



Statement of Faith

The Statement of Faith for Transform Minnesota and its Affiliate Ministries is as follows:

1. We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful people, regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ.

I acknowledge that I have received and read the above Statement of Faith. I understand and agree with these statements.

Initial _____ Date _____



Core Values

The Core Values for Transform Minnesota and its Affiliate Ministries is as follows:

As an evangelical network existing to serve Jesus Christ, we value and affirm:

1. The **Bible** as the authoritative word of God, and our **Statement of Faith** as an expression of our shared biblical foundation as Evangelicals: both guide us in all areas of faith and living.
2. **Evangelism**, extending the Kingdom of God, and engaging culture and influencing people in ways that reflect God’s character.
3. Local **Churches** as God’s primary means for Christian community and mission, and para-churches that support and collaborate in living out the Gospel of Jesus.
4. **Unity** in the body of Christ, centered on Jesus, and characterized by loving relationships that bridge and honor our differences.
5. **Redemption**, through Jesus Christ producing freedom, wholeness, and new beginnings for all who receive Him as Savior and Lord.
6. **Reconciliation** of people to right relationship with God and to each other through Jesus Christ.
7. **Mercy** and **justice**, showing compassion towards those who suffer and advocating for what is right and just, by following the teachings and example of Jesus.
8. **God-honoring relationships**, family life that nurtures children, and Biblical marriage between a man and a woman.
9. **Life**, as a gift from God, from conception to a natural death; and the intrinsic value and rights of every human created in the image of God.
10. **Religious Freedom** and liberty of conscience for all people as a fundamental human right.

I acknowledge that I have received and read the above Core Values. I understand and agree with these statements.

Initial _____ Date _____



Code of Conduct

The Code of Conduct for Transform Minnesota and its Affiliate Ministries is as follows:

Transform Minnesota and its affiliate ministries exist to share the love of Jesus with people throughout Minnesota. Our core values reflect our Statement of Faith and the Biblical truths that our organization is founded upon.

Employees and interns carry out the mission of Transform Minnesota every day to our clients, visitors and guests. Therefore it is vital that all staff and interns uphold and implement behaviors that are consistent with the values of Transform Minnesota.

The Bible The basis of our core values, our statement of faith and our code of conduct is the Bible, the inspired, only infallible, authoritative Word of God. We believe that it was uniquely, verbally and fully inspired by the Holy Spirit and that it was written without error. It is the supreme and final authority in all matters on which it speaks. Therefore, we stand together against all that the Bible clearly condemns including but not limited to; sexual immorality, impurity, lust, evil desires and greed, anger, rage, malice, slander, abusive speech and any activities that are illegal (Exodus 20: 2-17, Colossians 3:5-11, 1 Corinthians 6:9-10).

Restoration of Relationships We believe that our relationships should reflect the love Christ has for us (John 13:34-35). We understand there can be conflict and discord in human relationships. We will seek to pursue harmony and forgiveness with one another and engage and participate in restorative counsel when needed (Ephesians 4:32, Colossians 3:13, Hebrews 12:14).

Christian Community We believe that we experience growth and life from fellowship with other believers and therefore we will participate in a local Christian community (Hebrews 10:25, Matthew 18:20).

Marriage and Sexuality We define marriage as being a covenant between one man and one woman (Genesis 2:18-25, Matthew 19:4-5), that sexuality is a gift from God and sexual relations are to be exercised and enjoyed exclusively within that covenantal relationship (Hebrews 13:4). Therefore, we will abstain from sexual immorality such as, but not limited to, pornography, pre-marital sexual relations, adultery, same sex intimacy and/or sexual relations (1 Corinthians 6:9-10).

Physical Gender We believe God creates each person in His image as two distinct sexes; male and female. The determination of one's gender is physically revealed at birth and the decision to alter gender later in life is contrary to God's sovereign design and plan (Genesis 1:26-28, Matthew 19:4-5). While we show love and grace to the transgender community, we do not support attempts or changes made via medical, psychological, or any other intervention, to one's given biological birth sex in order to self-select gender or sexual identity.

Human Life We believe that all life is sacred and we will value human life as being created by God in His image (Psalm 139: 13-16). Human life is of inestimable worth in all its dimensions, including the pre-born, the aged, the physically or mentally challenged, and every other stage or condition from

Applicable to Transform Minnesota, Arrive Ministries, Damascus Way Reentry Center, New Life Family Services



conception through natural death. We will therefore defend, protect and value all human life. We do not condone and will not participate and/or facilitate in the taking of any life before the natural end of life; in particular abortion, murder or assisted suicide (Deuteronomy 5:17, 1 John 3:15).

Racial Reconciliation We believe that God has put us on this earth for a purpose; to love God and to love others (Galatians 5:14). We will honor the dignity and worth of all people with our words and actions as we strive for racial reconciliation (Ephesians 2:14-16, Galatians 3:28).

Religious Freedom We believe in the value of religious freedom. We will respect and defend the religious freedom of others as we fight for the protection of our Christian religious freedoms.

Forgiveness and Redemption We believe in redemption and restoration and will support individuals as they pursue repentance, forgiveness and reconciliation. We will encourage individuals as they seek restoration with God, others and society (Ezekiel 18:21-23, 1 John 1:9, 2 Peter 3:9).

I acknowledge that I have received and read the above Code of Conduct. I understand and agree to adhere with these statements.

Initial _____ Date _____



Acknowledgement and Agreement

In order to adequately fulfill the mission of Transform Minnesota, it is imperative that all persons employed by Transform Minnesota, in any capacity, or who serve as interns, understand and agree to abide by the Statement of Faith, Core Values and Code of Conduct, which may be further defined in specific Resolutions adopted by the Transform Minnesota Board of Directors. Board adopted resolutions may be found on the Transform Minnesota website or may be disseminated directly to employees, volunteers and interns.

I have read, understand and agree to abide by the Statement of Faith, Core Values and Code of Conduct. I understand that behavior or promotion that contradicts these statements will impede and burden the integrity and religious mission of Transform Minnesota and its affiliate ministries. I understand that actions, teaching or advocacy contrary to these statements may be grounds for termination as an intern or employee (for just cause without notice or pay in lieu of notice).

Signed this _____ day of _____, 20_____.

(Please print your name)

(Signature)