parent(s) believes the defining of appropriate or inappropriate touch as featured in this 2025 Handbook does meet their standards of care and protection for their children, they should **contact the Director and**

Associate Director to make sure specific boundaries and limitations are engaged to meet the needs of their children in a safe and meaningful way.

CONTACTING THE DIRECTOR & ASSOCIATE DIRECTOR

Please inform our director or associate director immediately if you suspect:

- Child abuse of any kind (this is to be brought to the attention of the church staff as well).
- A child is missing.
- A child gets hurt.
- A child becomes ill.
- A child seriously or continuously misbehaves.
- A child strikes or harms another child.
- Any situation seems unsafe or needs attention.

MEDICATIONS

Christ Church Kids Ministry will not administer medications to a child. Children with specific medical needs must be attended to by their parents.

SNACKS & ALLERGIES

Some children in the Christ Church Kids ministry *may* have life-threatening allergies. Therefore, only pre-approved snacks by the parent(s) will be served by a Verified Protect My Ministry® Trained Volunteer.

CHECK-IN & CHECK OUT POLICY

Children may be picked up by their parents at anytime during Bible study classes, worship service childcare, or special events. Grandparents must be pre-approved by the Christ Church Kids ministry director or associate direct in advance, unless explicit authorization has been given by the child's parents. Parents who are in a divorce process or challenge of custody rights, may only be *checked out* by the parent who *checked them in* to the Christ Church Kids ministry area. Christ Church Kids Ministry will not mediate or coordinate transitions of custodial care.

ENTRANCE SECURITY & HALL MONITOR

Christ Church has a designated security volunteer at the entrance to the building. In addition, a designate volunteer circulates throughout the building during services to ensure that no unauthorized adults have children by themselves.

DRESS CODE & PHYSICAL APPEARANCE

Please dress in modest, comfortable attire that supports our calling to honor the Gospel of Jesus and teach children God's Word. Therefore, do not wear t-shirts with offensive language or distasteful and upsetting images. First impressions are important. New families that visit Christ Church need to see and experience the love, integrity, and excellence of care and skill of our Christ Church Kids team. This is one of the ways we honor new children and their parents.

REPLACEMENTS & SUBBING

If you are going to be absent, here is how you find your replacement:

OPTION 1: Swapping weeks with your alternating week's teachers are best because they are already familiar with the class and the relationships with the children/families are less impacted.

OPTION 2: Swap weeks with someone in a similar age group &/or a different service time.

OPTION 3: If you are unable to find someone to swap with you, let Sarah Statler know, and she will assist.

You can ONLY find a replacement from the current list of screened and trained substitutes.

UNDERSTANDING OF MINISTRY & COMPLIANCE AGREEMENT

CHRIST CHURCH KIDS POLICIES & GUIDELINES HANDBOOK

I have read *Understanding of Ministry and Compliance Agreement per the Christ Church Kids Policies and Guidelines Handbook*. I agree to abide by these guidelines while serving or working at Christ Church Kids of Christ Church of Central Arkansas.

I understand the policy and guidelines handbook may be modified, and that any guideline may be amended, revised, or eliminated by the Leadership Team (Administrative Elder Board) of Christ Church, as necessary.

I have reviewed the duties listed in my ministry position description, and I agree to fulfill these duties. I understand I may choose to end my employment or voluntary service at Christ Church at any time (If possible, I will provide two weeks' notice to my ministry supervisor).

I acknowledge and understand that the materials and guidelines contained in this handbook in no way express or imply a contractual employment relationship between me and Christ Church of Central Arkansas. If applying as a volunteer, I acknowledge and agree that I *may or may not* receive monetary compensation for hours worked or served. Financial remuneration will be determined by the Administrative Board/Leadership Team of Christ Church of Central Arkansas.

I acknowledge receipt of *Understanding of Ministry and Compliance Agreement per the Christ Church Kids Policies and Guidelines Handbook* and by my signature, I commit to serve in Christ Church Kids ministry according to the polices and guidelines as presented:

Staff Member or Volunteer's name (please print)

Staff Member or Volunteer's signature

Today's Date



Date: _____

Name of child(ren) involved: _____

Place and time of incident: _____

Name of volunteer who witnessed the incident: _____

Describe the incident:

Describe any abuse/neglect/injury/illness:

Describe any medical treatment/first aid: _____

Follow-up Recommended: _____

Name of Supervisor/Director: _____

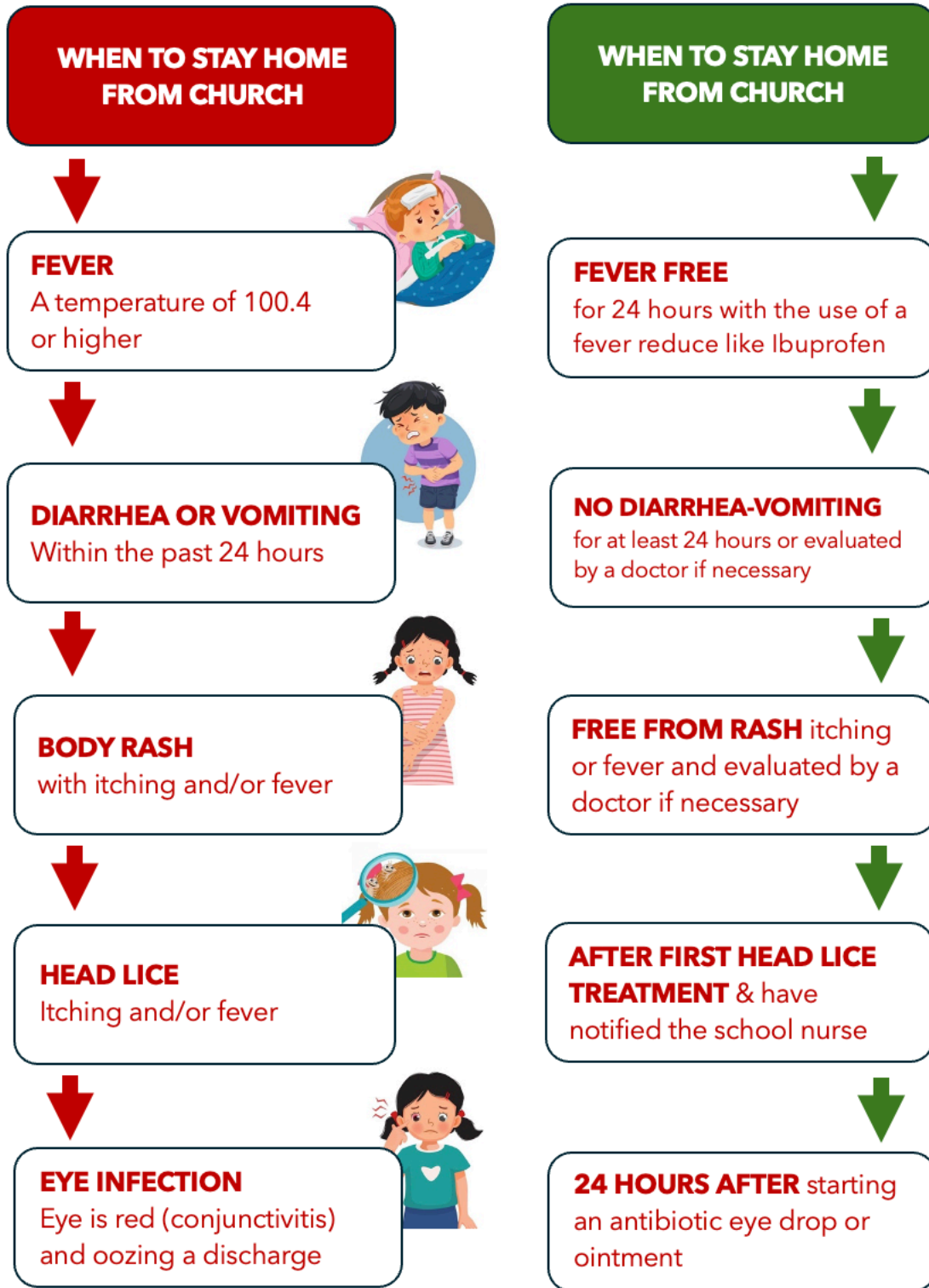
Date Notified/Reported: _____

Initials of volunteer who witnessed the incident and notified the parent(s): _____

Christ Church Kids Volunteer Signature/Date:

Christ Church Kids Director/Associate Director Signature/Date:

A GUIDE TO KNOWING WHEN TO STAY HOME FROM CHURCH





Questions?

Or would you like to help provide healthy snacks for kids?

Call Sarah Statler at 501- 992-7840 or Rebekah Perry-Vuong at 501-940-8185



DOCTRINAL STATEMENT OF CHRIST CHURCH OF CENTRAL ARKANSAS

We believe the Word of God as revealed in the Old Testament and New Testament, is inerrant and Holy. It is the final authority for all matters temporal and eternal. Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11, 89, 105, 140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

We believe there is one true God, eternally existing in three persons - Father, Son, and Holy Spirit - each of whom possesses equally all the attributes of Deity and the characteristics of personality. Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

We believe Jesus Christ is God, the living Word, who became flesh through His miraculous conception by the Holy Spirit and His virgin birth. Hence, He is perfect Deity and true humanity united in one person forever. He lived a sinless life and voluntarily atoned for human sins by dying on the cross as a substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone. He rose from the dead in the same body, though glorified, in which He lived and died. He ascended bodily into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and humanity, continually makes intercession for His own. Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; Isaiah 53:1-12; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:118,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8;19:16.

We believe Adam and Eve were originally created in the image of God. They sinned by disobeying God; thus, they were alienated from their Creator. That historic fall brought all people under divine condemnation. Human nature is corrupted. As a result, all people are totally unable to please God. Everyone needs regeneration and renewal by the Holy Spirit. Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10; 18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

We believe salvation is wholly a work of God's free grace and is not the work, in whole or in part, of human works or goodness or religious ceremony. God imputes His righteousness to those who repent and put their faith in Christ alone for their salvation and thereby justified them in His sight. It is the privilege of all who are born again of the Spirit to be assured of their salvation from the very moment in which they trust Christ as their Savior. This assurance is not based upon any kind of human merit but is produced by the witness of the Holy Spirit, who confirms in the believer the testimony of God in His written word. Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

We believe the Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to individuals. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth and seals them until the day of redemption. His fullness, power and control are appropriated in the believer's life by faith. Believers are called to live so in the power of the indwelling Spirit that they will not fulfill the lust of the flesh but will bear fruit to the glory of God. Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

We believe Jesus Christ is the Head of the Church, His Body, which is composed of all people, living and dead, who have been joined to Him through saving faith. God admonishes His people to assemble together regularly for worship, for participation in ordinances, for edification through the Scriptures and for mutual encouragement. Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30;16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. We believe that the term "marriage" is Biblically defined as the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; Psalms 127; Psalms 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15, 17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

We believe at physical death the believer enters immediately into eternal, conscious fellowship with the Lord and awaits the resurrection of the body to everlasting glory and blessing. At physical death the unbeliever enters immediately into eternal, conscious separation from the Lord and awaits the resurrection of the body to everlasting judgment and condemnation. Jesus Christ will come again to the earth – personally, visibly and bodily – to consummate history and the eternal plan of God. Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1, 8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

We believe the Lord Jesus Christ commanded all believers to proclaim the Gospel throughout the world and to disciple people from every nation. The fulfillment of that Great Commission requires that all worldly and personal ambitions be subordinated to a total commitment to "Him who loved us and gave Himself for us." Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-

20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.