



Community Impact Summer 2025 Internship Application Packet

Name: _____

Please complete the entire packet and return by email to: communityimpact@hcbc.com

- Understand & Sign the Compensation Guidelines (pg.6)
- Read & Sign the Internship Disclosure Document (pg.7)
- Complete HCBC Austin Employment Application
(pg 9-16)

Dear Potential Applicant,

Are you looking for an opportunity to invest your life into at-risk children, youth and families? Do you have a passion for serving your community and others who need a hand up? Considering working for a non-profit or community based ministry someday? If so, we may have a summer internship that would be a perfect fit for you. At Hill Country Bible Church Austin, we have a vision to be a movement of changed lives that impacts Greater Austin and beyond for Christ. The Community Impact ministry at Hill Country Bible Church will be hiring four interns to join us in a joint internship primarily serving at risk children, youth and families at Mission: Possible! Austin in East Austin and experience serving with some of the 10 nonprofits at the Christian Resource Center (CRC) in Cedar Park.

The desire of Hill Country Bible Church, Mission: Possible! Austin, and the Christian Resource Center is to offer an encouraging environment that enhances and develops the leadership skills necessary to mentor at-risk children and youth, work with non-profits while providing lots of hands-on training and experience. Interns are given a full-time position through HCBC to serve with Mission: Possible! Austin and The Christian Resource Center. Your time will be split between working with kids, developing relationships in East Austin and being trained and discipled under the direction of the Community Impact staff.

The internship as a whole is provided by HCBC and under the direction of Community Impact Pastor, Doug James, while training and supervision is split between Jessica Post, the Director of Child and Family Ministries at *Mission: Possible! Austin* and Tracie Maki, Events Coordinator and Administrative Assistant for Community Impact.

Enclosed is an information packet to help in your evaluation of this opportunity. The Community Impact internship is a **ten-week program** from **Wednesday, May 28th, 2025-Tuesday, August 5th, 2025**. Potential interns are asked to apply as soon as possible. Please return the completed application packet by email to communityimpact@hcbc.com or by US mail to:

Doug James, Community Impact Pastor
Hill Country Bible Church Austin – Internship Program
12124 Ranch Road 620 N
Austin, TX 78750

The internships are paid positions; however, our interns are required to send out prayer and support letters to raise a portion of their salaries. Interns are required to attend and stay and assist with one week resident camp with Mission: Possible! Austin's Camp Nikos and one week resident camp with Hill Country Bible Church Boot Camp. Interns will also serve while learning at the CRC, along with fulfilling weekly obligations and maintaining relationships with staff, children and youth. A description of all these activities is enclosed in the packet. God has given us the opportunity to hire four leaders who will invest into these at-risk children and youth and model for them a life lived for Jesus Christ. Our team is praying that God will direct us to those He has chosen to work with nonprofits in Cedar Park and in the inner-city of Austin this summer and be the hands and feet of Christ to the next generation.

Sincerely,

Doug James
Community Impact Pastor
Hill Country Bible Church Austin
djames@hcbc.com

Jessica Post
Child and Family Director
Mission: Possible! Austin
jessica@mpaustin.org

Program Overview

The Community Impact Summer Internship is designed to provide training and maximum opportunity for experience in urban ministry through Mission: Possible! Austin <http://www.mpaustin.org/> and participate and learn about non-

profits working together at the Christian Resource Center (CRC) <http://crctwinlakes.org/> to meet spiritual and physical needs of our neighbors. Our desire is for the interns to experience the joy of serving and leading in ministry.

45% of your time:

- **working with urban children, youth and adults in a general context**
- **specifically mentoring and discipling children and youth**
- **working with families and other ministries through Mission: Possible! Austin and CRC**

20% of your time:

- **personal Bible study and prayer**
- **being discipled by Hill Country Bible Church Staff**
- **discovering your own personal gifts**
- **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.**

35% of your time:

- **training in philosophy of ministry**
- **experience in the administrative process**
- **learning about ministry within a non-profit through serving and planning events.**

Applicants with a desire for full-time vocational ministry take precedence over applicants applying for a summer job. It is our desire to see those interested in working in full-time vocational ministry gain insight, as well as a better understanding of the reality of working on church staff. It is also a training ground for those who wish to learn the value of making ministry an everyday part of their life.

RESPONSIBILITIES

Dates: **Wednesday, May 28th, 2025-Tuesday, August 5th, 2025.**

- Working with at-risk kids and youth, discipling and developing intentional relationships
- Must raise support up to \$1,500 and have 10 committed Prayer Partners for the summer
- Must attend worship every Sunday at Hill Country Bible Church when not at camps
- Must participate in discipleship training with HCBC staff member
- Must attend Camp Nikos (June13-21) and Boot camp (Evening of June 22- Morning of June 27)
- Meet with Community Impact staff for de-brief and development
- Develop schedule and report daily to Mission: Possible! Austin staff, CI or CRC staff
- Follow up with other counselors from camp to support them and model for them life on life relationships with children and youth that exist outside of camp
- Develop mentor/mentee encouragement with teenagers through Boot Camp
- Work alongside leaders and volunteers of the non-profits at the CRC at Twin Lakes Fellowship
- Utilize and/or learn social media fundraising, database management, website development/updating and administrative duties at the CRC
- Learn how to care responsibly within the context of ministry

OUTLINE OF PROGRAM (TENTATIVE, SUBJECT TO CHANGE)

May 28: Intern Orientation with HCBC/CRC/MP, HCBC Staff Meeting, HR paperwork

May 29-30: CRC

May 31-June1: Off

June 2-6: CRC

June 7-8: Off

June 9-12: MP Camp Nikos Prep

June 13-21: MP Camp Nikos (Must attend out of town) (80 hour week)

June 22: Off until evening check in for Boot Camp

June 23-27: Boot Camp with HCBC (Must attend over night) (60 hour week)
June 27: Off after Breakfast at Boot Camp
June 28-29: Off
June 30-July 1: CRC
July 2-6: Off
July 7-8: CRC
July 9-11: MP Summer Day Camp Prep
July 12: Off
July 13-18: MP Summer Day Camp
July 19-20: Off
July 21-25: CRC
July 26-28: Off
July 29-August 30: CRC
July 31-August 1-2: Backpack Attack with HCBC
August 3-4: Off
August 5: Last day of Internship, Debrief Summer at HCBC, Celebration Lunch

DEFINITIONS

Camp Nikos

Recognizing the need for a Christian based camp uniquely directed toward at-risk youth, *Mission: Possible! Austin* created the Nikos camping ministry. Here, inner-city children who rarely have the opportunity to experience the beauty of God's creation in a natural setting are able to focus on His love for them. For the first time, many kids receive personal recognition for their achievements. Others grow as they realize they can have fun without hurting, stealing, or taking advantage of others. These relationships pave the way for a new social awareness of others as the camper goes back to his or her neighborhood in the city. For children and teens alike, this could be the only time they are loved and are rewarded for returning that love in tangible ways. Often, their time at camp leads to a personal relationship with Jesus Christ that will last a lifetime.

Christian Resource Center

CRC hosts 10 faith based non-profits on the Twin Lakes Fellowship Campus in Cedar Park, TX. Interns will have the opportunity to work with the leaders and volunteers of these organizations as well as assist with the administrative functions of the CRC and ministries. Ministries include Reveal Resource Center (Food and clothing), CARS (automotive technician certification class), Job Seekers Network, Faith Home (Women's Recovery House), Agape Women's Center, Family Christian Counseling Services, Jail to Jobs (at-risk teens), River City Hope Street (adult education including English as a Second Language, GED, work advancement classes, electrician and plumbing apprentice certification class), Partners In Hope (connecting families to needed resources and community), and Samaritan Health Ministries (medical, dental, psychiatric clinic).

Bootcamp

During Boot Camp, Hill Country Bible Church students from incoming 8th grade to graduated seniors spend their days training to lead BackYard Bible Clubs and then lead these clubs in the evenings throughout Greater Austin area. Boot Camp day activities and housing (will be at the Concordia University campus. Interns will be a part of shepherding groups of students as they learn valuable leadership and teamwork skills and hone their ability to effectively share the gospel. Every night after the clubs, students come together for large group worship and teaching.

PERSONAL INVESTMENT

Interns will meet weekly with Mission: Possible! Austin and/or HCBC staff member for discipleship and ministry development. Weekly meetings could include everything from a spiritual development plan, scripture memorization, Bible study and reading/discussing a topical book and ministry operations. Interns will also have opportunities to facilitate and lead discussion amongst their peers.

Interns will also meet once a week as a group for prayer and accountability and develop community amongst themselves to learn from each other and periodically with HCBC and CRC staff.

Spiritual Plan (Example):

- What would you like to accomplish this summer? (Books you'd like to read, scripture you'd like to study/memorize, things you'd like to do)
- What are your priorities this summer? (List out all the areas of your life that are important to you - health, school, family, relationships, etc.): Then prioritize them.
- Accountability Questions? (Write out 3 questions that you want the group to ask you about every week, which will help meet your goals for the summer. Think of areas you are struggling with or want to grow stronger in.)

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.

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 error 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 youth when possible.
- Avoid personal Social Media interactions with youth (do not "direct message" youth, do not add youth 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 you will encounter people of all ages, stages of life and backgrounds throughout the day/evening.
 - For summer, appropriate shorts and lighter weight shirts/clothing are allowed in the work environment and church/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.

COMPENSATION

Hill Country Bible Church and you will both participate in providing compensation for the paid internship. Hill Country Bible Church will provide \$6,340 budgeted funds and intern will raise up to \$1,500.00 toward total compensation package. If interns work the maximum approved hours, total compensation will range between \$6,340 to \$7,840 based on hours worked and recorded in ADP and varies dependent on support raised, overtime and other ministry factors.

Specifically, interns will be paid a minimum of \$16/hr until HCBC budgeted funds and raised support are exhausted; interns will be required to work more than 40 hours per week during their 10-week program and will be granted overtime in those instances. (This amount is to be paid out in accordance with our regularly scheduled payroll).

Ideally, interns would raise full support of \$1,500.00 by Thursday, May 23, 2025. 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 10-week internship.

No refunds will be issued. If extra support over \$1,500.00 is turned in, the funds will be used by the Community Impact Ministry for others on the Intern team.

A sample support letter can be found at the end of this packet. Further detail and assistance regarding support raising will be provided upon hiring.

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

Signature_____

Date_____

HCBC INTERN Disclosure Document

Community Impact 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 those 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 would 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 now, or have in the past 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

(Date)

(Name)

(Address)

(City, State, Zip)

Dear (insert the name of your potential supporter here),

I have recently made the exciting decision to be a summer intern in Austin, Texas working with at-risk children and youth and struggling families. I am getting to work with a non-profit called Mission: Possible! Austin, working in the inner city of Austin and with the Christian Resource Center in Cedar Park. This internship is provided through Hill Country Bible Church, partnering with the inner-city ministries in order that every man, woman, and child in Greater Austin could experience the life-changing power of the Gospel. It is a great opportunity to learn and experience more about urban ministry and to explore God's calling on my life to serve Him.

The Mission: Possible! Austin and CRC Internship Program will be ten weeks of hands on training and leadership development. I will be an active part of child, youth and family ministries at Mission: Possible! through camps, programs and personal relationships. I will also be serving alongside leaders and volunteers of 9 faith based ministries that provide food, clothing, adult education, trades training and the CRC administrative team. The list of opportunities that the Lord will allow me to be a part of is exciting but it is not just ministry. I will attend weekly leadership training classes and experience the behind the scenes of ministry. Most importantly, I want to give ten weeks of my life to Jesus Christ that I may learn more about Him and the calling He has placed on my life.

I would love to have you participate with me in this internship opportunity, either through prayer or through financial support. We are asked to raise support to help supplement compensation for investing in the next generation. We are able to raise up to \$1,500 for financial compensation. Would you consider being a part of my team? If you can support the internship and me 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 sent in the envelope I've included or at this link [\[REDACTED\]](#). 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 first deadline to raise support is May 23, 2025.

Thank you for your prayerful consideration. Your prayers and support are greatly appreciated.

God Bless you,

(Your personal signature)

(You're Name)

ATTENTION: Add a handwritten, personal note to make each letter feel more personal. Also, don't forget to include a self-addressed stamped envelope with your letter. History has shown one letter should be sent out for every \$25 needed to raise \$1,500. That would be 60 letters.



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:

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:

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: _____

Authorization and Release of Information Form

I authorize Hill Country Bible Church Austin and its agents to contact any person or employers listed on my employment application to confirm information supplied by me and/or to obtain other material information about my employment. I authorize all persons and employers to release any information about my qualifications. I also release any person or employer that provides information from any and all liability for providing that information, excepting only the communication of knowingly false information.

Signature

Print Name

Date



HILL COUNTRY BIBLE CHURCH

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.*