



Affirmation of Doctrinal Points and Positional Statements

CHLG is a Christ-centered school, and as such anyone who would like to be considered for employment must first affirm the below doctrinal points and positional statements as being consistent with his/her sincerely held religious beliefs. Section 702 of the Civil Rights Act of 1964 exempts religious organizations from Title VII's prohibition against discrimination in employment on the basis of religion. Applicants who have a current church affiliation and who can affirm the below document with their signature shall be provided an equal opportunity to be considered for hire regardless of race, color, national origin, age or the presence of a non-job-related medical condition or handicap.

Doctrinal Points

God

1. We believe in one God (*Dt. 6:4; Mk. 12:29*), **Creator of all things** (*Gen. 1:1; Ps. 33:6; Jn. 1:3; Col. 1:15-17; Heb. 11:3*), **holy** (*Ex. 15:11; Isa. 6:3; 57:15*), **infinitely perfect** (*Dt. 32:4; Job 1:7-10; Ps. 18:30; 50:2; 90:2; 145:3; Matt. 5:48*), **and eternally existing** (*Ps. 33:11; 102:25-27; 115:3; Dan. 4:34-35; Jn. 5:26; Acts 17:24-25*) **in a loving unity** (*Jn. 3:35; 17:24; 1 Jn. 4:8,16*) **of three equally divine Persons:** (*Jn. 17:11; Matt. 3:16-17; 28:19; 2 Cor. 13:14; 1 Pet. 1:2*): **the Father** (*Dt. 32:6; Mt. 6:6; Rom. 8:15; 1 Cor. 8:6*) **the Son** (*Matt. 3:17; Jn. 1:14; 3:16; Gal. 4:4; Heb. 1:5*), **and the Holy Spirit** (*Jn. 14:16, 17, 26; 15:26; 16:7-15; Rom. 8:9, 26; Gal. 4:6*). **Having limitless knowledge** (*Ps. 139:1-16; 147:5; Isa. 46:10; Jn. 21:17*) **and sovereign power** (*Jer. 32:17; Eph. 1:11; Rm. 8:28; 2 Cor. 6:18; Eph. 3:20; Rev. 1:8*), **God has graciously purposed from eternity to redeem a people for Himself** (*1 Cor. 2:7; Eph. 1:11; 3:10,11; 2 Tim. 1:9; Tit. 1:2; 1 Pet. 1:20; Rev. 13:8*) **and to make all things new** (*Matt. 19:28; Acts 3:21; Rom. 8:19-21; Rev. 21,22*) **for His own glory** (*Ps. 19:1-2; Isa. 43:7; Jer. 13:11; Col. 1:15-23; Rev. 4:11; 5:9-14*).

The Bible

2. We believe that God has spoken in the Scriptures (*Matt. 1:22; 4:4; 19:4,5; Heb. 1:1-2*), **both Old and New Testaments** (*2 Pet. 3:15,16*), **through the words of human authors** (*Lk. 1:1-4*). **As the verbally inspired Word of God** (*2 Tim. 3:16; 2 Pet. 1:20,21*), **the Bible is without error in the original writings** (*Num. 23:19; 2 Sam. 7:28; Prov. 30:5; Ps. 119:96, 160; Matt. 5:18; Jn. 10:35; 17:17; Tit. 1:1,2*), **the complete revelation of His will for salvation** (*Lk. 16:29-31; Gal. 1:8,9; 2 Tim. 3:15*), **and the ultimate authority by which every realm of human knowledge and endeavor should be judged** (*Jn. 17:17; 2 Tim. 3:15-17; 1 Pet. 1:23; Ps. 119:44,45,165*). **Therefore, it is to be believed in all that it teaches** (*Matt. 22:29; Rom. 15:4; 2 Tim. 3:16*), **obeyed in all that it requires** (*Matt. 28:20; 2 Thess. 3:14; 1 Jn. 2:5*), **and trusted in all that it promises** (*Rom. 1:2; 4:21; Heb. 10:23; 2 Pet. 1:4; 3:13*).

The Human Condition

3. We believe that God created Adam and Eve in His image (*Gen. 1:26-27; 5:1; 9:6; 1 Cor. 11:7; Col. 3:10; Jms. 3:9*), **but they sinned when tempted by Satan** (*Gen. 3:1-6; Jn. 8:44; Rom. 5:12-14; 16:20; 2 Cor. 11:3; 1 Tim. 2:13-14*). **In union with Adam** (*Job 14:4; Ps. 51:5; Jn. 3:6; Rom. 3:12; 5:12-14; 1 Cor. 15:22a; 1 Jn. 1:8*), **human beings are sinners by nature and by choice** (*Gen. 6:5; Jer. 17:9; Isa. 6:5; Rom. 5:15; 8:5-8; Eph. 2:1-2; 4:17-19*), **alienated from God** (*Rom. 5:10*), **and under His wrath** (*Rom. 1:18; 2:5; 3:9-19; 3:23; Eph. 2:3*). **Only through God's saving work in Jesus Christ** (*Act 4:12; 1 Tim. 2:5*) **can we be rescued** (*1 Thess. 1:10*), **reconciled** (*Rom. 5:1,2,10; Col. 1:20*) **and renewed** (*Rom. 8:29; 2 Cor. 3:18; Eph. 4:24; Phil. 3:21; 1 Jn. 3:2*).

Jesus Christ

4. We believe that Jesus Christ (*Matt. 1:21; 16:18*) **is God incarnate** (*Jn. 1:14, 18; 1 Jn. 4:2*), **fully God** (*Isa. 9:6; Jer. 23:6; Jn. 1:1; 20:28; Rom. 9:5; Col. 2:9*) **and fully man** (*Matt. 4:2; Lk. 2:40, 52; Jn. 11:35; Heb. 5:7-8; 1 Jn. 1:1-3*), **one Person in two natures** (*Jn. 3:13; 10:30; 17:5*). **Jesus—Israel's promised Messiah** (*Gen. 3:14-20; 12:1-3; 49:8-12; 2 Sam. 7:11b-16; Matt. 1:1, 17; Lk. 4:16-22; 24:25-27; Jn. 1:41; 4:25-26; Acts 2:36; 13:23,32; Rom. 1:2-3; 2 Tim. 2:8,9*)—**was conceived through the Holy Spirit** (*Matt. 1:18; Lk. 1:34,35*) **and born of the virgin Mary** (*Isa. 7:14; Matt. 1:20; Lk. 1:34,35*). **He lived a sinless life** (*Rom. 5:19; Gal. 4:4,5; Matt. 3:15; Phil. 2:7,8; Heb. 4:15*), **was crucified under Pontius Pilate** (*Dt. 21:23; Ps. 16:10; Matt. 27:26; Mk. 15:15; Lk. 23:16; Jn. 19:16; Acts 2:27, 37*), **arose bodily from the dead** (*Matt. 28:1-10; Mk. 16:1-8; Lk. 24:39; Rom. 4:25; 1 Cor. 15:20, 44-45; Col. 1:18; Rev. 1:5*), **ascended into heaven** (*Lk. 24:51; Acts 1:6-11; Eph. 1:20; 4:8-10; 1 Tim. 3:16*) **and sits at the right hand of God the Father** (*Eph. 1:20; Col. 3:1; Heb. 1:3; 8:1; 10:12; 1 Pet. 3:22*) **as our High Priest** (*Heb. 2:17; 3:1; 4:14; 6:20; 8:1*) **and Advocate** (*Rom. 8: 34; Heb. 7:25; 9:24; 1 Jn. 2:1*).

The Work of Christ

5. We believe that Jesus Christ, as our representative (*Gen. 2:15-17; Matt. 4:1-11; Mk. 1:12-13; Lk. 4:1-13; Rom. 5:18-19; 1 Cor. 1:30; 15:45, 47; Phil. 3:9*) **and substitute** (*Mk. 10:45; Heb. 2:16-17; 1 Pet. 2:24; 3:18*), **shed His blood on the cross** (*Lev. 17:11; Mt. 26:28; Heb. 9:14, 22; 10:19; 1 Pet. 1:18-19; Rev. 12:10-11*) **as the perfect, all-sufficient sacrifice** (*1 Cor. 5:7; Heb. 9:23-24, 26, 28; 10:1; 13:11, 12*) **for our sins** (*Isa. 53:5-7, 12; Jn. 1:29; Rom. 3:21-26; 2 Cor. 5:21; Gal. 3:13; 1 Jn. 3:5*). **His atoning death** (*Rom. 3:25; Heb. 2:17; 1 Jn. 2:2; 4:10*) **and victorious resurrection** (*Col. 1:13; 2:13-15; Heb. 2:14-15*) **constitute the only ground for salvation** (*Rom. 4:25; 6:4, 11, 14; 1 Cor. 6:14; 15:20; 2 Cor. 4:14; Eph. 1:19-20; 2:5-6; 1 Pet. 1:3*)

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ (*Jn. 16:14*). **He convicts the world of its guilt** (*Jn. 16:8; 1 Cor. 2:14*). **He regenerates sinners** (*Ezek. 36:25-27; Jn. 3:3, 5; 1 Cor. 12:3; 2 Cor. 5:17; Eph. 2:5; Col. 2:13; 1 Thess. 1:4-5; 2 Thess. 2:13; Tit. 3:5; Jms. 1:18; 1 Pet. 1:3*), **and in Him they are baptized** (*Mk. 1:8; Acts 1:5; 1 Cor. 12:13*) **into union with Christ** (*Rom. 3:24; 5:15-21; 12:5; 1 Cor. 1:2; 5:19; 15:22b; 2 Cor. 5:17; Gal. 1:22; 2:17; 3:28; Eph. 1:4; 2:12; 3:6; 4:32; 2 Tim. 2:10; 1 Thess. 4:16*) **and adopted as heirs** (*Rom. 8:15, 23; 9:4; Gal. 4:5; Eph. 1:5; Tit. 3:7*) **in the family of God** (*Matt. 12:49-50; 2 Cor. 6:18; Eph. 3:14; 1 Jn. 3:14-18*). **He also indwells** (*Jn. 14:17; Rom. 8:11; 1 Cor. 3:16*), **illuminates** (*1 Cor. 2:2; 2 Cor. 4:4-15; Eph. 1:17-19; Phil. 1:9-11*), **guides** (*Jn. 16:13; Acts 15:28; Rom. 8:4, 14; Gal. 5:16, 18*), **equips** (*Rom. 12:4-8; 1 Cor. 12: 4-10; Eph. 4: 7-11; 1 Pet. 4:10-11*) **and empowers** (*Acts 1:8; 10:38; Rom. 15:13; 1 Cor. 12:11; Eph. 3:16; 2 Tim. 1:7*) **believers for Christ-like living and service** (*Acts 6:8; Rom. 8:4-6, 12-16; 2 Cor. 13:14; Gal. 3:3, 5; 5:22-23, 25; Eph. 2:22; 4:3; Phil. 2:1-2*).

The Church

7. We believe that the true church (*Matt. 16:18; 1 Cor. 12:28; Eph. 4:4-6; 5:25; Heb. 12:28*) **comprises all who have been justified by God's grace through faith alone in Christ alone** (*Ps. 103:12; Isa. 44:22; Jn. 3:16; Acts 16:31; Rom. 3:20-28; 4:3; 4:5, 5:1, 21; 8:1, 30, 33-34; 10:4, 9; 2 Cor. 5:21; Gal. 2:16, 3:34; Eph. 1:13, 2:8-9; Phil. 3:9; Tit. 3:7; Heb. 10:14*). **They are united by the Holy Spirit in the body of Christ** (*1 Cor. 12:12-27*), **of which He is the Head** (*Eph. 1:22-23; 4:15-16; Col. 1:18; 2:19*). **The true church is manifest in local churches** (*Acts 9:31; 20:28-30; Rom. 16:5; 1 Cor. 1:2; 16:19; 2 Cor. 1:1; 1 Thess. 1:1; Philem. 1-2*), **whose membership should be composed only of believers** (*Matt. 18:15-20; Acts 2:41, 47; 14:23; 20:7; 1 Cor. 1:2, 9; 11:20; 12:13; 14:40; 16:1-2; 1 Tim. 3:1-13; 5:9; Tit. 1:5-9; Heb. 10:25*). **The Lord Jesus mandated two ordinances, baptism** (*Matt. 28:18-20; Rom. 6:3-4; Col. 2:12*) **and the Lord's Supper** (*Matt. 26:26-29; Mk. 14:22-25; Lk. 22:15-20; 1 Cor. 11:23-26*), **which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer** (*Jn. 6:55-56; Acts 2:38; 8:39; 16:34; 1 Cor. 10:16; 11:29-30; Col. 2:12*).

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose (*Matt. 7:17-18; 12:33, 35; Heb. 11:6; Eph. 2:10; 1 Cor. 10:31; Col. 3:17, 23; 2 Thess. 2:13; 5:23; 2 Cor. 5:17; 1 Jn. 2:29; 3:9; 5:18; 2 Cor. 3:18; Tit. 3:5; 1 Cor. 6:11; Rom. 6:11, 14; 1 Pet. 1:15; Phil. 2:12-13; Heb. 12:1, 14; Rom. 6; 2 Tim. 1:9; Js. 2:17; 1 Pet. 2:24; 2 Pet. 1:3-11*). **God commands us to love Him supremely and others sacrificially** (*Dt. 6:5; Lev. 19:18; Matt. 22:37-39; Mk. 12:30; Lk. 10:27*) **and to live out our faith with care for one another** (*Rom. 12:10; 14:13; 15:7, 14; Gal. 5:26; Eph. 4:32; 1 Thess. 3:12; 5:11, 15; Heb. 10:24-25; 1 Pet. 4:9*), **compassion toward the poor** (*Dt. 15:11; Psa. 82:3,4; Psa. 140:12; Prov. 14:21,31; 19:17; 22:9,16,22,23; 28:8; 29:7; 31:8,9; Jer. 22:16; Gal. 2:10; Js. 1:27*) **and justice for the oppressed** (*Ex. 23:6; Lev. 19:15; Psa. 82:3,4; 140:12; Prov. 29:7; 31:9; Isa. 1:17; Jer. 9:24; Mic. 6:8; Zech. 7:9,10; Matt. 23:23; Luke 4:18*). **With God's Word, the Spirit's power, and fervent prayer in Christ's name** (*Eph. 6:10-18*), **we** (*Heb. 3:13; 10:25*), **are to combat the spiritual forces of evil** (*2 Cor. 10:3-5; Eph. 6:11, 12; 2 Tim. 4:7; 1 Jn. 5:3-4*). **In obedience to Christ's commission, we are to make disciples among all people** (*Matt. 28:19; Jn. 20:21; Rev. 7:9*), **always bearing witness to the gospel** (*Acts 1:8*) **in word and deed** (*Matt. 5:13-16*).

Christ's Return

9. We believe in the personal and bodily (*Matt. 24:30; 26:64; Acts 1:11; Rev. 1:7*) and glorious return of our Lord Jesus Christ (*Matt. 25:31; Tit. 2:13; 2 Thess. 1:6-8; Rev. 19:11-21*). The coming of Christ, at a time known only to God (*Matt. 24:36; Mk. 13:32*), demands constant expectancy (*Matt. 24:42-51; Rom. 13:11-14; 1 Thess. 5:1-11; Js. 5:8,9; 2 Pet. 3:10-14; Rev. 3:3*) and, as our blessed hope (*Tit. 2:13*), motivates the believer to godly living, sacrificial service and energetic mission (*2 Thess. 1:6-8; 2 Tim. 4:8; Tit. 2:14; Heb. 9:28; 1 Jn. 3:2-3; 2 Pet. 3:10-14*).

Response and Eternal Destiny

10. We believe that God commands everyone everywhere (*Acts 17:30; 20:20*) to believe the gospel (*Mk. 1:15; Jn. 6:29; 8:24; 11:26; 14:1; 20:31; Acts 16:31; Rom. 3:22; 10:14; Gal. 3:22; 1 Tim. 1:16; 1 Pet. 1:8; 1 Jn. 3:23*) by turning to Him in repentance (*Isa. 55:6-7; Lk. 24:47; Acts 2:37-38; 3:19; 14:15; 17:30; 20:21; 26:17,18; Rom. 2:4; 2 Cor. 7:9-10*) and receiving the Lord Jesus Christ (*Jn. 1:12*). We believe that God will raise the dead bodily (*Isa. 26:19; Dan. 12:2; 1 Cor. 15; 1 Thess. 4:13-18; Rev. 20:13*) and judge the world (*Ecc. 12:14; Matt. 12:36; 26:31-32; Acts 17:31; Rom. 14:10; 2 Cor. 5:10; 2 Tim. 4:1; Rev. 20:12*), assigning the unbeliever to condemnation and eternal conscious punishment (*Matt. 25:46; Lk. 16:26; 2 Thess. 1:9; Rev. 14:11; 21:6,8; 22:14,15*), and the believer to eternal blessedness and joy with the Lord (*Matt. 25:34, 46; Jn. 14:2; Rev. 21:1-3*), in the new heaven and the new earth (*Isa. 65:17; 66:22; Rom. 8:19-21; Heb. 12:26,27; 2 Pet. 3:13; Rev. 21:1; 22:3*), to the praise of His glorious grace (*Eph. 1:6, 12*). Amen.

Please Note: These doctrinal positions are taken from the EFCA Statement of Faith adopted in 2019.

Positional Statements

We understand that some of our family members, friends, and neighbors hold differing beliefs around both the above doctrinal statements and the below positional statements, and we seek to live with them in a loving way while also holding firmly to the truth given to us by God in scripture.

- 1. We believe that sexual activity and intimacy are intended by the Creator to be enjoyed solely within a monogamous, heterosexual marital partnership between one man and one woman** (*Gen. 2:23-24; Lev.18:22; Matt. 19:4-6; Mark 10:6-9; Rom. 1:24-27; Eph. 5:31; Heb 13:4*).
- 2. We believe that God created two, and only two, distinct sexes, male (man) and female (woman)** (*Gen. 1:27; Gen. 5:2; Matt. 19:4; Mk. 10:6; 1 Cor. 13-16*). We believe that biological sex is immutable (unchangeable) (*Lev. 12:1-5*) and that any attempt at altering one's biological sex is a rejection of God's good design (*Gen. 1:31; Deut. 22:5; Ps. 104:24; Ps. 139:14; Matt. 16:24; Rom. 11:33; Rom. 12:1-2; 1 Cor. 6:19-20; 2 Pet. 1:3*).
- 3. We believe that human life is created by God and is good, and that we are uniquely created in the image of God** (*Genesis 1:27*) and are formed by God (*Gen. 2:7; Job 33:4; Ps 139:13-16*). As such, we hold to the sanctity of all human life (*Gen. 9:6; Matt. 6:26*), which we believe begins at conception (*Ps 139:13-16; Jer. 1:4-5*). God gives life and breath to everyone (*Acts 17:25*), calling us to value equally the dignity of every individual life in its entirety, which compels us to love and have compassion for all peoples of the world (*2 Cor. 5:14-15*).

With my signature below I affirm that the above doctrinal points (1-10) and positional statements (1-3) are a reflection of my sincerely held religious beliefs.

Signature

Printed Name

Date