



# HILL COUNTRY STUDENTS

Name: \_\_\_\_\_

Please complete the entire packet and return by email to: [studentministry@hcbc.com](mailto:studentministry@hcbc.com)

- Review & Sign the Compensation Guidelines (pg. 5)
- Complete the Internship Disclosure Document (pg.6)
- Complete HCBC Austin Employment Application (pg. 8)

Dear Applicant,

We are excited to share with you an incredible ministry internship opportunity for your consideration. We are looking for a team of interns to lead our students in Middle School and High School Ministries at Hill Country Bible Church Austin. HCBC is a Bible-teaching, missional, and spiritually vibrant church, and our Student Ministry plays a significant role in helping achieve our mission of saturating the greater Austin area with the love of Jesus.

Our desire is to offer an encouraging environment for interns to develop their spiritual and leadership skills through hands-on experiences. We are looking for leaders who will invest in the next generation to serve and follow Him. Our team is praying that God will direct us to those individuals He has chosen to lead in this role. Our prayers are also with you as you seek God's direction regarding this opportunity.

Here are some quick facts about us:

- HCBC has an average Sunday morning attendance of 6,000 and a staff of about 90.
- We are one church with multiple locations in North Austin.
- We have a combined Middle and High School attendance averaging over 300 students weekly.
- The Student Ministry staff is a highly capable, energetic team consisting of Student Ministry Pastors, a Worship Leader, and an Administrative Coordinator.
- We have enclosed an information packet to help in your evaluation of this opportunity. The Student Ministry Internship Program at Hill Country Bible Church Austin is a nine-week program from May 25 - July 30, 2023.

You may email the completed application packet to: [studentministry@hcbc.com](mailto:studentministry@hcbc.com).

Sincerely,

*Student Ministry Staff  
Hill Country Bible Church*



## **JOB DESCRIPTION                      Student Ministry Summer Intern**

Temporary (May 25<sup>th</sup> – July 30<sup>th</sup>, 2023), 40 Hours per week with overtime as required.

### **OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:**

1. The vision to be a movement of changed lives that impacts greater Austin and beyond is visibly seen in the lives of interns.
2. Students are growing as fully formed followers of Christ – they receive their identity from Jesus and are modeling their life after His.
3. More students across all locations are coming to faith, growing in Christ-like character, and being disciplined to be life-long disciple makers.

### **MAJOR RESPONSIBILITIES AND ACTIVITIES:**

1. Commit to a vibrant, daily walk with Christ – model our definition of a fully formed follower of Christ (one who receives their identity from Jesus and models their life after His).
2. Work closely with the Student Ministry team and support them in the overall vision for Student Ministries across all locations.
3. Meet weekly with Intern Coordinator to for direction and check-ins for spiritual vitality
4. Engage with students in intentional personal ministry.
5. Lead students in ministry environments.
6. Participate in Intern Learning Communities, and complete any assignments.
7. Assist in the execution of aspects of the Great Adventure (Boot Camp, Back Yard Bible Clubs) as they pertain to interns.
8. Ensure that midweek Middle and High School events assigned to interns are sufficiently planned, communicated, and executed.
9. Model an intentional approach to gospel saturation - ensuring that those where you live, work, and play have opportunities to see and know Jesus; lead and equip interns/students to do the same.
10. Work alongside the SM team to connect students into Small Groups and discipleship relationships.

### **REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:**

1. Passion and gifting of shepherd/disciple maker; proven ability to equip, empower, develop, and partner with leaders, parents, students, and adults.
2. Self-starter with strong work ethic and excellent time-management skills.
3. Organizational strength.
4. Availability to work on Sundays, after hours, extended hours, and ministry events that take place in evenings, overnight, and/or over the course of a weekend or week.
5. Ability to lift 20+ lbs, walk large campus area, perform physical activities.

# Program Overview

The Student Ministry Summer Internship is designed to develop leaders who are passionately committed to investing in the next generation. The internship creates an environment that provides a balance between personal ministry equipping and practical experience to continue development for a life of ministry. This intern program is designed to provide training and opportunities for youth ministry experience within the framework of Hill Country Bible Church Austin. Our desire is for interns to experience the inner workings of a youth ministry in a large multi-site church setting. This internship is not only for those who plan to go into ministry as a profession but is also for those who plan on making ministry an everyday part of their walk with Christ.

Interns' time will be divided as follows:

25% of your time:

- Intern Learning Community - This time will be spent intentionally developing you as a leader, give you the opportunity to share what you are learning with the other interns, and grow together.
- Mentored by Intern Coordinators
- Accountability with another intern

30% of your time:

- Staff Meetings & Leadership Development - Gather with our HCBC staff to celebrate how God is working, worship, and pray, as well as participate in ongoing leadership development.
- Planning and executing High School and Middle School Events
- Administrative responsibilities for summer programs
- Sunday morning responsibilities

45% of your time:

- Investing in the next generation by connecting with students one-on-one or in smaller groups to discover these three questions: Who are they? Where are they spiritually? How can you help them take their next step?

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## RESPONSIBILITIES

1. Discipleship: Each intern will build an influence group of approximately 20 students which they mentor/disciple and connect with regularly to help them take their next steps spiritually (both Middle and High School).
2. Leadership: All interns have ownership of planning, organizing, and executing ministry programming at Middle School and High School events.
3. Attend all student ministry events including meetings, evening activities, worship services, etc. Interns will help coordinate and lead weekly gatherings for both Middle School and High School.
4. Study: Interns will be equipped and challenged to grow spiritually as they meet weekly in learning community, leadership development activities, time with Intern Coordinators, and accountability partners.
5. Administration: Interns will be trained in all aspects of ministry leadership. The intern will spend adequate time each week planning and coordinating for successful ministry.

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## PERSONAL INVESTMENT

Interns will have a weekly Learning Community with one another and their Intern Coordinators that includes time with Hill Country staff on topics about ministry and life development.

Interns will also have time once a week to meet with an accountability partner (another intern of the same gender) off-campus to pray for each other and connect.

## HOUSING

If you are not an Austin resident, Hill Country Bible Church will help you find a host home through our various networks. Please let us know if you would like assistance in finding housing during your interview process.

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**INTERN POLICIES:**

Should you be selected as an intern, it is required that you maintain biblical behavior both inside the workplace and outside the workplace during the internship. Interns who do not comply may be subject to disciplinary action, up to and including termination. While it is impossible to list every situation that may arise, below are a few examples:

- Operate above reproach in all environments (meeting in public places, having a third person ride in vehicle, if possible, never drive/ride alone with interns of the opposite gender, etc.) and err on the side of caution in all situations. Supervisors can provide further guidance regarding questionable situations.
- During overnight events, intern should avoid sleeping in the same room with students when possible.
- Avoid personal Social Media interactions with students (do not “direct message” students, do not add students on Snap Chat, etc.)
- Drivers 18-21 years of age consent to a driving record background check to ensure there are no safety trend concerns; must have valid and current vehicle insurance coverage; must complete the Automobile Driver Guidelines for HCBC Austin if accepted into program.
- We do not have specific dress code, but our rule of thumb is towards business casual- recognizing that people of all ages, stages of life and backgrounds visit all our campuses/events throughout the day/evening.
  - For summer, appropriate shorts and lighter weight shirts/clothing are allowed in the work environment and church/student events.
  - Men should avoid overly sloppy or ripped short/ t-shirt and women should avoid short-shorts/skirts/dresses and tops with spaghetti straps
  - If something is “on the fence”-choose something else

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**COMPENSATION**

Hill Country Bible Church and you will both participate in providing compensation for the paid internship. Hill Country Bible Church will provide up to \$1,800 in budgeted funds and the intern will raise up to \$1,800 toward total compensation package. If full support is raised, and interns work the maximum approved hours, total compensation will range between \$3,600 and \$4,125 based on the final number of hours worked.

Specifically, interns will be paid a minimum of \$10/hr. until HCBC budgeted funds and raised support are exhausted. Interns will typically work 40 hours per week (all overtime requires pre-approval), during their nine-week program. This amount is to be paid out in accordance with our regularly scheduled payroll.

Ideally, interns should raise \$1,800 by May 25, 2023. If partial support is raised by May 25, 2023, you may begin work and will be paid until the raised support and church-provided salary are exhausted, at which time your paid internship will be converted to an unpaid volunteer position for the remainder of the nine-week internship.

No refunds will be issued. If extra support over \$1,800 is turned in, the funds will be used by the Student Ministry for the Intern team.

A sample support letter can be found on page 6 of this packet. Further details and assistance regarding support raising will be provided upon hiring.

Interns are discouraged from being absent during the duration of the internship.

By signing here you acknowledge that you understand the compensation section of this package:

Signature \_\_\_\_\_

Date \_\_\_\_\_

**HCBC INTERN Disclosure Document**

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Student Ministry Interns minister to a unique, sensitive, and impressionable age group. As such, we believe the lifestyle choices of our interns have a significant impact on the lives of our students; therefore, we look for interns who have demonstrated **biblically sound, moral, and above reproach behavior**. In an effort to assist our search we ask that you answer the following survey regarding common moral failures for college age students. Answering yes to any of these questions does not immediately remove you from consideration for the internship. However, further face-to-face discussion will take place. We appreciate your honesty, and our desire is that this would help you take your next step spiritually.

James 5:16 “Therefore confess your sins to each other and pray for each other so that you may be healed.”

John 3:19-21 “This is the verdict: Light has come into the world, but people loved darkness instead of light because their deeds were evil. Everyone who does evil hates the light, and will not come into the light for fear that their deeds will be exposed. But whoever lives by the truth comes into the light, so that it may be seen plainly that what they have done has been done in the sight of God.”

Ephesians 5:11-13 “Have nothing to do with the fruitless deeds of darkness, but rather expose them. It is shameful even to mention what the disobedient do in secret. But everything exposed by the light becomes visible—and everything that is illuminated becomes a light.”

I have struggled with:	Yes	No	If Yes, Explain
Underage drinking			
Use of illicit drugs or misuse of prescription drugs			
Pornography			
Sexual immorality (e.g. physical boundaries, homosexuality)			
Criminal activity			
Any habitual activity that would tarnish the reputation of Christ and/or His Church			

I \_\_\_\_\_ confess that the above statements are true and accurate.

## SAMPLE SUPPORT RAISING LETTER

Street Address

City, State Zip

Email Address

Date

Dear (Name),

I hope you are doing well! I have been...(insert personal message here)

This summer I believe God is calling me to serve as an intern at Hill Country Bible Church Austin with the Student Ministry. Hill Country has an incredible vision to saturate the greater Austin area with the love of Jesus and Student Ministry participates in reaching this vision in big ways. I am excited to participate in what God will do this summer through the ministry. Through the internship I will invest in middle school and high school students within a ministry of 300+ students to help them take their next steps spiritually. I will also have many opportunities to develop personally both in my spiritual growth and in my leadership skills.

I would love to have you participate with me in this internship opportunity, through prayer and/or financial support. We are asked to raise support to help provide compensation for investing in the next generation. We are able to raise up to \$1,800 for financial compensation. Would you consider being a part of my team? If you can support me and the internship in prayer, I would be encouraged to know that you are praying for our summer. If you believe that God would have you help by supporting me financially, gifts can be given to Hill Country Bible Church and done securely online through this link {link you'll receive upon hiring}. Please make sure not to put my name anywhere on the check. All gifts are tax deductible, and Hill Country Bible Church will send you a tax receipt next year. My deadline to raise support is May 25<sup>th</sup>.

Thank you for your prayers, support, and encouragement as I trust God to use me in this ministry.

In Him,

YOUR NAME



# HILL COUNTRY BIBLE CHURCH

## Application For Employment

(We are an At-Will employer)

Position Desired: \_\_\_\_\_ Date: \_\_\_\_\_

### PERSONAL

Last Name: \_\_\_\_\_ First: \_\_\_\_\_ Middle \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Email Address: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Are you legally eligible for employment in this country? \_\_\_\_\_ Yes \_\_\_\_\_ No

Note: If you are hired, you will be required to produce documents about your eligibility for employment in order to complete an I-9 Form.

### EMPLOYMENT

*(Do not substitute a resume for this section)*

*Please complete all of the following blanks about your employment history even if you do not think the questions relate to the position you seek. Description of job duties may be left blank if information is on your current resume.*

Present or Last Employer: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Telephone: \_\_\_\_\_

May we contact? \_\_\_\_\_ Yes \_\_\_\_\_ No Email address: \_\_\_\_\_

Employment Date: \_\_\_\_\_ to \_\_\_\_\_ Starting Pay: \_\_\_\_\_ Ending Pay: \_\_\_\_\_

Position: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Describe job duties, responsibilities and important accomplishments: \_\_\_\_\_

\_\_\_\_\_

Reason for leaving: \_\_\_\_\_



Previous Employer: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Telephone: \_\_\_\_\_

May we contact? \_\_\_\_\_ Yes \_\_\_\_\_ No Email address: \_\_\_\_\_

Employment Date: \_\_\_\_\_ to \_\_\_\_\_ Starting Pay: \_\_\_\_\_ Ending Pay: \_\_\_\_\_

Position: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone number: \_\_\_\_\_

Describe job duties, responsibilities and important accomplishments: \_\_\_\_\_

\_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Next Previous Employer: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Telephone: \_\_\_\_\_

May we contact? \_\_\_\_\_ Yes \_\_\_\_\_ No Email address: \_\_\_\_\_

Employment Date: \_\_\_\_\_ to \_\_\_\_\_ Starting Pay: \_\_\_\_\_ Ending Pay: \_\_\_\_\_

Position: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone number: \_\_\_\_\_

Describe job duties, responsibilities and important accomplishments: \_\_\_\_\_

\_\_\_\_\_

Reason for leaving: \_\_\_\_\_

**EDUCATION**

High School: \_\_\_\_\_

Graduate  Yes  No

Trade or Business School : \_\_\_\_\_

Graduate  Yes  No

College: \_\_\_\_\_

Graduate  Yes  No

Other: \_\_\_\_\_

Graduate  Yes  No

## PROFESSIONAL REFERENCES

List two professional references who are not related to you.

**Reference 1:** \_\_\_\_\_ Relationship: \_\_\_\_\_

Cell Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Years Known: \_\_\_\_\_

Email address: \_\_\_\_\_

**Reference 2:** \_\_\_\_\_ Relationship: \_\_\_\_\_

Cell Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Years Known: \_\_\_\_\_

Email address: \_\_\_\_\_

## PERSONAL REFERENCES

List two personal references who are not related to you.

**Reference 1:** \_\_\_\_\_ Relationship: \_\_\_\_\_

Cell Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Years Known: \_\_\_\_\_

Email address: \_\_\_\_\_

**Reference 2:** \_\_\_\_\_ Relationship: \_\_\_\_\_

Cell Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Years Known: \_\_\_\_\_

Email address: \_\_\_\_\_

## ADDITIONAL EXPERIENCE

List organizations you have belonged to, offices held, honors received, professional job-related licenses or certificates and current or previous military service.

*( OMIT THOSE WHICH INDICATE RACE, NATIONAL ORIGIN, COLOR, SEX, AGE OR DISABILITY )*


## CHRISTIAN BACKGROUND

Have you accepted Christ as your Lord and Savior?  Yes  No

Are you a member of Hill Country Bible Church Austin (HCBC)?  Yes  No

How long? \_\_\_\_\_ If not, what church do you attend? \_\_\_\_\_

If not, by applying for this position you agree to become a member should you receive an offer of employment.

Read the “Core Beliefs” statement. Are you in agreement with the doctrinal statement of HCBC as outlined in “Core Beliefs”?  Yes  No

Are you involved in ministry at HCBC or your current church home?  Yes  No

If yes, please list: \_\_\_\_\_

Do you believe that the Bible is inerrant and authoritative in all matters?  Yes  No

Do you now, or in the past have you struggled with any addictive behaviors (for example, substance abuse, pornography, etc.) or had a significant moral failure (e.g. sexual immorality, criminal activity, etc.) that might discredit the reputation of Jesus Christ or HCBC or inhibit your ability to carry out your job responsibilities? (If so, we will not ask you to explain that here, but will want to discuss this in the interview process.)  Yes  No

\* Have you ever been accused or convicted or pled no contest to any criminal offense in the past ten years? (Explain below)  Yes  No

*(A conviction will not necessarily disqualify an applicant)*

- If yes, please explain:


Briefly describe how you came to know Christ as your personal Savior:


**CHRISTIAN BACKGROUND (CONTINUED)**

Please list your spiritual gifts:


Please list your strengths:


Please list your weaknesses:


Briefly describe your ministry calling and long-term ministry goals:


Briefly describe how you meet with God on a regular basis:


**CHRISTIAN BACKGROUND (CONTINUED)**

Briefly describe how you live and share your faith on a regular basis:


## CONDITIONS FOR EMPLOYMENT

Please read the following carefully, as it constitutes conditions for employment with Hill Country Bible Church Austin (HCBC).

I certify that the information given by me to HCBC is true, accurate and complete to the best of my knowledge. I understand that any false statements on the application, resume, during the interview or hiring process may result in the refusal of employment, or if employed, immediate termination from HCBC employment.

I further certify that I am not engaged in any outside activity or business that could be considered in conflict with the interests of HCBC, nor will I become engaged in any such activity or business if employed.

I understand that nothing in this application, or in any prior or subsequent written or oral statement, creates a contract of employment or any rights in the nature of a contract. I agree and understand that if I am hired by HCBC, my employment will be at-will, for an indefinite period of time, and may be terminated at any time, with or without cause or notice, at the option of HCBC or myself. I understand that I have the right to end my employment at any time and that HCBC retains that same right.

I agree to take any and all tests required that are applicable for the position for which I am applying.

If I am not currently a member of HCBC and if I am offered employment, I agree to attend the membership class offered by HCBC and to become a member of HCBC as a requirement of employment.

I understand that if employed, I will provide timely documentation of identity and employment eligibility in accordance with the Immigration Reform and Control Act.

All staff at HCBC are engaged in vocational ministry and are seen as a representative of HCBC and Jesus Christ. Each employee should be committed to evaluating their world and personal actions through a biblical grid and living it out, always striving to implement our staff core values of Passion, Integrity and Incarnational Living. As such, each and every employee is to conduct him/herself in a manner that is consistent with biblical standards in the work place as well as places outside the workplace. Behavior outside the workplace may have a direct impact on employment status.

Signature of Applicant \_\_\_\_\_ Date: \_\_\_\_\_



## **Our Core Beliefs**

### **Introduction**

This document outlines the core teaching distinctives of Hill Country Bible Church Austin. As such, they represent what we believe the Bible teaches regarding the key doctrines of the Christian faith.

### **The Bible**

We believe that the 66 books of the Old and New Testaments that comprise the Bible are the inspired, inerrant and infallible Word of God. We believe that the Holy Spirit supervised the writers of the Bible in what they wrote so that, using their own unique personalities, the very words recorded in the original manuscripts are the direct revelation of God. We believe the Bible not only contains the Word of God but actually is God's Word and, therefore, is the complete and final authority for belief and behavior. As such, it can be completely trusted. We believe that inspiration, inerrancy, and infallibility extend equally and fully to all parts of Scripture: historically, poetically, doctrinally and prophetically (2 Tim. 3:16, 2 Pet. 1:21, 1 Cor. 2:13, John 17:17).

### **God**

We believe that there is one and only one true and living God, an infinite Spirit who is the Maker and Supreme Ruler of the universe. We believe the Bible reveals Him to be holy, sovereign, omnipotent, omniscient, omnipresent, eternal, immutable and full of love, justice, goodness, mercy and truth. This is only a representative list of His eternal and unchanging attributes. Although there is only one God, He exists eternally in three persons as the Trinity: the Father, the Son, and the Holy Spirit. We believe these members of the Trinity are coequal in essence, having precisely the same nature, attributes and perfections, but are distinct in subsistence, executing different but harmonious functions (Mark 12:29, John 4:24, Matt. 3:16-17, Matt. 28:19, 2 Cor. 13:14).

### **Jesus Christ**

We believe that Jesus Christ has existed eternally as the Son of God. At a specific point in time, Jesus became a man (the incarnation) in order to reveal God and redeem humanity. We believe He was supernaturally conceived of the Holy Spirit and born of a virgin, Mary. In His incarnation, He forever possesses both full deity and full humanity in such a way that the properties of each nature are fully retained and undiminished by the union. We believe Jesus died on the cross as a substitute for sinful humanity, was buried, rose bodily from the tomb, ascended into Heaven where He ministers on the behalf of those who have trusted in Him, and someday will come again for His own (John 1:18, 8:58, Matt. 1:23, Col. 1:15-17, 1 Tim. 1:15, 3:16).

## **Holy Spirit**

We believe that the Holy Spirit is the third person of the Trinity, fully coequal with God the Father and God the Son in terms of divine being, but distinct from the Father and the Son in His personhood. We believe the Holy Spirit actively ministers to the world. This ministry includes restraining evil, convicting the unsaved of sin and bestowing God's goodness on mankind. We also believe He ministers to every believer in Jesus Christ in numerous ways: regenerating, sealing, indwelling, baptizing into the Body of Christ, and the giving of spiritual gifts. Other ministries to believers include filling, assuring, teaching, guiding and comforting (Acts 5:3-4, 2 Thess. 2:3-9, John 16:7-11, Matt. 5:45, Tit. 3:5, Eph. 1:13, 1 Cor. 6:19, 12:13, Eph. 3:20, 1 Cor. 14, James 5:14, Eph. 5:18, Rom. 8:16, 14, John 16:13, 7).

## **Creation**

We believe that God, according to His sovereign will and for His own glory, created the heavens and the earth without the use of pre-existent material. We also believe that all living things came into being by the creative act of God and not by a random process. Creation has an existence distinct from Him and yet is always dependent on Him (Gen. 2:4, Prov. 16:4, Acts 17:24, Col. 1:16-17).

## **Humanity**

We believe that humanity, both male and female, was created in the image and likeness of God. Having been made in God's image, each human life, from conception to natural death, is precious to God. Each human is deserving of equal dignity, value, and worth. Jesus said the greatest commandment is to love God fully and to love our neighbor as we love ourselves. This command has no qualification and extends to each person regardless of their culture, ethnicity, or socio-economic status (Gen. 1:26-27, Deut. 10:17-19, Psalm 139:13-16, Luke 10:25-37, Acts 17:26, Gal.3:28, James 2:1-13, Rev. 5:9-10, 7:9).

## **Sin**

We believe, though created in a state of innocence, humanity fell from its sinless state and became subject to physical and spiritual death. Sin is anything contrary to the character of God. Every person is alienated from God because of their depraved nature and personal acts of sin. Therefore, everyone is separated from God and completely incapable of meriting salvation and avoiding the judgment of God. Our sinful nature is never eradicated, even for those who have trusted in Christ alone for salvation. It remains until the end of life on earth. However, we believe God has made provision for forgiveness of sin through the blood of Jesus Christ and victory over sin through the power of the indwelling Holy Spirit (Rom. 3:10, 23, 5:12, 6:23, Gal. 5:16-17, Eph. 4:18, 1 John 1:8-10).

## **Salvation**

We believe that salvation from the penalty and power of sin is available through faith in Jesus Christ alone. This salvation was made possible through the blood of Jesus Christ, which He shed on the cross. It is through this act that He became sin for us and died in our place. There is nothing a person can do to earn this salvation (including good works, moral achievement or religious status). The one and only condition for salvation is personal faith in Jesus Christ as one's own substitute for sin and savior from sin. At the time of salvation, a person is spiritually regenerated, sins are forgiven, God's righteousness is imputed, and he/she is declared righteous in the sight of God. This salvation is complete and a



present possession of all believers which remains his/hers forever. All who have trusted Christ as Savior are kept secure and will never lose their salvation (1 Pet. 1:18-19, 2 Cor. 5:21, 1 Pet. 2:24, Eph 2:8-9, Tit. 3:5, Eph. 4:32, Rom. 5:1, Rom. 8:38-39).

### **The Church**

We believe that the Church is a unique organism composed of people from every tribe, language, people, and nation who have placed their faith in Christ alone as Savior. The Church began on the day of Pentecost and will continue its distinct purpose until Christ's return. We believe that the Church exists in both a universal aspect, as the Body of Christ, and in a local assembly of believers in Jesus Christ. The local church has the twofold purpose of the edification of believers and the evangelization of the unsaved. We practice water baptism by immersion, and the Lord's Supper, which we believe to be a memorial of Christ's death. Both are open to all believers (Matt. 28:19-20, Acts 2:1-4, 1 Cor. 11:23-28, 1 Cor. 12:13, Eph. 4:7, Col. 4:16, 1 Thess. 4:13-17, Heb. 13:17, Rev. 5:9-10, 7:9).

### **Marriage & Sexuality**

Marriage is a picture of Christ's relationship with His Bride – the Church. It is defined from the beginning of Scripture as a lifelong covenant between a man and a woman. God designed sexual intimacy for a marriage relationship and does not endorse or condone it in any other context (1 Thess. 4:3-5, Eph. 5:22-23, Gen. 2:24, Matt. 19:4-5).

### **Angelic Beings**

We believe that God created an order of spirit beings (without physical bodies) known as angels, before the formation of the world and for the purpose of worshipping and serving Him. Angels possess individual personalities and are intelligent and powerful. They are inferior to God but superior to humans. These angels (also known as elect or holy angels) carry out the will of God by ministering to humankind (Col. 1:16, Heb. 1:6, 2 Pet. 2:11, Isa. 14:12-15, 1 Pet. 5:8, Eph 6:12, Heb. 1:14).

### **Satan and Demons**

We believe Lucifer was one of the highest ranking of all the angelic beings, but he sinned through pride and rebelled against God, thereby becoming Satan (or the adversary) (Isa. 14:12-20). We believe that Satan's declared purpose is to oppose the plan of God and to promote his own evil designs by deceiving and attacking humanity (2 Cor 4:4, Rev 20:3, Acts 5:3). In carrying out his work, Satan is aided by other fallen angels known as demons or evil spirits (Eph. 6:11-12). We believe these demons can influence and tempt people, exerting a greater degree over unbelievers (Matt 4:24).

### **Dispensations\***

We believe that God accomplishes His purposes in the world through and for humanity under varying dispensations or administrations. These administrations are sometimes referred to as the age of the Mosaic Law (former times); the Age of Grace (the present time); and the future millennial kingdom (the time to come). We believe that these dispensations span the entirety of human history but that dispensations are not different ways of salvation. Rather, they are ways of life which test the obedience

of man to God's revealed will during a particular time. We believe that it is necessary to observe the dispensational distinction in order to properly understand the teaching of the Scriptures (1 Cor. 10:32, Eph. 1:10, 3:2, Gal. 4:2, Luke 12:42, Heb. 12:22-23).

### **Future Things\***

We believe that the next major event in God's prophetic calendar is the Rapture of the Church. The Rapture will occur when living and dead believers are caught up to meet the Lord and receive rewards at the Judgment Seat of Christ. Following the Rapture, a seven year period of Tribulation (or distress) will commence upon the earth at which time God's wrath will be poured out on mankind. God's millennial kingdom will be ushered in by Jesus Christ when He returns to the earth in power and glory to rule sovereignly over the world for a thousand years. The unsaved dead of all ages will be raised after the millennium to face the final judgment also known as the Great White Throne Judgment. Those who have not trusted in Jesus alone for their salvation will be cast into the lake of fire where there will be eternal and conscious punishment. We believe that the redeemed of all ages will exist in an eternal state of joy and bliss in the new heavens and new earth where they will worship and serve God forever (John 14:3, Heb. 10:37, 2 Cor. 5:10, Matt. 24:21-31, Rev. 20-22).

*\*Strict agreement with this doctrine is not required for membership at HCBC; however, we affirm these beliefs as taught in Scripture and have established them as official positions of our Church.*