

# EVANGELICAL BIBLE CHAPEL CORE VALUES

## INTRODUCTION:

1. Core values are the beliefs and values which are adopted, embraced and implemented in the operation of a ministry and are to be the principles of controlling guidance by which it seeks to accomplish what God has called the ministry to undertake and do. A Core Value is a cherished principle that controls ministry decisions and directions.
2. A list of Core Values is never complete or intended to be a finished product “once and for all.” But a list of Core Values is always intended to be a controlling statement of what the ministry will be guided and operated by, in good and sincere conscience before God.
3. The wording of a Core Value may change from time to time to better reflect what is intended by it, but the essence and position of a Core Value should never change unless the ministry has been led of God to change its mission or, sadly, the ministry has compromised and abandoned its Biblical position.
4. A ministry should desire to be recognized, known, defined and understood by the Core Values that it embraces and upholds. A ministry’s Core Values are what the ministry really is, if the Core Values are practiced and upheld, with good conscience, before God. While no ministry, or person in a ministry, is ever perfect, every ministry must strive to diligently uphold its Core Values.
  - a. Ministry Leadership must totally adopt, encourage, enforce, and believe in the ministry Core Values.
  - b. Ministry Management must thoroughly believe in and support the Ministry Core Values.
  - c. Ministry Co-Laborers must totally support the ministry Core Values.
  - d. Ministry Workers must conform to, and never embarrass, the ministry Core Values.
5. Core Values must always be implemented and enforced with Biblical love, graciousness, patience, gentleness, meekness and helpful encouragement. **CORE VALUES MUST BE IMPLEMENTED AND ENFORCED!**
6. Core Values, which are based upon the Word of God, are non-negotiable and are not open to discussion for purpose of compromise or change. Most of the E.B.C. Core Values are based upon the Word of God.
7. E.B.C. Core Values are designed to allow the ministry to lead for real commitment on the part of everyone in the ministry and not just manage for compliance. How a person in the ministry is evaluated in light of the ministry Core Values, is governed by five (5) key factors:

**LOYALTY – ENTHUSIASM – ZEAL – COMPETENCE –INTEGRITY**

## EVANGELICAL BIBLE CHAPEL CORE VALUES

1. That the ministry of E.B.C. believes and, holds to without exception, the belief that the Bible is the inerrant and verbally inspired Word of God. The Bible is to be honored in all matters of faith and practice. Without exception, we will use and honor the Bible, as the Word, in all E.B.C. ministry matters.
2. Everyone in the ministry of E.B.C. must be born again Christians with a clear salvation testimony wherein they have trusted Jesus Christ and Him alone for their eternal salvation.
3. As Christians, we should follow the scripture that states: “Love the Lord our God with all our heart, with all our soul, with all our mind, and to love our neighbor as ourselves. (Matthew 22:37)

The leading of people to a saving knowledge of Jesus Christ is to be the primary focus of everything that we do.

It is to be the primary responsibility of everyone in the ministry of E.B.C. to be an active and fervent personal soul-winner for the Gospel of Jesus Christ.

4. Everyone in the ministry of E.B.C., including Greenacres Christian Academy and the Evangelical Bible Seminary, is expected to be faithful in attendance and participation at a theologically sound and fundamental, Bible believing, Bible preaching and Bible practicing local church.

Everyone in the E.B.C. ministry is expected to be supportive and encouraging of his or her local pastor.

5. That anyone on the staff of E.B.C. is dedicated to supporting the giving of our tithes and offerings to the Lord as a part of our Biblical faith.

Everyone in the ministry of E.B.C. is encouraged and expected to be faithful and regular in their giving of tithes and offerings, as required by Scripture.

6. That the ministry of E.B.C. is a ministry and not a business.

As a ministry, E.B.C. is dedicated to honoring the Word of God to the best of our ability in everything that we do, and to being led by the Spirit of God to accomplish the Will of God for this ministry.

Every person participating in the ministry of E.B.C. should recognize and participate in it whole-heartedly as a ministry, and not merely a job or business.

7. That the ministry of E.B.C. believes that our efforts and dedication in everything that we do is to be done for our Lord and Savior, Jesus Christ.

Lazy, half-hearted, nonfervent, nonpunctual, nonexcellent and nonfollow-through to completion efforts are sins, which should never be approved of, or permitted to become our standard of personal performance in our ministry efforts for the Lord. We should do all things as unto the Lord, according to scripture. Our best should be our goal.

All ministry deadlines and goals should be fervently kept and honored.

8. That the ministry of E.B.C. believes that all Christians are called upon to keep a Biblically holy and separated life in our walk with God, and in all matters of life activity.

While no ministry, or person in ministry, is ever perfect, every ministry must strive to diligently uphold its Core Values.

When failure through sin occurs, the Christian is to confess his or her sin to God and repent by turning away from that sin promptly and completely. Leadership will decide consequences.

9. That the ministry of E.B.C. believes that in all leadership roles, persons should refrain from the use of tobacco, alcoholic beverages and illegal drugs, or the abuse of any legal drugs.

All profanity, or any form of non-Christ honoring remarks are forbidden. Words that build should be used instead of words that destroy.

All Christ dis-honoring amusements, entertainments or leisure activities are to be avoided. All pornography, irrespective of how it is provided, is forbidden.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen. 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning; the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Ge. 2:18-25) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (I Cor. 6:18; 7:2-5; Heb 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt. 15:18-20; I Cor 6:9-10)

We believe that in order to preserve the function and integrity of EBC Ministries as the local Body of Christ, and to provide a biblical role model to the EBC members and the community, it is imperative that all persons employed by EBC Ministries in any capacity, or who serve as volunteers, agree to abide by this Statement on Marriage, Gender, and Sexuality. (Matt 5:16; Phil 2:14; I Thess 5:22).

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; I Cor 6:9-11)

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28 – 31; Luke 6:31.) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of EBC Ministries.

10. That the ministry of E.B.C. believes that our manner of dress and personal appearance, both at and away from the ministry, is to be Biblically modest, non-worldly, or honor to the standard of the ministry and of honor to our testimony for the Savior, Jesus Christ.
11. That the ministry of E.B.C. believes that the most important and critical ministry asset is the people in the ministry whose lives are dedicated to the ministry and its goals, values and beliefs.

E.B.C. believes in developing and improving the skills, abilities, opportunity to serve and spiritual character of its people as a matter of Biblically required stewardship to God. E.B.C. believes that everyone in the ministry is to be treated with respect, encouragement and proper honor.

E.B.C. believes that the people in the ministry are to be valued and treated with the utmost Scriptural love and care as a matter of Biblical command and belief.

12. That the ministry of E.B.C. believes in Biblical servanthood for everyone participating in the ministry.

The ministry believes that the serving of those who afford themselves of the benefits of the ministry, as well as the serving of each other within the ministry, is a privilege and honor to be done as unto the Lord.

The ministry believes that everyone in the ministry should aspire and daily strive to be the “servant of all.”

13. That the ministry of E.B.C. believes that criticism, murmuring, gossip, disloyalty, subversion or disobedience of ministry directives, non-truthfulness and the encouragement of disobedience or disloyalty to the directive of the ministry of E.B.C. and its leadership, is Biblically forbidden if engaged in by any person who is a part of the ministry.

Everyone in the ministry should be given the fair opportunity to be heard by leadership on matters of proper concern to them in the ministry.

Communication which is Christ-honoring is to be encouraged throughout the ministry and particularly between co-laborers and the leadership. Helpful suggestions should always be encouraged and reviewed.

#### PROPER COMMUNICATION.

14. That the ministry of E.B.C. believes that the criticism or showing of disrespect to any other Christ-honoring ministries is Biblically wrong and will not be permitted.
15. That the ministry of E.B.C. believes that the Bible mandates the Christian education of our children, as a matter of the faith, unless circumstances dictate otherwise.
16. The ministry of E.B.C. is an Interdenominational Church, and everyone in the ministry must be fundamental in their Bible based beliefs, doctrines and lifestyle.

Everyone in the ministry of E.B.C. must affirm and support the Bible-believing position upon which the E.B.C. is based.

CORE VALUES 2010-2011

I understand that the afore Core Values are an instrument of EBC Ministries and that my understanding, and agreement with these core values, is required for employment.

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Signature

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Date