



Leaders – Annual Affirmation

For all Teachers, Staff, TeamLeads, & Elected Officers

Valued Servant Leader -

THANK YOU for your willingness to serve the Savior in significant ways at FBC! **Per our Constitution, all leaders must annually review and sign onto our core teaching from Scripture.** Why? Doctrine is the DNA, and even small confusions or twists can hurt the Body of Christ. Please direct questions to your Board leader, or a Pastor. Here's one Biblical command that is the reason behind this affirmation:

Article 5 MEMBERSHIP: Section 6 Annual Leadership Commitment

Intentions fade and convictions can change, but God commands the Church to *“guard the good deposit entrusted to you...Turn away from opposing ideas of what is falsely called knowledge, which some have professed and in so doing have departed from the faith.”* (2 Tim 1:14, 1 Tim 6:20-21, Jude 3). All First Baptist Teachers, Staff, Team Leaders, and Elected Officers must annually sign written agreement with the basic *Statement of Faith* and Constitution of this Church and state any differences. Non-essential matters will not disqualify anyone. The Deacons will secure these signatures during a one-month period each year.

I will continue to seek Jesus as we build His Kingdom in an environment of unity and love. After reading the attached Statement of Faith, I sign my agreement or state any differences:

YOUR NAME

SIGNATURE

DATE

DIFFERENCES?

PLEASE RETURN THIS TOP SHEET ONLY WITHIN ONE WEEK TO THE OFFICE / A DEACON. THX!

Other Wise Principles & Practice to Review:

- All children/youth workers must work in teams of at least two people in rooms which have clear window panels in the entry doors. All teachers, leaders, helpers children/youth must be in regular attendance for at least six months. Both paid staff and volunteers must pass our background investigations every 3 years.
- If you observe a children/youth worker (or another member of the church) talking or acting in a manner that seems innocent, but might appear inappropriate to others, you should privately alert that person. If you observe a children/youth worker or another FBC attendee talking or acting in a manner that gives rise to a reasonable suspicion of improper involvement with a child, or of potential involvement with a child, you should promptly report your concern to the Lead Pastor, the Care and Protection Trainer (usually the KidMin Director) or the Security Team Leader.
- The complete Children/Youth Worker's policy contains even more protection information. All background check and CAP Training is now fully online! Key Safety Team response guidelines are reviewed regularly, which is an excellent reason to engage in CORE Trainings twice a year.
- Do you know the first aid kits, emergency exits, tornado shelter, & communication plan for the area where your ministry meets? Its good for all of us to refresh our minds and eyes annually for this and other medical response. Incident Response forms are required for everything beyond very minor medical injuries.
- The Church is both an organism and an organization. We are pictured as the body of Christ who live as family that loves as we've been loved. Yet we are also an organization with budgets, plans, teams, and frictions. Any structure only functions well when trust is developed and protected. For long-term relational health, please address trust gaps proactively, directly, and Biblically: Glorify God, get the log out first, go and listen, gently restore.
- We seek to be like God in deploring every instance of abuse, personal violence, or harassment. FBC seeks to defend abuse victims (Psalm 82:4), to stand for what is just (Psalm 82:3; Prov. 31:8–9), and to deliver victims from harm to healing (Prov. 24:10–12). Communication in such situations must prioritize careful privacy, process clarity, and investigative responsibility. Communication would include legal counsel and multiple leaders but a single voice. Crisis communication is a challenge, so advance planning is wise.
- Constitutions are available in the Office or Church Website. Please raise any further questions with a Pastor, Elder, or other Board leader.

"Love must be sincere. Be devoted to one another in love. Honor one and another above yourselves. Never be lacking in zeal, but keep your spiritual fervor, serving the Lord...Share with the Lord's people who are in need. Practice hospitality. Rejoice with those who mourn." Rom 12:9-16

"Devote yourselves to prayer, being watchful and thankful...Be wise in the way you act toward outsiders, making the most of every opportunity." Col 4:2-5

"Each of you use whatever gift you have received to serve others as faithful stewards of God's grace" 1 Pet 4:10

"Let the peace of Christ rule in your hearts...And be thankful. Let the word of Christ dwell among you richly as you teach and admonish one another with all wisdom." Col 3:15-16

"Do not let any unwholesome talk come out of your mouths but only what is helpful for building others up according to their needs." Eph 4:29

OUR STAND

We uphold these core beliefs of Biblical Christian faith:

We believe . . . that the 66 books of the Bible are the inspired Word of God, a true and fully accurate account of God and His love for us. Without error in the original writings, the Scriptures are our sole and sufficient authority for faith and life. The authority, clarity, and sufficiency of the Bible is our passion and our foundation for unity. Ps 19:7-10; Rom 15:4; Acts 17:2-3; 2 Tim 3:15-17; 2 Pet 1:19-21; Heb 4:12-13; Rev 22:18-19

We believe . . . in one God, eternally existing in three Persons: the Father, the Son, and the Holy Spirit. Relational, powerful, intelligent, loving – He created everything out of nothing and revealed His splendor so that people might glorify and enjoy Him forever. Gen 1:1; Deut 4:4, 1 Chron 16:27, Jn 1:1-4; 2 Cor 13:14; Matt 28:19-20; Heb 1:3-8, Ps 1:2, 37:4, 73:26, 96:9

We believe . . . that Jesus Christ, the Son, is fully God and fully man -- the agent of creation of the universe. Eternally the Son, he took on flesh at the virgin birth through conception by the Holy Spirit. He lived a perfect life, died in our place for our sins, physically rose again, and ascended to the Father, making Him the only Savior and only way to know God. John 1:1-18; 1 Tim 3:16; John 14:6-9; Isa 7:14; 1 Pet 2:22, 3:18; Matt 1:18-25, 28:6

We believe . . . that the Holy Spirit reveals Christ and convicts people of their need for Jesus – imparting new life at salvation. He indwells every believer as leader, teacher, and comforter – guiding them in applying the Words and work of Jesus Christ. The Spirit is their permanent source of assurance, strength, obedience, and gifts for the building up of others. John 13:15, 14; 16:8; Tit 3:5; Eph 1:22; Rom 8:9-17; 1Cor 12:4-13; Gal 5:25; Acts 1:8

We believe . . . that humans are created in the image of God to know Him and make Him known. As the crown of His creation, every person has dignity, beauty, and worth. But by one man, sin entered the world, and death by sin – which is separation from God. All people are thus sinful by nature and by choice, and in ourselves powerless to please God by religion or goodness. Salvation is not a result of any good works, but is a gift of God received by grace alone through faith alone in Christ alone. Gen 1:27, Isa 43:7; Matt 4:10; Rom 3:23, 5:12-19; Isa 53:6; Heb 7:25; 1 Pet 1:3-5; John 5:24; Rom 8:29-39; Rom 10:9-10; Eph 2:8-9; John 3:16; 1 Tim 2:5, 6, 2 Tim 2:13, John 10:28-29

We believe . . . that life is a gift of God, which begins at conception with its ownership vested in its Creator. Male and female both reflect God, and were made to complete one another. Sexual intimacy is a wonderful gift of God to be expressed between one man and one woman—as biologically and Biblically defined—within the love and bonds of marriage. Human sexuality is broken, but Jesus Christ powerfully redeems our relationships and restores our sexuality as we receive His design. Gen 2:20-25; Eph 5:21-33; Pr 5:15-23, 1Cor 6:12-20

We believe . . . that the Church exists to glorify God by fulfilling the Great Commission (Mt 28:19-20) in the spirit of the Great Commandment (Mt 22:37-39). Jesus Christ is the Head of the Church universal, comprised of all who know Him as Savior and Lord. He also heads our local Church Body, which gathers to live His purposes and make disciples who make disciples. Independent but not isolated, every local church is self-governing under the oversight of God’s Word and godly leaders. Believer’s water baptism and the Lord’s Supper (Communion) are commanded as an external public sign to the finished work of Christ. Baptism by immersion symbolizes our death to sin, burial of the old life, and resurrection to newness of life. The Spirit empowers every believer to gather in love and witness that Jesus Christ is alive and that He makes us new. Acts 2:42-47; 1 Cor 12:12-27; 1 Tim 3:1-13; Col 1:24-29; Rom 12:5-11; Col 3:14-15; Matt 28:19, 20; Rom 6:3-4; Acts 1:8; 2 Cor 5:19-20

We believe . . . that our enemy, the Devil, actively opposes God and deceives people. Created to serve God, Satan and some of the angels rebelled and now work to “steal, kill, and destroy.” Satan and the demons were disarmed at the cross, defeated at the Resurrection, and are destined for eternal punishment.
Job 1:6-7; John 10:10; Eph 6:10-20; Rev 21:10; Isa 14:12-15; Eze 28:12-17

We believe . . . that all people will be resurrected in their bodies – some to eternal life with God and some to everlasting punishment in hell. Those who have rejected God’s Son will be separated from God into never-ending conscious punishment, but all who have received Christ will know Him in everlasting joy.
Matt 25:46; Luke 16:19-26; Luke 23:43; 1 Cor 15:50-56; 2 Cor 5-8; Ps 16:11, 2 Thes 1:7-9; Rev 20:11-15

We believe . . . in the imminent, visible return of Jesus Christ to earth and his future literal reign in justice and peace. Our confident hope is that He will complete prophecy, make all things new, and reign in dominion and power forevermore. Zech 14:4-11; 1 Thes 4:13-18; 1 Cor 15:51-53; Titus 2:13; Rev 20:1-15, ch 21-22

OUR MISSION

Our mission is to passionately connect people to Jesus!

“We proclaim Him, teaching and admonishing with all wisdom, that we may present every person perfect in Christ.” Col 1:28

OUR CORE VALUES

Biblical values that drive everything we do, in God’s strength. They serve as a guide for planning, a magnet for new leaders, a glue for relationships, and a ruler for effectiveness:



UNCONDITIONAL LOVE



HEALTHY FAMILIES



SERVING COMMUNITY



BIBLICAL UNITY



BUILDING DISCIPLES



STAYING RELEVANT