



BETHESDA CHRISTIAN ACADEMY
ATHLETIC HANDBOOK
Home of the Crusaders

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PHILOSOPHY STATEMENTS

MINISTRY OF BETHESDA BAPTIST CHURCH

Bethesda Christian Academy (BCA) is one of the integrated ministries of Bethesda Baptist Church. BCA is one of the key initiatives of the church in fulfillment of Kingdom education, community outreach, evangelism, and discipleship.

KINGDOM PHILOSOPHY OF ATHLETICS

Kingdom athletics exists for the purpose of giving to the athlete a positive, Christian atmosphere in which he may develop in physical competition. As this purpose is carried out, it is understood that the athlete is to allow the Holy Spirit to be in control, guiding his spiritual as well as his physical development. Ultimately, a Christian athletic program should produce an enhanced Christian character in the participant as well as in the spectator. The approach of BCA to athletics stems directly from the school's Kingdom vision, mission, core values and philosophy of education. It strives to instill positive Christ-like character qualities that are expressed openly through the medium of athletics. It exists for the purpose of developing physical, personal, and spiritual skills of the student-athlete that will have lifelong benefits. Coaches are more interested in building eternal values in their athletes and therefore stress attitudes and actions in relation to God's Word. The major purpose is to cause athletes to think, speak, and act like Jesus Christ. Coaches strive to develop the spiritual part of the athlete so that the Holy Spirit is in control and directing the mind and body (I Thess. 5:23). In providing opportunities for interscholastic competition, the athletic department seeks to support the overall mission of the school, and to promote the biblical ideal that everything should be done to glorify God (I Corinthians 10:31). In the context of athletic activity, the student is exposed to many spiritual concepts including the importance of self-discipline (I Cor. 9:27), respect for others (Eph. 4:32), proper use of God-given abilities (Matt. 25:14-30), striving for excellence (Col. 3:23), time management (Eph. 5:16) and submission to authority (Rom. 13:2).

Bethesda Christian Academy is committed to the spiritual development of the whole person. Every part of the student's being is included in God's plan for his life. Competing with one's peers in interscholastic competition provides an important opportunity for growth, both physically and spiritually. The desire to win is a legitimate aspect of any athletic endeavor because winning indicates a level of self-discipline and accomplishment. It is the fruit of effort, but it is not the only reward, nor the most important one. If one has maximized his athletic potential, glorified Christ, done his best, and given all credit to the Lord, the reward will be a more gratifying relationship with Him as well as a more fully developed ability to serve Him effectively. (1 Corinthians 10:31)

It is not the purpose of Bethesda Christian Academy to offer interscholastic athletics to provide a launching pad for an athletic career. Education cannot be subordinated to athletics. Sports should be only an adjunct to consistent, quality classroom instruction. To make athletic competition an end runs contrary to a sound philosophy of Christian education, and indeed to properly conceive secular education.

From a positive perspective, athletic competition serves the purpose of providing fellowship opportunities with players and coaches from other schools. If fellowship is overshadowed by rivalry, the competition has become displeasing to the Lord. Furthermore, the competition serves the purpose of giving testimony to the spectators and officials of the "all things have become new" truth in the athlete's personal department. If the testimony is not rendered faithfully, the competition has again become displeasing to the Lord. Coaches must insist on the prominence of these two elements, and they must model their importance to the young people.

Testimony is not only a personal but also a corporate responsibility. Parents, relatives, friends, and students who watch games are also expected to conduct themselves in a manner that is pleasing to the Lord. It is essential to maintain a good testimony, and it is delightful when fellowship takes place. “How good and how pleasant it is for brethren (from both schools) to dwell together in unity.” (Psalm 133:1) Fans who do not accept at least the testimony responsibly will be asked to leave the game site.

KINGDOM ACADEMICS

Athletes are students first and foremost. Coaches will work with teachers in helping the student-athlete be successful in the classroom. If a student has a scheduled after-school tutorial, the student will not be penalized for being late or missing practice. Students participating in athletics should anticipate the demands on their time and plan accordingly. Student-athletes should be present and prepared for class regardless of game and practice schedules.

BCA VISION STATEMENT

Bethesda Christian Academy seeks to be the cornerstone in aiding students to become men and women of God by developing their spiritual, academic, physical, and social gifts.

BCA MISSION STATEMENT

Bethesda Christian Academy partners with Christian families to inform the student’s mind, to affect the student’s heart, and to increase the student’s personal talents as they seek to be Ambassadors for Christ.

BCA ATHLETIC DEPARTMENT MISSION STATEMENT

It is the mission of the Athletic Department to be instrumental in the development of the strength of character, skill, and performance (academic, athletic, social, and spiritual) of each student athlete. **(Galatians 5:22-25)**

BCA CORE VALUES

1. SPIRITUAL FORMATION

We believe in the importance of spiritual disciplines in the lives of our students. **“Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns, and spiritual songs, with thankfulness in your hearts to God (Col. 3:16).** Other verses to note include I Peter 1:22-23, Phil. 4:6-7, Phil. 1:6, 2 Peter 3:18, Prov. 4:20-24).

2. BIBLICAL WORLDVIEW INTEGRATION AND ORIENTATION

We believe that God’s Word is inspired and without error. Its contents are paramount in the education and success of our students. Therefore, learning to integrate God’s word into all of life’s decisions is a major goal of the school (I Tim. 3:16, Gen. 1:1-31, Heb. 4:15, II Tim. 2:15, Phil. 3:14).

3. LEADERSHIP

We believe that individuals should exhibit self-discipline in their thoughts, words, and actions as they rely on and are guided by the Holy Spirit. This provides an opportunity for positively influencing our relationships, community, and culture (Gal. 5:22-26; Job 5:17; Prov. 16:32, 25-28; 1 Tim 4:7-8).

4. ACADEMIC EXCELLENCE

We believe in the development of the Christian mind, one that seeks God’s perfect will for their lives. This is what matters for eternity (Isa. 11:2, Dan. 6:3, Prov. 16:3, Prov. 22:29, Rom. 8:28, Col. 3:23, 2 Cor. 8:7, Psa. 119:99-100, Phil. 1:9-10, Phil. 1:6).

5. SERVICE

Christ set the example of living a life that is not self-centered, rather, one of service to others. BCA seeks to serve Christ as we show our love to others through service to our community (Eph. 5:21; Phil. 2:3-11; James 4: 6, 10).

6. EVANGELISM

We believe in the Great Commission and the importance of sharing the Good News to the world (I Pet. 3:15, II Cor. 5:20, II Tim. 2:15, II Tim. 4:5, Acts 2:38).

7. KINGDOM EDUCATION:

We believe Kingdom education is a life-long, Bible-based, Christ-centered process of bringing a child to Christ, building a child up in Christ, and equipping a child to serve Christ so that they bring honor and glory to God (Luke 6:40, II Tim. 3:16-17, Col. 1:15-19, Rom. 10:17).

PORTRAIT OF A BETHESDA GRADUATE: EXPECTED STUDENT OUTCOMES

ESO-SERVE: A HEART FOR GOD AND OTHERS

“That ye might walk worthy of the Lord unto all pleasing, being fruitful in every good work, and increasing in the knowledge of God” (Colossians 1:10).

ESO-LEARN: A MIND FOR TRUTH.

“And thou shalt teach them diligently unto thy children and shall talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up” (Deut. 6:7).

ESO-LEAD: A PASSION FOR THE WORLD

“I beseech you therefore, brethren, by the mercies of God, that ye present your bodies a living sacrifice, holy, acceptable unto God, which is your reasonable service. And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what is that good and acceptable will of God” (Romans 12:1,2).

LUKE 2:52—EDUCATION OF THE WHOLE CHILD

“And Jesus grew in wisdom (academic) and stature (physical) and favor with God (spiritual) and man (social).”

Academic (Wisdom):

1. Comprehend and command the fundamental processes used in reading, writing, speaking, listening, calculating, and reasoning.
2. Develop creative and critical thinking ability, and demonstrate logical reasoning associated with higher order thinking skills from a Biblical perspective.
3. Be challenged to pursue independent research study and develop in-depth knowledge in their personal interests.
4. Learn organizational and study skills that will enhance their academic success and encourage life-long learning.
5. Embrace technology in all forms of learning, research, and academic endeavors.
6. Appreciate fine arts through the development of their own understanding and personal expression.

Physical (Stature):

1. View their bodies as God’s Temple.

2. Practice good health habits by making healthy food choices, participating in regular exercise and maintaining good personal hygiene.
3. Perform flexibility, endurance and strengthening routines that promote better health and positive body image.
4. Learn and value team concepts by participating in team sports/activities.
5. Strive to develop individual talents in athletics and engage in wholesome competition.
6. Understand and celebrate the marvels and intricacy of the human body.
7. View their choice of a healthy, physical lifestyle as pleasing to God.

Spiritual (With God):

1. Establish a foundation of Christian Leadership skills that will foster a personal relationship with our Lord Jesus Christ.
2. Be expected to be bold in their faith and take a stand for Christ and Christian principals during times of testing.
3. Embrace a Biblical world view.
4. Strive to be Holy as God is Holy, demonstrating Godly character and applying Biblical principles in real life situations.
5. Memorize scripture that they may “hide God’s Word in their hearts”.

Social (With Man):

1. Apply Biblical views and teachings to personal and social relationships.
2. Understand the privileges and demonstrate responsibilities of citizenship.
3. Develop their God-given personal talents and become contributing members to society.
4. Treat their family, neighbors and others with compassion and respect as unique individuals created in God’s image.
5. Show respect to all who are in authority.
6. React to people and situations by illustrating self-control, justice and mercy.
7. Value the natural environment and practice responsible stewardship of God’s creation.
8. Develop qualities of leadership that can be used in the local church, community, school and workplace.

SCHOOL MASCOT AND COLORS

The BCA school colors are blue, white and silver (gray). Our mascot is the Crusader with the thought we are Crusaders for Christ.

SCHOOL VERSE

“Oh, magnify the Lord with me, and let us exalt His name together” (Psalm 34:3).

ATHLETIC OPPORTUNITIES

CONFERENCE AFFILIATIONS

BCA is a participating member in the **Triangle Middle School Conference (TMSC)** for its conference games. Games with other schools will be considered non-conference games.

TRIANGLE MIDDLE SCHOOL CONFERENCE TEAMS

The schools below are members of the TMSC:

Bethesda Christian Academy "Crusaders"
Endeavor Charter School "Pride"
Envision Science Academy "Eagles"
Gorman Christian Academy "Eagles"
Montessori School of Raleigh "Miners"
Rolesville Charter Academy "Eagles"
Wake Forest Charter Academy "Wolves"
Falls Lake Academy "Firebirds"

TRIANGLE MIDDLE SCHOOL SPORTS

The TMSC has the following teams: **Baseball** (male), **Basketball** (male and female), **Cheerleading** (female), **Cross Country** (male and female), **Golf** (Coed), **Soccer** (male and female), and **Volleyball** (female).

ATHLETIC POLICIES

GRADE LEVEL PARTICIPATION

The players for all interscholastic sports teams must be in 5th-12th grade. Cheerleaders and team managers may be in 4th grade but may not compete. The players of all TMSC sports must be in 5th-9th grade.

PHYSICALS

All student athletes must have a physical examination and must be cleared by a licensed medical provider to participate in athletics prior to the first official competition.

PARTICIPATION FEES

Students are charged a \$150.00 participation fee for each sport. This fee is only charged to the student athlete's account who earns a spot on the team for which they tryout. Failure to pay this fee in a timely manner may result in the student athlete losing a spot on the team. If for any reason, your student cannot continue with the team, this fee will not be refunded.

DRESS CODE

Appropriate apparel, as outlined in the student handbook, should be worn for all road trips, before and after games. Dress code policy applies unless teams go to the game in uniform.

UNIFORMS

All teams will use school owned uniforms. These uniforms will be issued to the student athlete prior to the first scheduled game of the season. These uniforms are to be cared for according to the instructions on the uniform tag. These uniforms should not be altered or adjusted in any way. Uniforms must be turned in to the athletic office no later than one week following the last game to be played in that sport. Any uniform that is lost, not turned in, or deemed unsuitable for reuse by the Athletic Director will be the financial responsibility of the student athlete to whom it was originally issued. It must be paid for before the student will be allowed to participate in any other

sports. The individual student athlete will purchase these additional items as needed per sport. (Ex. shoes, shin guards, etc.)

EQUIPMENT

All equipment used by athletic teams is the property of the school. At the beginning of each season, the coach will be given an inventory of the equipment and uniforms checked out. The care of the equipment is the responsibility of the coach. After each practice and game, a careful check should be made to make sure that all equipment is accounted for. The equipment should go home with the coach and not a student. No equipment should be checked out to students for personal or home use. At the end of the season equipment should be returned within one week of the final game.

FACILITIES

Extreme care and caution should be taken in the use of facilities, including inspection of practice and game areas that have been provided for students. Coaches should enlist the help of athletes to ensure that every field and court is left in the condition in which it was found. Any student defacing or destroying property will be disciplined according to school policy. Activities by teams should be limited to the area specifically designated for the team's use. All other areas are off limits.

PRACTICE AND GAME ATTENDANCE

Student athletes are expected to be present and on time for all practices and games. If a student athlete is tardy or absent, he/she will face the appropriate penalties. These penalties will be at the discretion of the head coach, and may include extra running, loss of playing time, or dismissal from the team. Excused absences and tardiness will not be met with any penalties. Acceptable excuses are things such as illness, medical appointments, death in the family, and special family situations. Please notify the Athletic Director and the head coach prior to the date in question. Please schedule appointments around the team calendar if possible.

TRANSPORTATION FOR PRACTICE AND GAMES

Home Games: Student athletes will be transported to offsite home games in BCA sponsored vehicles. This is due to the early start time for these games. If there is an exception, notice will be sent out as soon as possible. BCA will NOT be providing transportation back to the school after offsite home games. Student athletes are to be picked up by their own parent(s)/guardian(s), at the home game site. Student athletes must check out with their coach before leaving the home game site.

Away Games: When appropriate transportation and resources are available, BCA will provide transportation for student athletes to and from all away games. On days when personnel or vehicles are not available, parents will be responsible for arranging transportation for all athletes. Student athletes who are not leaving the away game sites with their parent(s)/guardian(s) must ride back in BCA provided transportation if provided and be picked up at BCA immediately upon return from the game. Student athletes must check out with their coach before leaving the home game site.

SPORTSMANSHIP

Athletes and coaches are to be exemplary in their display of sportsmanship during games and practices. Team members should congratulate opponents after a game with a customary handshake and kind word. **Physical and/or verbal abuse aimed at an opponent, official, coach, or teammate will result in immediate discipline by the coach, and possibly, the administration.** Taunting and/or inappropriate language directed toward an opponent or teammate

is not part of the game and is inconsistent with the mission of BCA. Students who are suspended from an athletic contest with a technical foul, red card, yellow flag, ejection, disqualification, etc. from a contest, the following consequences will occur: (1) These violations are subject to suspension from the next contest or multiply contests as deemed appropriate by the Association and/or Athletic Director. (2) If the infraction is a violation of school policy, it will be subject to school disciplinary action (Example: Profanity). All ejections are to be reported to the athletic director no later than the day after the ejection takes place. Athletes are to demonstrate sportsmanship and an attitude of cooperation with coaches and teammates. An athlete who has a grievance with the coach or another player should attempt to resolve the problem with that individual first, in private, in accordance with Biblical principle. Matters of disagreement and dispute should be kept confidential between the individuals involved. If the situation remains unresolved, the athletic director should be informed.

DISMISSAL PROCEDURES

- Each coach will have a team roster showing all student athletes who are a part of that team.
- The coaches will expect that all athletes will be riding the bus back to the academy for away games unless a parent checks them out by seeing the coach and initializing that the student is leaving the property. Students should not leave the playing area without permission from their coach.
- Each athletic coach will complete a checklist for every away game indicating if the student was placed on the bus to return to the academy or if they were checked out by their guardian.

PRACTICE

All practices will be held either at BCA or at an off-campus location. Student athletes must be picked up from their off-campus practice location when the practice is scheduled to end. There will be no transportation provided back to the school from the off-campus practice location. Practices are generally scheduled from 3:30-5/5:30 on all days EXCEPT Wednesdays and game days. Students not picked up from practice held at BCA at the appointed time will be sent to after-school care. All practices are closed to anyone who is not associated with the team unless the coach has given prior permission.

PICKUP TIME

Student athletes must be picked up by their own parent(s)/guardian(s). A student athlete may be picked up by another adult, either from games or practice, ONLY when prior written permission has been granted by the parent(s)/guardian(s) of the student athlete in question and the Athletic Director and coach have been notified. When a student athlete checks out with his/her coach, the coach must see the parent(s)/guardian(s) OR the adult with whom the student athlete will be leaving.

SCHOOL ATTENDANCE

Students must be present at school to participate in that day's practice or game. To be counted present for the day a student must be at school a total of 4 1/2 hours of class time (**must arrive by 10:30 a.m. or must not leave before 12:30 p.m.**). A student who arrives after 10:30 a.m. or leaves before 12:30 p.m. will be considered absent and will be unable to participate in that day's extracurricular activities.

SCHOOL WORK

Student athletes are to be exemplary in their schoolwork. All classwork and homework should be completed and turned in on time. Student athletes are responsible for obtaining class and homework assignments before leaving school early for an athletic event.

A student athlete should never use an athletic event as an excuse for not completing assigned work on time.

PLAYING TIME

Being on a team is not a guarantee of having playing time in actual games. Just as a student athlete must earn a spot on the team, a student athlete must earn playing time during practice. Each student athlete must learn his/her role on the team. Each student athlete must learn to put the good of the team ahead of any personal goals or pursuits. Practice must be treated very seriously. This is where the student athlete proves to the coach the sincerity of their intentions to play with one hundred percent of their effort.

COMMUNICATION

Any concerns or issues about the athletic department at BCA, whether about coaches, policies, or student athletes, should be addressed to the proper people. It is important that the proper channels of communication are followed, to keep things running as smoothly as possible at BCA. Any concerns should be taken directly to the head coach, in a private and timely manner. If a meeting with the head coach does not help, a meeting with the Athletic Director and the head coach is the next step. If that meeting does not help, a meeting with the Athletic Director, the head coach, and the principal is the next step. Playing time will not be discussed at any time. If this becomes an issue, the student-athlete will be dismissed from the team.

SOCIAL MEDIA AND INTERNET

Anything written on the internet or posted to a social media site that is against the mission, vision, or code of conduct described in this Handbook is subject to discipline and/or dismissal from a team.

MUSIC—VIDEOS—ELECTRONIC DEVICES

The coach is responsible for all music and videos played on school and/or rented vehicles. The school will provide any videos that are played on such vehicles. Only Christian music can be played on such vehicles. Students are allowed to use electronic devices when traveling to and from games. However, these **may not be used off the bus**, at the playing fields, in the gyms or in the school buildings. A student's electronic device used inappropriately will be taken and disciplinary action will result. Music and video selections on a student's electronic device should not contain crude, profane, or vulgar language, gestures, or sexual innuendos. Coaches has the right to request electronic devices at any time to check its contents as to its alignment with this policy. Inappropriate content will result in disciplinary action.

AWARDS

At the sports banquet, the coach will present 3 athletic awards for each team. While it is our desire to honor each child on the team, we choose to do that through the season-long experience of building friendships and growing closer as a team with love and support. The end of season awards highlight only the 3 athletes for the sport that excelled during the athletic season in some way. The coach along with the Athletic Director will choose who on the team gets an award. Any student that was on academic probation or suspended from the team will not get an award.

DISCIPLINE POLICIES

CODE OF CONDUCT

The BCA Athletic Department requires student athletes to conduct themselves in a manner which glorifies God and represents the Academy in a positive manner. As a student of BCA, I agree:

1. To strive for excellence as a student in all that I say or do.
2. To obey the Bible in speech and conduct.
3. To respect and cooperate with those in authority at the school.
4. To abstain from alcohol, drugs, and tobacco.
5. To abstain from sexual immorality, witchcraft, dissension, and honor code violations.
6. To dress in accordance with the BCA dress code.
7. To submit to the discipline policy of the school.
8. To remember that I am a student of BCA wherever I am.
9. To avoid behavior, on or off campus, that dishonors Christ, the school, the church, my family, and me.
10. To be accountable for any negative behavior, on or off campus, at any time during the year.14-

NO COMMENT POLICY

Coaches will make no comments verbally or by gesture to a game official on judgment calls. Any coach ejected from a game or receiving a technical foul, flag, or red card is subject to disciplinary action or possible dismissal or may pay any fines from the state association. Coaches may make inquiries of a game official, during the appropriate time on a rule or game administrative procedure.

DETENTION

Students who have after school detention will not be provided transportation to practice or games. Discipline for missing practice or games due to detention will be determined by the coach.

ACADEMIC PROBATION

Participation in Athletics is a privilege and an added responsibility. Academic achievement is a priority over athletics. To remain eligible for athletics, every student athlete must maintain at least a "C" average in each core class and an overall "C" average in all other classes combined. Core classes include History, Math, Science, English, and Bible. When an academic violation occurs during a season:

1st Probation:

No games for one week and required to attend practice after 30 minutes of study hall.

2nd Probation:

No games and no practices for one week.

3rd Probation:

Removal from the team.

ACADEMIC PROBATION GUIDELINES

- The student may be responsible for having an eligibility paper completed at the end of each week with the core teachers. This form may be obtained from the office.
- An additional grade check will be done at the end of 2 weeks.

- If grades and completed eligibility papers are within eligibility expectations, student-athletes may rejoin regular team activities.
- If grades and eligibility papers are NOT within eligibility expectations, student-athletes may not rejoin regular team activities and will be moved down to the next level of probation.

SUSPENSIONS AND DISMISSALS

The BCA Administration may suspend or dismiss a student athlete from the team for failure to comply with athletic department or team guidelines or other extreme actions. A warning and/or extra work may be given to correct the situation if the situation allows. Parent(s)/Guardian(s) will be notified if a suspension is needed, or a student is dismissed from the team. If the problem is not corrected by the suspension, the student athlete in question will be dismissed. Dismissal from a team is a permanent condition.

QUITTING A TEAM

Any student athlete who quits a team will not be allowed back on that team for the remainder of that season. The Athletic Director and the head coach may decide to grant the student athlete a second chance to be on the team, should the student athlete desire one. If a second chance is granted, there will be certain conditions, specific to the case in question, that the student athlete must comply with, before reinstatement to the team can occur.

PROHIBITIVE ACTIVITIES AT ALL TIMES

The following are strictly prohibited at all BCA athletic events: fighting, the use of profanity, and the use of alcohol or tobacco products. Any abusive or violent behavior towards anyone in/at the facilities being used for BCA athletic events may result in the removal of the guilty parties from current events or future events. We do reserve the right to deny entrance and/or participation to anyone who does not adhere to our behavioral policies.

ROLE OF GUARDIANS

PHILOSOPHY

The Athletic Department acknowledges and appreciates that the parents of the student athlete serve as God's main instruments for teaching the student athlete how to be like Christ. Parents have a unique opportunity when their child is a participant in athletics. They, along with the coaches, must be aware that issues of self-discipline and teamwork are key to the development of the individual character of the student athlete. Parents are encouraged to demonstrate these traits by supporting the coaches and their decisions regarding things such as playing time, game strategy, etc.

CONDUCT

There are several areas in which parents can help diffuse potential problems. Therefore, the BCA Athletic Department would like to encourage parents to adhere to the following codes of conduct:

- 1. Parents should show proper respect for game officials.**
 - a. Do not belittle or yell at officials during games.
 - b. Do not approach officials after games with arguments or complaints. (See Rom. 13)
- 2. Parents should show proper cooperation with the BCA coaches.**
 - a. Do not go onto the court or field of play during pre-game or halftime warm-ups.

- b. Do not go to the bench area during a game. (Unless there is an emergency that requires your presence) In some sports, this could result in a penalty from the referees.
 - c. Do not attempt to coach your student athlete from the bleachers.
3. **Parents should show proper respect for both the coaches and the student athletes, especially in the time immediately following a game.** The moments following a game are often emotional, for both the coaches and the players. This is not the time to discuss any issues or problems surrounding the game that has just ended.
- a. If you need to talk with a coach, please call the Athletic Office the day after the game and schedule an appointment with the coach. Any coach at BCA would be glad to speak with you regarding any concerns or questions you may have.
 - b. If you need to talk with your student athlete about his/her behavior or performance, please allow him/her time to relax before any discussions take place.
4. **Parents should show proper respect and consideration for the other student athletes and their families.** Please do not engage in unnecessary conflicts with either the student athletes or the parents of our opponents. Avoid things like name calling or negative remarks concerning ANY of the student athletes.

BCA STATEMENT OF FAITH

IN ESSENTIAL BELIEFS WE HAVE UNITY

“There is one Body and one Spirit...there is one Lord, one faith, one baptism, and one God and Father of us all...” (Ephesians 4:4-6).

IN NON-ESSENTIAL BELIEFS WE HAVE LIBERTY

“Accept him whose faith is weak, without passing judgment on disputable matters... Who are you to judge someone else’s servant? To his own master he stands or falls... so then each of us will give an account of himself to God... so whatever you believe about these things keep between yourself and God.” (Romans 14:1, 4, 12, 22).

IN ALL OUR BELIEFS WE SHOW CHARITY

“If I have the gift of prophecy and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains, but do not have love, I am nothing.” (1 Corinthians 13:2).

ABOUT GOD

We believe there is one true God, eternally existing in three Persons: Father, Son, and Holy Spirit, each of whom possesses equally all the attributes of deity and the characteristics of personality. He is the Creator and Sustainer of all things (Genesis 1:1; Psalm 90:2; Matthew 28:19; 2 Corinthians 13:14; Psalm 18:35).

ABOUT JESUS CHRIST

We believe that Jesus Christ, the eternal Son of God, became fully Man without ceasing to be fully God through His miraculous conception by the Holy Spirit and sinless life. He voluntarily paid for

the sins of all people by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone. The third day, He arose from the dead. He ascended into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and man, continually makes intercession for His own (Matthew 1:22-23; Isaiah 9:6; John 1:1-5; 1 Corinthians 15:3-4; 2 Corinthians 5:18-21; Hebrew 1:1-3; 1 Timothy 2:5).

ABOUT THE HOLY SPIRIT

We believe that the Holy Spirit has come into the world to reveal and glorify Christ and apply the saving work of Christ to people. He convicts sinners of their need for Christ, baptizes them into the Body of Christ, imparts new life to them, imparts spiritual gifts to them, indwells them, and seals them until the day of redemption. Each believer is called to live in the power of the indwelling Spirit and in so doing, his faith will be manifested in works pleasing to God (John 16:5-14; 1 Thessalonians 1:5; Matthew 3:11; Galatians 5:22; Mark 1:8; 2 Corinthians 1:22; Eph. 1:13; 1 Corinthians 12:1-7; Acts 1:8; Ephesians 5:8-21; 1 Corinthians 3:16; 2 Corinthians 3:6; 1 Corinthians 12:13).

ABOUT THE BIBLE

We believe that every word in the original writings of the Holy Scriptures is inspired by God and therefore without error. We accept the Holy Scriptures as the supreme and final authority on all matters on which it speaks (2 Timothy 3:15-17; 2 Peter 1:19-21; Psalm 19:1-7).

ABOUT MAN

We believe that man was created in the image of God but fell into sin through disobedience to a divine command and, therefore, brought all mankind under condemnation. Man's nature is, therefore, such that he is totally unable to please God for acquisition of a right standing before Him (Genesis 1:27, 3; Romans 5:12; Romans 3:9-18; Isaiah 53:6; Romans 3:23).

ABOUT SALVATION

We believe that salvation is the gift of eternal life received only through a personal trust in Jesus Christ, who was man's substitute for sin. This gift is given by the unmerited favor of God (grace) and is given without regard to human works or goodness. All those who believe in Jesus are eternally secure in Him. **“For God so loved the world, that He gave His only begotten Son, that whoever believes in Him shall not perish, but have eternal life”** (John 3:16; 2 Corinthians 5:21; Ephesians 2:8-9; 1 Peter 1:3-5; John 10:28-30).

ABOUT THE CHURCH

We believe that God admonishes His people to assemble together regularly in a local Church for worship, for participation in ordinances, for evangelism, for edification through the Scriptures and for mutual encouragement (Hebrews 10:25).

ABOUT CIVIL GOVERNMENT

We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home, 2) the Church, and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the Church,

and the state are equal and sovereign in their respective biblically assigned spheres of responsibility under God. (Romans 13:1-7; Ephesians 5:22-24; Hebrews 13:17; 1 Peter 2:13-14)

ABOUT HUMAN SEXUALITY

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance (Genesis 2:24; 19:4-7, 13; Leviticus 18:1-30; Romans 1: 26-29; 1 Corinthians 5:1; 6:9-10; 1 Thessalonians 4:1-8; Hebrews 13:4). We believe that the only legitimate marriage is the joining of one man and one woman. (Genesis 2:24; Romans 7:2; 1 Corinthians 7:10; Ephesians 5:22-23)

ABOUT FAMILY RELATIONSHIPS

We believe that men and women are spiritually equal in position before God, but that God has ordained distinct and separate functions for men and women in the home and the Church. The husband is to be the leader of the home, and women are to be the helpmate to glorify God by establishing a Godly household. We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the Church. The wife is to submit herself to the scriptural leadership of her husband as the Church submits to the headship of Christ. Children are a heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them, through consistent lifestyle example and appropriate discipline (Genesis 1:26-28; Exodus 20:12; Deuteronomy 6:4-9; Psalm 127:3-5; Proverbs 19:18; 22:15; 23:13-14; Mark 10:6-12; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4, Colossians 3:18-21; 1 Peter 3:1-7).

ABOUT DIVORCE

We believe that God disapproves of divorce and intends marriage to last until one of the spouses dies (Malachi 2:14-17; Matthew 19:3-12; Mark 10:1-12; Luke 16:18; Romans 7:2-3).

ABOUT ABORTION

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustifiable taking of innocent human life. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or the mental well-being of the mother are acceptable. (Job 3:16; Psalm 139:14-16; Isaiah 44:24; 49:1, 5; Jeremiah 1:5; Luke 1:44).

ABOUT ETERNITY

We believe in the imminent return of Christ for His Church, the eternal state of punishment for the unsaved called hell, and the eternal state of blessing for the saved called heaven (Acts 1:9-11; 1 Thessalonians 4:13-18; Philippians 3:20; Romans 6:23; Revelation 20:15; John 3:16; 1 John 2:25).

ABOUT AUTHORITY OF THE STATEMENT OF FAITH

This Statement of Faith does not exhaust the extent of our faith. Bethesda Christian Academy abides by and upholds the Statement of Faith of Bethesda Baptist Church, as stated in the Constitution and Bylaws.

BCA BIBILICAL MORALITY STATEMENTS

LIFESTYLE STATEMENT

BCA believes that every person is created in the image of God, that human sexuality reflects that image in terms of intimate love, communication, fellowship, subordination of the self to the larger whole, and fulfillment. God's Word makes use of the marriage relationship as the supreme metaphor for His relationship with His covenant people and for revealing the truth that that relationship is of one God with one people. Therefore, God's plan for human sexuality is that it is to be expressed in a monogamous lifelong relationship between one man and one woman within the framework of biblical marriage. This is the divinely designed relationship for the birth and rearing of children and is a union made in the sight of God, taking priority over every other human relationship. This is validated by Gen. 1:27–28; 2:18, 20, 23–24; Isa. 54:4–8; 62:5b; Jer. 3:14; Ezek. 16; Hosea 2; Mal. 2:14; Matt. 19:4–6; Mark 10:9; John 2:1–2, 11; 1 Cor. 9:5; Eph. 5:23–32; 1 Tim. 5:14; Heb. 13:4; and Rev. 19:7–8.

BCA believes to follow the Scriptural teachings on marriage, we must affirm that sexual relationships outside of biblical marriage and sexual relationships between persons of the same sex are immoral and sinful. BCA abhors the trend to ignore God's laws of chastity and purity, and vigorously opposes public acceptance of sexual promiscuity and all factors and practices that promote it. The school maintains a biblical view of human sexuality that makes the sexual experience, within the framework of marriage, a gift of God to be enjoyed as communion of a man and woman, as well as for the purpose of procreation. Sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. The depth of the sinfulness of homosexual practice is recognized, and yet we believe the grace of God sufficient to overcome both the practice of such activity and the perversion leading to its practice. This is validated by Ex. 20:14, 17; 22:19; Lev. 20:10–16; Matt. 5:32; 19:19; Mark 10:11–12; and Luke 16:18.

Gender differentiation and male/female uniqueness are part of a divine design that God indelibly engraved upon creation. God gives our bodies to us for spiritual and relational purposes, as well as physical ones. It is His desire that the most fundamental distinctions we experience as human beings should remind us that our completeness is ultimately found in communion with Himself and others. For this reason, "The Lord God said, 'It is not good for the man to be alone. I will make a helper suitable for him'" (Genesis 2:18). Personal fulfillment involves intimate fellowship and union with God, as exemplified by the ideal of Christ as the bridegroom and the Church as His bride (Ephesians 5:22-32; Revelation 19:7-9). Based on our biblical and theological study, there is no argument for a "third gender" among humans. Gender confusion and dysphoria are ultimately the biological, psychological, social, and spiritual consequences of the human race's fallen condition. This state of depravity affects all persons individually and collectively. While society is at liberty to legitimize any behavior it chooses simply by reclassifying and renaming it, Christ-followers adhere to biblical boundaries. It is our Christian conviction that renaming them cannot normalize sin and its expressions. We call upon biblical Christians to continue to accept their role as witnesses who speak prophetically about the need for repentance and sanctification in every culture.

Bethesda Christian Academy is a religious, non-profit Christian school representing Jesus Christ by helping parents prepare their children spiritually, academically, physically, and socially to become His disciples. The biblical and philosophical goal of BCA is to work with families who desire themselves and their children to develop into mature, Christ-like individuals who will be able to exhibit a Christ-like life. This involves the Academy's understanding and belief in what qualities exemplify moral and sexual purity based on its interpretation of Scripture.

BCA stands firmly upon the historical truth claims and moral foundations of Christianity. This includes, but is not limited to, the biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear biblical teaching that gender is both sacred and established by God's design. Parents or the legal guardians, who choose to enroll their children at BCA, are agreeing to support these and other basic biblical values derived from historical Christianity. Parents understand and agree that BCA will teach these principles and biblical values.

In addition, the Board urges parents to recognize their scriptural responsibility (Deuteronomy 6:1–9, Psalm 78:5, 6, Proverbs 22:6) to provide their children with a Christian education and to understand that the primary responsibility for this task rests with the parents (Ephesians 6:4). BCA was founded and continues to operate upon biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment. BCA will accept students who are willing to support the school's philosophy of Christian education, student conduct requirements, and the school's stated positions and whose parents are willing to allow their children to be educated and influenced in an intentionally Christian environment. Continued enrollment at BCA is contingent upon this same understanding and support by both the student and parents.

BCA is a religious institution providing an education in a distinct Christian environment, believing its biblical role is to work in conjunction with the home to mold students to be Christ-like. On occasions in which the atmosphere or conduct within a particular home or the activities of the student are counter to or in opposition to the biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or discontinue enrollment of a current student. This includes, but is not necessarily limited to, living in, practicing, condoning, or supporting sexual immorality, including but not limited to, sex outside of marriage, homosexual acts, bi-sexual acts; gender identity different than the birth sex at the chromosomal level; promoting such practices; or otherwise the inability to support the moral principles of the school (Leviticus, 20:13a, Romans 1:27, Matthew 19:4-6).

MARRIAGE, GENDER, AND SEXUALITY STATEMENT

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person. We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct,

bestiality, incest, and use of pornography) is sinful and offensive to God (Matt 15:18-20; 1 Cor 6:9-10). We believe that in order to preserve the function and integrity of BCA as Christian ministry, and to provide a biblical role model to the BCA families, it is imperative that all persons employed by BCA in any capacity, that serve as Board members, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality (Matt 5:16; Phil 2:14-16; 1 Thess. 5:22). We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom 10:9-10; 1 Cor. 6:9-11). We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture.

FINAL AUTHORITY IN MATTERS OF BELIEF AND CONDUCT STATEMENT

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of BCA's faith, doctrine, practice, policy, and discipline, the Pastor and Elders of Bethesda Baptist Church with input from the School Board are Bethesda Christian Academy's final interpretive authority on the Bible's meaning and application as a ministry of the church.

SANCTITY OF HUMAN LIFE STATEMENT

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps 139).

MARRIAGE POLICY STATEMENT

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, BCA will only recognize marriages between a man and woman at the chromosomal level. Further, the Board, Head of School, and Staff of BCA shall only participate in weddings and solemnize marriages between one man and one woman at a chromosomal level. Finally, the facilities and property of BCA shall only host weddings between one man and one woman as determined by the morality statements previously stated.

STAFF CODE OF CONDUCT

As a staff member of the Bethesda Christian Academy, I shall do my utmost to represent the Academy family's interest in Kingdom education by adhering to the commitments that follow. Please affirm by checking each box.

- I will be committed to my responsibilities as assigned by the administration, realizing this is a God-given ministry and deserves my best attention, preparation, and energies (Col. 3:23).
- In everything, I shall seek primarily to bring honor and glory to God and to His Son, Jesus Christ (1 Cor. 10:31).
- I will seek to be conformed to the express image of Christ in my attitudes, communications verbally and written, and interactions with my colleagues, parents, and students.

- ❑ I will be subject to the authority of the board and administration and wholeheartedly support all policies and procedures of the school in a positive and affirming fashion with my colleagues, parents, and students (Rom. 13:1).
- ❑ I will maintain my fellowship with God by regular prayer, study of the Bible, meditation, personal cleansing, and consistent fellowship with believers in a local church. I understand that it is my responsibility to be a member in good standing in a local ministry on a weekly basis. I will notify the head of school or respective principal if at any point I am not engaged in a local ministry and the reasons why.
- ❑ I will seek to pray daily for the Academy, administration, faculty and staff, parents, and students.
- ❑ I will govern my relationships and duties by the principle of love for one another (I Cor. 13, I Jn. 3:11).
- ❑ I shall fulfill my responsibilities with honesty and integrity.
- ❑ I will focus my efforts on the mission of the school and not on my personal goals and agenda.
- ❑ I will represent all Academy constituents honestly and equally and refuse to surrender my responsibilities to special interest or partisan groups.
- ❑ I will avoid any conflict of interest or the appearance of impropriety that could result from my position and shall not use my position for personal gain or publicity, or that of friends.
- ❑ I will refer all concerns by chain of command to the appropriate individual.
- ❑ I will unqualifiedly affirm and teach the divine inspiration of the Bible only. I will integrate its principles in my daily walk and classroom.
- ❑ I will seek to prepare young people academically and spiritually to impact society.
- ❑ I will affirm and teach biblical creationism inclusive of the six literal days of creation and the creation of man and the world by the direct act of God.
- ❑ I acknowledge that I am a born-again Christian who manifests by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model (I Tim. 4:12) both in and out of school with my students, and as an example to parents and colleagues in judgment, respect, and Christian living.
- ❑ I will demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arrives with fellow employees or the administration.
- ❑ I will faithfully seek to present the Gospel to my students and their families.
- ❑ I will, in good faith, affirm and carry out the provisions of my contract, the staff handbook, and the student handbook.
- ❑ I will commit to promote BCA in a positive light, at all times, to all constituents—staff, parents, and students.
- ❑ I will abstain from the use of tobacco, alcohol, illicit drugs, pornography, and the use of crude, slang, vulgar, and/or profane language (Col. 3:17, Titus 2:7-8, I Thess. 2:10, 5:18, 21-22, James 3:17-18).
- ❑ I will abstain from any promiscuity, homosexuality, or other deviant sexual behavior. I affirm the unique role of males and females as clearly define in Scripture. Such deviation from Scriptural standards is grounds for termination (Romans 1:24-32, 12:1-2, I Cor. 6:9-20, Ephesians 4:1-11, 5:3-5, I Thess. 4:3-8, I Tim. 4:12, II Tim. 2:19-22, I Peter 1:15-16, I John 3:1-3).
- ❑ I believe in the incarnation and virgin birth of our Lord and Savior Jesus Christ. I believe in His identification as the Son of God.
- ❑ I believe in His vicarious atonement for sins by the shed blood on the Cross, the resurrection of His body from the tomb, Christ's power to save mankind from sin, the new birth through regeneration by the Holy Spirit, and the gift of eternal life by the grace of God.
- ❑ I believe in the Second Coming of the Lord Jesus Christ.

STAFF ANNUAL AFFIRMATION OF SERVICE

- ❑ I will continue to support our mission, vision, and leadership.
- ❑ I will be faithful, prepared, and punctual for all my classes, scheduled meetings, and assigned duties.
- ❑ I affirm and adhere to the BCA Statement of Faith and Ministry Statements.
- ❑ I affirm all the above items in the Code of Conduct and look forward to continued service.
- ❑ If anything should occur during the year that would not allow me to keep these intentions of being a positive contributor to our staff, I will take the initiative to talk to the Head of School and/or respective principal about voluntary resignation.

STAFF TEN COMMANDMENTS

1. Be kind, fair, and professional in all relationships. Always exemplify a Christian spirit.
2. When another teacher is handling a situation, do not interfere unless your help is requested. If the teacher is present, you may call attention to a situation if she does not see it.
3. Take pride in your work, in our school, and in your profession. Be a “good housekeeper” both indoors and outdoors. It is important that our school be clean and attractive when visitors come in.
4. Be humble, patient, and sincere. Maintain a deep love for ALL children.
5. Cultivate a sense of humor and use it. You will need it!
6. Have faith in youth. See the potential greatness in each child. Ask yourself “What is God’s plan for this young life?”
7. Realize your own limitations. Seek help. Have an open mind. Keep growing professionally.
8. Keep a sparkle in your personality and a smile in your voice. Be enthusiastic and enjoy being with children.
9. Use your voice as a teaching tool. A soft, pleasant voice will receive a better response than a loud, gruff one. Get on a child’s eye level by kneeling or sitting. Do not touch, push, or pull a child when speaking to him/her.
10. Strive to use the “Fish Philosophy” with your students and with your peers. Have fun at work (play); make someone’s day every day; be present; and choose your attitude.