
DOCTRINAL STATEMENT

As Christians, possessing a personal faith in Jesus Christ as Lord and Savior, we wish to further the aims of Overland Hills Church in a true spirit of love and compassion, combined with a genuine concern for the needs of those whom we serve, seeking to do all for the glory of God. The employees of Overland Hills Church subscribe to the following doctrinal statement:

1. The Holy Scriptures as originally given by God are divinely inspired, infallible, entirely trustworthy and the only supreme authority in all matters of faith and conduct.
2. One God eternally existent in three Persons: Father, Son and Holy Spirit
3. Our Lord Jesus Christ, God manifest in the flesh - His virgin birth, His sinless human Life, His bodily resurrection, His divine miracles, His ascension, His mediatorial work, and His personal return in power and glory.
4. The salvation of lost and sinful man through the shed blood of the Lord Jesus Christ and regeneration by the Holy Spirit by faith apart from works.
5. The Holy Spirit by whose indwelling the believer is enabled to live a holy life to witness and work for the Lord Jesus Christ.
6. The resurrection of both the saved and the lost; they that are saved unto the resurrection of Life, and they that are lost unto the resurrection of damnation.
7. The unity of spirit of all true believers, the Church, the Body of Christ.

PERSONAL LIFESTYLE AND MORALITY STANDARDS

1. Overland Hills Church is a community of Christians seeking to model Christ in our lives and, in particular, in providing care and love to those we support. Overland Hills Church believes that Christ claims the whole person, including our life at work and our life away from work. As such, the Biblical call for holy living, including the Ten Commandments and the requirements found below, apply to our employees during working and non-working hours.
2. Employees are required to model a Christ-centered life to the individuals receiving support and to others. Christ-centered conduct starts with the guidance of the Holy Bible and the Holy Spirit.
3. It is our position that conduct such as, but not limited to, theft, fraud, physical aggression, abusive behaviors, sexual assault, harassment (sexual or otherwise), deceit, and the use of illicit drugs are inconsistent with a Christ-centred life and are therefore prohibited.
4. Marriage is God-ordained and is understood to be a formal and public commitment, between a man and woman, to live as husband and wife as provided in the Holy Bible. As the Scripture requires, so Overland Hills Church requires its employees to refrain from sexual activity outside of marriage between a man and a woman. Without limitation, Overland Hills Church prohibits pre-marital (fornication), extra-marital (adultery) and homosexual sex.
5. In the event of a transgression of this Policy, the focus will be on the Gospel message of love, repentance, and restoration of broken community. Overland Hills Church may be required, in order to maintain Christ-centered care and community, to terminate the employee's employment and remove him/her from our community. Termination of the position and removal from the Overland Hills Church community are undertaken only after it is confirmed by at least two supervisors that repentance and reconciliation cannot be achieved.

I, _____ as an employee of Overland Hills Church agree to subscribe to this Doctrinal Statement and the Personal Lifestyle and Morality Standards.

Signature: _____ Date: _____