



BEREAN BAPTIST CHURCH
Fayetteville, NC 28314



Memorandum for BBC/A Employees

Subject: **Employee Expectations Statement**

The purpose of this document is to articulate—as a matter of policy—my expectations for all employees of Berean Baptist Church.

Each employee is expected to live with the spirit and intent of the church Covenant, even if they are not members of BBC. No one will be employed by BBC who isn't an active member of a Baptist or Bible church.

- I. Having been led by the Holy Spirit to receive the Lord Jesus Christ as our Savior, and upon our profession of our faith in Him, having been baptized in the name of the Father, and the Son, and the Holy Spirit, we do now solemnly and joyfully enter into this Covenant with one another as one body in Christ.
- II. We fully realize that this covenant comes from the grace of God our Father, the shed blood of God the Son, and the power of the indwelling of God the Holy Spirit.
- III. We promise to actively pursue personal holiness; to walk together in Christian love; to strive for the advancement of this church's spiritual growth and unity; to faithfully abide by the doctrines and behaviors outlined in this church's Articles of Faith; and to give cheerfully of our time, talents, and finances for the support of this ministry and its missionaries.
- IV. We further promise to faithfully attend the church's worship services, to maintain personal spiritual disciplines; to teach our children the Word of God; to share the gospel with our kindred and acquaintances; to be just in our dealings, faithful in our engagements; and to avoid all gossip. We promise that we will love and pray for each other and in times of distress help one another.
- V. We promise to endeavor to obey the commandments of our Lord Jesus and to abstain from anything that would cause our fellow brother or sister in Christ to stumble or that will bring reproach to the name of Jesus Christ.
- VI. We further realize that if we should fail to live up to the promises we have made, our brothers and sisters in Christ will always strive for our reconciliation and spiritual restoration. However, if we partake in a sustained and unrepentant violation of an Article of Faith, we will be brought under church discipline in accordance with the Church Constitution.
- VII. We make this covenant with each other for the express purpose of glorifying God as the visible representation of the body of Christ.

Employees are prohibited from teaching anything contrary to what is clearly presented in this church's Articles of Faith.

Furthermore, employees will:

- Abstain from the use of any form of tobacco, alcohol, or any illegal drug.
- Refrain from fighting and insubordinate conduct.
- Not steal or misappropriate church property or resources.
- Keep themselves from any location that would be morally questionable, such as nightclubs and other similar establishments.
- Be very careful about the content in the movies and television they watch, the music they listen to, and the websites they view; when there is a question about its appropriateness, they will seek guidance from a principal or church pastor.
- Strive to live in such a manner that others can see that Jesus is their Lord.
- Cheerfully and consistently tithe from their gross income to the church.
- Pay their bills on time and manage their personal finances in such a way as to bring honor to Christ.
- Diligently work to grow in their knowledge of the Word of God.
- Use the ESV Bible in the classroom.
- Carry a KJV, NKJV, ESV or NASB to all worship services. Digital forms are not acceptable.
- Be faithful to all the worship services on Sundays, Wednesdays, other special events and let their supervisor know when they will not be present.
- Strive to set the example by attending key ministry events as identified by the Pastor.
- Be an active part of an Adult Sunday School Class or serve in a ministry during that time as approved by their supervisor.
- Faithfully and actively participate in at least one ministry/service opportunity of the church.
- Be conscious of opportunities to witness, share the gospel, and invite others to church.
- Dress appropriately and modestly.
- Completely abstain from pornography or any immoral or unethical behavior.
- Resign their employment at the point that it is impossible to support the pastor's vision, philosophy, and intent for ministry.

This list is not all inclusive of everything that could bring reproach to the ministry; supervisors may identify others areas of an employee's life that may need to change to remain employed.

Employees will be counseled orally or in writing or terminated for violations of this policy letter. A copy of this counseling will be kept in the employee's file for the tenure of the employment.

Credit checks and background investigations will be conducted on employees before they are hired.

Proclaiming Christ,

Sean Harris
Senior Pastor

Cc: Church Clerk, Chairman of the BOD, Executive Pastor

Revised: March 7, 2016