



POLICY NOTEBOOK

IN FAMILY MINISTRIES

Parents are primary • We create safe + sacred space

Leaders are sought + developed • Community is inclusive + invitational

PARENTS ARE PRIMARY

Parents are primary when it comes to the spiritual development of students. We believe spiritual development can and should begin from the earliest age with parents as the primary nurturers of their children's faith. So, our team's goal is to INSPIRE, EQUIP, and SUPPORT parents by giving them practical tools to build confidence and become more involved.

Volunteers are encouraged to get to know the parents of the students they serve and find ways to partner with them. All volunteers and ministry leaders are expected to have transparency with their student's parents.

TRANSPARENCY

Children are a precious gift from God, entrusted to their families for safety, provision, and guidance toward His Kingdom. Calvary Church is committed to being as transparent as possible with families on matters of policy, safety, curriculum, teaching series, events, etc. We do this by keeping our website up to date (including posting this Policy Notebook), making our leadership available, and upholding the highest safety standards. If at any point there is a question about a policy, curriculum, series, event, or anything else, contact a Ministry Leader or the Family Pastor for more information.

OUR PHILOSOPHY ON SEX ED

We believe that sex education should take place in the context of the family. Children develop sexual awareness and questioning at varying ages. Although many children in our ministry may initiate questions, we feel these discussions should take place in the home.

Older students typically have a focus one time during the year that looks at the Biblical model for sexuality. Any formal teaching about this topic will only take place after parents have been notified.

SAFE & SACRED

It is children that Jesus points out as the greatest in the Kingdom of God (Matthew 18:1-6). Family Ministries at Calvary Church is a high calling. Caring for students (birth-high school) is truly a sacred honor. We are committed to creating a safe and sacred space for students to experience the Living God, flex their spiritual muscles, and be developed as disciples surrounded by a loving community.

SAFETY POLICIES

1. Any substantiated accusation of inappropriate behavior with or around minors will result in the volunteer's permanent removal from service with minors at Calvary Church.
2. All adults who wish to volunteer with minors at Calvary Church will complete the volunteer application and onboarding process, which includes a background check, calling of references, volunteer contract, and more. On rare occasion exceptions may be made:
 - a. When the applicant is well-known to a Calvary staff member or elder who will take responsibility for him or her until the application process is complete.
 - b. For parents who may be asked to help with a specific situation or substitute on a given Sunday under staff supervision with the understanding that ongoing service requires the parent to go through the volunteer application process.
3. At least one adult will supervise the students and be responsible for the headcount at all times.
- 4. Adults shall not ever be alone in private with a minor.**
 - a. At least two volunteers must be present with every group of children.
 - b. An exception is made for small groups where three students are present.
5. Use proper judgment when having physical contact with a child.
 - a. Keep all physical contact appropriate for the age group. Touching and/or hugging should be done in the presence of another adult in an open classroom (holding a crying 2-year-old, for example).
 - b. No tickling.
6. Classroom doors must remain unlocked when activities are occurring. If possible and as appropriate, keep the rooms as open as possible (blinds on windows up/doors open).

SAFETY POLICIES CONT'D

7. Parents are welcome to observe their student in any ministry with the approval of Calvary staff and provided they limit interactions to their own student.
 - a. If parents desire to serve on a regular basis in their student's class, they must complete the volunteer onboarding process.
 - b. All visitors, including parents, must have Ministry Leader approval and wear a name tag.
8. All on campus events that will end after sunset will have at least one additional person to provide security. This includes regular mid-week program as well as any other events (dodgeball, Half-Nighter, etc.).
9. Students birth-5th grade must be signed in and out electronically by an adult or teen (14 years of age or above).
 - a. During daytime activities this applies to children through 3rd grade.
 - b. During evening activities this applies to children through 5th grade.
 - c. Electronic check-in and check-out will be used. Parents for students birth through 5th grade will be issued a security tag for pick up.
10. Volunteers must check-in electronically upon arrival.
11. Volunteers and students under 5th grade must wear name tags including first and last names.
12. Volunteers must be aware of Emergency Procedures (outlined below).
13. Volunteers must know what to do if child abuse is suspected (outlined below).
14. Volunteers should make efforts to pursue spiritual, mental, emotional, and physical health. If a volunteer is sick or needs a break from service, the volunteer is expected to communicate with the Ministry Leader.
15. Background checks can and will be rerun on a regular and as-needed basis.
16. If a former Family Ministries volunteer takes a ministry break of more than six (6) months and desires to serve again, they must reapply (including a background check) and meet with the Family Ministries Pastor prior to serving.

Anyone who works with minors at Calvary Church is subject to supervision and evaluation by the Family Ministries Pastor and/or Ministry Leaders. **Calvary Church reserves the right to dismiss workers or volunteers who fail to follow these volunteer policies and guidelines.**

CHILD/VOLUNTEER RATIOS

Having an adequate number of volunteers is critical for protecting students and for reducing the ministry's exposure to liability in the event that a student sustains an injury or other harm. Failure to comply with a state-mandated adult-to-child supervision ratio can potentially be considered negligence if a child is injured when too few volunteers are present. These ratios should be maintained for all activities.

AGE OF STUDENTS	# OF STUDENTS	# OF ADULTS
Birth-12 months	2	1
12-24 months	3	1
24-36 months	4	1
36 months - Kindergarten	8	1
1st-5th Grade	14	1
6th Grade & up	32	1

DIAPERING/RESTROOM USE

1. Volunteers may never be alone with a child and therefore should never take one child alone to the restroom.
2. Men are not permitted to change diapers or take girls to the restroom for any reason.
3. Diapers are to be changed only in designated areas and in the presence of other workers.
4. Volunteers will accompany students 3rd grade and younger to the restroom.
 - a. Volunteers should take at least 2 children with them and wait by the restroom door.
 - b. All restrooms should be checked for other occupants and confirmed as empty before allowing children to enter.
5. Students in 4th and 5th grade can be sent to the restroom on Sunday mornings in pairs.
 - a. Students in 4th and 5th grade will be accompanied to the restroom by a volunteer at evening and off-campus activities.
6. Every effort should be taken to provide as much privacy as possible.
7. Volunteers will only enter the restroom if it is absolutely necessary to aid the child.
 - a. In the event of having to enter the restroom, keep the door open and narrate your actions ("I'm going to come in." "I am going to help you with your button.").
 - b. Whenever possible, assist the child in view of another adult.
8. Volunteers are discouraged from using restrooms that are being actively used by students or children.

OFF CAMPUS ACTIVITIES

There are many reasons why volunteers and staff should not be alone with minors:

- Even an accusation of abuse can alter the course of a leader's life
- Students can form unhealthy connections/crushes on leaders - time alone in a car might only increase these feelings
- Perceptions others might have seeing a Calvary leader alone with a minor
- The student and/or leader are more open to the risk of something inappropriate happening (by either party)

These issues can be avoided with good planning and communication. If you have further questions about this policy, please contact your Ministry Leader or the Family Ministries Pastor to discuss.

1. Volunteers may not take a student to any activity alone. **NEVER ALONE WITH A CHILD.**
 - a. It is important for both staff and volunteers to stay until all children are picked up.
 - b. A volunteer may not be alone in a car with any fewer than two children.
2. All off-campus events require a signed and up to date Family Ministries permission form on file for each participant (minors and adults).
 - a. Permission forms should accompany the leader of the activity while off-campus (this is typically done by a member of Family Ministries staff).
3. Off campus activities must have a minimum of at least two (2) volunteers and/or staff at all times.
4. Parents must be notified of all off-campus activities.
5. Volunteers must avoid putting themselves or students in compromising situations. One on one conversations should happen within view of other Calvary staff or volunteers.
6. Staff members will remain with students until released to the custody of a parent or guardian.
7. Staff and student relationships should always be appropriate and above reproach regardless of location.

DRIVING

1. Drive safely and under controlled speeds, obeying all traffic laws at all times.
2. Driver will perform a safety check before putting the vehicle in gear (all doors are closed, all occupied seats have buckled, the vehicle is functioning properly, etc.).
3. All drivers are prohibited from using a cellular phone while the vehicle is moving unless handsfree.
4. All drivers must carry car insurance that includes property damage coverage and personal injury.
5. Drivers must be a minimum of 21 years old.
6. Seat belts must be worn at all times and by all parties. We do not allow more occupants than available seat belts.
7. Any music played during transportation should be appropriate and God-honoring.
8. Transportation of children that weigh 80 pounds and less require a car seat or a booster. Transporting young children shall only be done with the express consent of the parent to the Ministry Leader.
9. In the event of an accident the driver shall follow California driver protocol and notify the Ministry Leader as soon as is practical. The Ministry Leader will communicate with the parent.
10. Children/students without a current Permission Form are not permitted to be transported.

DIGITAL COMMUNICATION

Texting and electronic communication can be a vital part of youth ministry work, but their improper use can produce serious consequences. Calvary Church desires to promote safety and to create a healthy environment for texting and electronic communication between its volunteers and students who participate in youth ministry activities. Calvary Church believes it is essential to provide safe and sacred space for students to experience God, participate in ministry, and grow in community. To that end, **Family Ministries has a ZERO TOLERANCE POLICY regarding inappropriate interactions between volunteers and students.** Any adult who violates this policy will be permanently removed from ministry with minors at Calvary Church and a full investigation will be launched.

Should an accusation of inappropriate digital communication arise against a student, a Ministry Leader should be notified immediately. The Family Ministries Pastor and/or Ministry Leader will set a meeting with the family to discuss the issue and consequences.

1. Volunteers who want to communicate with minors using text messaging, e-mail, social networking websites or other forms of electronic communication must first sign a volunteer contract and go through leader training on digital communication.
2. Volunteers and students may not transmit any content that is illicit, unsavory, abusive, pornographic, discriminatory, harassing, or disrespectful when communicating with each other or with minors involved in ministry activities.
3. Volunteers and students commit to posting in accordance with our guidelines including but not limited to dressing modestly, language, recreational activity, etc. This will apply to live digital interactions as well (such as Zoom meetings, Google Hangouts, etc.).
4. Volunteers will make an effort to not transmit any personal information pertaining to a minor without the parent's written permission. Personal information may include such things as a minor's name, phone number, e-mail address, or photograph.
5. Volunteers who become aware of possible child abuse through electronic media must immediately notify their Ministry Leader.
6. All information, images, or videos shared electronically between students and Calvary volunteers are **NOT** considered confidential.
7. Students or Volunteers who become aware of a violation of this policy will notify the Ministry Leader or Family Ministries pastor immediately.

DISCIPLINE

STUDENTS

It is never appropriate to use corporal punishment in the discipline of a student. **Physical contact of any kind to discipline the student is specifically prohibited.** Students must never be spanked or hit, even on their hands! Using a stern voice is tolerated when the situation justifies, but never to the point of screaming. Discipline should come from a heart of love and have the growth of the student in mind.

When it comes to students, behavior is communication. Family Ministries volunteers seek to meet the student where they are and bring them back into the group activity. If during an activity or event a child is behaving in such a manner that they are being disruptive, the following steps should be put into action immediately. **If a child is putting themselves or anyone else in danger, stop the behavior and remove that child from the dangerous situation immediately.** Consult the ministry leader or the Family Ministries Pastor for the next steps.

Follow these guidelines:

1. Verbal warning - get on the student's eye level and state specifically what behavior you wish the student to stop. Speak clearly and calmly and outline what the natural consequence will be should the behavior continue (time away from the activity, etc.). Natural consequences should never intend to shame the student.
2. Consequence - if the behavior continues, remind the student of the previous conversation and follow through on the natural consequence. When the consequence is complete, remind the student what behavior is expected going forward, give them a word of encouragement, and pray with them.
3. Removal - if after repeated redirections, warnings, and consequences the student is still struggling to participate, the ministry leader should be contacted to call the parents to have the child picked up from the activity.

VOLUNTEERS SHOULD NOT DISCUSS A STUDENT'S NEGATIVE BEHAVIOR DIRECTLY WITH A PARENT. Rather, volunteers should share behavior concerns about a student directly with the Ministry Leader. The Ministry Leader will then determine the best course of action; this includes involving the Family Ministries Pastor, student, or family as appropriate.

VOLUNTEERS

Should a volunteer fail to follow these policies, the volunteer's Ministry Leader will meet with the volunteer to discuss the issue. In the event a volunteer continues to disregard these policies, the Family Ministry Pastor will meet with the volunteer to discuss how to move forward.

Should an issue arise where a volunteer is accused of inappropriate behavior with or around a minor, the volunteer will immediately be placed on ministry leave. Any person placed on ministry leave should not reach out to students.

Calvary Church will launch an internal investigative process to look into accusations of any kind against one of its volunteers (ratio violations, hitting a student, etc.). Should the accusation be criminal, reports will immediately be made to Child Protection Services and/or law enforcement, as appropriate.

There is no restoration to Family Ministries. Child protection is of the highest priority for Calvary Church. Any substantiated accusation against a volunteer involving inappropriate behavior with or around a minor will result in their immediate and permanent removal from ministry involving minors.

EMERGENCY PROCEDURES

Calvary takes emergency preparedness very seriously. Students will look to you for direction in the event of an emergency. Being familiar with the Calvary Church Emergency Procedures Quick Chart, Calvary Safe Zones, and the procedures outlined below will help you respond to emergencies with confidence.

ILLNESS AND INJURY

1. If 911 needs to be called, whenever possible do so from a landline. This will notify emergency responders of your location on campus and will text a select group of staff that can come to support.
 - a. Notify the Ministry Leader that you called 911 as soon as possible.
2. CPR and/or first aid should only be administered by trained personnel.
3. Minor injury (scrapes, bruises, bumps, bites, etc.): clean the wound with soap and water then apply a bandage and/or ice for swelling. We are not permitted to administer medication of any kind. Medications may be given by medically trained personnel at camps and retreats with parent's written consent.
4. Volunteers should complete an Injury Report Form any time a student is ill or injured.

EVACUATIONS

1. Acquaint yourself with exits, evacuation routes, and the location of the landline in each ministry area.
2. If you need to evacuate, remain calm, and communicate clear expectations to other volunteers as well as the students.
 - a. For groups 5th grade and younger, take class check-in tag box and a red emergency backpack with you. Red emergency backpacks can be found in classrooms and ministry areas. Reach out to the ministry leader with questions.
 - b. Evacuate to the designated area and take another headcount.
 - c. Await further instructions from Calvary staff. **DO NOT LEAVE THE EVACUATION ZONE.** First aid, supplies, etc. will be brought to you.
 - d. Release children only to their parents and only after instructed to do so by a Calvary staff member. Parents of students age birth through 3rd grade must have their child's claim check. All students will only be released to the custody of a parent or guardian.

CALVARY CHURCH EMERGENCY PROCEDURES QUICK CHART

EMERGENCY	SIGNAL	RESPONSE
FIRE	Intermittent bell	Evacuate
EARTHQUAKE	Building shaking: Intermittent bell: If no bell sounds:	<ul style="list-style-type: none"> • Duck and cover • Evacuate when the intermittent bell sounds • Use your best judgment to evacuate as bell may fail
INTRUDER	Announcement: <ul style="list-style-type: none"> • Soft Lockdown <i>(incident nearby)</i> • Hard Lockdown <i>(incident on campus)</i> 	SOFT: Lock door, windows covered/ blinds closed, lights may stay on and work quietly, no one leaves room HARD: Lock door, windows covered/ blinds closed, lights off, students move away from windows and sit on the floor, remain as quiet as possible
LOSS OF POWER	Lights shut off, elevators stop working	Remain in place for further instructions
CLASSROOM INCIDENT	Various actions will indicate a classroom emergency in progress	<ul style="list-style-type: none"> • Contact ministry leader • Move students away from emergency • Emergency - call 911 from a land-line
ACTIVE SHOOTER	Announcement: Active Shooter	HIDE <ul style="list-style-type: none"> • Stay out of the shooter's view • Block the entry • Lock doors, cover windows, silence phone, absolute silence

If you SEE something, SAY something!



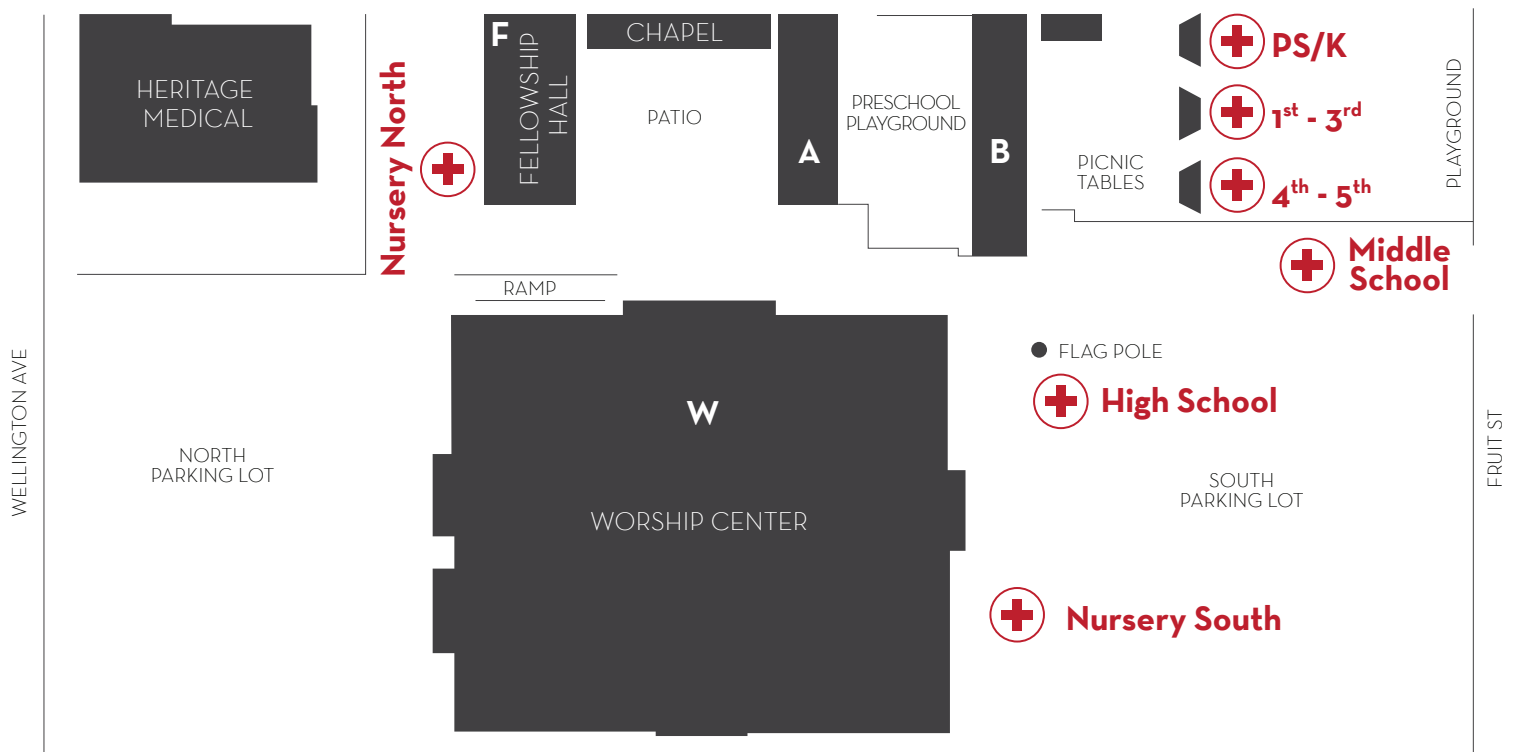
Emergency Procedures

PARENT INFO

In the event of an emergency, the safety of your children is our top priority.

- Students will not be released during a lockdown.
- In the event of an emergency, do not go directly to your student, but rather meet us at the appropriate **Safe Zone**.
- Students will be released one at a time to their parent/guardian. Please help to make this process easy on everyone by waiting patiently for your turn.
- ALL students must be checked out with a ministry leader; security tags will be checked.

FAMILY MINISTRIES SAFE ZONES



CHILD ABUSE

Every Ministry Leader is a mandated reporter. This means that should any accusation of child abuse come up, Ministry Leaders are required to notify law enforcement and/or social services (Child Protective Services). Being aware of what child abuse is and is not will help to ensure children's safety.

HOW TO REPORT SUSPECTED CHILD ABUSE

1. All volunteers are to be familiar with the definitions and description of child abuse (below).
2. If a Family Ministries volunteer suspects that a child involved in the Family Ministries program at Calvary Church has been abused, the following steps are to be followed:
 - a. Report the suspected abuse to the ministry leader. Ministry leaders have specific training and policies to follow.
 - b. Do not interview the student regarding the suspected abuse. The interview process will be handled by trained personnel.
 - c. Do not discuss the suspected abuse. It is important that all information regarding the suspected child abuse be kept confidential.
3. Volunteers reporting suspected child abuse will be asked to complete a written report and will be interviewed by the ministry leader and/or Family Ministries Pastor. Confidentiality will be maintained where possible. The report and interview should be completed as soon as possible but no longer than 24 hours from the first suspicion.
4. Family Ministries staff are trained in what to do in the event of suspected abuse or neglect and will follow through with all concerns that are shared.

DEFINITIONS OF CHILD ABUSE

As defined by the Centers for Disease Control and Prevention

Physical abuse is the use of physical force, such as hitting, kicking, shaking, burning, or other shows of force against a child.

Sexual abuse involves inducing or coercing a child to engage in sexual acts. It includes behaviors such as fondling, penetration, and exposing a child to other sexual activities.

Emotional abuse refers to behaviors that harm a child's self-worth or emotional well-being. Examples include name-calling, shaming, rejection, withholding love, and threatening.

Neglect is the failure to meet a child's basic physical and emotional needs. These needs include housing, food, clothing, education, and access to medical care.

Recognized indications of abuse may include:

- Unexplained or inadequately explained injury (patch of hair missing, a burn, a limp or bruises)
- An inordinate number of "explained" injuries like bruises on his/her arms/legs over a period of time
- Drawing, in conjunction with verbal testimony
- Prayer requests or written allusion
- Verbal testimony
- Complaints about numerous beatings
- Complaints about someone "doing things" to them when others are not at home
- An unkempt, dirty appearance, smells or has bad teeth, hair falling out or lice
- Being inadequately dressed for inclement weather
- Wearing long sleeves and long pants during the summer to cover bruises

¹ Preventing Child Abuse and Neglect (2016). CDC National Center for Injury Prevention and Control - Division of Violence Prevention. Retrieved from <https://www.cdc.gov/violenceprevention/pdf/can-prevention-technical-package.pdf>

GROOMING

Grooming is the process by which predators gain access to victims through a relationship with the victim as well as the parents/guardians.

Hooks are traps set by an offender to give a child what is not permitted by a parent or guardian. Once the child indulges with the hook, the offender will use shame, secrecy, or even threats for a child to remain silent. Common “hooks” include social media, porn, alcohol, and drugs.

Preferential Offender is a predator with a specific type of victim. 94% of predators are preferential offenders.

THE GROOMING PROCESS

When we know how predators and preferential offenders operate, we have a greater chance of protecting ourselves and our children. Staff and volunteers in Family Ministries should be on the lookout for grooming techniques and report any suspicious behavior to their supervising pastor as soon as possible. The following steps in the grooming process can happen in any order.

1. Gain access - masters of gaining trust, offenders seek means to access kids and teens. Calvary has the following in place to make children and students less accessible to preferential offenders:
 - a. Volunteers should attend Calvary a minimum of six (6) months
 - b. Application and background check
 - c. Two references from non-relatives
 - d. Observations
2. Select a child
 - a. Children who are on the fringe and children of single-parent homes are at greater risk
 - b. The child might be seeking an adult to trust because of untrustworthy adults in their lives
 - c. Offenders study their victims and look for “hooks” to set. Double hooks are set with the offender sets a hook that both breaks the rules and arouses (ditching school and drinking, for example)
3. Test - barriers are tested and eroded through:
 - a. Sexual discussion
 - b. Playful touch or accidental nudity
 - c. Nudity made fun (skinny dipping, strip poker, etc.)
 - d. Images of sexual content
4. Keep the child quiet - this can happen at any stage in the grooming process.
 - a. Highlight guilt and shame
 - b. Secrecy and “we are in trouble together” mentality
 - c. Threats (direct or subtle)

LEADERSHIP DEVELOPMENT

Calvary Church places a high value on developing leaders, students, and volunteers alike. Just as Christ modeled discipleship, Calvary Church seeks to produce reproducing disciples and leaders. Leadership development at Calvary Church is an intentional process in which one interacts with an experienced leader producing transformation.

HOW CALVARY DOES LEADERSHIP DEVELOPMENT

Leadership development takes place in training meetings, leader huddles, student leadership meetings, and more. Ministry Leaders will communicate the leadership development schedule to volunteers and student leadership teams. Together volunteers, coaches, and directors discuss competencies that will increase influence and effectiveness.

INTERNSHIP/RESIDENT DEVELOPMENT PROGRAM

Since 1931, Calvary has been developing Christ-followers to use their gifts to build the church. Our ever-growing developmental program is designed to equip the next generation of leaders (typically 18-25 year olds) to explore spiritual gifting and vocational calling. Through hands-on experience, coaching and mentoring, as well as collaborative learning environments, this program wants to launch interns and residents into their next phases of life - whether their call to ministry is in the church, home, or marketplace.

INCLUSIVE & INVITATIONAL COMMUNITY

Family Ministries is a part of the Calvary Church community. We are a community that is inclusive of others regardless of where they are on their faith journey. By being warm and welcoming, our witness to those who do not yet believe in Jesus Christ as their Lord becomes more accessible. Our community is also invitational - seeking to expand our Church Family through authentic relationships.

BETTER TOGETHER

As a church we have adopted the theme of Better Together. It is a central component to our Vision Statement. Those two words capture one of the primary reasons God started the church in Acts 2. The early church believers would never have spiritually thrived without the strong community of the church. And, we will not thrive without that community connection as well. We gather and serve because we are Better Together.

CALVARY IS A SHAME-FREE ZONE

Shame is the overwhelming negative belief that causes an individual to be convinced they as a person are bad, unlovable, unwanted, etc. Guilt is the negative feeling one should rightly feel in response to a behavior that was not acceptable. Calvary is a shame-free zone. Jesus endured the cross and public shame so that people who believe in Him are free to be loved. Volunteers should take care when managing challenging behaviors or situations to place correct guilt on the action while ensuring shame is avoided by the individual. Course correction should never be done in a way that produces shame (i.e. having a conversation up front during a ministry gathering).

BRIDGE MINISTRY

Bridge Ministry exists to help those with behavior challenges, special needs and disabilities engage in the life of our church and be empowered to use their gifts as members of the Calvary Church family. Bridge Buddies serve one to one (or one to two, depending on needs) with students and provide support within our worship gatherings and ministry programs to ensure maximum engagement. Ministry areas seek to provide accommodations such as:

- Sensory toys/fidgets
- Ear plugs
- Movement breaks
- Preferential seating

STATEMENT OF DOCTRINE

1. We believe the sixty-six books of the Bible, consisting of all the books of the Old and New Testaments, are the written Word of God. They are a supernatural revelation from God Himself. These books are inspired, inerrant, and infallible, without error of any kind in every word and concept. They are the final authority on all matters they address, and all truth necessary for our salvation and spiritual life. (Psalm 19:7-11; John 14:26; John 16:12-15; I Corinthians 2:12-16; II Timothy 3:16-17; II Peter 1:16-21; I John 2:27)
2. We believe in the Trinity. There is only one God and in the Trinity there are three eternal and coequal persons: God the Father; God the Son (Jesus Christ); and God the Holy Spirit. (Deuteronomy 6:4; Isaiah 46:9; Matthew 3:16-17; Matthew 28:19; II Corinthians 13:14; I John 5:1-8)
3. We believe Jesus Christ is one Person with two complete natures, divine and human. He is fully God and fully man. Jesus is God incarnate, being born of a virgin and is completely sinless. He eternally exists as the Logos, God the Son, the second person of the Trinity. Jesus has all the attributes, characteristics, and works of God. And as such, He should be worshiped as God by men and angels. (Isaiah 7:14; John 1:1-14; John 10:30-33; Colossians 1:16-19; Colossians 2:9)
4. We believe that all people are born with a sin nature and commit sins by falling short of God's holiness and violating His commands. (Romans 3:23; Romans 6:23; I John 3:4)
5. We believe that Jesus Christ died for all people, offering His life as a substitute to atone for all sins. The salvation of any person is the work of God alone, by faith alone in Christ. All people who trust in Him as their only means of forgiveness for their sins will inherit eternal life with God. (John 3:1-18; John 6:44-69; John 14:1-6; John 17:3; Hebrews 2:9; Titus 3:4-7)
6. We believe in the physical resurrection of the Lord Jesus Christ and that He ascended bodily into heaven. He is now at the right hand of God as mediator, priest, and advocate for each believer. (John 20; Acts 1:9-11; Acts 3:12-26; I Corinthians 15:12-28; Hebrews 7:25; Hebrews 9:24)
7. We believe that Heaven is a real place of eternal blessedness in the presence of God and that Hell is a real place of eternal suffering and separation from God. (Matthew 25:46; II Corinthians 5:1-10; Revelation 20; Revelation 21; Revelation 22)
8. We believe the Holy Spirit indwells every Christian and spiritually baptizes them, placing them into the body of Christ, His church, when they are saved. There is only one baptism but many fillings. Christians are commanded to be filled with the Holy Spirit for power to live a holy and obedient life for Jesus Christ. (Acts 2:38; Acts 13:52; Romans 8:14-27; Galatians 5:22-25; Ephesians 5:18)

STATEMENT OF DOCTRINE CONT'D

9. We believe in the Great Commission in our own community and around the world. Jesus commands all believers to go evangelize and make disciples of all nations. We are to baptize and teach each believer all that Jesus commands in His Word. (Matthew 28:19-20; Luke 24:47; Acts 1:8; II Timothy 3:16-17)
10. We believe that all followers of the Lord Jesus are created in Him to glorify God by living holy lives and serving others in love with good works. These good works are evidence of a believer's salvation and not a means to gain salvation or favor with God. (I Corinthians 13; Ephesians 2:8-10; Ephesians 4:1-32; Titus 2:1-5, 14; Titus 3:1-11; James 2:17)
11. We believe Satan and his demons are real, personal beings who are fallen angels in opposition to Jesus Christ and His church. (Isaiah 14:12-17; Matthew 4:2-11; John 8:44; Revelation 12:9-10)
12. We believe in the personal, premillennial second coming of our Lord Jesus Christ. He will come for His saints and then rule with them for a thousand years on this earth. He will then establish a new heaven and new earth for all believers to live eternally in the glory of God. (I Corinthians 15:50-55; I Thessalonians 4:13-18; Revelation 19:19-20; Revelation 20; Revelation 21; Revelation 22)
13. We believe that biblical marriage consists only of the union of one biological man and one biological woman, and that biblical marriage is the only legitimate and acceptable context for a sexual relationship. (Genesis 2:24; Romans 1:26-27)

GLOSSARY OF TERMS

Child: Children birth through 5th grade.

Family Ministries: Family Ministries includes ministry to children and students (birth-12th grade). These ministries consist of:

- **Nursery:** birth - 2 years
- **Playhouse:** 3 years - Kindergarten
- **Garage:** 1st - 3rd grade
- **Loft:** 4th + 5th grade
- **Spot:** Middle School (6th - 8th grade)
- **HSM:** High School (9th - 12th grade)

Family Ministries participants: Any person who takes part in Family Ministries (staff, volunteers, workers, and students).

Ministry Leader: Pastoral staff that shepherds a specific ministry within Family Ministries. Examples: Early Childhood Pastor, Middle School Pastor, etc.

Student: Minors in 6th grade-18 years old.

Volunteer: Servant. Superhero. Family Ministries volunteers have the honor of ushering children and students into the presence of the Living God. This blessing is reserved for safe and imperfect people who are in a growing relationship with God through faith in Jesus Christ.