

**MINISTRY**



Get plugged in

**PHILOSOPHY**

LOVE GOD → SERVE WITH DEVOTION



ethnos

BIBLE CHURCH

*Nurturing Servants Devoted to God*



## MINISTRY PHILOSOPHY

Ethnos Bible Church ➔ Nurturing Servants Devoted To God

We are so excited about your desire to partner with our ministry at Ethnos Bible Church! We are seeking like-minded Christians who desire to love God and serve him with devotion, so that together we can nurture Servants Devoted to God in as many languages as God leads.

In order to understand how we function and where you fit in our ministry team, you must first understand our mission, vision, and convictions. Everything we do is consistent with these three elements.

Enjoy!

Rev. Pablo Morales  
Lead Pastor  
Ethnos Bible Church

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## OUR MINISTRY PHILOSOPHY

Ethnos Bible Church → Nurturing Servants Devoted To God

### A. **OUR MISSION** → THIS IS WHAT WE DO

As One Body We Live To

Guide people into salvation,

Lead them to maturity, and

Appoint them as

Servants Devoted to God. [SDG]

### B. **OUR SDG PROCESS** → THIS IS HOW WE ACCOMPLISH OUR MISSION

#### 1. CONTACT: GET CONNECTED!

Establish relationships to create opportunities to explain the gospel.

#### 2. EVANGELISM: GET THE TRUTH!

Explain what the Bible says about salvation.

#### 3. DISCIPLESHIP: GET UNDERSTANDING!

Mentor individuals to help them understand their salvation.

#### 4. MEMBERSHIP: GET PLUGGED IN!

Invite the person to join our ministry team on annual basis.

#### 5. TRAINING: GET EQUIPPED!

Help the person gain understanding in spiritual life, Bible and theology, family life, and leadership.

#### 6. SERVICE: GO SERVE!

Mobilize our people to achieve our mission through teamwork with special focus on initiatives to help the orphan, widow, and the displaced.

**C. CHARACTERISTICS OF AN SDG ➔ THIS IS WHAT AN SDG LOOKS LIKE**

1. Loves and Honors God
2. Understands the Scriptures
3. Explains the Gospel
4. Teaches people about God
5. Serves with devotion
6. Gives with generosity

**D. TRAINING DETAILS ➔ THIS IS HOW WE TRAIN PEOPLE INTO SPIRITUAL MATURITY**

Nurturing a person to grow as an SDG requires strategic content. In order to reach the six characteristics of an SDG, we have designed a holistic program that seeks to give the person understanding that leads to maturity in key areas. All of these areas are essential pieces of our holistic approach to spiritual maturity.

	CATEGORY	NAME	PURPOSE
1	Spiritual Life		
		Discipleship Mentorship	To help you understand the big picture of what it means to be saved with a clear set of implications for your daily life.
		Emotional Maturity	To help you understand your identity in Christ in order to gain a healthy and biblical perspective about God, yourself and your relationships with people.
2	Family Life		
		Oneness in Marriage	To help you understand the biblical perspective on marriage in order to experience oneness with your spouse.
		Godly Parenting	To help you understand the dynamics of godly parenting required to develop godly offspring.
		Godly Finances	To help you understand the governing principles of the financial life of a mature follower of Christ.
3	Children Life		
		Sofia's Nursery	To nurture your baby with God's love in an atmosphere that is caring and safe so that you can attend our worship service and be replenished by God's word.
		Kids Zone	To help our children understand the Bible as the chronological unfolding of God's salvation, so that our kids may be inspired to love God and serve Him with devotion.

		Youth	To help our youth understand foundational concepts that will prepare them to face the challenges of higher education and adulthood, so that they may become men and women who love God and serve Him with devotion.
4	Biblical Theology		
		Sermons	To help you apply biblical truth in your life by providing a variety of clear and relevant inductive and topical biblical studies.
		ICT (Institute of Christian Theology)	To help you build an informed perspective on key doctrines of the Christian faith.
5	Life Communities		
		Spanish Community	To help Spanish speakers reflect in the Scriptures in community through inductive Bible studies in Spanish.
		Singles	To help singles apply biblical truth in relevant areas to their stage in life by reflecting in small groups.
		Men	To help men apply biblical truth in relevant areas to their stage in life by reflecting and sharing in small groups.
		Women (Heart to Heart)	To help women apply biblical truth in relevant areas to their stage in life by reflecting and sharing in small groups.
		Couples	To help couples apply biblical truth in relevant areas to their stage in life by reflecting in community.
		Seniors	To help seniors apply biblical truth in relevant areas to their stage in life by reflecting in community.
6	Leadership		
		SLT for Churches (Strategic Leadership Training)	To help you understand the elements of effective leadership and teamwork dynamics needed for effective ministry.
		SLT for Business (Strategic Leadership Training)	To help you understand the elements of effective leadership and teamwork dynamics needed to grow thriving organizations in the marketplace.
		Internship for Pastoral Leadership	To help people who desire to serve in vocational ministry understand the dynamics of effective ministry.

7	SDG Training		
		Membership 101	To help people interested in joining our ministry team gain understanding about our core ideology and ministry strategy.
		Evangelism	To help an SDG learn how to explain the gospel in a way that is biblical, clear, and relevant.
		Discipleship	To help an SDG learn how to disciple a new believer through our discipleship mentorship program.

**E. OUR VISION ➔ THIS IS WHAT WE ARE BECOMING**

We will nurture SDGs in as many languages as God leads, cultivating a church that is multilingual, transcultural, and multigenerational.  
(CURRENT CAPACITY: 250 people)

**F. OUR VISION EXPRESSED IN OUR FIVE TASKS ➔ THIS IS WHAT OUR VISION LOOKS LIKE**

**1) Fellowship**

We dream of a church where members create a godly and welcoming environment; where unity is achieved through genuine fellowship both planned and spontaneous; where people are empowered to discover and maximize their new identity and giftedness in Christ; where people find acceptance, support and encouragement to grow in godliness and thus accept accountability through membership; where the wounded are restored and no one can be lost in the crowd.

**2) Biblical Truth**

We dream of a church where people embrace the Bible as the inspired Word of God and as the authority for daily living; where leaders teach it and proclaim it in a clear, relevant, and life-transforming manner for all peoples, ages and levels of spiritual maturity; where people may wrestle openly with theological difficulties and life issues; where leaders foster an environment of inquiry and discovery by providing opportunities for advanced training, so that all members may grow in their knowledge and passion for God's Word.

**3) Corporate Worship**

We dream of a church where worshipers of all ages come with anticipation and excitement to offer God a biblically-sound and culturally relevant sacrifice of praise; where musicians strive to lead worship with excellence, humility, and devotion; where worshipers welcome contemporary and traditional styles of worship; where worshipers value the freedom of personal expression and public testimony; where the Holy Spirit moves worshipers to love, trust, and obey God, so they may serve Him with devotion.

**4) Evangelism**

We dream of a church where people driven by a passion for God and for the lost are compelled to present the gospel of Christ as God's life-transforming power; where believers are inspired to prayerfully seek relationships with unbelievers and are trained to reproduce; where leaders develop creative ways for all believers to intentionally share Christ locally and worldwide in ways relevant to contemporary culture, knowing that success is not measured by conversion, but by obedience to the Great Commission.

## 5) Service

We dream of a church where believers, driven by a love for God, work in teams to help the needy, widows, orphans, and foreigners of our congregation, our community, and the world as God leads; where believers sacrificially offer their finances and giftedness for the edification of the body and the strengthening of the family; where leaders provide training and direction to maximize the effective service of individuals and teams, so that all members may serve Christ effectively and with devotion until His return.

## G. OUR CONVICTIONS ➔ THIS IS WHAT MATTERS TO US

### ➔ Grace

We believe in loving people unconditionally because God has loved us with unconditional love and called us to do the same. Therefore, we cultivate a community where people are accepted, not judged; where the wounded are restored and empowered to grow in holiness. We teach people to focus on what they are becoming in Christ and not on past mistakes. We encourage people to share God's grace with others, so that the world will come to know and love God—the source of all grace.

### ➔ Family

We believe family is the first responsibility in ministry. Therefore, we invest our individual attention to train children and youth into spiritual maturity, and we guide parents to rear their children through biblical training and mentorship.

### ➔ Diversity

We believe celebrating diversity is a reflection of spiritual maturity because it reflects the body and mind of Christ. Therefore, we intentionally reach out to the multilingual members of our community, and we create a welcoming atmosphere where people of all backgrounds can worship God in the unity of the body.

### ➔ Missions

We believe that a passion for expanding God's kingdom worldwide is a reflection of God's heart and thus a reflection of spiritual maturity. Therefore, we create awareness and opportunities for personal involvement in global missions. We invest our resources to send spiritually-mature servants from our local body to edify the church globally and to partner with existing international initiatives as God leads.

### ➔ Stewardship

We believe that joyful giving is a reflection of spiritual maturity because it reflects God's character and commands. Therefore, we sacrificially invest our time, skills, money and facilities to advance God's kingdom. We teach biblical principles on giving, meet relevant needs, and channel God's resources to pursue God's interests in the world.

### ➔ Prayer

We believe that a passion for prayer is a reflection of spiritual maturity because it is a unique expression of intimacy with God. Therefore, we invest our time to confess our sins, seek God's direction in all aspects of our ministries, intercede for one another and praise God in all things. We acknowledge that without prayer, we are powerless, aimless, shallow, and on our own.

- ☞ **Leadership**  
We believe that spiritually-mature leaders are essential to cultivate a vibrant church. Therefore, we appoint servant leaders who fulfill biblical prerequisites and have demonstrated godly character to lead in a variety of ministry positions. We honor the appointed leaders, submit to them, and keep them accountable, knowing that God has entrusted them with His authority. We develop new leaders by recognizing their potential and character and by entrusting them with increasing levels of responsibility.
- ☞ **Teamwork**  
We believe that teamwork is an expression of our new identity as members of the body of Christ and essential for longevity. Therefore, we encourage our people to invest their gifts by serving in teams to accomplish our mission and vision. We teach people that teamwork leads to increased creativity, deeper relationships, and better accountability. We guide them in evaluating their teamwork to increase ministry effectiveness and ensure sustained growth.
- ☞ **Innovation**  
We believe that effective ministry is achieved through creative initiatives that are well aligned with our mission. Therefore, we improve our ministries through team ideas that are thought prayerfully, shaped creatively, implemented intelligently, and evaluated honestly. We seek to learn lessons from unsuccessful attempts, thinking of them as opportunities for improvement. And by faith we invest our resources in innovation, knowing that the Lord will provide all we need by the time we need it in order to remain effective and relevant in expanding God's kingdom.
- ☞ **Excellence**  
We believe that serving God with excellence is the signature of a heart that loves God. Therefore, we seek to develop each one of our ministries with the best of our abilities, knowing that everything we do must be done as for the Lord and not to please the eye of man.

## **H. OUR DOCTRINE ☞ THIS IS WHAT WE BELIEVE, TEACH, AND PROCLAIM**

- ☞ **THE BIBLE: It is the Inspired and Inerrant Word of God.**  
We accept fully the writings of the Old and New Testaments in the original texts as the inerrant Word of God, verbally inspired in all parts and therefore altogether sufficient as our only infallible and authoritative rule of faith and practice. *Psalm 119:160; Proverbs 30:5a; 2 Timothy 3:16, 17; 2 Peter 1:19-21.*
- ☞ **GOD: He is Triune and His unchanging character is Holy, Just, and Love.**  
We believe that He is an intelligent sovereign, spiritual and personal Being; perfect, infinite, and eternal in His being, holiness and love, wisdom and power; absolutely separate from and above the world as its Creator, yet everywhere present in the world as the Upholder of all things. He is revealed to us as Father, Son and Holy Spirit, three distinct persons but without division of nature, essence of being, and each having a distinct ministry in God's relation to His creation and people. *Genesis 1:1; Exodus 15:11; Psalm 83:18; 139:7-9; Matthew 28:19; John 10:30; 15:26.*



- ☞ **JESUS: He is the Second Person of the Trinity and the only Savior of the world.**  
 We believe that He is the second Person of the Triune God, the eternal Word and Only Begotten Son; that without any change in His divine Person, He became man by miracle of the Virgin Birth, thus to continue forever as both true God and true Man, one Person with two natures; that as Man He was tempted in all points as we are, yet without sin, that as the perfect Lamb of God He gave Himself in death upon the cross, bearing there the sin of the world, and suffering its full penalty of divine wrath in our stead; that He arose from the grave in a glorified body; that as our great High Priest He ascended into Heaven, there to appear before the face of God as our Advocate and Intercessor. *John 1:1, 14; 3:16; Matthew 1:18-25; Galatians 4:4, 5; Philippians 2:6-10; 1 Corinthians 15:3-7; Hebrews 4:14-16; 1 John 2:1, 2.*
- ☞ **THE SECOND COMING: Jesus will return to establish His Kingdom at an unknown future time.**  
 We believe that Jesus will come in the air to rapture His Church, which is our blessed Hope, is always imminent; that when He has first by resurrection of the dead and translation of the living removed from the earth His waiting church, He will then pour out the righteous judgments of God upon the unbelieving world and afterwards descend with His church and establish His glorious and literal kingdom over all the nations for a thousand years.  
*1 Thessalonians 4:13-18; James 5:8; Hebrews 10:37; Jude 14, 15; Revelation 19:11-16; 20:4-7.*
- ☞ **THE HOLY SPIRIT: He is the Third Person of the Trinity who indwells the believer upon conversion.**  
 We believe that He is the Third Person of the Trinity, and the divine Agent in nature, revelation and redemption; that He convicts the world concerning sin, righteousness and judgment; that He regenerates, indwells, baptizes, seals and anoints all who become children of God through Christ; that He further empowers, guides, teaches, sanctifies and fills believers who daily surrender to Him. *John 3:5; 14:16, 17, 26; 16:7-14; Romans 8:9; 1 Corinthians 12:13; 2 Corinthians 3:18; Ephesians 1:13; 5:18.*
- ☞ **ANGELS: God created angelic beings to serve Him. Some of them rebelled against God.**  
 We believe that God created all angels. Many remain faithful to God and are God's ministering spirits to His people. Some followed the angel Satan in his prideful rebellion against God and became demonic adversaries of God and His people. These angels are limited by God's omnipotence, and await final incarceration in the lake of fire. *Genesis 1:1; Exodus 20:11; Psalm 33:6; Revelation 12:3-4; Matthew 12:24-27; Job 2:1-2; Revelation 20:10; Matthew 25:41; Hebrews 1:13-14*
- ☞ **SATAN: He is the master deceiver who uses his tactics to turn people away from God.**  
 We believe that Satan was originally created a holy and perfect being, but through pride and wicked ambition rebelled against God, thus becoming utterly depraved in character, the great adversary of God and His people, leader of all other evil angels and wicked spirits, the deceiver and god of this present world: that his powers are vast, but strictly limited by God who at His sovereign and permissive will overrules Satan's wicked devices for good; that he was defeated and judged at the cross, and therefore his final doom is certain; that we are able to resist and overcome him only in the armor of God, by the blood of the Lamb and through the power of the Holy Spirit. *Isaiah 14:12-15; Ephesians 6:12; 1 Peter 5:8; 1 John 3:8; Revelation 12:9-11; 20:10.*
- ☞ **HUMANS: We were created in God's image but became sinners, so we need a Savior.**  
 We believe that man was the direct creation of God, made in His image and likeness; that by personal disobedience to the revealed will of God, man became a sinful creature, the father of a fallen race which is universally sinful in both nature and practice, thus alienated from the life and family of God, under the righteous judgment and wrath of God, and has within himself no possible means of salvation. *Genesis 1:27; 3:6; Psalm 51:5; Romans 3:23; 5:12, 19; Galatians 3:11.*

- ☞ **MARRIAGE: A sacred institution created by God to be a life covenant between a man and a woman.**  
 We believe that God created Adam and Eve in order to rule over creation and fill the earth with godly offspring in perfect relationship with God. In order to rule over creation in perfect harmony, God assigned the role of headship to the man and the role of suitable helper to the woman. However, because of sin, humans have distorted God's original design for marriage in three areas. People have redefined the monogamous heterosexual nature of marriage, they have distorted the roles in marriage, and they have broken the sacred lifetime covenant that God intended for marriage to be. In contrast to these human distortions, God desires for his people to embrace only heterosexual intercourse and always within the covenant of marriage, because any other behavior outside these sacred boundaries is sexually immoral. He desires for the husband to cherish his wife and love her sacrificially as Christ loved the Church, and for the wife to respectfully submit to her husband's headship as to the Lord. He desires for husband and wife to face conflicts in marriage by seeking reconciliation. God hates divorce but has allowed divorce and remarriage as legitimate options in extreme situations. God rejects any human version of marriage that is not monogamous and heterosexual in nature, and warns us that He will judge the sexually immoral because of acting against the created order established by God. (*Genesis 1:26-31; 2:15-25; 3:1-24; Malachi 2:13-17; Matthew 19:1-12; Ephesians 5:21-33; 1 Corinthians 7:1-16; Hebrews 13:4*).
- ☞ **SALVATION: We are saved by faith in Jesus based on His grace and not based on our works.**  
 We believe that salvation is the free gift of God, neither merited nor secured in part or in whole by any virtue or work of man, but received only by personal faith in the Lord Jesus Christ, in whom all true believers have as a present possession the gift of eternal life, a perfect righteousness, sonship in the family of God, deliverance and security from all condemnation, every spiritual resource needed for life and godliness, and the divine guarantee that they shall never perish; that this salvation affects the whole man; that apart from Christ there is no possible salvation. *Ephesians 2:8, 9; Titus 3:5; John 1:12; 3:14; 10:28, 29; Romans 8:1; Philippians 1:6*.
- ☞ **GODLINESS: Loving God and desiring to honor Him is the supernatural fruit of true salvation.**  
 We believe that godliness is not a means of salvation in any sense, but it is its proper evidence and fruit; and therefore as Christians we should obey the Word of our Lord, seek the things which are above, walk as He walked, accept as our solemn responsibility the duty and privileges of bearing the gospel to a lost world; remembering that a victorious and fruitful Christian life is possible only for those who in gratitude for the infinite and undeserved mercies of God have presented themselves wholly to Christ. This is to be demonstrated by maintaining a godly home, settling differences with believers in the church, avoiding carnality, exhibiting the fruit and fullness of the Spirit, and fulfilling the Great Commission in making disciples. *Matthew 28:19-20; Acts 1:8; Romans 12:1, 2; 1 Corinthians 6:1-8; Galatians 5:16-23; Ephesians 2:8-10; 5:18-22; 6:4; Philippians 2:16; 1 Peter 4:10-11*.
- ☞ **RESURRECTION: God's people will be resurrected for life, while the unsaved will be judged.**  
 We believe that the spirits of the saved at death go immediately to be with Christ in Heaven, that their works shall be brought before the Judgment Seat of Christ for the determination of rewards which will take place at the time when Christ comes for His own; that the spirits of the unsaved at death descend immediately into Hades where they are kept under punishment until the final day of judgment, at which time their bodies shall be raised from the grave, that they shall be judged and cast into Hell, the place of final and everlasting punishment. *1 Corinthians 15; 2 Corinthians 5:8-10; Luke 16:19-23; Revelation 20:11-15*.

- ☞ **PRIESTHOOD OF ALL BELIEVERS: A saved person has direct access to God and represents Him in the world.**  
 We believe that Christ is our Great High Priest and through Him every born-again person has direct access into God's presence without the need of a human priest; that the believer has the right and responsibility to personally study and interpret the Scriptures guided by the Holy Spirit.  
*John 14:6; Hebrews 4:16; 2 Timothy 2:15; 1 Peter 2:1, 5, 9.*
- ☞ **THE LORDSHIP OF JESUS CHRIST: He is the head of the church and His people honor Him.**  
 We believe that He alone is Head of the body of Christ, into which all true believers are immediately baptized by the Holy Spirit; that all members of this one spiritual body should assemble and identify themselves in local churches. *1 Corinthians 12:13; Ephesians 1:22, 23; 4:11-15; Galatians 1:22.*
- ☞ **THE LOCAL CHURCH: All believers must be organized in communities to serve God in unity.**  
 We believe that a New Testament church is a local assembly of born-again baptized believers united in organization to practice New Testament ordinances, to meet together for worship, prayer, fellowship, teaching and a united testimony, and to actively engage in carrying out the Great Commission. *Acts 2:41, 42; 1 Corinthians 11:2; Matthew 28:19, 20.*
- ☞ **THE ORDINANCES: The church practices two symbols: Baptism by immersion and the Lord's Supper.**  
 We believe that baptism is by immersion of believers in water, thus portraying the death, burial, and the resurrection of Jesus Christ; that the Lord's Supper is the partaking of the bread and cup by the believer as a continuing memorial of the broken body and shed blood of Christ. *Matthew 28:19, 20; Acts 2:41; 8:38,39; Matthew 26:26-30; 1 Corinthians 11:23-34.*
- ☞ **THE AUTONOMY OF THE LOCAL CHURCH: The local church is an independent and self-governing body of believers.**  
 We believe that each New Testament church is free to govern itself without ecclesiastical interference, and should cooperate with other New Testament churches as the Holy Spirit leads; that it is responsible to follow the pattern of the New Testament church and is directly accountable to God. *Matthew 18:17; Acts 6:1-5; 13:1-3; 15:22, 23.*
- ☞ **SEPARATION OF CHURCH AND STATE: They are two separate entities with different responsibilities.**  
 We believe that each entity has definite and distinct spheres of responsibility.  
*Matthew 22:21; Romans 13:1-7.*

**I. OUR LEADERSHIP** ➔ THIS IS HOW WE ORGANIZE OUR TEAMS

➔ **Elders**

This is a team of men who fulfill biblical prerequisites for Eldership. They oversee the entire ministry of the church by fulfilling 3 roles: Overseeing the teaching of God’s word, Shepherding God’s People, and Overseeing the organizational health of the church ministry. The Board of Elders is primarily responsible to ensure that all the ministries are aligned with the mission, vision and convictions of the church. They work in conjunction with ministry coordinators.

➔ **Ministry Coordinators**

This is a team of men and woman who fulfill biblical prerequisites for leadership. They execute the mission and vision of the church through an orchestrated effort in a variety of ministry teams. They work under the guidance of the Board of Elders.

