

Introduction

It is Peninsula Community Chapel's expectation that each staff member will demonstrate their faith through their daily living, relationships, attitudes, and values. Peninsula Community Chapel (PCC) takes its responsibility seriously with regard to cultivating a unified staff identity and ensuring all staff understand the core beliefs of PCC and the importance of personal commitment to those beliefs. Discipleship in and among staff results in employees that can effectively live out this shared faith and authentically serve others. This Staff Lifestyle Agreement is not a substitute for conversations, but a vehicle for teaching and discipleship among staff, who are PCC's first line of ministry.

A Christian lifestyle reflects the biblical perspective of integrity, as well as appropriate personal and family relationships, business conduct, and moral behavior. It is our desire that you have a dynamic, personal, and ongoing relationship with Jesus. Our goal is not rule-keeping, but wholehearted devotion to Jesus. We recognize that every believer is growing in maturity.

We are committed to walking together in grace and truth. However, ongoing or unrepentant patterns that contradict these standards may result in corrective action, up to and including separation from employment. Our lifestyle standards for staff members are based on our understanding of Scripture, as well as the convictions of our leadership derived from that understanding.

Evangelicals believe that there are certain controlling convictions, each of which is regarded as being true, of vital importance, and grounded in Scripture. These controlling convictions "set us apart" from all other religions and religious groups that do not hold to these same convictions. These controlling convictions are referred to as "major doctrines."

There are other convictions where a substantial degree of latitude and diversity may be accepted within the evangelical community due to Scripture being silent or offering a variety of approaches. These other convictions are referred to as "doctrines with Scriptural latitude." Perhaps God allows different evangelical groups to come to different conclusions in order to (a) minister to those special sheep God grants them, and (b) to keep us humble (i.e., since we cannot build a monolithic church in which everyone agrees on everything, we must humbly acknowledge that our understanding is finite, not exhaustive; genuine believers will not always see things the way we do). Our stated position on any of these areas of Scriptural latitude will not prohibit us from partnering with other churches or ministries that do not share our exact position.

Finally, there are still other convictions laid out in this document which are referred to as "statements on contemporary cultural issues." These statements identify specific truths, which, despite being clearly taught in Scripture, have become increasingly questioned, challenged, or abandoned in our contemporary culture. New statements will be added as needed.

In "making every effort to maintain the unity of the Spirit," PCC's Board of Elders have devised an "officially held church position" on a number of doctrines which can be used to (a) screen leadership and teachers, and (b) provide for an official view of the church to be used by teachers, home group leaders, and in counseling. The Statement of Faith below is intended to supplement PCC's Constitution & Bylaws and other position papers and policies.

Statement of Faith: Major Doctrines

God (Article IV, Section A of Constitution)

- The God of the Bible is the one and only true God.
(Deut. 6:4, Ps. 97:7, Ps. 115:3, Isa. 44:6-8, Mark 12:28-32)
- He is the living God, one in essence, eternally existing in three distinct persons - Father, Son and Holy Spirit.
(Gen. 1:1-2, Matt. 28:19-20, John 1:1-2, Acts. 5:3-4)
- He is the creator and sustainer of all things (Gen. 1:1, John 1:3). He rules over everything, is sovereign over everything that happens, and He is constantly engaged with and governing his creation without being the author of evil.
(Gen. 3:14-17, Ezek. 12:28, James 1:13-14, 1 John 1:5, Rev. 17:14)

Jesus Christ (Article IV, Section C of Constitution)

- Jesus Christ is truly and fully God, having the same nature as the Father.
(John 1:1-3, 10:30, 14:7-11, 17:11, Rom. 1:1-4)
- He is also truly and fully man.
(John. 1:14, Phil. 2:7, Gal. 4:4, Heb. 2:14-18)
- He was conceived and born of a virgin.
(Isa. 7:14, Matt. 1:20-23, Luke 1:30-31, 34-37)
- He lived a completely sinless life.
(2 Cor. 5:21, 1 Pet. 2:21-22, Heb. 4:15)
- He rose from the dead after three days, in a renewed, physical resurrected body.
(Rom. 1:1-4, 1 Cor. 15:12-24)
- He is the one and only mediator between God and man.
(1 Tim. 2:5-6)

Holy Spirit (Article IV, Section F of Constitution)

- The Holy Spirit is fully God, and is a personal being, as are the Father and the Son.
(John 15:26, 16:7-15, Rom. 8:9-11, 1 Cor. 2:10-11, Eph. 4:30, 1 Cor. 2:11)
- He directs and enables evangelistic efforts, and regenerates people.
(Acts 1:8, Acts 8:26,29, Titus 3:5, John 3:3-7)
- He permanently indwells and eternally secures all believers.
(Rom. 5:5, 8:9, 1 Cor. 3:16, 6:19, Eph. 1:13)
- He causes the believer to grow in the likeness of Christ, filling the believer with power to live a godly life and bear witness to Jesus Christ.
(Eph. 5:18)
- He gives spiritual gifts to all believers for the purpose of building up the body of Christ.
(1 Cor. 12:7-11, Eph. 4:11-12)

Staff Lifestyle Agreement

Scripture (Article IV, Section B of Constitution)

- The established canon of the Old and New Testaments includes 66 books which are the inspired Word of the living God, which God wrote through human agents by the Holy Spirit.
(2 Sam. 23:2, Acts 28:25, 1 Cor. 2:12-13, 2 Tim. 3:16, Heb. 3:7, 10:15, 16, 2 Pet. 1:21)
- These books are infallible and inerrant, as originally given.
(Ps. 19:7-9, Ps. 119:151,160, Matt. 5:17-18, John 17:17)
- They are the final authority for our faith and practice.
(Isa. 8:20, Matt. 15:3-6, Acts 15:15, 2 Tim. 3:16-17, Rev. 22:18)

Man (Article IV, Section D of Constitution)

- God created humanity after his own image to glorify Him.
(Gen. 1:26-27, Isa. 43:7, 1 Cor. 10:31, Rom. 11:36)
- He created us as distinct male and female in his image, equal before him as persons and distinct in our manhood and womanhood.
(Gen. 1:26-27, 2:18)
- When Adam first sinned and fell, all humanity born through natural regeneration fell with him and thus inherited their sinful nature from him.
(Gen. 2:16-17, 3:6, Rom. 5:12-21, 1 Cor. 15:22)
- All have sinned against God in thought, word and deed and continue to do so on a daily basis (Isa 64:6, Rom. 3:10-12, 3:22b-23, 5:12, 8:7, Eph. 4:18), and are justly deserving of God's eternal wrath and separation.
(Isa. 66:24, Matt. 13:50, 25:41, 2 Thess. 1:9, James 2:10, Rev. 14:9-11, 20:15, 21:8)
- All need personal redemption from sin through the new birth.
(John 3:3, Rom. 3:22-26)

Sin (Article IV, Section D of Constitution)

- Sin separates us from God (Is 59:2) both in this life and for all eternity (Isa. 66:24, Rom. 6:23, 2 Thess. 1:9). Sin also separates us from each other and has brought a curse on all creation and culture.
(Gen. 3, Ps. 2, Isa. 13:11, 1 John 5:19)
- God hates sin.
(Gen. 6:5-7, Ps. 5:4-6, Heb. 12:28-29)
- The penalty for sin is death.
(Rom. 6:23)

Salvation (Article IV, Section E of Constitution)

- God sent Jesus to redeem fallen creation and to save us from our sins by His life, death, resurrection, and ascended reign.
(Rom. 4:25, 5:8, Heb. 7:25)
- God desires all people to be saved and to come to a saving knowledge of the truth.
(1 Tim. 2:3-4)
- Salvation is a free gift from God.
(Rom. 3:21-26)

Staff Lifestyle Agreement

- It is received by faith in Jesus Christ alone. There is no work man can do on his own to obtain salvation. No amount of good works, kindness, charity, religious activity, etc. can sufficiently meet God's holy and righteous standard.
(*Eph. 2:8-9, Rom. 3:27-28, 4:2-5, Heb. 11:6*)
- To obtain salvation a person must be born again by repenting and believing the Gospel through the work of the Holy Spirit.
(*John 3:3-8*)
- Born again believers have been forgiven and have eternal life (*John 3:16-18, 11:25-26a, Acts 3:19-20, 13:38-39*) and will experience a future bodily resurrection like Christ's so they can dwell with him and his people in his new and restored creation forever.
(*1 Cor. 15, Rev. 21-22*)
- To repent and believe the Gospel means turning away from sin, and turning towards Jesus as your Savior and Lord. It is not merely an intellectual belief.
(*Prov. 28:13, Matt. 3:8, Luke 6:46, James 1:22*)

Hell (Article IV, Section E of Constitution)

- Hell is a real place of eternal suffering. Those who are not saved will be justly imprisoned and punished there forever.
(*Rev. 19:20, 20:10, 20:14-15*)
- Satan and his demons are real created beings. They are angels who rebelled against God, and who currently work in the world against the work of the Kingdom of God and His people.
(*John 10:7-10, 1 Pet. 5:8, Rev. 12:7-9*)
- Although Satan and demons are real and powerful, they are in no way comparable to God, who is supreme in authority, sovereignty and might. The decisive battle against Satan's kingdom was won at the cross, and the day of his eternal fate is set and sealed, when God will cast him into the lake of fire and sulfur forever.
(*Col. 2:15, Rev. 20:10*)

Return of Christ (Article IV, Section H of Constitution)

- Jesus will come back, in bodily form, and judge everyone who has ever lived. He will reward the righteous, punish the wicked, and complete the restoration of his creation.
(*Dan. 7:21-22, John 5:22-23, Eph. 1:10, Jude 14-15, Rev. 20:11-15*)

Believer's Position And Identity (Article IV, Section G of Constitution)

- A believer is no longer a child of wrath, but is born into God's family and given Christ's nature. A believer has a changed nature through regeneration by the Holy Spirit.
(*John 1:13, 3:1-8, 2 Cor. 5:17, Gal. 6:15, Eph. 2:10, 4:24, James 1:18, 1 Pet. 1:23, 1 John 2:29, 3:9, 4:7, 5:4, 18*)
- A believer is no longer a child of the world but is given the position and identity of a beloved child of God through adoption into God's family.
(*Rom. 8:14-17, Gal. 4:1-7, Eph. 1:3-6, 1 John 3:1*)

Staff Lifestyle Agreement

- A believer is no longer a sinner in God's sight because he has been given the righteousness of Jesus Christ through imputation. A believer has a changed standing and is forever justified.
(*Luke 18:14, Rom. 3:24, 4:25, 1 Cor. 6:11, Titus 3:7*)
- A believer is no longer defiled and unclean but is now separated and holy unto God in Christ Jesus. Although perfection in this life is impossible and growth in holiness will vary from person to person, increasing at varying degrees in each person, the believer has a changed character. Through the work of the Holy Spirit, he will be sanctified by a life-long battle of putting the flesh to death and walking in a newness of life.
(*Acts 26:18, Rom. 8:1-17, 1 Pet. 1:2, Lev. 11:44, 1 Thess. 4:3, 5:23, 2 Cor. 3:17, Col. 3*)
- A believer is no longer God's enemy, but now has peace with Him, and is His friend. A believer has a changed relationship with God and is forever reconciled to Him.
(*John 15:13-15, Rom. 5:1, 8:1, 2 Cor. 5:17-21, Col. 1:20, James 2:23*)
- A believer is no longer alone but is now a member of Christ's body. While the body has many members, they are united and one in Christ (*Rom. 12:4-5, 1 Cor. 1:2, 12:12-31*). Believers therefore experience a spiritual union with every other believer throughout the world and they commit to live out their faith together in local churches.
(*Heb. 10:25, 13:17, 1 Pet. 5:1-2, Rev. 1:4*)
- A church is a community of believers who recognize and encourage each other in the faith through the faithful practice of the sacraments (Baptism and the Lord's Table), loving discipleship of one another, and evangelism to the world.
(*Acts 2:42, Eph. 2:20-22, Col. 3:16, Rom. 12:5, Heb. 10:24-25, 1 Cor. 12:13*)

In addition to the Major Doctrines listed above, employees should refer to the PCC website [here](#) to review our position paper, "**Major Doctrines, Doctrines with Scriptural Latitude, and Statements on Contemporary Cultural Issues**" which contains additional detailed positions/beliefs with supporting scriptures.

Commitments

As a PCC staff member, I uphold that:

- ☐ I am a follower of Christ, transformed by the Gospel, striving to live my life as his disciple through the power of the Holy Spirit.
- ☐ I affirm PCC's Statement of Faith and will strive to faithfully represent Christ, as well as PCC and its values.
- ☐ I embrace PCC's mission, vision, and core values.
- ☐ I will daily commune with God through the practice of Christian disciplines.
- ☐ I will demonstrate a teachable spirit, an ability to love and care for others, and a willingness to submit to God-ordained authority structures.
- ☐ I commit to conduct myself with honesty and integrity in all areas of PCC operation, including finance and stewardship, with the full understanding that PCC operates from the financial gifts of prayerful people.
- ☐ I will interact with others in a way that upholds the trust placed in me, understanding that my role at PCC requires that I guard my heart against any desire to abuse my position or spiritual authority.
- ☐ I will seek to avoid every appearance of evil and will live a life of personal and spiritual integrity in my personal, family and business conduct.
- ☐ I will refrain from posting anything to my or someone else's blog, Facebook, Instagram or any other personal social media that would reflect Christ poorly or could damage the reputation of PCC.
- ☐ I commit to remain faithful to Christ and loyal to my fellow staff members, supervisors, leaders, congregation members, and community through my speech and behavior in daily and digital media interactions.
- ☐ I will regularly and faithfully attend PCC's weekly gathered worship service.
- ☐ I will faithfully participate in Home Group, Bible study and/or discipling relationships with others at PCC.
- ☐ I will be kind, assume positive intent, refrain from gossip, and commit to resolving any conflicts by following Matthew 18. (Matthew 18 is **not** followed for harassment complaints.)
- ☐ I will strive to prioritize weekly sabbath rest and a healthy work-life balance for myself and others.
- ☐ I will strive to ensure my walk reflects a Biblical lifestyle. I will walk free from bondage to alcohol, tobacco, gambling, drugs, and the misuse of prescription drugs. Further, I will refrain from intoxication of any kind, regardless of the substance.
- ☐ I will not neglect my family for the sake of ministry.
- ☐ If single, I will celebrate, embrace and utilize my singleness in a way that honors the Lord.
- ☐ I commit to maintaining biblically-guided sexual purity by abstaining from and putting boundaries against any sexual behavior prohibited by biblical principles, including fornication, cohabitation before marriage, adultery, homosexual acts or relationships, and the use of pornography.



Staff Lifestyle Agreement

- ☐ I will seek help, be accountable, and commit to recovery if I am found to be struggling with persistent personal sin.
- ☐ I commit to honor God through my personal finances by managing well the resources he gives me and cheerfully giving financially from the heart, rather than out of obligation.

Acknowledgement

This Lifestyle Agreement reflects the expectations for employees of PCC, based on the supporting Scripture in this document. Failure to live in alignment with these standards may result in disciplinary action, up to and including separation from employment.

Name (print): _____ Date: _____

Signature: _____

- ☐ *I was not able to check all the boxes and would like an opportunity to talk about one or more of the points above and will work with PCC to schedule a meeting.*
 - ☐ *I would like clarity and/or support with the expectation for this point(s).*
 - ☐ *I may not be in theological agreement on this point(s).*