



DAYTON CHRISTIAN SCHOOL STATEMENT OF FAITH

This Statement of Faith represents our core beliefs and selected communal affirmations. It does not exhaust the extent of our beliefs. The Holy Scriptures made up of the Old and New Testaments, comprise the fullest expression of our beliefs and the ultimate authority for all we believe. As the inspired and unerring Word of God, they necessarily speak with final authority whenever they make any claim about the nature of reality and the proper conduct of humanity. Particularly, it is the Holy Scriptures that reveal the "sure foundation" of the teachings of Jesus Christ and His apostles which are essential for the blessing and direction of His church until He returns (Matthew 28:18-20; Acts 2:42 and I Corinthians 15:1-11). These teachings are essential both with respect to their content and function as the interpretive guide for the appropriation of all that the Scriptures teach. Legacy Ministries International (LMI), doing ministry as Dayton Christian School (DCS), must rightly read the Scriptures to discern, teach and live out the truths revealed therein. It is not at liberty to depart from them for a different authority if it is to authentically bear the name "Christian." Though we strive to live peaceably with all people and to obey legitimate government authority, in instances involving matters clearly taught in Scripture, we must ultimately obey God rather than man if the two come into conflict (Acts 4:18-22).

DCS subscribes to the following Statement of Faith:

1. We believe the Bible to be the inspired and the only infallible, authoritative Word of God. (II Timothy 3:16-17; II Peter 1:21)
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit. (Genesis 1:1; Matthew 3:16-17, John 10:30, 37-38)
3. We believe:
 - in the deity of our Lord Jesus Christ (John 10:33);
 - in His Virgin Birth (Isaiah 7:14; Matthew 1:23; Luke 1:35);
 - in His sinless life (Hebrews 4:15, 7:25, 9:12);
 - in His Miracles (John 2:11);
 - in His vicarious and atoning death through His shed blood (1 Corinthians 15:3; Ephesians 1:7; Colossians 1:14; Hebrews 2:9);
 - in His bodily resurrection (John 11:25; 1 Corinthians 15:4);
 - in His ascension to the right hand of the Father (Mark 16:19); and
 - in His personal return in power and glory. (Acts 1:11; Revelation 19:11-16)
4. We believe that man is sinful by nature and that regeneration by the Holy Spirit is essential for his salvation. (Romans 3:19, 23; John 3:16-19, 5:25; Ephesians 2:8-10; Titus 3:5, 6)
5. We believe that the blood of Jesus Christ, shed on the cross, provides the sole basis for the forgiveness of sin. Therefore, the only means to salvation is belief in Christ's substitutional death and resurrection. (Acts 4:12, 13:38-39, I Corinthians 15:1-4, Romans 4:4-4, 5:1, John 3:16, Ephesians 2:8-9, Acts 16:31, Ephesians 1:4-5)



6. We believe in the continuing ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life. (Ephesians 4:30, 5:18; I Corinthians 3:16, 6:10-20)
7. We believe in the resurrection of both the saved and the lost. They who are saved unto eternal life and they who are lost unto eternal damnation. (John 5:28, 29)
8. We believe in the spiritual unity of believers in our Lord Jesus Christ. (Romans 8:9; I Corinthians 12:12-13; Galatians 3:26-28)
9. We believe in the creation of man by the direct Act of God. (Genesis 1:26-28; 5:1-2)
10. We believe the Scripture dictates standards regarding sexual behavior, immorality, and infidelity. It is DCS' position that God created men and women distinct but equal, and an individual's original gender is God-given and designed by God and considered one's gender identity. It is DCS' position that Biblical marriage is defined as between one man and one woman for life. Any physical intimacy outside of the marital union, promiscuity, homosexuality, use of pornography, or other deviant sexual behavior is forbidden and, as such, violates the bona fide Biblical and occupational requirement of being a Christian role model. The unique marital roles of the male and female are clearly defined in Scripture. Romans 1:24-32 states that God recognizes homosexual acts, and other deviant behaviors as perverted. Such deviation from Scriptural standards is grounds for termination. (Genesis 2:24; Matthew 19:5-6; Mark 10:6-9; Romans 1:26-27; 1 Corinthians 6:9)

DCS NON-DISCRIMINATION POLICY

Dayton Christian School admits students of any race, color, national and ethnic origins to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, or national and ethnic origin in admissions policies, financial aid, athletic, and other school-administered programs. DCS reserves the right to select students on the basis of academic performance, religious commitment, lifestyle choices, and personal qualifications, including a willingness to cooperate with the DCS administration and to abide by its policies. (Romans 2:11)

Based on their commitment to Biblical principles and personal conviction, all DCS personnel will agree with, having no reservations, the Statement of Faith as outlined above.



DECLARATION OF ETHICAL AND MORAL INTEGRITY

As an individual in good standing of Dayton Christian School and its ministries, I recognize, understand, and adhere to the moral and ethical standards and mandates of Dayton Christian School. I further declare that with regard to my personal moral and ethical character and conduct as of this date, I am not, nor have been in the past, engaged in inappropriate conduct, nor do I have inclinations toward such conduct. Inappropriate conduct includes the following: homosexuality, physical abuse, or sexual abuse as defined by Scripture and state law. I also declare that I have noted in writing any and all past and current legal, moral, and ethical issues or allegations. I do declare that the above statements are factual and true.

Based on their commitment to Biblical principles and personal conviction, all DCS personnel will agree with, having no reservations, the Declaration of Ethical and Moral Integrity as outlined above.



EDUCATIONAL PHILOSOPHY OF DAYTON CHRISTIAN SCHOOL

The educational philosophy of Dayton Christian School is based on a God-centered view of truth and man as presented in the Bible. Since God created and sustains all things through His Son, Jesus Christ, the universe and all life are dynamically related to God and have the purpose of glorifying Him. This is pointedly true of man who was made in God's image, different in kind from all other creation, with the unique capacity to know and respond to God personally and voluntarily. Because man is a sinner by nature and choice, however, he cannot, in this condition, know or honor God in his life. He can do this only by being born again through receiving Jesus Christ as Savior and Lord, and thus be enabled to do God's will, which is the ultimate purpose of his life.

The entire process of education is seen as a means used by the Holy Spirit to bring the student into fellowship with God, to help him/her become strong or mighty in the Spirit, to assist him/her in developing the mind of Christ, or train him/her in Christ-likeness, to teach him/her to respond like God and to help the student demonstrate Christ-like character qualities so that he can fulfill God's total purpose for his life personally and vocationally. He/she is taught the Bible so he/she may understand God as well as his/her own true nature and function as God's image. He/she is developed and related to God as a whole person, that is: spiritually, mentally, physically, and socially. He/she is taught to see all truth as God's truth and to integrate it with, and interpret it by, God's Word. He/she is educated as an individual with his/her own unique abilities and personality who learns to live and work with others at home, in the church, and in a changing secular society. He/she interacts with and is taught by parent and teacher models who are themselves born again and have this perspective on life.

The authority for such an education comes both from God's command that children be taught to love God and place Him first in their lives and from the fact that parents are responsible for the total education and training of their children. At the parents' request, the Christian school, along with the church, becomes a partner in giving this education. The Christian school is an extension of the local evangelical, fundamental church's Christian education program, serving the parents in fulfilling their responsibility of educating the child. From this philosophy stem certain aims and objectives.

Based on their commitment to Biblical principles and personal conviction, all DCS personnel will agree with, having no reservations, the Educational Philosophy of Dayton Christian School as outlined above.



GOALS OF DAYTON CHRISTIAN SCHOOL

1. To teach that the Bible is the inspired and the only infallible, authoritative Word of God, thus developing attitudes of love and respect toward it.
2. To teach the basic doctrines of the Bible.
3. To provide opportunities for students to confess Christ as Savior and Lord.
4. To teach students to know and obey the will of God as revealed in the Scriptures, thus equipping students to carry out God's will daily.
5. To impart an understanding of each Christian's place in the Body of Christ, and its worldwide mission, providing opportunities for students' involvement in this task.
6. To teach Biblical character qualities and provide opportunities for students to demonstrate these qualities.
7. To teach students how to develop the mind of Christ towards Godliness.
8. To encourage students to develop self-discipline and responsibility from God's perspective.
9. To teach students the respect for and submission to authority from God's perspective.
10. To help students develop a Christian worldview by integrating life, and all studies, with the Bible.
11. To teach students to hide God's Word in their hearts through memorization and meditation.
12. To teach students how to study God's Word.
13. To help students develop their self-image as unique individuals created in the image of God and to attain their fullest potential.
14. To teach students to treat everyone with love and respect as unique individuals created in God's image.
15. To teach students how to become contributing members of their society by realizing their need to serve others.
16. To teach students Biblical skills for personal and social relationships.
17. To teach students the Biblical view of dating, marriage, and the family.
18. To teach students physical fitness, good health habits, and wise use of the body as the Temple of God.
19. To teach students Biblical attitudes toward material things and their responsibility for using them to God's glory.
20. To teach students an appreciation of the Fine Arts.
21. To teach students to understand and use the fundamental processes in communicating and dealing with others (such as reading, writing, speaking, listening, and mathematics).
22. To teach and encourage students to use good study skills and habits.
23. To teach students how to research and to reason logically from a Biblical perspective.
24. To teach students creative and critical thinking based upon the proper use of Biblical criteria for evaluation.
25. To teach students good citizenship through an understanding and appreciation of our Christian and American heritages (home, church, nation).
26. Use current affairs in all areas, teaching students how they relate to God's plan for man.
27. To teach students an understanding of and an appreciation for God's world, developing an awareness of man's role in his environment and his God-given responsibility to subdue, use and preserve it properly.



In addition, in working with the homes from which students come, the school aims:

1. To bring those we find that are not Christians to the saving knowledge of Jesus Christ.
2. To aid families in Christian growth and to help them develop Christ-centered homes.
3. To cooperate closely as servants to the parents in every phase of the student's development, especially as it relates to the school program.
4. To help the parents to understand the school's purpose and program.
5. To assist parents in keeping up with the changing culture and its effect on the home and the implications for their children.
6. To encourage regular attendance and involvement in the local church.
7. To encourage parents to realize and shoulder their responsibility for their children's spiritual, moral, and social education.
8. To teach students that it is God's desire for each young woman to marry (except those with the special gift of singleness), love their husband, bear children, love them, and manage the household (I Tim. 5:14; Titus 2:4,5), using all her skills as the virtuous woman of Proverbs 31 did, teaching these to her children.
9. To teach students that it is God's desire for each young man to marry (except those with the special gift of singleness), love their wife as Christ loved the Church, be the primary spiritual trainer of his wife and children, and take the proper oversight of the whole household and be the primary provider.

Based on their commitment to Biblical principles and personal conviction, all DCS personnel will agree with, having no reservations, the Goals of Dayton Christian School as outlined above.



PERSONNEL ATTESTATION

By accepting an appointment, DCS personnel expressly acknowledges that this agreement is for a limited duration and that all rights and privileges herein shall terminate upon the agreement's expiration date unless voided earlier pursuant to the provisions in Paragraph 20 below. In addition, the school will provide benefits as outlined in the provided Benefits Summary Document.

- 1) Your duties will involve those responsibilities related to this special ministry to which you have been called.
- 2) As a servant of the Lord Jesus Christ, you will faithfully attend, year-round, a local church whose doctrine agrees with the DCS Statement of Faith. This faithfulness to be demonstrated by attendance beyond regular weekly worship services.
- 3) You affirm that, as part of the qualifications for this ministry, you are a Born-Again Christian who knows and is a practicing disciple of the Lord Jesus Christ as Savior and Lord (John 3:3; I Peter 1:23).
- 4) You agree to accept a proportionate amount of supervision. You agree to be present for devotions and meetings called by the Head of School and to remain in the building during normal business hours. You also agree to attend orientation, meetings, conferences, devotions, etc., as may be called by the Head of School or others acting on his behalf outside of the position's normally scheduled hours.
- 5) You will receive a job description and agree to abide by the responsibilities listed. You also agree to read and abide by the regulations set forth in the DCS Human Resources Policy & Procedure Employee Handbook and any additions made during the year. Finally, you agree to cooperate in every way with the proper authorities and adhere to the policies adopted by the board.
- 6) You must, as applicable for this position, have the proper licensing, certification, and other training required by: DCS, the State of Ohio, and ACSI on file at DCS before this agreement will be considered valid.
- 7) You must have an official copy of your complete college transcript, as applicable, on file at DCS before this agreement is considered valid.
- 8) You accept the attached DCS Statement of Faith, Ethical and Moral Integrity, Educational Philosophy, and DCS Goals and have signed and dated in the space provided.
- 9) You agree that any qualified children in your family must be enrolled in an elementary/secondary Christian school or a Christian Home School program. This requirement applies to all eligible employees for an employee tuition discount.
- 10) You will avoid highly debatable topics as much as possible, especially as they relate to denominational issues. Issues such as the charismatic movement, security of the believer, sequence of events of the end times, and mode of baptism after conversion are to be avoided and referred to the individual's local church.
- 11) You agree that Christ commands us to live as both salt and light in a crooked and depraved generation. Therefore, you will manifest by precept and example, the highest Christian virtue and personal decorum, serving as a Christian role model and as an example to pupils, parents, and fellow staff members in judgment, dignity, respect, and Christian living during the whole school year, including summer months (I Tim. 4:12; Luke 6:40; Col 3:17; Titus 2:7-8; I Thess. 2:10; 5:22-23; James 3:1, 17-18).
- 12) You agree that personal liberties must be tempered with role model responsibilities. Therefore, you are expected to voluntarily refrain from personally engaging in and publicly/verbally promoting controversial personal liberties in our



interdenominational setting. Of particular concern in an educational environment are those issues related to illegal drugs, tobacco, and alcohol.

- a) The use of illegal drugs is, by definition, illicit and, therefore, prohibited. Tobacco use in any form has been shown to be injurious to health. Therefore, its use is also prohibited. The Board of DCS believes that the Bible requires that if alcohol is used, it must be in moderation. The fact that alcohol is addictive to many, coupled with the biblical warnings against its dangers, also suggests the need for caution (Prov. 23:30-35). It is also a fact that many Christians avoid it as a matter of conscience. The question of alcohol consumption represents a prime opportunity for Christians to exercise their Christian freedom responsibly, carefully, and in Christ-like love.
 - b) Employees of DCS will use careful and loving discretion in any use of alcohol. DCS employees should always act in a manner that is above reproach (Rom. 14:20-22; I Cor. 8:9; I Tim. 3:1-7). Under no circumstances shall alcohol be possessed or consumed at DCS facilities, or funded or promoted at DCS-sponsored events, or during transportation to or from said events.
- 13) You agree that all human life is a gift specifically created by God. Therefore, the promotion or support of the taking of human life in or from the womb, from conception to birth, is a direct violation of God's law and as such cannot and will not be promoted in any way (Ps. 139:13-16).
 - 14) You agree that the Scripture dictates standards regarding sexual behavior, immorality, and infidelity. It is DCS' position that God created men and women are distinct but equal, and an individual's original gender is God-given and designed by God and considered one's gender identity. It is DCS' position that Biblical marriage is defined as between one man and one woman for life. Any physical intimacy outside of the marital union, promiscuity, homosexuality, use of pornography, or other deviant sexual behavior is forbidden and as such violates the bona fide Biblical and occupational requirement of being a Christian role model. The unique marital roles of the male and female are clearly defined in Scripture. Romans 1:24-32 states that God recognizes homosexual acts, and other deviant behaviors as perverted. Such deviation from Scriptural standards is grounds for termination. (Rom. 12:1-2; I Cor. 6:9-20; Eph. 4:1-11 & 5:3-5; I Thess. 4:3-8; I Tim. 4:12; II Tim. 2:19-22, I Pet. 1:15-16 & 2:15-17; I John 3:1-3)
 - 15) You agree to follow the Biblical pattern of Mathew 18:15-17 and Galatians 6:1 and always give a good report. All differences are to be resolved by utilizing Biblical principles – always promoting unity - as defined within the DCS Human Resources Policy & Procedure Employee Handbook.
 - 16) The parties to this agreement are Christians and believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian community in conformity with the Biblical injunctions of I Cor. 6:1-8; Matt. 5:23-24 & Matt. 18:15-20. Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement or to any aspect of the employment relationship, including claims under federal, state, and local statutory or common law, the law of contract, and law the of a tort, shall be settled by biblically based mediation. If dispute resolution and reconciliation do not result from mediation, the matter shall be submitted to an independent and objective arbitrator for binding arbitration. The parties agree that the mediation and arbitration process will be conducted in accordance with the "Rules of Procedure for Christian Conciliation" ("Rules") contained in the Peacemaker Ministries booklet "*Guidelines for Christian Conciliation.*" Consistent with these "Rules," each party to the agreement shall agree to the selection of the arbitrator. The parties agree that if there is an impasse in the arbitrator selection, the Institute for Christian Conciliation, a division of Peacemaker Ministries in Billings, Montana (406-256-1583), shall be asked to provide the name of a qualified person who will serve in that capacity. Consistent with the "Rules," the arbitrator shall issue a written opinion within a reasonable time.
 - 17) You understand and agree to abide by the school's position on marriage, divorce, and remarriage as defined within the DCS Human Resources Policy & Procedure Employee Handbook.



- 18) You understand that DCS has been classified as a 501 (c) (3) non-profit church-related organization and has chosen not to participate in the Federal Unemployment Tax Act. Therefore, you agree that unemployment benefits are not available upon the termination of employment, regardless of the reason(s).
- 19) If applicable, you agree to read the required materials before starting the school year.
- 20) You understand and agree that commencing with the signing and dating of this agreement between you and DCS, it can be voided when any of the above requirements or other Board of Trustee's policies are violated or for any deviation on Scriptural grounds. Conditions such as death or a disability prohibiting the carrying out of the essential functions of your position incurred after signing the agreement will amend this agreement according to board policy. DCS is an "at-will" employer and may change employment status due to circumstances that impact staffing needs.
- 21) The parties to this agreement agree that these methods shall be the *sole remedy* for any controversy or claim arising out of the employment relationship or this agreement, and they *expressly waive* their right to file a lawsuit against one another in any civil court for such disputes, except to enforce a legally binding arbitration decision. The parties to this agreement have had an opportunity to consult legal counsel before signing this agreement. The DCS Board of Trustees will determine any questions about the application of these items.

Based on their commitment to Biblical principles and personal conviction, all DCS personnel will agree with, having no reservations, the Personal Attestation as outlined above.