

# FELLOWSHIP

## BIBLE CHURCH NWA

### Fellowship Doctrinal Statement & Employee Code of Ethics Agreement

Staff members of Fellowship Bible Church of Northwest Arkansas (FBCNWA) represent the Church in both their work and private lives. As a result, employment at Fellowship carries with it the responsibility of appropriate behavior. As staff members, we must endeavor to live lives that exemplify Godly character and embody Fellowship's Mission, Vision, Statement of Faith, and Core Values & Beliefs. Fellowship Bible Church of Northwest Arkansas believes that the Bible is the ultimate authority in all matters, therefore the staff is expected to conduct themselves in alignment with the Scriptures and standards as defined by the Elders.

The purpose of this *Employee Code of Ethics Agreement* is to strengthen Fellowship's ethical climate and to provide basic guidelines for all employees and volunteers. FBCNWA reserves the constitutional right as a church to base leadership decisions on Biblical authority and ethical and doctrinal standards as established by the Elders of Fellowship Bible Church of Northwest Arkansas. See your Team Leader, Operations Team Member, or a representative of the Human Resources Department for further discussion if you have questions.

*We put no stumbling block in anyone's path, so that our ministry will not be discredited. 2 Cor 6:3*

*Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ. Phil 1:27*

#### FBCNWA – “Who We Are”

- **Ultimate Objective**- To glorify God
- **Mission**- To produce and release spiritual leaders who know and express the authentic Christ to Northwest Arkansas and the world
- **Vision**- To change the heart and soul of Northwest Arkansas and the world

#### FBCNWA Doctrinal Statement

**THE SCRIPTURES...** We believe that the Scriptures of both the Old and New Testaments are verbally inspired of God, in whole and in part, error-free in the original writings and the supreme authority of faith and practice for the believer in Jesus Christ. We further believe that there is but one true interpretation of any Biblical passage and this is only found when one accurately applies the literal-grammatical-historical method of interpretation. (Psalm 119:160; 2 Timothy 3:16-17; 2 Peter 1:20-21; Hebrews 1:1-2, 4:12)

**GOD...** We believe there is but one living and true God who is infinite, eternal, and unchangeable. We further believe that God is one in essence while existing in three distinct persons: Father, Son and Holy Spirit. Though each person of the Godhead possesses precisely the same nature and attributes, each function differently in respect to God's purposes and dealings with man. (Deuteronomy 4:39; 6:4; Matthew 28:19; 2 Corinthians 13:14)

**THE FATHER...** The first person of the Trinity orders and directs all things according to His own purpose, pleasure, and grace. The Father is sovereign in creation, providence, and redemption. He has decreed all things that come to pass for His own glory. He graciously involves Himself in the affairs of men, hears and answers prayer, and saves from sin and death all who come to Him through Jesus Christ. (2 Chronicles 29:11; Psalm 103:19; Matthew 6:9; John 5:19-24; Ephesians 1:2-6)

**THE SON...** The second person of the Trinity is both the eternal Son of God and virgin-born Son of man. Jesus Christ, fully God and fully man, surrendered nothing of His deity during His earthly life. Having led a sinless life, He satisfied the Father's justice concerning sin by His substitutionary death. We believe in His bodily resurrection, His physical ascension and His visible return to earth to establish His earthly kingdom. (John 1:14-18; Acts 1:11; Romans 3:24-26; 1 Corinthians 15:1-8; Colossians 2:9; Hebrews 2:17-18; Revelation 20:11-15)

**THE HOLY SPIRIT...** The third person of the Trinity executes the will of God in the world of men. It is the Holy Spirit who applies the salvation that Jesus Christ secured through His death on the cross. It is the Holy Spirit who convicts the world of sin, righteousness, and judgment. It is the Holy Spirit who empowers the church to live a lifestyle pleasing to God, endowing it with special gifts, which equip believers to accomplish distinct ministries, planned beforehand by God the Father. (John 3:1-8; 15-16; 16:4-15; 1 Corinthians 12; Galatians 5:16-25; Ephesians 1:13-14; 5:18-21)

**MANKIND...** We believe that mankind was directly created in the image of God to enjoy His fellowship and to fulfill God's will on earth. Man sinned by voluntary act of personal disobedience to the will of God; as a result, all human beings are spiritually dead and subject to the certainty of physical death. The fall of mankind was a non-repeatable historical fact; the effects of which are transmitted to all human beings, each of whom is born with a sinful nature and sins habitually in thought, word, and deed. (Genesis 1:26-27; 2:7; 3:3-4; Romans 1:18-32; 3:10-23; Ephesians 2:1-3)

**SALVATION...** We believe that Jesus Christ died for our sins as the only sufficient, substitutionary sacrifice. All who believe in Him are declared justified by the Father on the grounds of Jesus' death and resurrection. All who receive the Lord Jesus Christ by grace through faith have been regenerated by and baptized in the Holy Spirit. They become, thereby, the children of God forever, and members of the one true church, the universal Body of Christ. This salvation will result in righteous living and good works as the believer submits his life to the control of the Holy Spirit Who directs the life of the believer in harmony with the Word of God. (John 1:12; 3:16; 5:24; 14:6; Acts 4:12; Romans 3:21-26; 5:8; 1 Corinthians 15:1-4; Galatians 3:26; Ephesians 1:7; 2:8-10; Titus 3:4-7; Hebrews 10:10-12; 1 John 5:11-13)

**THE CHURCH...** We believe that all who have been regenerated by the Holy Spirit belong to the one true universal church and are directed by the Scriptures to associate themselves in local, visible churches. The local church is the only scriptural representation of Christ's invisible Church and consists only of regenerated believers. The local church is autonomous in its government and recognizes its own members for the biblical offices of elder and deacon. Two ordinances have been committed to the local church-Baptism and the Lord's Supper. The purpose of the church is to lead others to Christ, mature them in the faith, and equip them for personal ministry. (Matthew 16:13-28; 28:18-20; Acts 2:41-47; 4:1-16; 1 Corinthians 11:23-29; Ephesians 2:19-22; 4:11-13; Hebrews 10:23-25; 1 Peter 5:1-3)

**MARRIAGE...** We believe that God has established marriage as a lifelong, exclusive relationship between one man and one woman and that all intimate sexual activity outside the marriage relationship, whether heterosexual, homosexual, or otherwise, is immoral and therefore sin (Genesis 1:26-27; 2:24-25; Exodus 20:14, 17; Matthew 19:4-6, 9; Romans 1:18-31; 1 Corinthians 6:9-10, 15-20; Jude 7). Marriage ceremonies conducted on Fellowship Bible Church premises or by Fellowship Bible Church staff should represent the establishment of this covenant relationship. We believe that God created the human race male and female, and all conduct with the intent to adopt a gender other than one's birth gender is immoral and therefore sin. (Genesis 1:27; Matthew 19:4; Mark 10:6)

**FUTURE...** We believe that prophetic scriptures teach the imminent return of Jesus Christ. (John 14:1-3; 1 Thessalonians 4:15-17) We believe the second coming of Christ will occur in a bodily, visible manner with great glory. (Acts 1:9-11; 1 Corinthians 15:20-28; Revelation 20:1-4)

## Employee Code of Ethics Agreement

As an employee and leader of Fellowship Bible Church of Northwest Arkansas, I prayerfully commit myself to:

- **Maturity** – endeavor to be a maturing disciple of Christ, continually pursuing spiritual growth. (Colossians 2:6-7)
- **Ministry** – discover and utilize personal spiritual gifts in order to influence and serve others within the church, the community, and the world. (Ephesians 4:11-12)
- **Care** – take responsibility for personally meeting the needs of others within the church, the community, and the world. (2 Corinthians 1:4-5)
- **Integrity** – pursue a holy and pure life, representing Christ in a worthy manner. (1 Peter 1:15)
- **Family** – faithfully pursue God’s design for singlehood, marriage and/or parenting as revealed in the Scriptures and explained in FBCNWA’s Doctrinal Statement. (Matthew 19:4-6; Exodus 20:12,14; 1 Corinthians 7:25-38)
- **Participation** – trust and support the mission, vision, strategies and philosophy of FBCNWA through active and consistent involvement. (Philippians 1:3-5)
- **Follow** – submit to the authority of the elder’s leadership of FBCNWA. (Hebrews 13:17)
- **Support** – support, through worshipful giving, the financial obligations and commitments of the Church by practicing generosity and biblical stewardship. (2 Corinthians 8:7)

Employees of Fellowship Bible Church of Northwest Arkansas are expected to abide by these guidelines. If a violation of this policy is observed, it should be reported immediately to a Team Leader, Operations Team Member or the Human Resources Department. Appropriate staff will then respond accordingly with preventative and/or corrective action.

*...Please review, sign and return the next page...*

## Employee Code of Ethics Agreement

*[Please sign this page and return to Human Resources]*

- I have received, reviewed and agree to adhere to all of Fellowship Bible Church of Northwest Arkansas's policies, including Fellowship's Mission, Vision, Core Values & Beliefs, and Doctrinal Statement. I have read and fully understand FBCNWA's policies and subscribe, whole-heartedly, to the principles inherent therein as a condition of my employment with Fellowship Bible Church of Northwest Arkansas. I will work diligently to maintain and strengthen the Church and its members and will reflect the values of Fellowship Bible Church of Northwest Arkansas in word and example.

**I commit to abide by the standards set forth in the FBCNWA Doctrinal Statement & Employee Code of Ethics Agreement:**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed name: \_\_\_\_\_

*Updated 7/2021; KO*

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