



Cleveland
Baptist
Church

MEMBERSHIP

AT CLEVELAND
BAPTIST CHURCH

2024



OUR MISSION

TO BE FOLLOWERS OF JESUS – EQUIPPED, EMPOWERED, AND SENT TO THE COMMUNITY AND BEYOND.

OUR VALUES

To our timeless values (Bible focused, prayer dependent, and compelled by Christ's love), we believe we are called to emphasise the following unique things that shape our church for this chapter of our story:

- **BOLDNESS** – courage, confidence, obedience, standing firm, adventurous (stepping into the unknown)
- **AUTHENTICITY** – committed, sincere, honest, humble, vulnerable, being real with God and people.
- **ZEAL** – fervent, dedicated, passionate, not going through the motions, Christ-like. Going against the flow.
- **SERVICE** – Serving God. Serving one another humbly and joyfully. Serving our city. Seeking to bless others!

OUR PRIORITIES

It is said of the early church in Jerusalem that *"They devoted themselves to the **apostles' teaching** and to **fellowship**, to the **breaking of bread** and to **prayer**."* (Acts 2:42 NIV) These are still four necessary activities of a local church, and at CBC we make them a priority.



- We value **the teaching of God's word**, with our primary diet of teaching in our Sunday services being expository preaching, which unpacks a passage of Scripture and applies it to everyday life.
- We value **fellowship**. We enjoy fellowship after our Sunday morning services, and at our monthly Sunday night dinners. We also encourage members to join Life Groups, where they can have regular fellowship with others and interactive Bible study. We also periodically have camps and other activities, which are conducive to strengthening fellowship.
- We value **communion**, and celebrate communion twice each month in our Sunday morning services, to remember and proclaim Jesus' death - "until He comes." (1 Cor 11:26)
- We value **prayer**. We realise that prayer needs to undergird our service for God, and we encourage members to attend our Wednesday night prayer meeting. We also have a prayer meeting on Sundays at 8:45am, to precede our service with prayer. We also participate in prayer on our Life Groups, and we encourage members to spend time in personal prayer.

VISION

Short Version: We aim to be a church that **gathers** for celebration, encouragement, teaching and prayer, then **scatters** to reach people for Christ.

Expanded Version: The church we see is a **church that connects with today's world**, a distinctive "God culture" - a culture of grace, generosity, service, excellence, and participation. A church that is warm and welcoming, and **feels like home**.



The church we see **gathers** for celebration, encouragement, teaching and prayer, and then **scatters** into various spheres of our community. We see a church that **empowers** people to **represent Jesus to those around them**, to see themselves as ambassadors of Christ. We envisage a church that seeks the good of our city and that is integrated into the community, engaged in community life, and seeking to serve others.

The church we see is deeply **committed to mission - both global and local**. We see a church that engages the world around us in up-to-date ways, showing Jesus' love to people and sharing the gospel. We also aspire to equip and send people to do kingdom work, both locally and overseas. The church we see has **worship** gatherings that are engaging, inspiring, moving, God-honouring, and Spirit-led. We envisage worship services that are authentic and creative.

The church we see is **permeated by prayer**. Prayer should be foundational to everything we do, whether in individual service for God, in team ministries, or together as a gathered family.

The church we envisage is a place where **God's Word** is at work: encouraging, comforting, convicting and challenging us, bringing life, healing and inspiration as it is preached, read, discussed and taught.

The church we see **helps families** come together: is inclusive, warm and welcoming, and supports parents in their task of raising children. A church that strengthens marriages, connects the generations, supports the young who are vulnerable, and creates community for the elderly.

The church we see values **authentic servant leadership**, whose leaders are Spirit-led, inspiring, faith-filled, and authentic. A church where leadership is honoured, supported, and is developing at all levels.

The church we see is a **growing church** - growing in depth, quality, fruitfulness, and numbers.



DISCIPLESHIP PATHWAY

Evangelism

Christianity Explained (6 sessions), or Come to Me (7 sessions)

Discipling Believers

Phase 1 - My First Steps (15 sessions)

Phase 2 - Ephesians Course (6 sessions)

Phase 3 - Overview of the Old Testament (3 sessions)

Phase 4 - Kairos Course (3 night sessions + 3 Saturdays)

Other Courses

How to Study the Bible - Session 1

How to Study the Bible - Session 2

GENERATIONS PATHWAY

Walking the same path together as we grow and transition through the various stages and phases of life.

KIDS -> YOUTH -> YOUNG ADULTS -> ADULTS -> SENIORS

BELONGING PATHWAY

Helping people feel that church is a family. The Community Pathway is the pathway from feeling like an outsider at the front door looking in, to feeling completely at home in the family.

FOYER -> LIVING ROOM -> KITCHEN TABLE



- **The Foyer** typically describes a larger environment, like a worship service, where we are sensitive to the needs of those who may be visiting for the first time.
- **The Living Room** is an environment where a number of people can network and meet one another. The goal is for people to begin to feel like they are friends with others.
- **The Kitchen Table** is a more intimate environment. It is primarily life groups and serving teams. Here people can begin to feel like they are part of a family.

WE ARE A BAPTIST CHURCH

Cleveland Baptist Church is part of Queensland Baptists, a voluntary state union of Baptist churches. Queensland Baptists (around 200 churches) is a member of the Baptist Union of Australia (around 1000 churches), which in turn is a member of the Baptist World Alliance (around 100 million people).

Excerpt from “400 years: The History of the Baptist Church”:

“Baptists are one of the largest and most widely-distributed Protestant denominations across the world today. They are also one of the oldest. Unlike most other denominations, their beginnings are not associated with outstanding leaders – such as Luther or Calvin or Wesley – who have left an indelible stamp on their spiritual heirs. On the contrary, the earliest English leader and his American counterpart each moved religious contexts just a matter of months after commencing a Baptist church. Yet from small beginnings the Baptist movement has grown steadily, even under persecution.”

Baptist churches are identified by a set of principles rather than an allegiance to a historic leader or a particular set of doctrines.



The primary Baptist principle is the Direct Lordship of Jesus Christ; i.e., the belief that Jesus leads us directly without the need for a pope, bishop or council. This leads to other key Baptist principles:

- > The Scriptures (particularly the New Testament) are the supreme authority for faith and practice.
- > The priesthood of all believers.
- > Freedom of conscience, soul liberty, and the right of private interpretation.
- > Congregational governance.
- > The autonomy of the local church.
- > Believers' baptism by immersion.
- > Church membership for the regenerate.

WHAT DOES MEMBERSHIP MEAN?

Being a member of a local church is about ownership as well as belonging. Membership is about taking responsibility for what happens in the church to which we belong. Being a member is saying, “Yes, I am willing to take responsibility for what happens in our church. I will pray for the church, serve, and give of my finances, time and skills. I will seek the Lord’s direction for the church, and be regular in my attendance and participation. Count me in!”

MEMBERSHIP IN THE NEW TESTAMENT

What does the New Testament say about church membership? While the New Testament doesn’t describe membership in the way it occurs in Baptist churches today, it does include principles of church membership. Here are some examples:



Matthew 18:15-17: *"If your brother sins against you, go and tell him his fault...if he does not listen, take one or two others along with you...If he refuses to listen to them, **tell it to the church**. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector."*
If it is possible to exclude someone from the church, then it follows that some people belong to the church as members and some do not.

Acts 5:12-13 *"Now many signs and wonders were regularly done among the people by the hands of the apostles. And they were all together in Solomon's Portico. None of the rest dared join them, but the people held them in high esteem."*

Onlookers faced the decision of whether or not they would *join* the church in Jerusalem. This joining is more public and definite than just attending.

1 Corinthians 5:12-13 *"For what have I to do with judging outsiders? Is it not those inside the church whom you are to judge? God judges those outside."*

Paul called upon the Corinthian church to judge those who were inside the church, not those who were outside. The church was to take responsibility for those who belonged to the church.

1 Peter 5:1-2 *"I exhort the elders among you...shepherd the flock of God that is among you"*

Membership helps the shepherds know who is committed to that church as their local church. We live in a day and age where people often switch churches, or may attend more than one church at a time. Membership clarifies that a person sees a particular church as their church, and so the shepherds know that they are responsible for their care.

REQUIREMENTS FOR MEMBERSHIP AT CBC

Our constitution outlines who is eligible for membership and how members are admitted:



Eligibility for Membership

- > Acceptance of, and clear confession of, Jesus Christ as Lord and Saviour, and public profession of Him through Baptism by immersion, in accordance with New Testament practice. (Elders may consider an application where the baptism as a believer has not been by full immersion).
- > Personally holding to the doctrines set out in the Statement of Beliefs.
- > Application to - and approval of - membership by the Elders.
- > Those who are baptised will be encouraged to become members.

Admission into Membership

Step 1 - Attend a Newcomer's Information Session

At this session, a presentation is given about CBC's mission, vision, values and beliefs. It is a presentation of information so that interested people can prayerfully consider if CBC is the right church for them. We invite participants to ask any questions they have about the church.

Step 2 - Fill out a membership application form

Upon attending CBC for a minimum of six months, and having attended the Newcomer's Session, participants can request a membership application form and email the completed form to the office. This is then forwarded to the eldership team for consideration.

Step 3 - Attend a Membership Course

During this course we cover key sections of the membership booklet, such as CBC's priorities, discipleship pathway, governance principles, expectations of members, etc. At the close, we ask participants to prayerfully consider if they would like to proceed with becoming members, and to inform us within seven days. Prior to this meeting, prospective members are emailed a copy of the Constitution, and given a Membership Booklet to pre-read before the course.



Step 4 - Interview

This occurs if there has not already been a meeting between the pastor and/or an elder and the prospective member(s).

Upon receiving a person's membership application form, and their indication of wishing to become a CBC member, the elders are notified and, upon their approval, the person (or couple) is welcomed into membership, and notified of their acceptance. The church is then informed at the next members' meeting. New members are added to the church mailing list for all correspondence specifically sent to members.

EXPECTATIONS OF MEMBERS

It is a privilege to be part of a local church, and with this privilege comes responsibilities. The desire and expectation of the CBC leadership is that church members will do the following:

{1} Live godly lives, bearing the fruit of the Spirit, maintaining private devotions (Bible reading and prayer), honouring Jesus in speech, family relationships, and life in the community.

{2} Attend services regularly. Hebrews 10:25 commands Christians not to forsake assembling together. Attending services regularly is one of the basic commitments of membership and one of the ways that a church member can receive Bible teaching, grow in faith, get to know other Christians, and receive shepherding from the leaders. We encourage members to be present when Christ's death is commemorated and the church's unity is displayed through celebrating communion. We also strongly encourage each member to regularly attend a Life Group, to receive the blessings of close fellowship, interactive Bible study, and to be a blessing to others.



{3} Attend members' meetings. This is when information and updates are communicated to the members, and (at AGMs) goals are presented for the coming year. At general meetings, members have the opportunity to participate in voting on matters such as acceptance of the budget, addition of extra pastoral staff, appointment of elders and deacons, and decisions pertaining to the direction of the church.

{4} Pray regularly. Every member can contribute toward the health, unity and growth of the church through the powerful ministry of intercessory prayer! One practical way of doing this is to pray systematically for the church members, and a list of members is available upon request. It is also highly beneficial for members to attend the church's collective prayer meetings.

{5} Give generously. Members have the privilege and responsibility of supporting the church financially as a means of supporting God's work - both locally and globally. Our contributions play a part in evangelism, discipleship, supporting church staff, mercy ministry, the general running costs of the church, support of CBC-sponsored missionaries, and our annual missions project. 2 Corinthians 8-9 teach that our giving should be joyful, generous and sacrificial.

{6} Build relationships with other members. Being a member of a local church is like being a hand or an eye (1 Cor. 12:21). You cannot function without all the other parts of the body. Just as a body functions best when each part fulfils its role and works together with the other parts, a local church is built up into maturity in Christ as the members all minister, and in an interrelated way (Eph. 4:15-16, 1 Cor. 12:12-27). So a healthy church will expect that its members build relationships with each other.



{7} Submit to the church's leaders. The Bible says, "Obey your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account. Let them do this with joy and not with groaning, for that would be of no advantage to you" (Heb. 13:17). A church where people resist, gossip about, and rebel against the leaders is a place of disunity, which grieves the Holy Spirit and will hinder the growth of the church. The CBC leadership desires that all members refrain from gossip, and manage any concerns about the church in appropriate ways (namely by raising them with the eldership team) in order to maintain unity.

{8} Serve as God gives opportunities. God has given spiritual gifts to every member of the body of Christ. Everyone can use his or her gifts to build up the body (1 Cor. 12:7, Eph. 4:16).

We encourage all members to serve in the life of the church as God enables them. As we all contribute, the church grows in unity and maturity!

AUTHORITY OF MEMBERS

From the CBC Constitution: "Items concerning the purchase or sale of real estate, major financial commitments and the appointment, recall or dismissal of a Pastor must be considered at a Members Meeting."

It is generally accepted that members will have the opportunity for input in the following areas:

- > Appointing or removing leaders (pastors, elders and deacons especially)
- > Vision
- > Church budget
- > Constitution
- > Sale of property
- > Final exclusion from membership of members under discipline.



No leader or group can, by themselves, make decisions in the above areas. They are not authorised to do so without consideration by the members.

GOVERNANCE PRINCIPLES

Principles of Baptist Governance

The primary Baptist distinctive is the **direct lordship of Jesus Christ**.

This leads to the principles of the **autonomy of the local church** (no bishop or council is in charge) and the **priesthood of all believers** (God can work through everyone who has the Holy Spirit indwelling them).

This leads to the **principle of Congregational Governance**. The congregation is ultimately governed by its members, under the leadership of the pastors and elders.

The Flow of Delegate Authority and Accountability.

Jesus -> Members -> Pastors and Elders -> Ministry Team Leaders and Deacons -> Ministry Team (worship leaders, MasterKids leaders, Surge leaders, etc.)

Authority is delegated through meetings, appointments (including providing position descriptions), operational plans, policy documents, budgets, etc. The flow of accountability is the opposite way to the flow of authority. You are accountable to those that authorise you.





[1] DOCTRINAL STATEMENT

God

God is the Creator and Ruler of the universe. He is absolutely holy, infinitely good and great, all powerful, all present, all knowing and eternal. He has revealed Himself in three persons: The Father, Son and Holy Spirit. These three are co-equal and are one God. God created the heavens, the earth and all that exists in them, including people. He continues to care for and govern His creation, working out His sovereign purposes for all He has made.

Jesus

Jesus Christ is the eternal Son, co-equal with the Father and Holy Spirit. He came to earth and took on humanity, still fully God and, now and forever, also fully human. This incarnation was achieved through the virgin birth. Jesus lived a sinless human life in perfect obedience to the Father in a role of humility taken on with His incarnation. He offered Himself as a perfect sacrifice for sin and as a substitute in our place through His death on the cross. By the Holy Spirit's power, God the Father raised Him bodily from the dead, in a conquest over death. This resurrected Jesus; the Father lifted to His right hand of power and made Lord of all. Christ there intercedes on our behalf and has sent the Holy Spirit to be His representative on earth. The Gospel presents this crucified, resurrected and glorified Christ as the Saviour of the world with the news that at the climax of the ages, He will return to earth to judge the living and the dead.

The Holy Spirit

The Holy Spirit is co-equal with the Father and Son. He was revealed first in the Old Testament as the "Spirit of God" but with the incarnation took on a new role of being the Spirit from the Father upon Jesus Christ.



It was through the power of the Holy Spirit that Jesus fulfilled His ministry. Then on the day of Pentecost the Holy Spirit came upon and inhabited believers. The church was born by the coming of the Spirit at Pentecost. The Holy Spirit is present in the world to make humankind aware of sin and our need for Jesus Christ, and to bring us to salvation. The Holy Spirit is received at conversion and permanently lives in believers, providing us with power for living, understanding of spiritual truth, and guidance in doing what is right. He gives believers spiritual gifts at conversion, to be used in service for God. Christians should seek to live daily under His control.

The Bible

The Bible is the written and living Word of God to humankind. All sixty-six books are God's Word to us. The Bible is inerrant in its entirety, and is our supreme authority on all matters relating to God and life, surpassing all human reason and tradition. It was written by human authors, but under the guidance of the Holy Spirit. While Jesus Christ alone is the authority in all matters of Christian belief and living, His will in such matters is either specifically revealed in, or is consistent with, His Word.

People

People are made in the image of God and are the supreme focus of His creative work. People are highly valuable to God. Human value is guaranteed from this divine likeness and this is true for all humanity and not just Christians. Although every human being still displays evidence of their divine creation, they also display marked fallenness from their originally created potential, due to what the Bible calls "sin". Sin separates us from God. It affects our relationships, attitudes, and even our physical bodies. Sin ultimately cuts us off eternally from God. From the moment the human race fell, every individual has been hopelessly lost and destined for eternity in hell, unless God were to graciously intervene. We are not innocent victims of sin, but guilty of going our own way.



Salvation

Salvation is a free gift demonstrating God's love, mercy and grace, and is provided by the Lord Jesus Christ through His atoning death and His powerful resurrection. Salvation is only available through Jesus Christ, who is exclusively "the way" (John 14:6). Salvation is solely provided by God without any contribution from us. We are saved by grace alone through faith, without works. Salvation is on one hand something that is possessed at the moment of conversion - where we are saved from the penalty and power of sin – and is also something to be expected when Christians, who are alive at Jesus' return, will be saved from the presence of sin. Salvation occurs when we repent and trust in Jesus Christ, responding appropriately to the gospel.

Eternity

People live forever. After physical death they continue to exist, either to be eternally punished in hell because of their sin, or to be eternally in God's glorious presence because of their salvation. Heaven and hell are real places of eternal existence. Jesus Christ will return visibly and victoriously from the presence of God the Father, to gather His people to Himself and culminate His conquest over Satan, sin and rebellion. All people, both believers and unbelievers, will be raised bodily to appear before God. The only two eternal fates will be heaven or hell. There will be a new heaven and a new earth, and creation will be so transformed that righteousness will characterise believers and the new heavens and new earth forever.

Baptism and Communion

Baptism and communion are the only two ordinances given by Jesus Christ to be observed by His Church. **Baptism** is a physical and symbolic act. Baptism does not save a person. Neither does the Bible portray it as an 'extra grace' or a phenomenon which achieves something spiritual or supernatural in a person's life (eg. to lift us to 'a higher plane' than we were at before).



Communion is remembrance and thanksgiving for the sacrifice of Jesus, with the bread representing His body and the grape juice representing His blood. Jesus commanded His disciples to remember Him by partaking of the bread and grape juice. These are symbols, and Jesus does not literally come down from heaven to inhabit the bread and grape juice at communion. Communion is to be regularly practised until Jesus returns. It is also a powerful witness to unbelievers who are looking on, as through communion we proclaim Jesus' death.

Service and Sacrifice

The Bible teaches that Christians should surrender every aspect of their lives to be a "spiritual service" or "offered ministry" to God. In this sense, every Christian is to minister as a servant of Christ, both in the world and within the context of the local church. Serving Jesus in the natural sphere of everyday life is as important to Him as service undertaken in a church building. Each Christian is given one or more spiritual gifts. It is these gifts that give balance to the Body of Christ and enable Christ's work to continue and the church to grow.

The empowerment for service comes from intimacy with Jesus Christ through prayer, obedience to His Word, dependence on the Holy Spirit and appropriate placement in ministry. There are some Christians who are called by God to serve in full-time pastoral and leadership roles. Those who are called to this service have specific responsibilities within the church, and their calling must be confirmed by the church. It is the responsibility of every Christian to share the good news concerning Jesus Christ and His reconciling work on the cross, and its implications with those whom God leads across their path, both through life and word.

The Church

The universal Church consists of all persons - in heaven now or still living on earth - who confess Christ as their Lord and Saviour. The local Church is a smaller community of believers who meet regularly for worship, fellowship, teaching from the Scriptures, and serving each other. A healthy church is outward looking, seeking to reach the lost.



Christ alone is the head of His church, both universal and local. The Church is known as the Body of Christ. No other person, group, or religious organisation can profess to be the head of the Church. Jesus prayed for unity in His church, but this is not the broad, ecumenical kind of “unity” that some call for today, with churches invited to combine with other groups (even cults) which do not hold to solid biblical teaching. Jesus desired unity among born again Christians. When He prayed that people would be “one”, the people He referred to were believers (John 17:20-23), and this is the oneness we must aim for.

Biblical Marriage

We believe that God designed marriage to be a covenantal, lifelong union between one man and one woman, as husband and wife. It is a picture of the love between Christ and His bride, the Church. Heterosexual, sole-partner marriage is the only form of marriage that we recognise as legitimate, and as pleasing to God. This is God’s ideal plan for humankind and cannot be surpassed by any alternative arrangements. The Bible teaches abstinence from sexual relationships before and outside of marriage, but that sexual love within a heterosexual marriage is a gift from God to be enjoyed.

[2] OUR CHURCH PRACTICES

Baptism

At Cleveland Baptist, we baptise people who have personally professed faith in Jesus Christ, and their baptism is a declaration of that faith. We do not baptise infants, or anyone who has not made their own personal decision to be baptised. We practice believer’s baptism. We practice baptism by immersion, holding to the conviction that baptism is a picture of salvation. Baptism illustrates that at salvation we died, were buried, and were raised with Jesus Christ.



Communion

Churches have different convictions regarding how frequently we should partake of communion. At Cleveland Baptist, our practice is to celebrate communion on the first and third Sundays of each month, as part of our Sunday worship service. At these services, we invite all who know Jesus Christ as their Lord and Saviour to participate.

Church Leadership

We believe the biblical model for church leadership is for the local church to have biblically qualified male elders. These are Jesus' chosen shepherds to lead, feed and care for His church. Each pastor at CBC is also an elder, with the possible exception of some youth pastors who are primarily serving among youth. The elders give spiritual direction to the church and are held responsible by Jesus, the Chief Shepherd, to shepherd the church faithfully. At CBC, our elders are appointed by the church, and serve for two-year terms, with pastors serving four-year terms, or for shorter terms of service if approved by the Elders and Members. Elders and pastors can then be re-nominated and appointed by the church for continued terms of service.

At CBC there are many opportunities for women to serve in various roles. The only roles we designate solely to men, are those of eldership and the public preaching of God's word in Sunday services and in other public meetings of mixed adults. Apart from those two areas, we encourage women to serve in a variety of ministries such as praise and worship, children's ministry, youth group, hospitality, missions committee, evangelism, missions, leading women's Bible studies, etc.

Deacons

We believe that deacons have a highly valuable role to play in the church, primarily in service ministries involving finances, administration, building maintenance, and providing practical help to people in need.



Deacons are not a 'second tier of leadership' in the church, but serve under the direction of the elders. Their role is different from elders in that they are not held responsible by God to lead and shepherd the church. Their primary role is to serve the church and they are accountable to the elders and the church. At CBC, deacons are appointed by the church, and serve for two-year terms. They also can be re-nominated and appointed by the church for continued terms of service.

Spiritual Gifts

We believe that God has given various spiritual gifts to the worldwide church, with every believer - without exception - having one or more gifts. We thus believe that there are various gifts at work in our local church. We do not believe that any Christian possesses all the gifts, as Paul strongly implied that different people possess different gifts and that there were some gifts that not all the believers possessed (1 Cor 12:28-30). We therefore believe there is no warrant for teaching Christians to seek after certain gifts or to plead with God to give them those gifts. We believe it is up to the Holy Spirit to decide which gifts He gives, and to whom.

While the Bible does not rule out God giving what are sometimes called "sign gifts" today (such as healing, working miracles, speaking in tongues or giving predictive prophecies), there is evidence that these gifts had a special purpose in the foundational era of the church (the first century) and may not be evident in every local church today. However, in our era, as in the first century, it is still up to the Holy Spirit which gifts He gives in order to fulfil Jesus' purposes in building His Church.

While individual church members at CBC are free to hold personal beliefs about the gift of speaking in tongues, we ask that this practice not be engaged in at any of our collective meetings (including prayer meetings, Sunday services, Life Groups, etc.) for the sake of unity.



[3] VARIABLES AND NON-ESSENTIALS

These are areas of liberty of belief that are not critical matters. In these areas, a person who differs from the CBC leadership and/or our pulpit ministry would be welcomed into membership. This is on the basis that they agree to contribute to church unity and not to 'push an agenda' in any of these matters. The church leaders do not stipulate a 'fixed position' with any of these topics. We would simply ask people to show sensitivity and politeness, and not to create division by insisting on personal viewpoints.

Worship Style

Cleveland Baptist is a contemporary church. On one hand, we are not highly traditional (i.e. we sing many modern praise songs), but on the other hand we occasionally sing older hymns. Importantly, we believe in showing discernment in the content of our worship songs. We seek to only sing songs in Sunday services that are biblically sound and are God-centred rather than overtly 'me-centred.' We ask people considering membership to respect our style of worship and not try to conform our church to a model which they personally prefer, as this is conducive to causing division.

Alcohol

The issue of alcohol consumption can be contentious among Christians. What is clear in Scripture is that losing self-control is wrong. The leadership of CBC does not stipulate a rigid 'no-alcohol/total abstinence' position, as we regard this as a matter of personal choice. We simply give the encouragement that for all Christians, alcohol consumption can lead to excess if we are not careful, and that it is an area requiring extreme care. Being careful not to cause other Christians to stumble also needs to be considered.



End Times

Christians differ on the nature and timing of end time events. The leadership at CBC believe that this is not an issue that should divide us. We believe it is possible to work together while holding differing views on matters such as the timing of Jesus' return, the churches' removal from (or presence during) the great tribulation, the nature of the millennium, etc. People holding to various views are welcome to worship and serve at CBC. We simply ask that no one vigorously promote one particular view but to be respectful of others' views.

CHILD SAFETY at CBC

Cleveland Baptist Church is committed to providing a child-safe and child-friendly environment. We want a “safe church” culture. Our conviction is that every person involved in ministry at CBC must treat the safety and care of children as of great importance. CBC has adopted the **ChildSafe SP3 system**. This policy must be followed by every person involved in ministry to children. This ‘ministry’ is any activity authorised by the CBC Board of Elders involving children.

Our Safe Church Child Safe Policy:

- > Commits us to provide a safe environment for all people.
- > Authorises a Code of Conduct for everyone in contact with children and vulnerable persons.
- > Provides a process for screening and selecting persons who will attend or participate in ministries with children or vulnerable persons.
- > Provides a process for responding to disclosures of harm or misconduct.
- > Sets out the training and supervision requirements for all who are engaged by the church.



CBC acknowledges that Australian Baptists have agreed to adopt the **10 National Principles for Child Safe Organisations** and that these principles represent 'best practices'.

Other important aspects of our policy:

> The CBC Board of Elders accepts ultimate responsibility for ensuring that CBC is ChildSafe.

> The CBC Board of Elders appoints Queensland Baptists as Risk Management Officer (RMO). However, for CBC internal purposes, the **Safe Church Risk Management Officer** will fulfil the Cleveland Baptist Church Risk Management Officer (CBCRMO) role.

> All applicants to serve at CBC among children must have a current Blue Card and be screened in accordance with the Screening and Selection Procedure.

> All volunteers are required to complete ChildSafe online training.



