

**HUMAN RESOURCES**

**January 31, 2022**

# **Volunteer Resource Guide**



**TABLE ROCK**  
FELLOWSHIP

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## WELCOME

Welcome to volunteering at Table Rock Fellowship! We are so excited that you have decided to join with us in ministry. As members of one body, we each have distinct roles, gifts and talents that come together to bring glory to God. Thank you for your willingness to give of yourself. We need you, and we hope you also find fulfillment in working in the kingdom with us.

## PURPOSE

This guide is designed to help you get the most out of your volunteer experience and to keep everyone safe and informed. We want to communicate policies, procedures, expectations, and provide boundaries so that we're all working together toward our mission. This frees everyone to work within a safe environment to promote the most effective and efficient service to God.

## MISSION AND CORE BELIEFS

We ask that volunteers at Table Rock Fellowship (TRF) be committed to the Core Beliefs (see addendum) and the mission of TRF: **to encourage and equip one another in love to know Jesus and make Him known.** As a fellowship, we embrace in essentials—unity; in non-essentials—liberty; in all things—charity. Our hope is that your volunteer ministry is edifying to you.

## DEFINITION

We have attempted to keep our approach to volunteers as simple as possible. We want TRF people to engage in ministry, step forward in service, and use their gifts as spiritual worship of God. We also are committed to keeping our people, our children, and our church as safe as possible.

A volunteer is defined as someone who is

- Involved in an activity with TRF that may include some risk for either the volunteer or TRF.
- Unpaid.
- Involved on an ongoing, reoccurring, and/or scheduled basis.
- Under the supervision of a ministry or ministry lead, requires specialized training, or has a list of tasks, duties, or expectations.

Based on these criteria and definitions, these roles at TRF are considered **volunteers:**

- |                                |                            |
|--------------------------------|----------------------------|
| ▪ Café Workers                 | ▪ Class/Group Facilitators |
| ▪ Elders                       | ▪ Parking Workers          |
| ▪ Deacons                      | ▪ Communion Workers        |
| ▪ Deaconesses                  | ▪ Safety Team              |
| ▪ Sound Booth Workers          | ▪ Worship Team             |
| ▪ Prayer Team                  | ▪ Ministry Leadership Team |
| ▪ Youth and Kids Workers       | ▪ Bible Teachers           |
| ▪ Life Group Leaders and Hosts | ▪ Info Booth               |
| ▪ Pantry Workers               | ▪ Greeters                 |

Of course, we want to empower people to step in when needed. Anyone who steps in to do things like cleaning tables, handing out food, greeting visitors, visiting a ministry to check it out, or filling in in a “one-time-only” capacity is welcomed and invited to help. These people are referred to as **helpers.** Helpers do not have to complete the volunteer process because they do not meet the definition of a volunteer.

## QUALIFICATIONS

- Volunteers must be deeply committed to the teachings of the Bible and confess a belief in and relationship with Jesus Christ.
- Volunteers must be regular attendees of Table Rock.
- Volunteers must be at least 18 years old. Younger people can assist with their parents or under approved adult supervision.
- Volunteers must complete the TRF volunteer application process as described below.

## CONSIDERATIONS

- Ministry leads and church leadership may choose to not let anyone serve as a volunteer whose references, social media, answers to application questions, observed behavior or background checks reveal or suggest within reason a history or potential ongoing issue of any kind that would create an unsafe environment or reflect negatively on the Lord's work at TRF or is contrary to the Core Beliefs.
- Potential volunteers who have any conviction of the crimes listed in the Disqualifying Crimes Addendum will not be allowed to volunteer in any capacity with children. This is not a judgment on the person's spiritual standing but is a consequential policy to ensure safety at TRF.
- Each potential volunteer who has convictions of crimes will be evaluated on a case-by-case basis by a committee of church leadership, taking into consideration timeframe, history, circumstances, ministry area, etc.
- Ministry leads and church leadership ask all volunteers to comply with these policies and procedures. Volunteers can be asked to step away at any time for any reason, including not abiding by these guidelines.

## VOLUNTEER APPLICATION PROCESS

TRF will maintain a permanent, secure, and confidential file for each potential volunteer. The following forms are available through ministry leads or in the front office. Please complete the following and turn them in to the office or ministry lead.

1. **Volunteer Information Sheet**
2. **Background Check Authorization**
3. **Volunteer Resource Guide and Acknowledgment Form**

### **Additional Steps for volunteers working with children, youth and in leadership.**

(Deacons/Deaconesses and Elders):

- a. **Reference Checks**
  - b. **Interview if volunteer is new to TRF**
  - c. **Complete Child Safety Training**
4. The ministry lead will determine in good faith if the volunteer is a good fit for the ministry and for the volunteer. The ministry lead will reach out to the volunteer as soon as possible of their decision. If a potential volunteer is not a right fit for that ministry at that time, they are welcome to apply to volunteer later or within a different ministry if there are no prohibitive circumstances. Ministry leads will have access to previous volunteer application information to help them make well-informed decisions.
  5. Yay! Volunteers can be scheduled when the process is complete.

## **BEHAVIOR EXPECTATIONS**

Volunteers are representing TRF and, more importantly, the gospel of Jesus Christ. In addition to adhering to a biblical understanding of the Core Beliefs, TRF volunteers are expected to avoid the following behaviors:

- Breaking local, state, or federal law
- Abuse of alcohol, drugs, or controlled substances
- Use of any alcohol if under the legal age
- Manufacturing, distributing, possessing, or using controlled substances
- Smoking or vaping while serving in a volunteer capacity
- Violent, threatening, or intimidating behavior
- Cursing, harsh, abusive, foul, suggestive, or inappropriate language
- Acts of harassment based on race, color, ancestry, national origin, gender, marital status, physical disability, mental disability, medical condition, or age (e.g., telling sexist or racial-type jokes; making racial or ethnic slurs; inappropriate touching)
- Dressing inappropriately (Clothes should be clean and modest.)
- Theft or dishonesty
- Disrespectful or unapproved, inappropriate, or personal use of TRF property or facilities
- Using social media platforms to exhibit or promote any inappropriate behavior
- Speeding or careless driving of church vehicles or personal vehicles used for church purposes
- Failure to immediately report damage to church property or equipment or accidents or incidents to the safety team, deacons or ministry leads
- Soliciting during church functions (e.g., selling products or services for personal profit, political campaigning, etc.)
- Unlawful possession of illegal firearms, weapons, or explosives on church property or while volunteering

# GENERAL GUIDELINES

## **Attendance and Absences**

Each volunteer is an essential part of our team, and TRF relies on the commitment of its volunteers to carry out ministry. Part of any serving experience is the aspect of sacrifice which God can use to give your life and heart a greater experience of significance in his kingdom. We appreciate that volunteers will make every effort to come when scheduled or communicate with their ministry lead that they are unable to attend.

We not only want to know that you are not going to be present, but we also want to sincerely pray for and support you during this time. We will take care of finding someone to fill in for you. If your ministry lead notices a pattern of absences, he or she may follow up to see if something besides illness seems to be the reason you're not able to serve. This is an area where you should be proactive. Rather than avoiding a ministry task that you feel uncomfortable performing, go to your ministry lead and ask about other needs in the church. If you feel uncomfortable approaching your ministry lead, then call the church and they will help you find another place where you feel more comfortable.

## **Confidentiality**

Our church attendees, volunteers, and community entrust TRF with important information relating to their personal confidential concerns and businesses. The nature of this relationship requires maintenance of confidentiality. In safeguarding the information received, TRF earns the respect and further trust of our members, friends, and suppliers. Volunteers are expected to be worthy of the confidence placed in them by carefully guarding information entrusted to them and use that information only for the purpose intended. When any sensitive information is given to a volunteer that affects the church, this information must be immediately given to the ministry lead. All ministry volunteers shall use discretion in responding to inquiries related to church staff, leadership and members, adherents, vendors, and patrons. Questions regarding personal matters, travel, finances, schedule, feelings, and opinions should be directed to the individual involved.

## **Use of Personal Property**

While volunteering, you may use personal belongings to supplement the supplies you use to fulfill your ministry. For example, you might bring items to decorate ministry spaces such as classrooms and common areas. Please make sure that all personal belongings are labeled.

Please do not bring large sums of money, jewelry, or other valuables with you during your times of service. The church cannot be responsible for personal property that is stolen, lost, damaged, or destroyed. If you find personal belongings that another person has lost on church property, please turn them in to a deacon or the front office.

If you purchase something for ministry use with personal funds, submit a reimbursement form to your staff ministry lead. Prior to purchasing, you must have the purchase approved by your staff ministry lead for budgeting purposes and receive a tax exemption form. While it might be easier to "just donate" that item to the church, it's a better model of stewardship for the church to fully account for all income and expenses; this practice also ensures adequate and accurate funding for these ministries.

## Vehicle Use and Driving Records

Prior to using any church vehicle, the following steps need to occur (Must be over 25 years old):

- Register driver's license number, expiration date, and any restrictions with church insurance policy.
- Submit driver to insurance company for approval (this takes approx. two weeks).

All information about the driving records of volunteers will be kept confidential. It is your responsibility to keep information up to date, including reporting to your ministry lead any moving violations or changes in driving status within five days of the violation or change. Some positions may also require additional background checks (such as when you are providing transportation for minors).

## Grievance Procedures

While TRF hopes that every ministry experience is a positive one, we also recognize that volunteers may become dissatisfied. This can occur because of strained relationships with fellow volunteers, your relationship with your ministry lead, disagreement with the church's practices and policies, or other conditions related to your ministry. Work toward quick resolution of situations by following steps based on Matthew 18:15-16: "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses."

1. With an attitude of love and care, speak directly to the person who has offended you. Try to explain the facts as well as your feelings about the situation in a calm manner that is free from accusation or blame. Often, you can diffuse the situation and clear up conflicts during this step because you communicate to the other party that you truly desire to work out the situation.
2. However, if the other person does not agree regarding the offense or if you cannot work out your differences privately, bring the matter to your ministry lead's attention. Make sure the ministry lead understands that the problem is affecting your service. **Put the matter in writing.** The ministry lead should arrange a meeting between you and the other party. All communication will be documented by both disagreeing parties and the ministry lead.
3. If you do not feel satisfied with the answers that your ministry lead provides or if the problem is with your ministry lead, you can approach a pastor to accompany you to discuss the problem.

## Keys and Security Codes

Alarm codes are confidential and individually issued. Volunteers who are issued TRF facility keys and codes are responsible to report missing keys. To maintain security, do not share or loan keys or codes.

## Resignation

We realize that not all ministries are a perfect fit or that other life situations come up that cause you to change your commitment to a ministry for a season. Volunteers who desire to leave their ministry positions should attempt to give at least two weeks' notice of their intent to resign. This allows ministry leads time to recruit new volunteers to fill vacant positions.

## CHURCH SAFETY AND EMERGENCY PROCEDURES

TRF strives to provide an environment where members and visitors of all ages feel safe and secure. Just as the employees in a place of business are on the frontlines of ensuring the safety of customers, the volunteers of the church serve on the frontlines of ensuring the safety of those to whom we minister.

In an emergency, dial 911. TRF has deacons who serve on the church safety team. Report any suspicious, unsafe, or unusual activity to the team.

In general, as a volunteer, you should strive to:

- Serve using good and common-sense safety practices.
- Refrain from unsafe acts that might endanger yourself, the people you serve, or those who minister with you.
- Use any safety devices provided for your protection; for example, use seat belts in church vehicles or disposable gloves when changing diapers in the nursery.
- Report any unsafe situations or acts immediately to your ministry lead, deacons, or church safety team.
- Report any equipment or property that is not in full working order to your ministry lead or the facility manager of your campus. You may be the first to spot a potential hazard.
- Turn off electrical equipment when not in use. Notify your ministry lead of any equipment that has cracked or exposed wiring, is causing a shock or emitting sparks, or appears to be a potential fire hazard.
- Familiarize yourself with the locations of evacuation routes, fire exits, alarms, and extinguishers in the areas of the church where you regularly serve – evacuation maps are in many places throughout any campus.
- If you see smoke or fire, pull the fire alarm to alert people in the building. If it is a small fire, use a nearby fire extinguisher.
- If evacuation is called for, use the closest unaffected exit. Guide the group with whom you are working to walk in single file and to proceed quickly and calmly. Do not run. If you and your group encounter smoke, stay low.
- Move as far away from the building as possible for your safety and make room for emergency vehicles.

First-aid and trauma kits are located throughout the campus. The church safety team should be contacted to help with accidents and injuries. Each ministry area has handheld radios to contact the church safety team. Contact them and follow their directions.

All accidents and injuries that occur on TRF property or during TRF events or while serving in a volunteer capacity at any location **must be reported to your ministry lead and documented.** Incident reports must be completed even if those involved in the incident report they are unhurt. Be available to write an incident report if you are involved in or witness an accident or injury.

## CHILD SAFETY

Even though you may not work directly with children in your volunteer ministry, we want you to have a general knowledge of how we strive to keep children and volunteers safe.

The goals of these policies and procedures include:

1. To protect children from abuse while involved at TRF to the best of our abilities.
2. To protect TRF from legal, financial, and spiritual harm caused by negligence.
3. To protect volunteers and employees from false allegations.

The point of policies and training is not to change the mind of a potential abuser, but to educate and equip everyone else to recognize, deter and properly respond to potential abuse to accomplish the above goals.

### Definition

TRF supports and maintains a zero-tolerance regarding child abuse and neglect. TRF defines child abuse and misconduct as the following:

- Sexual Abuse:
  - Physical Sexual Abuse includes but is not limited to rape, fondling, and sexual assault.
    - Any contact or touching a child's private parts for sexual purposes
    - Making a child touch someone else's genitals or play sexual games
    - The contact of objects or body parts with a child in a sexual manner
  - Non-Contact Sexual Abuse including but not limited to exposure, voyeurism, and the commercial sexual exploitation of children.
    - Showing pornographic pictures, books, or movies to a child
    - Deliberately exposing oneself to a child
    - Photographing or videotaping a child in sexual poses
    - Encouraging a child to watch or hear sexual acts
    - Inappropriately watching a child undress or use the bathroom
- Physical Abuse is defined by [www.childwelfare.gov](http://www.childwelfare.gov) as any intentional (non-accidental) act by an adult or by another child that injures or harms a child's physical, mental, or emotional health. Physical abuse can include striking, kicking, burning, or biting the child, or any action that results in a physical impairment of the child. The State of Oregon's definition of abuse also includes acts or circumstances that threaten the child with harm or create a substantial risk of harm to the child's health or welfare. Abuse by another child can be an older or stronger individual who exerts his or her position of power.
- Neglect is a form of abuse that occurs when a caregiver fails to provide basic needs like food, water, supervision, medical care, clothing, housing, or educational needs.
- Mental/Emotional Abuse can occur when words or actions are used that cause extreme mental or emotional pain, often with no visible injury.

## **Boundaries**

Volunteers who attempt or commit any of the definitions of child abuse or continually push or ignore the defined boundaries will be immediately dismissed.

All volunteers and employees must serve within the following boundaries:

- Two approved staff or volunteers must always be present in each room or venue. Volunteering and employed adults are NEVER allowed to be unsupervised or alone with an unrelated child under 18. This includes alone in a classroom with the doors closed, alone in a bathroom except to provide for toilet hygiene needs (see specific Children's Ministry procedures), unaccountable one-on-one counseling, and/or alone in a car. The two approved person rule applies to groups of any gender. These policies protect the volunteers from false allegation as much as children from abuse. Volunteers must take responsibility to ensure they are never alone in a compromised, unaccountable environment.
- Volunteers and employees are held accountable for inappropriate touching. Hi-fives, fist bumps, side or brief hugs and pats on the back or shoulder are generally appropriate using good judgment. Inappropriate touching includes but is not limited to sitting on laps, a touch in anger or disgust, or any touch between the navel and the knee. A child's preference to not be touched must be respected.
- Volunteers and employees should have no private electronic communication or messaging with an unrelated child under 18. All communication should be available and transparent to parents and guardians, not private and individual. All communication within the volunteer's ministry involvement should be above reproach and should not include harsh, negative, racist, threatening, crude, sexually suggestive language or cursing or swearing. Volunteers are expected to keep any of this kind of communication or language from their social media platforms.
- Physical discipline, such as slapping or spanking, is never permitted. Using physical restraint may be permitted in some instances when necessary to prevent a child from doing something disruptive or dangerous to themselves or others.

## **Non-Discrimination**

- All suspicious behavior or suspected abuse will be reported without defensiveness, regardless of the people involved. Suspicious behavior, inappropriate behavior or suspected abuse involving leaders, employees, long-term volunteers, well-liked "good people" will not be treated differently and will be reported immediately to ministry leadership and DHS Child Services for investigation. Anyone covering up abuse or inappropriate behavior, reports of abuse or inappropriate behavior or corroborating false reports will not be tolerated.
- Current or potential volunteers or employees whose background check shows convictions for committing or attempting to commit any of the crimes listed in the Disqualifying Crimes Addendum will not be allowed to volunteer or be employed in any capacity.

## **Volunteer Responsibilities for Child Safety**

1. Screen **ALL** Employees and Volunteers
  - In addition to the comprehensive application process, TRF will conduct background rechecks every two years (in conformity with local public-school policies) to be kept on file permanently.
  - Ministry leads or administration can monitor a volunteer's social media presence and document any "red flags" that may be cause for concern to be kept on file permanently.
  - HR/Office will keep permanent, up-to-date files and records on all employees and volunteers.
2. Educate
  - All employees and volunteers will complete child safety training video and test before serving and working. Successful completion certificates will be kept in their permanent file.
  - Volunteers agree to participate in future trainings for child safety.
  - Kids and youth ministry leaders will provide age-appropriate education to children about self-protection and reporting abuse to trusted adults.
3. Be Vigilant
  - Employees and volunteers are responsible to watch for inappropriate touching, grooming tactics, personal gifts, signs of abuse and inappropriate communication from anyone. Any suspicious behavior should be immediately documented and reported to the ministry lead or church safety team leader.
4. Reporting and Documentation
  - All observed child abuse and misconduct listed and defined as Child Abuse will be reported immediately to DHS Child Services for investigation by the observer. Church volunteers are mandatory reporters. When in doubt, report! Ministry leads or the church safety team should immediately begin to document any suspicions of abuse.
  - Anyone covering up reports or corroborating false reports will not be tolerated and will be reported immediately.
  - Any report of child abuse by a child should be assumed to be true and reported immediately to DHS Child Services. Children rarely falsely report abuse. Ministry leads will document and file any report of child abuse by a child.
  - TRF employees and volunteers cannot investigate reports of child abuse without reporting to authorities.
  - All reports of suspicious behavior reported to a ministry lead should be documented and kept in the volunteer's or employee's permanent file. (One report may be unfounded, but several reports on the same person may raise a concern.) The ministry lead and the reporter will both sign the documentation. All suspected abuse will be documented and kept in the volunteer or employee permanent file.

# CORE BELIEFS ADDENDUM

## **GOD**

God is the only infinite, eternal, living, and true Being. He is the Creator and perfect moral Ruler of the universe. He possesses infinite wisdom and power. In the eternal unity of God there are three distinct persons: God the Father, God the Son, and God the Holy Spirit. Genesis 1:1; Deuteronomy 6:4; Psalm 90:2, 97:2; Matthew 28:19; John 1:1; I Corinthians 8:6; I Peter 1:2; 1 John 4:8; Daniel 2:20; 2 Corinthians 13:14

### **God the Father**

God the Father is supreme in position and authority. He is creator and Lord of heaven and earth (ruler of the universe), He wisely plans all things and gives every good and perfect gift. He is characterized by infinite love and uncompromising justice. He chose us before the foundation of the world, makes us His beloved children, and loves us with an everlasting love. I Corinthians 8:6; Ephesians 4:6; James 1:17; Matthew 11:25; I Corinthians 15:28; Ephesians 1:4-6; Colossians 1:12-13; 1 Timothy 6:14-16; Psalm 89:14

### **God the Son: Jesus Christ**

Jesus Christ is eternally co-equal with the Father and is fully God and fully man. He fulfilled the law by living a sinless life and offered Himself as the perfect sacrifice to pay the penalty for the sin of the world by dying on a cross. He arose from the dead, ascended to Heaven, and will return to earth in power and glory to raise the dead, judge the world, and establish His glorious kingdom. Jesus is the hope of the Church. John 1:1-5; John 1:14; John 10:30; John 14:6-7; Colossians 1:13-18; Romans 1:3-4; Philippians 2:5-8; John 14:6-7; Hebrews 1:3; 1 Corinthians 15:1-8; Titus 2:13; Ephesians 1:19-23; John 1:29

### **God the Holy Spirit**

The Holy Spirit is eternally fully God, equal with the Father and the Son. He is present to do God's work in the world. He cleanses, empowers, reveals, teaches, assures, prays, and unifies. The Holy Spirit brings lost and sinful people to Christ by releasing us from our bondage to sin and raising us from spiritual death to spiritual life. By the Holy Spirit's indwelling presence and power, the Christian is enabled to live a godly life. He convicts the world of sin, righteousness and judgment; seals the believer for the day of redemption and creates in us characteristics reflecting His character. John 15:26-27; John 14:16-17 and 26; John 16:7-13 John 3:5; Ephesians 1:13-14; 2 Corinthians 3:17; Romans 8:13-14 and 27; Galatians 5:22-25; 1 Corinthians 12:7

### **The Bible**

The Bible alone is our ultimate trustworthy authority for faith and practice. The sixty-six (66) books of the Old and New Testaments are the Word of God written by men who were guided by the Holy Spirit. They are the complete revelation of God to man. They are inerrant, infallible, and God-breathed, and therefore, are the unique, full and final authority for faith and life. The Bible teaches us about God, and mankind; about what's right, what is wrong, how to correct what's wrong and how to do what's right. 2 Timothy 3:16-17; Psalm 119:105 and 160; Hebrews 4:12; 2 Peter 1:20-21; John 17:17; I Peter 1:23

### **People**

We are all made in the image of God, to be like Him in character and conduct. We are created to worship, glorify and delight in Him forever. Evil entered the world through the fall, the disobedience of our first parents, Adam and Eve. This produced a nature of disobedience toward God which is called sin. Sin separates us from God and leaves us subject to his righteous justice. Genesis 1:27; Psalm 8:3-6; Psalm 139: 13-18; Isaiah 53:6; Romans 3:23; Isaiah 59:1-2

### **Salvation**

Salvation is a gracious gift from God to mankind. We are saved from the eternal ruin and misery of hell by the grace of God alone through faith alone in Jesus Christ who alone is our Lord, Savior, and King. It is grace that sent the Son, grace that caused the Cross, grace that sent the Spirit to open blind eyes, open deaf ears, and crack hearts of stone. We believe that grace alone makes faith possible, and our response through faith alone, saves. Once God gives the gift of salvation, He will never take it away. No one is righteous, no one seeks God. Ruin and misery lie ahead for all who do not obey the truth, but the gift of God in His mercy is to graciously bring those who will be saved to faith in Christ by the work of the Spirit. Salvation, eternal life with Jesus Christ, is

completely a work of God's free grace; it is not in any way the result of human works or goodness. Romans 3:9-12, Romans 3:23; Romans 6:23; Ephesians 2:1-9; John 14:6; John 1:12; Titus 3:5; Galatians 3:26; Romans 5.1; Romans 8:1; Romans 8:31-39; John 6:37-39; John 17:3

### **Church**

The Church is the community of all true believers on earth and in heaven. Its purpose is to worship and glorify God, to equip and bring believers to maturity and service; to lead others to faith in Jesus, and to have ministries of mercy to believers and unbelievers. We believe in commitment to the local church. If a believer is to be truly effective, he or she must be rooted in a local assembly where they can be challenged, comforted, strengthened, and used in service to God and others. The local church is cared for and led by a plurality of elders under the authority of Jesus Christ, the Chief Shepherd. Acts 2:42; I Timothy 3:15; Ephesians 2:19-22; Hebrews 10:25; Ephesians 4:11-13; 1 Peter 2:9; Philippians 1:1

### **Baptism**

Baptism is a picture of our union and identification with Christ's death and resurrection. By participating in water baptism believers are giving an outward sign of the reality that the Holy Spirit has baptized them into Christ. It is a public identification with Jesus Christ as Savior. It also pictures the cleansing from sin. It symbolizes the idea of repentance and washing away our sins as seen in Paul's baptism, in John's baptisms, and in Jewish ceremonial washings. We believe that the proper form of baptism is by immersion when possible. Romans 6:2-6; 1 Corinthians 12:13; Galatians 3:27-28; Colossians 2:11-12; Acts 22:16

### **Lord's Supper**

The Lord's Supper is a memorial of Christ's work. It is a symbol and a memorial leading to humility and thanksgiving for the blessing of Jesus' death for us. We give witness to our belief in the effectiveness of His shed blood for the remission of sin. In communion, we recognize that we are always in His presence by means of the Spirit, but communion draws us more fully and consciously into His presence - fellowshiping with Him, recognizing that spiritual nourishment comes only from Christ, confessing our sins, rejoicing in our salvation and committing to abide with Him. We also rejoice, glorify and worship Him because His death and resurrection are the reasons we will one day have a place at the marriage supper of the Lamb, and enjoy all the glory of that future day. 1 Corinthians 10:16-18; John 6:53-58; 1 Corinthians 11:23-29; Luke 22:14-20

### **Spiritual Gifts**

The Holy Spirit gives believers various gifts to be used in love for service to others and for the common good. Ephesians 4:11-12; 1 Corinthians 12:4-7; 1 Corinthians 12:31; Romans 12:6

### **Love**

Love is the essence of Christian character and conduct. Without it, we are nothing. I Corinthians 12:31; I Corinthians 13:1-13; 1 Corinthians 14:1; John 13:35; I John 4:20-21, 5:3; Galatians 5:22, 6:2

### **Marriage**

Biblical marriage is the uniting of one biological man and one biological woman in a single, exclusive covenant union. God intends sexual intimacy to occur only between a man and a woman who are married to each other. Genesis 2:18-25; Ephesians 5:21-33; 1 Corinthians 6:18; 7:2-5; Hebrews 13:4

### **Life's Ultimate Purpose - The Glory of God Alone**

We should live our entire lives before the face of God (in the presence of God), under the authority of God, and for His glory alone. 1 Corinthians 10:31; 2 Corinthians 4:15; Philippians 2:11

### **Eternity**

Everyone is created to exist forever. All humanity will experience a bodily resurrection. Those who have believed will be resurrected to eternal life with God in the new heaven and earth. Those who reject Jesus, will experience resurrection into eternal suffering and separation from God in hell. John 3:16; Romans 6:23; Revelation 20:15; Matthew 25:34; Revelation 21:1-5,27; 1 Corinthians 15:42-44; Daniel 12:2

## **DISQUALIFYING CRIMES (COMMITTED OR ATTEMPTED) ADDENDUM**

The following crimes involve sex crimes or harm to vulnerable individuals. A conviction of one of these crimes (or their equivalent in other jurisdictions) would make an individual permanently ineligible to volunteer with minors or be employed at TRF.

- ORS 163.225, Kidnapping II
- ORS 163.235, Kidnapping I
- ORS 163.263, Subjecting person to involuntary servitude II
- ORS 163.264, Subjecting person to involuntary servitude I
- ORS 163.266, Trafficking in persons
- ORS 163.465, Public indecency
- ORS 163.467, Private indecency
- ORS 163.535, Abandonment of a child
- ORS 163.537, Buying or selling a person under 18 yrs.
- ORS 163.547, Child neglect I
- ORS 163.689, Possession of materials depicting sexually explicit conduct of a child II
- ORS 163.700, Invasion of personal privacy II
- ORS 163.701, Invasion of personal privacy I
- ORS 167.012, Promoting prostitution
- ORS 167.017, Compelling prostitution
- ORS 167.057, Luring a minor
- ORS 167.322, Aggravated animal abuse I Sex Crimes (see details in ORS 163A.005):
- ORS 163.355, Rape III
- ORS 163.365, Rape II
- ORS 163.375, Rape I
- ORS 163.385, Sodomy III
- ORS 163.395, Sodomy II
- ORS 163.405, Sodomy I
- ORS 163.408, Unlawful sexual penetration II
- ORS 163.411, Unlawful sexual penetration I
- ORS 163.413, Purchasing sex with a minor
- ORS 163.415, Sexual abuse III
- ORS 163.425, Sexual abuse II
- ORS 163.427, Sexual abuse I
- ORS 163.432, Online sexual corruption of a child II
- ORS 163.433, Online sexual corruption of a child I
- ORS 163.435, Contributing to sex. delinquency of minor
- ORS 163.445, Sexual misconduct
- ORS 163.525, Incest with a child victim
- ORS 163.670, Using a child in sexual display
- ORS 163.680, Paying for viewing child's sexual conduct
- ORS 163.684, Encouraging child sexual abuse I
- ORS 163.686, Encouraging child sexual abuse II
- ORS 163.687, Encouraging child sexual abuse III
- ORS 163.688, Possession of child sexually explicit materials I
- ORS 167.333, Sexual assault of animal
- Also: Transporting child pornography into state