

Leader Enlistment



Brentwood Baptist

DISCIPLESHIP

Welcome Discipleship Leader,

At Brentwood Baptist the focus of our Discipleship Ministry is equipping and encouraging people to Love God, Grow in Christlikeness and Live Sent.

We value discipleship as a journey in which people are progressively transformed in such a way that the personality and deeds of Christ naturally flow out of them where they live, work, and play; therefore we seek to lead people to pursue an intentional spiritual growth plan that leads to a Christ centered life. (Galatians 4:19, Romans 8:29, 2 Corinthians 3:18, Ephesians 1:4-7; 2:8-22; 5:1-2)



As our church family continues to fulfill its mission of “Connecting people to Jesus Christ through worship, discipleship and service,” we must expand and train our leadership base to support those God is entrusting to our care. Furthering this initiative, Brentwood Baptist has established a Leadership Vetting process and booklet of resources.

Vetting simply means “to evaluate for possible approval or acceptance.” The vetting process at Brentwood Baptist is designed to allow potential leaders to gain a better understanding of the expectations of leadership as well as the support Brentwood Baptist provides to church leaders. The process involves a series of conversations with both staff and lay leadership. The booklet contains core documents to assist potential, new and existing leaders as well as an application for potential leaders to begin the vetting process.

I am excited that you are taking the first steps toward leadership in the Discipleship Ministry of Brentwood Baptist Church. Know of my continued support and prayers not only through this process, but as we serve together to lead people toward the Christ centered life.

JourneyOn,

A handwritten signature in black ink that reads "J. Steven Layton". The signature is written in a cursive, flowing style.

J. Steven Layton
Discipleship Minister
Brentwood Baptist Church

Dear Prospective Teacher,



Thank you for your interest in leading a LIFE Group at Brentwood Baptist Church. LIFE Groups serve as a meeting place for group members to “do life together.” They provide occasions for us to love one another, involve ourselves in community, focus on God’s Word, and engage the world. We are very excited about the opportunities LIFE Groups provide to help our people connect with one another and grow in their walk with Christ. This Leader Enlistment booklet provides a description of the application process. Included is a statement of faith, an overview of the expectations of LIFE Group leaders and Brentwood Baptist Church, the application for LIFE Group Leaders, the Transformational LIFE strategy and job descriptions, a description of orientation and training, and a Leader Covenant. Please read and complete the application before your meeting with our LIFE Group Leadership Team.

Sincerely,

A handwritten signature in black ink that reads "Roger Severino". The script is fluid and cursive.

Roger Severino
Adult Minister – Leadership
Brentwood Baptist Church

Dear Prospective Teacher,

It's a great honor to be involved in helping people move toward Christlikeness. To be given a platform of leadership with the task of helping people grow in their walk with Christ is a noble responsibility.

I'm so excited that you've shown interest in assuming this important role as LIFE Group leader. We know that spiritual growth happens best in relationships with others, and LIFE Groups provide an important vehicle to build relationships and fuel transformation in people's lives.

I hope this booklet will assist you in understanding what it means to lead a LIFE Group at Brentwood Baptist Church. Thank you for your desire to be a LIFE Group leader.



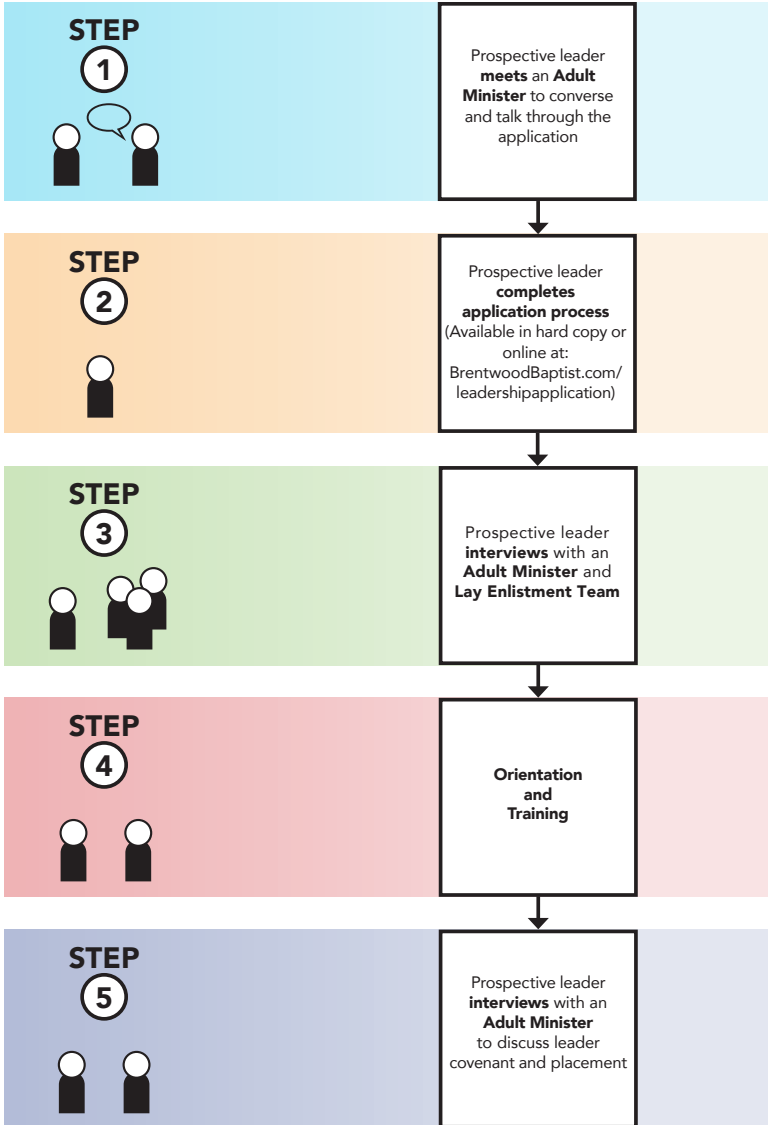
Sincerely,

A handwritten signature in black ink that reads "Jay Fennell". The script is fluid and cursive.

Jay Fennell
Adult Minister – Groups
Brentwood Baptist Church



5-Step Leader Enlistment Process Adult Ministry Leadership



Expectations for LIFE Group Leaders

- A LIFE Group leader is expected to Love God, Grow in Christlikeness, and Live Sent.
- A LIFE Group leader loves the Bible and uses it as the principle text for his or her LIFE Group.
- A LIFE Group leader recognizes that everyone learns differently and therefore works to provide a multifaceted learning environment.
- A LIFE Group leader encourages consistency in arrival time, participation, and ministry.
- A LIFE Group leader supports the church's ministry through time, talents, and tithes.
- A LIFE Group leader participates in worship as an individual and with his or her family.
- A LIFE Group leader supports the established church leadership and the stated mission and vision of the church.
- A LIFE Group leader participates in annual spring meetings that promote JourneyOn strategic planning.

What you can expect from Brentwood Baptist Church

- A LIFE Group leader can expect from Brentwood Baptist servant leadership that is encouraging, supportive, and resourceful.
- A LIFE Group leader can expect from Brentwood Baptist regular and consistent prayer support from ministers and staff or other leaders.
- A LIFE Group leader can expect from Brentwood Baptist customized training commensurate with the needs of his or her LIFE Group.
- A LIFE Group leader can expect from Brentwood Baptist a communication process that is intentional and timely.
- A LIFE Group leader can expect from Brentwood Baptist collaboration in strategic planning leading to goals and action plans.

TRANSFORMATIONAL

LIFE

LIFE Groups are defined by four functions, and each function has a leader. These leaders make up the Transformational LIFE Team and ensure that all four functions happen so that life change occurs.

TEAM

"L" LEADER	"I" LEADER	"F" LEADER	"E" LEADER
LOVE	INVOLVE	FOCUS	ENGAGE
ONE ANOTHER	OURSELVES IN COMMUNITY	ON GOD'S WORD	THE WORLD
Pray for each other Care for each other	Encourage members to ministry Build fellowship and connection	Teach for transformation Lead the L.I.F.E. team	Develop an outward focus Mobilize for mission impact

"...as I have loved you, so you must love one another."
— John 13:34

"...we were delighted to share with you not only the gospel of God, but our lives as well..."
— 1 Thessalonians 2:8

"...teaching them to obey everything I have commanded you..."
— Matthew 28:20

"Therefore GO and make disciples of all nations..."
— Matthew 28:19





Transformational LIFE Strategy

LIFE Groups are not defined by a particular size or by when they meet, but rather by a common function. All our LIFE Groups strive to fulfill the elements of the Transformational LIFE Strategy.

LIFE Groups come in a lot of different shapes and sizes. It may be 50 people meeting in a classroom on a Sunday morning, or it may be a small group of 8-10 meeting around a living room on a weeknight.

These can be explained with the acronym L. I. F. E. In LIFE Groups, we seek to LOVE one another, INVOLVE ourselves in community, FOCUS on God's Word, and ENGAGE the world.

In our larger LIFE Groups, we encourage different leaders to fulfill these differing roles. In this booklet, you will find a job description for each one of these. In smaller groups, these same functions should still be a part of the group, even if every element is not assigned to a different person.

Love One Another: This role seeks to pray and minister for transformation, taking care of the prayer and care needs within the group. In coordination with the teacher/facilitator of the group (the "F" leader), the "L" leader will work with the needs of the group and work alongside the Congregational Care Pastor.

Involved in Community: This role seeks to connect and serve for transformation, helping group members assimilate into the group and the church, and encouraging service within the church. In coordination with the teacher/facilitator (the "F" leader), the "I" leader will work to build community and service into the group, and work alongside the Assimilation Minister.

Focus on God's Word: This role seeks to teach and lead for transformation. As the teacher or facilitator of the group, this person will provide biblically-based content that will help members grow spiritually and move more towards the Christ-centered life. The "F" leader will also lead other group leaders ("L", "I", and "E") to help fulfill the functions of the LIFE Group. The "F" leader will work alongside the appropriate Adult Minister.

Engage the World: This role seeks to help members reach out beyond the group through missions, evangelism training, and community service. In coordination with the teacher/facilitator (the "F" leader), the "E" leader will be the missions and outreach advocate within the group and work alongside the Community Missions Minister.

The goal in all this is that our LIFE Groups can be a place where life transformation occurs. Our hope and prayer is to build communities where the personality and deeds of Jesus naturally flow through us whenever and wherever we live, work, and play. Come join us on the journey!



Love One Another

Job Description: Love One Another LIFE Group Leader

Reports to: LIFE Group Teacher (Focus on God's Word Leader)

Why do we have this volunteer position?

One of our objectives is to make our big church function and feel like a small church. LIFE Groups are a key component for accomplishing this objective. The LIFE Group is the place for connection to and involvement with our other members of the church. Through personal contact and coordination of responsibilities, this position will ensure that all group members feel loved and cared for by the group and the church.

Role Summary:

The Love One Another LIFE Group Leader ("L" Leader) will be responsible, under the direction of the "F" LIFE Group Leader, to provide nurture and pastoral care opportunities for the group members to respond lovingly to each other in times of need.

Primary Job Responsibilities:

- Keep an updated list of group prayer concerns.
- Plan opportunities to celebrate significant life transitions in the lives of group members (e.g., career transitions, births, birthdays, anniversaries, weddings, deaths, etc.)
- Organize home care opportunities for the group members to respond to members in the days immediately following hospitalization or rehabilitation.
- Report to the church any needs of a group member that are too large for the group to directly respond.

Qualifications:

- Time availability to meet the needs of the group (approximately 2 hours per week)
- Good communication and social skills
- Passion for ministry and compassion for people
- Spiritual gift(s) may include hospitality, administration, mercy, or service



Involve Ourselves in Community

Job Description: Involve Ourselves In Community Leader for LIFE Groups

Reports to: LIFE Group Teacher (Focus On God's Word Leader)

Why do we have this volunteer position?

One of our objectives is to make our big church function and feel like a small church. LIFE Groups are a key component for accomplishing this objective. LIFE Groups are a place for people to assimilate and become part of a group and, by extension, feel a part of the church. This position will assist in helping group members involve themselves in community through relationships and service.

Role Summary:

The Involve Ourselves In Community LIFE Group Leader ("I" Leader) will be responsible, under the direction of the "F" LIFE Group Leader, to assist group members in assimilating into the group and to the church. They will also encourage all group members to complete the PLACE course and find their niche for serving God in ministry inside the church or in the community.

Primary Job Responsibilities:

- Arrive early.
- Greet and welcome all first-time guests, return visitors, and members.
- Contact all potential group members referred by ministers or Discipleship and Welcome Center volunteers.
- Follow up contacts with guests.
- Be a champion for the PLACE classes in the group.
- Coordinate social and team building activities for the group and ensure all members (new or old) will feel welcome.

Qualifications:

- Time availability to meet the needs of the class (approximately 2 hours per week)
- Good communication and social skills
- Passion for ministry and compassion for people
- Spiritual gift(s) may include encouragement, hospitality, or service



Focus on God's Word

Job Description: Focus on God's Word/LIFE Group Teacher
Reports to: Adult Minister – Groups & Groups Associate

Why do we have this volunteer position?

One of our church's objectives is to go deeper in every aspect of our mission, including the teaching of Scripture. LIFE Groups are a key component for accomplishing this. A LIFE Group provides an opportunity for group participants to encounter God's Word and begin or continue the process of transformation.

Role Summary:

This facilitator/teacher ("F" Leader) will be responsible for preparing and presenting biblically-based content with the goal of transforming lives and helping people move toward Christ-centered lives. The "F" LIFE Group Facilitator/Teacher will also lead other group leaders (the "L" leader, the "I" leader, and the "E" leader) to ensure that the various functions of LIFE Groups are accomplished.

Primary Job Responsibilities:

- Teach for transformation.
- Develop an ongoing relationship with group members to enhance your knowledge of member's learning styles.
- Prepare adequately for each lesson, demonstrated by a strong grasp of the content and its application to your people.
- Present the content in such a way that engages the group members to learn and apply biblical truth.
- Teach within the structure of Brentwood Baptist's Discipleship Strategy called "JourneyOn." This includes incorporating the seven spiritual foundations into the teaching plan and having all studies and curriculum approved.
- Teach in accordance with Brentwood Baptist's Statement of Faith and the Southern Baptist Convention's Baptist Faith and Message (1963 with 1998 amendment).
- Work with the group leadership to ensure that the LIFE Group is functioning well and accomplishing its purpose.

Qualifications:

- Brentwood Baptist member and actively growing in your faith
- Time availability to meet the many demands of the group
- Good communications and social skills
- Passion for encountering God in His Word and teaching it to others
- Spiritual gift(s) may include teaching, discernment, wisdom, knowledge, and shepherding
- Passion for guiding group members toward spiritual maturity



Engage the World

Job Description: Engage the World LIFE Group Leader

Reports to: LIFE Group Teacher (Focus On God's Word Leader)

Why do we have this volunteer position?

One of our church's objectives is to engage a diversity of people with the gospel, taking the good news of Jesus Christ to people of every language, ethnicity, demographic, and culture we encounter (Matthew 28:19-28; Acts 1:8; Luke 24:45-48). We believe that the most effective missions/evangelism strategy includes mobilizing members through small groups (LIFE Groups at Brentwood Baptist). As they are mobilized, they utilize their diversity of spiritual gifts toward a common goal of reaching people with the gospel.

Role Summary:

The Engage The World LIFE Group Leader ("E" Leader) will be responsible, under the direction of the "F" LIFE Group Leader, to assist group members in developing the outward focus of his/her respective LIFE group through involvement in mission projects and participation in mission journeys as well as learning about and praying for mission efforts. Included in this would be prayer/care for a growing number of missionaries sent out through Brentwood Baptist. The "E" Leader will also encourage all group members to receive evangelism training.

Primary Job Responsibilities:

- Lead the LIFE Group missions initiatives.
- Be the missions advocate for his/her LIFE Group.
- Stay informed of church-wide opportunities provided through the missions department and communicate them to the LIFE Group.

Qualifications:

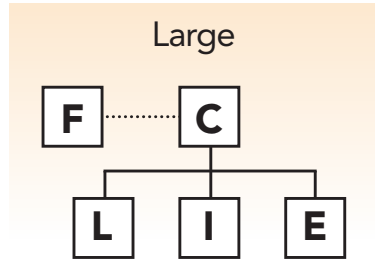
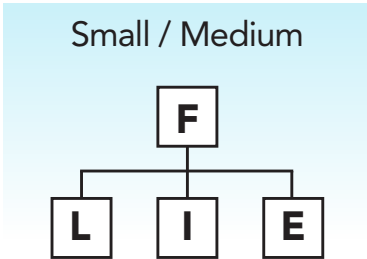
- Time availability to meet the needs of the role (approximately 2 hours per week)
- A passion for seeing people come to Christ
- Good communication and social skills
- Spiritual gift(s) may include evangelism, exhortation, or administration

LIFE

LIFE Group Coordinator (Optional Leadership Position)

Job Description: LIFE Group Coordinator

Reports to: Adult Minister – Groups Minister, Groups Associate



Role Summary:

A LIFE Group Coordinator, partnering with the F leader, works closely with the Transformational LIFE Team (L.I.F.E. Leaders) to ensure that all four functions are addressed appropriately and that the LIFE Group is properly organized and mobilized for its mission of making disciples of Jesus Christ. The Coordinator directs the overall work of the group and relieves the F Leader of administrative responsibilities.

Primary Job Responsibilities:

- Work alongside the F leader to coordinate the overall work of the LIFE Group and ensure that all four functions are being expressed.
- Partner with the F Leader to chart direction for the LIFE Group.
- Meet regularly with the Transformational LIFE team (L.I.F.E Leaders) to plan the work and activities of the LIFE Group. Oversee the group calendar.
- Ensure regular communication to every member through the various channels used by the LIFE Group. This may include email, Facebook, etc.
- Recruit and enlist leaders as needed.
- Maintain group records and communicate as needed with administrative assistant for groups.
- Work alongside each leader to support and assist them in their individual roles.

Qualifications:

- Time availability to meet the demands of the group (approximately 2-3 hours per week)
- Good communication and administrative skills
- Passion for ministry and compassion for people
- Spiritual gifts may include administration, service, hospitality, and wisdom



Orientation & Training

Orientation and Training will be done on a personalized basis. There are parts of the orientation that all new LIFE Group leaders will need to go through, particularly as it relates to the specifics of our JourneyOn Discipleship strategy at Brentwood Baptist.

Other components of training will be incorporated according to several factors: prior leadership roles at Brentwood Baptist, prior experience as a LIFE Group leader at any church, spiritual leadership qualities, spiritual maturity, skills, strengths, spiritual gifts, background, size of LIFE Group, etc.

In addition to a thorough understanding of how LIFE Groups operate within the Discipleship Structure at Brentwood Baptist, LIFE Group leaders should expect some of the following elements of orientation and training from our church:

- Training resources (books, videos, articles, DVDs, etc.) with follow-up response.
- A period of time when the candidate visits at least two different selected LIFE Groups with a prepared evaluation response form.
- An assigned mentor-teacher for dialogue and feedback.
- An opportunity to teach as a substitute, preferably in the mentor's class or current LIFE Group which the candidate attends. Have the mentor critique and affirm the teacher candidate based on specific criteria.
- A 90-Day Evaluation/Confirmation, after which the appropriate minister will meet with the candidate to review feedback from mentor, class members, etc.
- Minimal expectation for ongoing training (1-2 times per year).



JourneyOnLeadership.com

One of our church's primary objectives is to develop and send out a growing number of workers and leaders to service. With this in mind, JourneyOnLeadership.com was designed for prospective and existing leaders. Go here to find information about the enlistment process and resources for leaders.

LIFE Group Leader Covenant

Believing that the privilege of serving and guiding others in their discovery and application of God's Word is worthy of my surrender to God's call for service, I covenant, as a lay leader and LIFE Group leader of Brentwood Baptist Church, to:

- Continually develop my personal relationship with Jesus Christ.
(*Luke 9:23*)
- Teach within the bounds of "The Baptist Faith & Message (1963/1998)."
(*Titus 2:1*)
- Use the Bible as the final authority on faith and practice.
(*2 Timothy 3:16-17*)
- Abide by the expectations for the LIFE Group leader and agree to accept this responsibility.
(*James 3:1*)
- Prioritize my conduct in keeping with the principles of the Bible and seek the Holy Spirit's help in my life.
(*2 Timothy 2:15; Ephesians 4:1*)
- Maintain a Christ-like witness consistent with the role of a spiritual leader.
(*James 1:22, 3:1*)
- Prepare adequately to lead each week and be timely in my attendance.
(*2 Timothy 2:15*)
- Provide leadership to the class to ensure that other areas beyond teaching (the LIFE functions of the group) are accomplished.
(*Acts 2:42-47*)
- Support the established church leadership and the stated mission and vision of the church.
(*Hebrew 13:17*)
- Demonstrate my commitment to the church and LIFE Groups by regularly attending corporate worship and on-going training opportunities and leadership meetings.
(*Hebrews 10:24-25*)

If at any time I'm unable or unwilling to fulfill this covenant in good conscience, I'll relinquish my position of leadership in the LIFE Group ministry of Brentwood Baptist Church by informing an Adult Minister of my inability to continue in this role.

Prospective LIFE Group Leader Signature

Date

LEADER ENLISTMENT COMMON APPLICATION

For which campus are you applying? Ave South Brentwood Lockeland
 Station Hill West Franklin Woodbine

For which ministry are you applying? Preschool Children
 Students Adults

For which position are you applying? LIFE Group Leader Other

Name _____

Address _____

City _____ State _____ ZIP _____

Phone _____

Email Address _____

Birthdate _____

If you are married or have children, tell us about your family:

How long have you been attending a Brentwood Baptist campus?

Have you completed the Membership process?

Yes No Awaiting Membership

If so, what year?

Have you completed the PLACE process?

Yes No

If so, tell us at least one thing you learned about yourself.

Which ministries, LIFE Groups, and/or areas of service are you currently involved in?

What prior experience do you have in church-based ministries or other ministries? Please describe.

Briefly describe your spiritual background and when you placed your faith in Jesus Christ as your Lord and Savior.

How are you currently growing in your faith?

Describe any spiritual practices in your life, such as personal Bible Study, corporate worship, etc.

Describe your sense of calling to serve in this ministry?

Do you have any concerns teaching consistent with the 1963/1998 Baptist Faith & Message?
(See pages 20-27)

Yes No

If so, explain:

Please list any gifts, training, education, or prior experience that have prepared you to serve in this ministry.

Have you ever been convicted of any crimes other than minor traffic violations?

Yes No

If yes, please describe.

Is there anything we need to know in considering your application that has not been covered in the questions above?

If you are working with minors, are you willing to get a background check?

Yes No

Please list three references:

Name: _____

Phone: _____

Profession: _____

Relationship: _____

Name: _____

Phone: _____

Profession: _____

Relationship: _____

Name: _____

Phone: _____

Profession: _____

Relationship: _____

Please provide information about previous churches:

Name: _____

Years of Involvement: _____

Reason for Changing Churches: _____

Ministry Involvement: _____

Name: _____

Years of Involvement: _____

Reason for Changing Churches: _____

Ministry Involvement: _____

Name: _____

Years of Involvement: _____

Reason for Changing Churches: _____

Ministry Involvement: _____

Signature: _____

Completion Date: _____

The 1963 Baptist Faith and Message serves as the Statement of Faith of Brentwood Baptist Church according to the Bylaws, Article I, Section 1.4. The 1963 Baptist Faith and Message was adopted by the charter members of the church upon its founding in 1969. In 2015 the church family adopted the 1998 Baptist Faith and Message Family Amendment. It is the purpose of this statement of faith to set forth certain teachings which we believe.

I. THE SCRIPTURES

The Holy Bible was written by men divinely inspired and is the record of God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. It reveals the principles by which God judges us; and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. The criterion by which the Bible is to be interpreted is Jesus Christ.

Ex. 24:4; Deut. 4:1-2; 17:19; Josh. 8:34; Psalm 19:7-10; 119:11, 89, 105, 140; Isa. 34:16; 40:8; Jer. 15:16; 36; Matt. 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16 ff.; 17:11; Rom. 15:4; 16:25-26; 2 Tim. 3:15-17, Heb. 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21

II. GOD

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. To Him we owe the highest love, reverence, and obedience. The eternal God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Gen. 1:1; 2:7; Ex. 3:14; 6:2-3; 15:11 ff.; 20:1 ff.; Lev. 22:2; Deut. 6:4; 32:6; 1 Chron. 29:10; Psalm 19:1-3; Isa. 43:3, 15; 64:8; Jer. 10:10; 17:13; Matt. 6:9 ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Rom. 8:14-15; 1 Cor. 8:6; Gal. 4:6; Eph. 4:6; Col. 1:15; 1 Tim. 1:17; Heb. 11:6; 12:9; 1 Peter 1:17; 1 John 5:7

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ he was conceived of the Holy Spirit and born of the Virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself the demands and

necessities of human nature and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, partaking of the nature of God and of man, and in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Gen. 18:1 ff.; Psalm 2:7 ff.; 110:1 ff.; Isa. 7:14; 53; Matt. 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16, 27; 17:5; 27; 28:1-6, 19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30, 38; 11:25-27; 12:44-50; 14:7-11, 16:15-16, 28; 17:1-5, 21-22; 20:1-20, 28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5, 20; Rom. 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Cor. 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Cor. 5:19-21; Gal. 4:4-5; Eph. 1:20; 3:11; 4:7-10; Phil. 2:5-11; Col. 1:13-22; 2:9; 1 Thess. 4:14-18; 1 Tim. 2:5-6; 3:16; Titus 2:13-14; Heb. 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Rev. 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16

C. God the Holy Spirit

The Holy Spirit is the Spirit of God. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts of sin, of righteousness and of judgment. He calls men to the Savior, and effects regeneration. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the assurance of God to bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Gen. 1:2; Judg. 14:6; Job 26:13; Psalm 51:11; 139:7 ff.; Isa. 61:1-3; Joel 2:28-32; Matt. 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10, 12; Luke 1:35; 4:1, 18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17, 26; 15:26; 16:7-14; Acts 1:8; 2:1-4, 38; 4:31; 5:3; 6:3; 7:55; 8:17, 39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Rom. 8:9-11, 14-16, 26-27; 1 Cor. 2:10-14; 3:16; 12:3-11; Gal. 4:6; Eph. 1:13-14; 4:30; 5:18; 1 Thess. 5:19; 1 Tim. 3:16; 4:1; 2 Tim. 1:14; 3:16; Heb. 9:8, 14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Rev. 1:10; 22:17

III. MAN

Man was created by the special act of God, in His own image, and is the crowning work of His creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence; whereby his posterity inherit a nature and an environment inclined toward sin, and as soon as they are capable of moral action become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill

the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore every man possesses dignity and is worthy of respect and Christian love.

Gen. 1:26-30; 2:5, 7, 18-22; 3:1-24; 9:6; Psalm 1; 8:3-6; 32:1-5; 51:5; Isa. 6:5; Jer. 17:5; Matt. 16:26; Acts 17:26-31; Rom. 1:19-32; 3:10-18, 23; 5:6, 12, 19; 6:6; 7:14-25; 8:14-18, 29; 1 Cor. 1:21-31; 15:19, 21-22; Eph. 2:1-22; Col. 1:21-22; 3:9-11

IV. SALVATION

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, sanctification, and glorification.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.

B. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual perfection through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

C. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Gen. 3:15; Ex. 3:14-17; 6:2-8; Matt. 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14, 29; 3:3-21, 36; 5:24; 10:9, 28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Rom. 1:16-18; 2:4; 3:23-25; 4:3 ff.; 5:8-10; 6:1-23; 8:1-18, 29-39; 10:9-10, 13; 13:11-14; 1 Cor. 1:18, 30; 6:19-20; 15:10; 2 Cor. 5:17-20; Gal. 2:20; 3:13; 5:22-25; 6:15; Eph. 1:7; 2:8-22; 4:11-16; Phil. 2:12-13; Col. 1:9-22; 3:1 ff., 1 Thess. 5:23-24; 2 Tim. 1:12; Titus 2:11-14; Heb. 2:1-3; 5:8-9; 9:24-28; 11:1-12:8, 14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Rev. 3:20; 21:1-22:5.

V. GOD'S PURPOSE OF GRACE

Election is the gracious purpose of God, according to which He regenerates, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is a glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the cause of Christ, and temporal judgments on themselves, yet they shall be kept by the power of God through faith unto salvation.

Gen. 12:1-3; Ex. 19:5-8; 1 Sam. 8:4-7, 19-22; Isa. 5:1-7; Jer. 31:31 ff.; Matt. 16:18-19; 21:28-45; 24:22, 31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45, 65; 10:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Rom. 5:9-10, 28-39; 10:12-15; 11:5-7, 26-36; 1 Cor. 1:1-2; 15:24-28; Eph. 1:4-23; 2:1-10; 3:1-11; Col. 1:12-14; 2 Thess. 2:13-14; 2 Tim. 1:12; 2:10, 19; Heb. 11:39-12:2; 1 Peter 1:2-5, 13; 2:4-10; 1 John 1:7-9; 2:19; 3:2

VI. THE CHURCH

A New Testament church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

This church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation members are equally responsible. Its Scriptural officers are pastors and deacons. The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all the ages.

Matt. 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3; 14:23, 27; 15:1-30; 16:5; 20:28; Rom. 1:7; 1 Cor. 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Eph. 1:22-23; 2:19-22; 3:8-11, 21; 5:22-32; Phil. 1:1; Col. 1:18; 1 Tim. 3:1-15; 4:14; 1 Peter 5:1-4; Rev. 2:3; 21:2-3

VII. BAPTISM AND THE LORD'S SUPPER

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper. The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matt. 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; Acts 20:7; Rom. 6:3-5; 1 Cor. 10:16, 21; 11:23-29; Col. 2:12

VIII. THE LORD'S DAY

The first day of the week is the Lord's Day; it is a Christian institution for regular

observance. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion, both public and private, and by refraining from worldly amusements, and resting from secular employments, work of necessity and mercy only being excepted.

Ex. 20:8-11; Matt. 12:1-12; 28:1 ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-24; 20:1, 19-28; Acts 20:7; 1 Cor. 16:1-2; Col. 2:16; 3:16; Rev. 1:10

IX. THE KINGDOM

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Gen. 1:1; Isa. 9:6-7; Jer. 23:5-6; Matt. 3:2; 4:8-10, 23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Rom. 5:17; 8:19; 1 Cor. 15:24-28; Col. 1:13; Heb. 11:10, 16; 12:28; 1 Peter 2:4-10; 4:13; Rev. 1:6, 9; 5:10; 11:15; 21; 22

X. LAST THINGS

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isa. 2:4; 11:9; Matt. 16:27; 18:8-9; 19:28; 24:27, 30, 36, 44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40, 48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Rom. 14:10; 1 Cor. 4:5; 15:24-28, 35-58; 2 Cor. 5:10; Phil. 3:20-21; Col. 1:5; 3:4; 1 Thess. 4:14-18; 5:1 ff.; 2 Thess. 1:7 ff.; 2:1-17; 1 Tim. 6:14; 2 Tim. 4:1, 8; Titus 2:13; Heb. 9:27-28; James 5:8; 2 Peter 3:7 ff.; 1 John 2:28; 3:2; Jude 14; Rev. 1:18; 3:11; 20:1-22:13

XI. EVANGELISM AND MISSIONS

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. It is the duty of every child of God to seek constantly to win the lost to Christ by personal effort and by all other methods in harmony with the gospel of Christ.

Gen. 12:1-3; Ex. 19:5-6; Isa. 6:1-8; Matt. 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8, 16; 17:15; 20:21; Acts 1:8; 2:1-28; 8:26-40; 10:42-48; 13:2-3; Rom. 10:13-15; Eph. 3:1-11; 1 Thess. 1:8; 2 Tim. 4:5; Heb. 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Rev. 22:17

XII. EDUCATION

The cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian schools is necessary to a complete spiritual program for Christ's people. In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deut. 4:1,5,9,14; 6:1-10; 31:12-13; Neh. 8:1-8; Job 28:28; Psalm 19:7 ff.; 119:11; Prov. 3:13 ff.; 4:1-10; 8:1-7, 11; 15:14; Eccl. 7:19; Matt. 5:2; 7:24 ff.; 28:19-20; Luke 2:40; 1 Cor. 1:18-31; Eph. 4:11-16; Phil. 4:8; Col. 2:3, 8-9; 1 Tim. 1:3-7; 2 Tim. 2:15; 3:14-17; Heb. 5:12-6:3; James 1:5; 3:17

XIII. STEWARDSHIP

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Gen. 14:20; Lev. 27:30-32; Deut. 8:18; Mal. 3:8-12; Matt. 6:1-4, 19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21, 42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Rom. 6:6-22; 12:1-2; 1 Cor. 4:1-2; 6:19-20; 12:1-31; 16:1-4; 2 Cor. 8-9; 12:15; Phil. 4:10-19; 1 Peter 1:18-19

XIV. COOPERATION

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Ex. 17:12; 18:17 ff.; Judg. 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Neh. 4:1-23; 8:1-5; Matt. 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1 ff.; Acts 1:13-14; 2:1 ff.; 4:31-37; 13:2-3; 15:1-35; 1 Cor. 1:10-17; 3:5-15; 12:1-31; 2 Cor. 8-9; Gal. 1:6-10; Eph. 4:1-16;

XV. THE CHRISTIAN AND THE SOCIAL ORDER

Every Christian is under obligation to seek to make the will of Christ supreme in his own life and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Christ Jesus. The Christian should oppose in the spirit of Christ every form of greed, selfishness, and vice. He should work to provide for the orphaned, the needy, the aged, the helpless, and the sick. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Ex. 20:3-17; Lev. 6:2-5; Deut. 10:12; 27:17; Psalm 101:5; Mic. 6:8; Zech. 8:16; Matt. 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34, 2:3 ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Rom. 12:4; 1 Cor. 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Gal. 3:26-28; Eph. 6:5-9; Col. 3:12-17; 1 Thess. 3:12; Philemon; James 1:27; 2:8

XVI. PEACE AND WAR

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war. The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love.

Isa. 2:4; Matt. 5:9, 38-48; 6:33; 26:52; Luke 22:36, 38; Rom. 12:18-19; 13:1-7; 14:19; Heb. 12:14; James 4:1-2

XVII. RELIGIOUS LIBERTY

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God.

The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Gen. 1:27; 2:7; Matt. 6:6-7, 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Rom. 6:1-2; 13:1-

7; Gal. 5:1, 13; Phil. 3:20; 1 Tim. 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19
Ex. 20:8-11; Matt. 12:1-12; 28:1 ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-
24; 20:1, 19-28; Acts 20:7; 1 Cor. 16:1-2; Col. 2:16; 3:16; Rev. 1:10

XVIII. THE FAMILY

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, Brentwood Baptist Church shall only recognize marriages between one biological man and one biological woman. Further, the employees of Brentwood Baptist Church shall only officiate, host, and/or solemnize marriages between one biological man and one biological woman, and shall not foster any activity contrary to God's ordained definition of marriage. Finally, in accord with God's ordained purpose for marriage and good stewardship of His resources, the facilities and property of Brentwood Baptist Church shall only host weddings between one biological man and one biological woman.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:18-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalm 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6, 15; 23:13-14; 24:3; 29:15, 17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8, 14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7



Brentwood Baptist

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