

Worker's Qualifications and Survey

Bible Baptist Church
June, 2009

Prepared by Dr. T.E. VanBuskirk
Legal Advice by Christian Law Association

Qualifications:

1. All workers are expected to meet the qualifications for membership, and all of the duties of the same since they must be members in good standing in order to be a paid or volunteer worker in the church.
2. All workers, both paid and volunteer, are expected to meet the same qualifications.
3. All workers must practice modesty in dress and deportment at all times.
4. All workers are expected to agree to and follow the Church Covenant and Articles of Faith.
5. All workers are expected to yield to the wishes of the Pastor in all matters pertaining to curriculum, conduct, and the carrying out of the work of the church; except where they may conflict with the Word of God. In the case of such a conflict the worker is expected to approach the Pastor in private so that a resolution of the disagreement can be reached in a Scriptural, Christian manner.

Scripture reference:

Heb 13:17 Obey them that have the rule over you, and submit yourselves: for they watch for your souls, as they that must give account, that they may do it with joy, and not with grief: for that [is] unprofitable for you.

6. No one shall be considered for any position that keeps them out of the regular services of the church until such time that the Pastor deems their level of spiritual maturity to be adequate.

Scriptural references:

I Pet 2:2 As newborn babes, desire the sincere milk of the word, that ye may grow thereby:

Heb 5:12-14 For when for the time ye ought to be teachers, ye have need that one teach you again which [be] the first principles of the oracles of God; and are become such as have need of milk, and not of strong meat. For every one that useth milk [is] unskilful in the word of righteousness: for he is a babe. But strong meat belongeth to them that are of full age, [even] those who by reason of use have their senses exercised to discern both good and evil.

7. All workers in a head-of-ministry position must arrive at least 15 minutes before the beginning of their service, activity, or class.
8. All workers must complete a discipleship course approved by the Pastor.
9. All workers must be involved in a visitation or soul-winning program. If they are in a teaching position they must be involved in visiting their absent students.
10. Any worker in a head-of-ministry position must submit regular reports to the Pastor or his designated representative in order to facilitate the orderly execution of the overall ministries of the church and to satisfy the scriptural requirement that the pastor oversee the direction and ministries of the church.

Scriptural references:

I Cor 14:40 Let all things be done decently and in order.

To the pastors God writes;

Acts 20:28 Take heed therefore unto yourselves, and to all the flock, over the which

the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood.

I Pet 5:1-3 The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: Feed the flock of God which is among you, taking the oversight [thereof], not by constraint, but willingly; not for filthy lucre, but of a ready mind; Neither as being lords over [God's] heritage, but being ensamples to the flock.

11. All workers must abstain from the sale and use of alcoholic beverages, tobacco products, and all illegal sale or use of other drugs.
12. All workers must abstain from public dancing and movie theaters.
13. All workers must not belong to any unscriptural organizations.
14. All workers must abstain from gossip and murmuring and must report any such activity by other members to the pastor immediately so that restoration to scriptural conduct can be made by the pastor.
15. All workers must agree to a background check. This will include, but is not limited to, previous church membership and service as well as civil and criminal checks.
16. All workers must agree to take the "Spiritual Gifts" test, as well as the "Personality Analysis" test if so requested by the Pastor and/or his designated representative..
The results will be kept in strictest confidence.
The results of these tests will only be for the use of the candidate, the Pastor, and/or his designated representative.
The candidate may share them with whomever they wish.
The Pastor has the right to share them with other staff members on a need to know basis and then only after informing the candidate.
17. All workers must submit to the Bible, as preserved in the English language only in the King James Version and in the Greek in the Received Text, as the final authority for faith and conduct. All foreign language versions used must be translated directly from the Greek Received Text.

All information is confidential and is for Pastor and staff use only. Information will only be released to others with written permission of the applicant. It is not public property and falls under the pastor member confidentiality covenant and, as that covenant falls under the area of religious conviction, information disclosed by the applicant cannot be used in any secular arena. The only exception being disclosure of criminal activity that affects the public safety. The latter is totally at the discretion of the Pastor and will be based upon scriptural convictions held by Independent Baptists normally and historically and not upon the body of current or past secular law unless secular law is in agreement with the Bible as preserved in the Greek Received Text and the King James Bible or foreign language translations drawn from those texts.

Address of Church:

Have you ever been convicted as a chronic or repeat traffic offender?
(Initial one) **YES** **NO**

Do you have any pending charges, court dates, litigation, or are you currently on probation?
(Initial one) YES ____ NO ____

If "Yes," explain: _____

Have you ever practiced and/or been convicted of any crimes against children?
(Initial one) YES ____ NO ____

Do you now have any communicable or non-communicable diseases or abnormal physical conditions? (This must include AIDS and those who are HIV positive, Herpes, Tuberculosis, Cancer, and any other curable or non-curable diseases or conditions.)
(Initial one) YES ____ NO ____

Are you now or have you ever been a practicing or none practicing homosexual? This is to include those who refer to themselves by the unscriptural terms of bisexual, gay, and lesbian.
(Initial one) YES ____ NO ____

Do you agree that those who practice homosexuality (also known by the biblical term of "sodomites,") are committing sin and that they are not simply practicing an "acceptable alternate lifestyle?"
(Initial one) YES ____ NO ____

Have you ever been divorced? (This will not automatically disqualify you from serving, it is only to help the pastor in choosing an APPROPRIATE area of service.)
(Initial one) YES ____ NO ____

Are you now or have you ever been involved in sexual practices contrary to those approved by God in the King James Bible; and if you are currently, will you submit to pastoral counseling to restore you to scriptural conduct before being accepted as a worker? (Include fornication, adultery, and vicarious sex including viewing of pornography.)
(Initial one) YES ____ NO ____

Do you believe that Christians should "Abstain from all appearance of evil?" (I Thess 5:22)
(Initial one) YES ____ NO ____

Are you doing so now and will you strive to continue to do so in the future?
(Initial one) YES ____ NO ____

If you find that you have strayed from scriptural conduct will you agree to a reasonable probation period, to be set by the pastor, to rectify the situation; and that you will submit to pastoral counseling to help in planning a course of action to restore you to proper conduct; and that you will resign if the situation is not rectified within that time period?
(Initial one) YES ____ NO ____

Have you ever served in a ministry in another church? If so, where and in what capacity?
(Include the scriptural offices of Pastor or Deacon.) _____

What training have you had? Include colleges or schools, on-the-job training by a pastor or teacher, and courses of study taken in previous churches as well as any other type of training, religious or secular, that is applicable to the position for which you are applying. _____

Do you understand that falsification of any information on this form is grounds for immediate dismissal?
(Initial one) YES ____ NO ____

Do you affirm that you will submit to the leadership of the pastor and/or any of his appointed representatives; and that you will do so cheerfully? And that you will go to the pastor personally to settle any disagreements in a Christian and scriptural manner? And that you will resign if those differences can not be reconciled after the pastor has shown you either the scriptural basis for his stand in the matter or that his stand, program, or course, is not a violation of the letter or the spirit of the scriptures? And, lastly, that you will not attempt to sway any staff or other church member in any way, including gossip or murmuring, away from the pastor and his stand in the matter; understanding and agreeing that to do so could culminate in action being taken to bring you up before the church for church discipline and that it is contrary to scripture to resort to secular law and courts to settle a disagreement between church members and that you will not do so? (Initial one) YES ____ NO ____

Do you agree to meet any new qualifications that the pastor may in the future deem proper, necessary, and scriptural? (Initial one) YES ____ NO ____

Do you affirm that you meet all of the qualifications as set forth for workers in this church? (Initial one) YES ____ NO ____

If you are accepted as a worker, do you agree that you will willingly tender your resignation if you fail to continue meeting worker qualifications at any time in the future? (Initial one) YES ____ NO ____

Do you agree to attend Workers meetings and abide by decisions and courses of actions set forth at those meetings by the Pastor or his authorized representative? (Initial one) YES ____ NO ____

Do you agree that you will read the Church Constitution and By-laws, Covenant, and Articles of Faith for Ogden Bible Baptist Church within one week from the date of signing this document; and conform to them? (Initial one) YES ____ NO ____

Do you agree to maintain scriptural control and conduct within your family? (This is restricted to those family members living in your house.) (Initial one) YES ____ NO ____

This form, "**Worker's Qualifications and Survey**," will be kept on file for reference purposes and will be used as a basis for consideration for continued service as a paid or volunteer worker in this church. This form will be reviewed from time to time by the pastor and the worker.

Applicant's signature: _____ **Date:** _____

Pastor's or designated representative's signature: _____
Title: _____ **Date:** _____

Remarks: _____

(Follow-up begins on next page.)

REVIEW

I have read, or had read to me, the Constitution and By-laws, Covenant and Articles of Faith of Bible Baptist Church, located at 3769 W. 4700 S. Taylorsville, UT, 84118, and agree to abide by all of them.

(Initial one) YES ____ NO ____

Signature of applicant: _____ Date: _____

(The above section only needs to be filled out at the first REVIEW.)

REVIEW

Applicant/Worker: _____ **Date:** _____

Comments:

Signatures of those present: