

Attachment A: Personal Doctrinal Statement

1. Write a paragraph on each of the following areas of biblical doctrine, clearly stating your present biblical understanding. (Scriptural references are appropriate, but not necessarily required for every statement made.)

BIBLIOLOGY, the doctrine of the Bible: general and specific revelation; the inspiration, infallibility, canonicity, and interpretation of the Bible.

God revealed Himself to mankind in creation.

Psalm 19 – “The heavens declare the glory of God...”

Romans 1:20 says God’s qualities (or attributes) have been clearly seen from the very beginning.

²⁰For his invisible attributes, namely, his eternal power and divine nature, have been clearly perceived, ever since the creation of the world, in the things that have been made.

The inspired word of God was written by God’s chosen men as God revealed His Truth to them.

The Bible was verbally inspired which means each word (in the original text) – not just the ideas conveyed – were inspired.

Words are important, which is why it is important to study the Bible verse by verse.

2 Timothy 3:16-17 – The Holy Spirit “breathed” God’s truth to the writers of scripture.

The Bible we have today is Scripture God has preserved for us and “**is profitable**” for doctrine, for reproof when we sin, for correction when we go astray and instruction in righteousness.

To avoid misinterpretation, the Bible needs to be read in context and studied against cross referenced passages addressing the same topic. Taking a verse out of context is easy to do and is dangerous to our Biblical understanding and our spiritual walk.

THEOLOGY PROPER, the doctrine of God: the existence, attributes, and decrees of God; the Trinity.

God has always been. There is (or was) no beginning of God, and there is (or will be) no end.

God lives in 3 persons – summarized by the Great Commission in Matthew 28.

Matthew 28:19: “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.”

...and supported in the Creation account:

Genesis 1:26a: “Then God said, ‘Let us make man in our image, after our likeness...”

In addition, God is invisible – except when he chooses to be seen – as in His manifestation on earth in the life of Jesus Christ.

He is always present – everywhere – simultaneously.

Matthew 18:20: “Where 2 or 3 are gathered in my name, there am I among them.”

He knows and sees all. There are no secrets hidden from God.

God is all powerful. He is Sovereign – in control of this earth, our lives, all circumstances, and all outcomes – although many human outcomes are impacted by our own personal decisions and choices in life. God does not necessarily rescue us from bad choices, but even those outcomes are under the control of God with his Grace and Mercy and Forgiveness for His purposes.

Romans 8:28: And we know that for those who love God all things work together for good, for those who are called according to his purpose.

(This is not to say that everything that happens to us individually is good or that it is for our own personal good. It is to say that God works all thing together for His good for His purpose.)

He is completely truthful and just.

Psalm 89:14: Righteousness and justice are the foundation of your throne; steadfast love and faithfulness go before you.

God is unchanging.

Hebrews 13:8: Jesus Christ is the same yesterday and today and forever.

God will be exalted – Psalm 46:10

¹⁰ **Be still and know that I am God.**

I will be exalted among the nations,

I will be exalted in the earth!

CHRISTOLOGY, the doctrine of Christ: the divine-human natures of Christ; the offices and present ministry of Christ; the work of Christ.

This is clearly laid out in Colossians 1:15-22:

¹⁵ **He is the image of the invisible God, the firstborn of all creation. ¹⁶ For by him all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or rulers or authorities—all things were created through him and for him. ¹⁷ And he is before all things, and in him all things hold together. ¹⁸ And he is the head of the body, the church. He is the beginning, the firstborn from the dead, that in everything he might be preeminent. ¹⁹ For in him all the fullness of God was pleased to dwell, ²⁰ and through him to reconcile to himself all things, whether on earth or in heaven, making peace by the blood of his cross.**

²¹ **And you, who once were alienated and hostile in mind, doing evil deeds, ²² he has now reconciled in his body of flesh by his death, in order to present you holy and blameless and above reproach before him,"**

Christ has been active on earth from the beginning of time and remains so today, through the work of the Holy Spirit who indwells all present-day Christians – and has since the Day of Pentecost in Acts chapter 2.

PNEUMATOLOGY, the doctrine of the Holy Spirit: the personality and deity of the Holy Spirit; the Spirit's work in relation to Christ and in regenerating, baptizing, indwelling, gifting, and helping believers.

Jesus promised a helper to His disciples.

John 14: ¹⁶ And I will ask the Father, and he will give you another Helper, to be with you forever, ¹⁷ even the Spirit of truth, whom the world cannot receive, because it neither sees him nor knows him. You know him, for he dwells with you and will be in you.

In Acts 2, on the Day of Pentecost, the Holy Spirit came upon the believers who were waiting as instructed by their Lord. When the Holy Spirit descended, it indwelt them and lives within every believer since at the moment of our salvation.

I do not believe that the Spirit comes and goes. The Holy Spirit never leaves believers, but we should not allow ourselves to become controlled by forces apart from God. One clear example in Scripture is with alcohol.

Ephesians 5:¹⁷ Therefore do not be foolish, but understand what the will of the Lord is. ¹⁸ And do not get drunk with wine, for that is debauchery, but be filled with the Spirit, ¹⁹ addressing one another in psalms and hymns and spiritual songs, singing and making melody to the Lord with your heart,

But there are other ways we might allow things other than God to take control of us – jealousy, greed, bitterness, spiritual apathy, or slothfulness. **Romans 12: ¹¹ Do not be slothful in zeal...**

The Holy Spirit:

- Holy Spirit convicts us of sin (not sins, but sin – or our sinfulness, initially).
John 16: ⁸And when he comes, he will convict the world concerning sin...
- Teaches us.
 - **John 14:²⁶But the Helper, the Holy Spirit, whom the Father will send in my name, he will teach you all things and bring to your remembrance all that I have said to you.**
- Guides us.
 - ...to the truth. **John 16: ¹⁷He will guide you into all the truth...**
 - ...away from sin. (Galatians 5:16) **¹⁶...walk by the Spirit, and you will not gratify the desires of the flesh,**
 - ...to the will of God for our lives. **Psalms 143:¹⁰Teach me to do your will for you are my God!**
- Comforts us. The Holy Spirit indwells us and is the voice of God in our heart and mind, encouraging us when we are discouraged, afraid, or confused.
- And intercedes for us. **Romans 8:²⁶...the Spirit helps us in our weakness. For we do not know what to pray for as we ought, but the Spirit himself intercedes for us...**

SOTERIOLOGY, the doctrine of salvation: the death of Christ, substitution, propitiation, reconciliation, justification by faith alone, regeneration, election, free will, grace, faith, perseverance.

Our sin must be paid for, and Jesus Christ satisfied that debt of sin for all of mankind. But only those who call on the Name of the Lord will receive forgiveness for our sin.

Philippians 3: ^{8b}...in order that I may gain Christ ⁹ and be found in him, not having a righteousness of my own that comes from the law, but that which comes through faith in Christ, the righteousness from God that depends on faith—

When Jesus Christ died, he suffered as a substitute in the place of and on behalf of fallen humanity. We were chosen before the foundation of the world.

Ephesians 1: ³ Blessed be the God and Father of our Lord Jesus Christ, who has blessed us in Christ with every spiritual blessing in the heavenly places, ⁴ even as he chose us in him before the foundation of the world...

Whosoever will may come to the Lord for forgiveness.

John 6: ³⁷ All that the Father gives me will come to me...

ANTHROPOLOGY AND HARMARTIOLOGY, the doctrines of man and sin: the origin, fall, and nature of man; the definition of sin and imputation of sin.

Romans 3:23, Isaiah 53:6

We all have sinned and are born depraved. We are born with a need to be reconciled to God. Sin is any violation of God's laws, no matter how minor, and we are all guilty.

Romans 5: ¹² Therefore, just as sin came into the world through one man, and death through sin, and so death spread to all men because all sinned.

Sin entered the world through Adam and Eve when Satan tempted them, Eve first, then Adam, and they disobeyed God – the original sin. Since then, the entire human race is born with a sinful nature. God made provision for our reconciliation through Jesus Christ. Jesus fully satisfied God's requirement for living a sinless life. Jesus then willingly went to the cross to bear the penalty for the sin of mankind. All who place their faith and trust in Jesus Christ and confess their sin, are saved from eternal damnation and will spend eternity with Christ in Heaven.

ECCLESIOLOGY, the doctrine of the church: the relationship between Israel and the Church; the local church and the universal church; the imagery used to describe the church; the government of the church; the ordinances of the church (baptism & the Lord's Supper).

The Bible focuses on the Children of Israel – the Nation of Israel and the Jewish people. Israelites are God's chosen people, and he raised up Christ from among them – the Root of Jesse.

Christ established the Church by preparing his disciples for future events – his death and resurrection, proven to them by his appearance to many after His resurrection.

The Universal Church is all believers, but we are instructed to be part of a local church. Church structure and local church government was established by the apostles and outlined in the New Testament epistles.

Matthew 28: 19 "Go therefore and make disciples of all nations, baptizing them in^b the name of the Father and of the Son and of the Holy Spirit,"

His charge in Matthew 28:19 – includes: going to all nations, making disciples and baptizing them. While baptism is not a requirement for salvation, it is an act of obedience on our part – as a public testimony, a symbol of His death, burial and resurrection.

Luke 22: 19^b ... "Do this in remembrance of me."

The celebration of the Lord's Supper (communion) is a command of Jesus in Luke 22 and other passages.

ESCHATOLOGY, the doctrine of last things: heaven, hell, return and rule of Christ, resurrection, judgment, and man's eternal state.

Those who know Christ will spend eternity with Him in heaven. Those who do not trust in Christ, who reject the gospel message, will spend eternity in hell. Both heaven and hell are real destinations for all humans and angels – divided by 1 thing – faith in Jesus Christ or not.

Christ will return to earth to capture His church away – His true believers – all alive at the time and all who were dead, who will be resurrected and caught up together with those still alive on earth. After the Rapture of the Church, we believer Christians will experience the judgment seat of Christ, where we will receive our rewards for our works for Him during our life on earth.

There is a 7-year tribulation period, in which the Antichrist (a man) will gain worldwide control by promising peace. Midway through the 7-year period, the Antichrist will break his promises to Israel, and a great persecution will suddenly begin against all Christians. There will be a great revival among Jews, leading up to the Battle of Armageddon at the conclusion of the Tribulation.

The great battle (Armageddon) at the end of this period culminates the tribulation period, when Satan is bound – no control over the earth and no influence on people.

This marks the beginning of a 1,000-year reign of Christ on Earth – the Millennial Kingdom. Christ will establish himself as King in Jerusalem, sitting on the throne of David (Luke 1:32-33).

At the end of the Millennium, Satan is released for a short time and, once again, deceives the nations to incite rebellion against God. Satan is defeated and cast into hell permanently. The Great White Throne Judgment is where sinful humanity is judged, individually, and sent to hell with Satan for all eternity.

This is when God wipes away all tears, and there is no more pain or death or sorrow. We believers will spend eternity with God/Jesus Christ forever.

Conclude with a paragraph or two discussion on what you see as the essential doctrines that are not negotiable and on other doctrines (if any) on which you believe that sincere, Bible believing Christians can agree to disagree.

Essential doctrines:

- The trinity – God in 3 persons
- Creation
- We are born depraved sinners
- Our only hope is through submission to God, admission of our sinful condition, sincere confession of our sin, and Faith & Trust in Christ.
- Our participation in the church – being actively involved in a local church of like-minded believers. “Forsake not the assembling of yourselves together...” (Hebrews 10:24-25)
- Our only hope is in Christ – nothing in this world including government(s) can provide for our eternal needs.

Important:

- Baptism by immersion is essential after salvation – with a clear understanding of what baptism is (obedience to Christ and a public profession of our faith) and what it is not (not required as the final step of our salvation and not required for entrance into heaven).
- I support Cornerstone’s position of requiring baptism for membership and participation in the Lord’s supper.

OK to disagree:

- Pre-tribulation, mid-tribulation, post-tribulation rapture.
 - Personally, I hold the pre-tribulation position, but have had sweet fellowship with several with the mid-tribulation viewpoint, and also a few who teach post-tribulation.
- Various gifts
 - **“God spoke to me...”** (provided it is not new revelation, new truth, or dictated direction for others to follow who were not “spoken to by God” in the same manner).
- Also, I have fellowship with those who believe all the spiritual gifts are for today, including speaking in tongues, etc. But I do believe that within each individual local church body, we need to hold to a single viewpoint officially as a body.

ATTACHMENT B: Spiritual Gifts Statement

Write no more than one page about your own spiritual gifting. Include your understanding of when you were gifted by the Spirit, what your spiritual gifts are, how you've used them in ministry in the local church, how you see an elder with your particular giftedness being involved with leading and shepherding.

I was gifted (as are all believers) at the time of my salvation with more than 1 spiritual gift – although they became apparent to me and others as I grew in maturity.

I believe my gifts are leadership, teaching, and wisdom – and perhaps others.

- Leadership was apparent early on in my walk. I had a spiritual impact on others in my church youth group, at Bible camps, and in regional youth rallies – and even in my own family.
 - My peers would listen to my opinions and views, and I did speak of my faith boldly throughout my school years – both high school and college.
 - The same is true in my career. I have always had a public testimony for Christ and have desired to walk rightly before others.
- Teaching rose to the surface as I exercised that gift. Diane and I were chosen as youth leaders at our church in my hometown of Leon, IA, less than one year after college graduation, and we filled that role until we moved to Cedar Falls, IA.
 - Not long after we became active in our new church, Cedar Bible Church, in Cedar Falls, I was asked to teach an adult Sunday School class.
 - I continued teaching that class until we moved
 - We were members of Cedar Bible for 8 years, until moving to Bethany Bible Chapel, where we were in fellowship until moving to Sherwood, 30 years later.
 - While at Bethany, my teaching roles included Assistant Sunday School Superintendent – then Superintendent. Later High School Youth Leaders.
- Wisdom became apparent, I believe, simply by asking per James 1:5. I have always been sensitive to the warning in James 3:1 and have asked for increased wisdom at the outset of each new responsibility I accepted.

I see my service as elder at Cornerstone involving continuing as LifeGroup leader, teaching occasionally as needed from the platform and in studies with a specialized focus.

I believe I should be counseling younger believers and mentoring future elders.

ATTACHMENT C: Family Leadership Statement

Write no more than one page about your role as a leader in your own family. Include your biblical understanding of the roles of men and women, particularly in a family. Include your perspective on training, disciplining, teaching, equipping, and modeling biblical values in your role as a father of your children. Describe your greatest challenge and greatest success in raising your children and in leading your wife.

I am the spiritual leader of our home. Diane and I both came to Christ as children, and we talked before marriage about our spiritual future together.

I believe it is the husband's role (not superior position before God) to lead his wife. He is to be the leader of the family both spiritually and practically – although not necessarily provisionally. (By that, I mean that if the husband and wife agree that she will have a career, it is no disgrace for her to earn more money than her husband.)

The husband is the head of the marriage as Christ is head of the church. I am to love my wife as Christ loved the church, sacrificially. I should not be harsh with her. Colossians 3:19
The wife is to be submissive to the husband.

It is the parent's responsibility – ultimately the father's – to educate their children. They may choose to home school, send children to a private school, or a public school. But the education responsibility is not to be delegated.

Parents are still responsible for their children's spiritual learning and for overseeing academic learning.

Parents are to live out the principles they teach their children and desire for their children to have. Children will learn more from our actions and habits than from our words. We will be modeled – good or bad.

Greatest challenge:

Our children attended K-12 school in a private Christian school setting. We had to make sure that they were taught spiritually at home – and not to assume the school would take care of that. They still need to see Biblical values lived out at home – not just at school.

The same is true of taking (not just sending) them to church. We have received excellent Christian counsel and mentoring from the very beginning of our marriage. We have always been aware that we need to be personally responsible for our children's education and spiritual teaching directly – and not assume that the church or the school will take care of that without our involvement.

Greatest success is that both of our children have a solid profession of faith in Christ and are practicing their faith consistently – and modeling their faith before their children.

We have had the opportunity to invest in our grandchildren and are actively implanting spiritual teaching into their lives as we have opportunity,

ATTACHMENT D: Teaching Aptitude Statement

Write no more than one page about your passion for and approach to teaching. Discuss the spiritual topics around which you feel most prepared to teach and those you feel the least prepared to teach. Describe your preferred teaching format (setting, type of learner, type of material you like to use, number of people, etc.) Use examples from your recent teaching endeavors at CBF or from a church you have recently attended.

I love to teach:

- Enjoy teaching younger groups although, as I age, I find that I connect less and less with school and college age kids.
- I relish the opportunity to counsel young couples on family life and child rearing.
- I believe I am strong in a LifeGroup setting (Sunday School class) format.
- I feel competent from the pulpit – depending on the topic.
- I work hard to prepare to ensure that I am teaching Truth – and not Mark's opinion or viewpoint.

Topics I enjoy:

- Family structure and child guidance
- Unity within the body, within any leadership group (especially the elders)
- Submission to authority (children to parents, church to church leaders, in the workplace, and within the society where God has placed us).
- Church structure, elder leadership

Least:

- Prophecy
- Old testament history