

Statement of Beliefs

It is Golden Hills Community Church (GHCC)'s expectation that each staff member will demonstrate their faith through their daily living, relationships, attitudes, and values. A Christian lifestyle reflects the Biblical perspective of integrity, as well as appropriate personal and family relationships, business conduct and moral behavior.

Our lifestyle standards for staff members are based on our understanding of Scripture, as well as the convictions of our leadership based on that understanding. It is our desire that you have a dynamic, personal, and ongoing relationship with Jesus. As staff members, you are expected to live your life in a way that honors and glorifies Christ. Staff members who do not adhere to the lifestyle standards as outlined may be separated from employment.

The Word of God

We believe that the Bible, composed of sixty-six books, is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it is the supreme authority in all matters of faith and conduct. (2 Timothy 3:16; 2 Peter 1:19-21; Romans 10:17)

The Trinity

We believe that there is only one living and true God, eternally existing in three persons; that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, and redemption. (Father: John 10:30; Son: Hebrews 1:8; Spirit: Acts 5:3-4; Trinity: Matthew 3:16-17; Oneness: Deuteronomy 6:4)

God the Father

We believe in God the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that He infallibly foreknows all that shall come to pass, hears and answers prayer, concerns Himself mercifully in the affairs of humanity, and that He saves from sin and death all who come to Him through Jesus Christ. (John 16:23-28 & 17:5; Ephesians 1:3-14)

Jesus Christ

We believe in God the Son, Jesus Christ, the only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, exaltation to the right hand of the Father where He reigns as King of kings and Lord of lords, perpetual intercession for His own people, and personal, visible return to the earth. (John 1:1, 14; Philippians 2:5-11; Colossians 1:13-23; Romans 8:34)

The Holy Spirit

We believe in God the Holy Spirit, who came forth from the Father and Son to convict the world of sin, righteousness, and judgment; and to regenerate, sanctify, baptize, and empower all who believe in Jesus Christ. We believe the Bible's teaching that the Holy Spirit is received by every believer at the moment they hear the gospel and trust in Christ; that He indwells every believer in Christ and intercedes for them in prayer; that He is an abiding helper, teacher and guide; and that He gives gifts to individual believers for building up the body of Christ in love. (John 14:26 & 16:7-13; Ephesians 1:13; Romans 8:16; Romans 8:26-27; 1 Corinthians 12; Ephesians 4:11-16)

Humanity

We believe that God created human beings, male and female, in His own image and, therefore, from conception all human life has inherent value and is sacred before God; that men and women belong to a created order that God declared to be very good and, as believers, enjoy equal access to God as coheirs of God's grace in Christ. We believe that the image of God in human beings is now distorted and the original blessedness has been forfeited due to the fall of Adam; that the sin of Adam resulted in physical, spiritual, volitional, and emotional corruption, which is separation from God – eternal death. The supreme need of every human being is reconciliation with God, and the restoration lovingly and freely offered by God through the gospel. (Genesis 1:26; 1 Timothy 2:13; 1 Peter 3:7; Romans 5:12; Ephesians 2:1-4, 12; Romans 5:10; 8:29; Acts 3:21)

Regeneration (Salvation)

We believe that human beings are created in the image of God; but through the Fall of Adam, that all people are sinners by nature and by personal choice and, therefore, have need to be saved from condemnation. We believe that those who repent of their sins and trust in Jesus Christ by faith as their personal Lord and Savior are saved from condemnation, regenerated by the Holy Spirit, are declared righteous before God and become new creations preserved by the grace and power of God. We also believe that those thus saved need no mediation other than Jesus Christ and can come directly to God through Jesus Christ. (1 Corinthians 15:21-22; Romans 3:23-24; Ephesians 2:8-10; Titus 3:5; 2 Corinthians 5:17; 1 Peter 3:18)

Satan

We believe that Satan is a spirit being, a fallen angel, the first created being to sin; that he is the enemy of God and man and consciously strives to separate the two; and that he will suffer eternal, conscious punishment in the Lake of Fire. (Matthew 4:1-11; 1 Peter 5:8; 1 John 3:8; Revelation 20:1-10; 2 Corinthians 4:6)

The Church

We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members by the baptizing work of the Holy Spirit of God. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that the Holy Spirit gives leaders to the church to equip believers for the work of the ministry, and that God has laid upon the local church the primary task of giving the Gospel of Jesus Christ to a lost world. (Matthew 28:16-20; 1 Corinthians 12:27; Colossians 1:18; Hebrews 10:24-25; Ephesians 4:11-16; Ephesians 3:10)

Christian Conduct

We believe that a Christian should live for the glory of God, the enjoyment of God, and the well-being of others; that their conduct should be blameless before God, the church, and the world; that they should be faithful stewards of their possessions, and that they should seek to realize for themselves and others that full stature of maturity in Christ. (1 Corinthians 10:31; Psalm 16:9-11; Matthew 5:16; 1 Corinthians 15:58; Colossians 1:28 & 3:1-17)

The Ordinances

We believe that the Lord Jesus Christ has committed two ordinances to the local church: Baptism and the Lord's Supper. We believe that Biblical baptism is the immersion of a believer in water in the name of the triune God to publicly signify their union with Christ. We believe that the Lord's Supper was instituted by Christ for the commemoration and proclamation of His death for us. We believe that these two ordinances should be observed

and administered until the return of Jesus Christ for His church. (Romans 6:1-11; Matthew 3:13-17 & 26:26-29 & 28:19-20; 1 Corinthians 11:20-34)

Religious Liberty

We believe that each human being is ultimately responsible to God alone in all matters in the practice of faith. Also, this church is independent and autonomous and will be subject to no other authority than God in its beliefs and practices of faith. We further believe that although church and state should be separate, the church shall always remain free to exercise its influence for biblical morals and ethics. (Romans 14:12; Proverbs 14:34; Mark 12:17; Acts 4:19; Romans 13:1-2)

Church Cooperation

We believe that local churches can promote the cause of Jesus Christ by cooperating with others of like faith. Such organizations exist and function by the will of the church. Cooperation in any organization is voluntary and may be terminated at any time. (1 Corinthians 12)

The Last Things

We believe in the blessed hope of the personal, glorious, and bodily return of our Lord and Savior Jesus Christ for His church. We believe in the bodily resurrection of the just and the unjust for final judgment – the everlasting joy of the just, and the everlasting conscious punishment of the lost. We believe in the final and full consummation of the Kingdom of God in the New Creation – the New Heavens and New Earth, the home of righteousness where all sin and its effects are forever removed. We believe that God will make all things new again. (John 14:1-3; Acts 1:10-11; Acts 24:15)

The Sanctity of Human Life

We believe that all human beings are created by God and that each human bears His image. To be created in His image is to possess a value beyond compare. Nothing else in God's creation has this distinction; it's a privileged status reserved only for humankind. This means that every person, from conception to natural death, possesses inherent dignity and immeasurable value. This includes preborn children, elderly individuals, people with physical limitations or special needs of any kind, and others marginalized by society. Christians are called to value all human life in both their attitudes and their actions.

"So, God created man in his own image, in the image of God he created him; male and female he created them." Genesis 1:27

The Value of Humanity

People matter to God; therefore, they matter to us. Every person is deserving of compassion, love, kindness, respect and dignity. Our beliefs on Marriage and Sexuality do not provide grounds for bigotry, bullying or hate. Hateful and harassing behavior or attitudes towards any individual are not in alignment with the Bible's teachings, including The Great Commandment and The Great Commission. (Genesis 2:23-24, Matthew 5:31-32; 19:1-12, Ephesians 5:25-33)

The Value and Validity of Singleness

We believe all Christians are called to love God with all of their heart, mind, soul, and strength, and to love their neighbors as themselves. God calls Christians to serve him whether in the married state or in the state of sexually abstinent singleness. Marriage is neither a command for all believers or a God-ordained goal for all believers,

and as such should never be held out as a measure or test for faithfulness to Christ. Faithful singleness is as noble a state as faithful marriage, whether it be a temporary state, a calling, or even an unwanted circumstance. (Matthew 19:8-12, 1 Corinthians 7:1-40)

God's Design for Marriage

God created a place for sexual intimacy through marriage between one man and one woman. Although culture and customs have wavered in their definition of marriage, God alone has the ultimate authority regarding marriage relationships for believers. Though sexual intimacy outside of marriage (one man and one woman) is sinful, the Gospel provides redemption and restoration to all who confess and forsake their sin, and receive love and forgiveness through Jesus Christ. (1 Corinthians 6:9-11, Ephesians 2:1-15)

God's Design for Sexuality

Stewardship of sexuality is a life-long responsibility for any and every believer. There is a difference between temptation (attraction), lust (fostering sexual desire) and unrepentant sin (action). Because of Christ, we do not have to be held captive by sexual immorality but can walk in His forgiveness, grace, and power on a daily basis.

Any sexual behavior or intimacy outside of marriage (between one man and one woman) is considered sexual immorality, which is identified in Scripture. This includes (*equally*): sexual intimacy within premarital relationships, same sex relationships, bisexual relationships, polyamorous relationships, adultery, bestiality, incest, or pornography.

Because the human body is a creation of God where gender identity is biologically determined, disagreement with one's biological sex (though a legitimate emotionally difficult experience), is regarded as an opportunity to trust God as the designer. Actions to embrace or adopt another gender identity other than the one biologically assigned at birth are deemed to be in opposition to the Creator and therefore sinful.

GHCC strives to be a safe place for any person sincerely struggling with sexual temptation of any kind. For those struggling with temptation, repenting of sin, and desiring to walk in who God called them to be, we will provide grace, love, care, and direction to encourage each of us to walk in God's upward, inward, and outward love.

(Genesis 1:27; 2:24; Matthew 15:19; 11:28-30; 19:1-9; Ephesians 5:31, 1 Corinthians 4:5; 6:9-11; 10:13, 1 Thessalonians 4:3, Romans 1:26-32, Galatians 5:16-17, Hebrews 2:17-18; 4:14-16; 13:4, Revelation 21:1-4)

Intoxication and Self-Control

As Paul said, "All things are lawful [that is, morally legitimate, permissible], but not all things are beneficial or advantageous. All things are lawful, but not all things are constructive [to character] *and* edifying [to spiritual life]" (1 Corinthians 10:23 AMP). As Christ followers, we must consider the impact of our example on others. Additionally, the importance of God's people being sober-minded is clearly highlighted throughout the Bible (both the Old and New Testaments) in not-so-subtle commands. Intoxication of any kind is plainly warned against.

The Scriptures uphold for us the value of self-control as a gift given to us by God via the Holy Spirit. Self-control is not merely given to us for our own sake, but rather that we might be beacons of light in a hurting and conflicted world. Self-control makes our witness more powerful and should be safeguarded.

While not all legal substance use necessarily leads to intoxication, any recreational use of marijuana is inherently tied to seeking the effects of some level of intoxication. It is the stance of GHCC that the recreational use of marijuana should be avoided in the life of a Christ follower. [Please note, this posture does not extend to the medical use of marijuana, as directed by a physician.]

As supported by scripture, GHCC believes that intoxication of any kind, regardless of the substance, defies our call to be holy for He is holy.

(Ephesians 5:18; Galatians 5:21; 1 Corinthians 6:10; 1 Corinthians 10:23; 1 Peter 1:13-16)

Staff Lifestyle Agreement

Code of Expectations for Ministry Support Staff

The following standards are set forth in an effort to create professional understanding and to preserve the dignity, maintain the discipline, and promote the integrity of our calling – the ministry of Jesus Christ. The following specifics are to be considered expectations of Ministry Support Staff at Golden Hills Community Church (GHCC).

As a GHCC Ministry Support Staff member, I uphold that I:

- ☐ Will become a member of GHCC as soon as possible. I will make it a priority to gather for corporate worship with the church.
- ☐ Affirm GHCC's Statement of Faith and will represent Christ, as well as GHCC and its values.
- ☐ As a member of GHCC, I will make it a priority to attend business meetings.
- ☐ Will be a generous giver to GHCC by cheerfully giving according to my means. I recognize that the New Testament does not specify the amount I should give, but 10% is a reasonable benchmark.
- ☐ Will make it a priority to gather for corporate prayer, and I commit to praying for the growth of the church and the welfare of our community.
- ☐ Will make it a priority to be vitally involved in a small group context for Christian community.
- ☐ Each year, I will develop a plan for myself to grow and develop in my area of ministry.
- ☐ Will make it a priority to participate in leadership training and staff development.
- ☐ Will develop personal accountability as a safeguard for myself so as to not become disqualified for ministry due to misconduct and/or unrepentant sin.
- ☐ Will be mindful of what I consume – whether material or immaterial – to steward my freedom in Christ with consideration to its effects on fellow believers and my witness to the world.
- ☐ Will choose to refrain from the use of tobacco, the use of marijuana for recreational purposes, and the abuse of alcohol as a beverage.

This Lifestyle Agreement reflects the expectations for Ministry Support Staff at GHCC, based on the supporting Scripture in this document. Failure to follow these guidelines may be grounds for discipline up to and including employment termination.

I _____ covenant in the sight of God with my colleagues in the ministry to strive to keep the Code of Expectations for Ministry Support Staff of Golden Hills Community Church.

Signature: _____ Date: _____

***If you would like an opportunity to talk about one or more of the points above, please contact your supervisor or pastor to schedule a meeting.*

Staff Lifestyle Agreement

Code of Expectations for Pastors and Directors

The following standards are set forth in an effort to create professional understanding and to preserve the dignity, maintain the discipline, and promote the integrity of our calling – the ministry of Jesus Christ. The following specifics are to be considered expectations of all Pastors and Directors at Golden Hills Community Church (GHCC).

As a GHCC Pastor or Director, I uphold that:

- ☐ **As a GHCC Pastor**, my spouse and/ I will become members of GHCC as soon as possible. I/We will make it a priority to gather for worship with the church.
- ☐ **As a GHCC Director**, I will become a member of GHCC as soon as possible. I will make it a priority to gather for worship with the church.
- ☐ Affirm GHCC's Statement of Faith and will represent Christ, as well as GHCC and its values.
- ☐ As (a) member(s) of GHCC, I/we will make it a priority to attend business meetings.
- ☐ I/We will be generous givers to GHCC by cheerfully giving according to my/our means. I/We recognize that the New Testament does not specify the amount I/we should give, but 10% is a reasonable benchmark.
- ☐ I/We will make it a priority to gather for corporate prayer and I/we commit to praying for the growth of the church and the welfare of our community.
- ☐ I/We will make it a priority to be vitally involved in a small group context for Christian community.
- ☐ I recognize that many people in our church will serve well beyond their 40-hour work week, I will target 50 hours to fulfill the requirement of my ministry (unless my position is hourly and/or part-time) as an example to the church.
- ☐ I will be intentional about growing in the grace and knowledge of the Lord Jesus Christ by God's Word and Spirit through the prayerful reading of scripture.
- ☐ Each year I will develop a plan for myself to grow and develop in my area of ministry. I will make it a priority to participate in leadership training and staff development.
- ☐ I will assume my leadership role as a Pastor or Director at GHCC by being an example to the church, developing and implementing goals, and taking the initiative to do spiritual good to others for God's glory.
- ☐ I will develop personal accountability as a safeguard for myself so as to not become disqualified for ministry due to misconduct and/or unrepentant sin.
- ☐ While recognizing that Christians have freedom in Christ, I will choose to refrain from activities in our cultural setting that will cause fellow believers to stumble or fall (such as the use of tobacco, the abuse of prescription drugs, including medical marijuana, the use of illegal drugs, the use of marijuana for recreational purposes, and the use of alcohol as a beverage).

This Lifestyle Agreement reflects the expectations for Pastors and Directors at GHCC, based on the supporting Scripture in this document. Failure to follow these guidelines may be grounds for discipline up to and including employment termination.

I _____ covenant in the sight of God with my colleagues in the ministry to strive to keep the Code of Expectations for Pastors and Directors of Golden Hills Community Church's staff.

Signature: _____ Date: _____

***If you would like an opportunity to talk about one or more of the points above, please contact your supervisor or pastor to schedule a meeting.*

Code of Ethics for Pastors and Elders

The following standards are set forth in an effort to preserve the dignity, maintain the discipline, and promote the integrity of the office of Pastor/Elder.

FAITHFULNESS

To God:

- I will endeavor to faithfully pray, and to read, study, and meditate upon God's Word.
- I will set aside extended time for deep contemplation on the things of God.
- I will seek to make Christ preeminent in everything I do.

To Family:

- I will plan time to be with my family, realizing my special relationship to them, and their position as important members of my congregation.
- I will lead my family through godly leadership, biblical truth, and a devotion to the gospel.
- I will commit to the discipleship and training of my family.

To Spouse:

- I will remain faithful to my spouse by living in emotional and sexual purity.
- I will seek to develop a strong, godly marriage.

INTEGRITY

Personal Character:

- I will commit to living above reproach in all areas of my life.
- I will commit to moral soundness, honesty, and uprightness in all my dealings with others.
- I will seek to conduct myself honestly, consistently, and in a professional manner reflecting the highest biblical integrity in keeping with my calling and commitment as a servant of God.
- I will consider a confidential statement made to me as a sacred trust not to be divulged without consent of the person making it.

Personal Care:

- I will seek to care for my physical, emotional, mental, and spiritual health.
- I will renew myself through regular rhythms of work and rest by taking weekly rests and an annual vacation.
- I will try to keep myself emotionally healthy by keeping in touch with my feelings and growing in healthy control of them.
- I will work to foster a healthy mental state by examining my thoughts and making them obedient to Christ.
- I will strive to grow spiritually through rigorous study of God's Word, reading widely, and through participation in other growth opportunities.

SERVICE AND LEADERSHIP

- I will be faithful in carrying out my share of the leadership responsibility as long as I am able, and offer to assist others whenever and wherever possible.
- I will seek to model trustworthiness in my leadership and seek to develop trust with others.
- I will seek to lead the church in a positive direction to achieve the goals we have mutually agreed upon.
- I will use my influence and authority in the church with all humility, asking no personal favors or discounts based on my position. I will not leverage my position for personal gain or self-promotion.
- I will hold this office as my primary place of ministry within Golden Hills Community Church and will accept added responsibilities only if they do not interfere with the overall effectiveness of my ministry in the congregation.
- When my term of office is over, I will strive to leave on good terms, maintaining the confidentiality entrusted to me and continuing to work for the strengthening and building up of the body.

With others (staff)—not applicable for Elders:

- I will remain open to constructive criticism and to suggestions intended to strengthen our common ministry.
- I will seek to be honest with my fellow staff in giving and receiving feedback, offering and receiving help, and providing affirmation and accountability.
- I will seek to encourage each of my fellow staff and will strive to resolve any conflict between us that arises.
- I will seek to maintain supportive and caring relationships with my fellow staff.

To others (congregation):

- I will seek to be a godly servant leader who sets an example to others since God has entrusted His people to my care.
- I will seek to equip the saints for the work of the ministry in order to build up the church, so that the church is mutually edified.
- I will seek to regard all persons in the congregation with equal love and concern so as to avoid the sin of partiality, and I will take the initiative and responsibility to minister to their needs.
- I will be eager to maintain the unity of the church, and as far as it depends on me, I will strive to live at peace with all people.

STEWARDSHIP

- I will be honest and prudent in my stewardship of personal and ministry resources, ensuring money is handled with integrity, bills are paid promptly, and asking no personal favors or discounts on the basis of my position.
- I will view all contributions as gifts to the Lord that have been entrusted into my care; therefore, I will assume the responsibility to spend those gifts as wisely as possible in continuing the ministry.
- I will give generously, cheerfully, and within my means as a good steward and example to the church.

SHEPHERDING

In handling God's Word:

- I will commit to accurately and skillfully communicating the Word of God, speaking the truth with conviction in love, and will acknowledge any extensive use of material prepared by someone else.
- I will interpret the Bible accurately and apply it discerningly, refusing to tamper with God's Word for selfish purposes.

In congregational life:

- I will seek to respond with acceptable promptness to ministry requests and needs, and to do so in an appropriate manner.
- I will endeavor to communicate truthfully and will promote soundness of speech by being free of gossip, slander, and bearing false witness.
- I will commit to honoring my brothers and sisters in God's household. I will not take advantage of the vulnerabilities of others through exploitation or manipulation, nor will I seek to build my ministry reputation at the expense of others.

DENOMINATION

- I will cooperate with the personnel of Converge and Converge Pac West to the extent I am able.
- I will try to offer responsible criticism and feedback in order that our common service in the kingdom of God might be more effective.

This Code of Ethics reflects the ethical standards for Pastors and Elders of GHCC, based on the supporting Scripture in this document. Failure to follow these guidelines may be grounds for discipline up to and including employment termination.

As a minister of the gospel, I _____ covenant in the sight of God, and under the authority of the Elders of Golden Hills Community Church, to abide by the standards set forth in the Code of Ethics for Pastors and Elders of Golden Hills Community Church.

Signature: _____ Date: _____

***If you would like an opportunity to talk about one or more of the points above, please contact your supervisor or pastor to schedule a meeting.*