

FOUNDATIONAL DOCUMENTS

Vision: All graduates will be committed Christ-followers who are community-minded and prepared to make a global impact.

Mission: Twin Tiers Christian Academy is dedicated to inspiring students with a Christ-centered, student-focused, and college-oriented education.

Core Values:

- a) True to God's Word
TTCA is committed to God's Word in all we do because we believe that the Bible is our sole authority for what we believe and how we should live. II Tim. 3:16-17; I Sam. 15:22.
- b) Christlikeness
TTCA is committed to developing character in our students that reflects the character of Jesus Christ as revealed in the Scripture, resulting in knowing right from wrong and choosing to do right. I John 2:3-6; James 4:17.
- c) Excellence
As God is excellent, Psalm 8:1, and because all that God does is excellent, Isa. 12:5, TTCA is committed to striving for excellence - academically, spiritually, and in every venture we undertake.
- d) Uniqueness of Each Child
Because each child is a unique creation of God, Psalm 100:3, and is therefore highly valued by God, Matt. 19:14, TTCA is committed to assisting the home in helping each child come to know Christ and fill their place in God's plan resulting in fruitful service for Him. John 15:1-16.
- e) A Serving Spirit
Following the example of Jesus Christ as a servant, Mark 10:45; John 13:2-17, TTCA is committed to promoting and demonstrating a servant's heart at every level resulting in a humble loving service to others. Gal. 5:13; Mark 10:35-44.
- f) Honor the Home
Because we recognize the home to have been ordained by God, Gen. 1:26-28; Gen. 2:7, 18-24; Matt. 19:4-5, TTCA is committed to assisting the home in achieving its God-given responsibility to instruct children in the ways of God. Deut. 6:5-7; Eph. 6:1-4.

Statement of Faith:

1. We believe that the Bible is the verbally inspired Word and revelation of God and therefore our only authority in faith and practice. II Timothy 3:16-17; II Peter 1:19-20.
2. We believe that there is one and only one living and true God, an infinite, intelligent Spirit, the Maker and Supreme Ruler of heaven and earth; inexpressibly glorious in holiness, and worthy of all possible honor, confidence and love; that in the unity of the Godhead there are three persons, the Father, the Son and the Holy Spirit, equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption. I Corinthians 8:6; Ephesians 4:6; I Timothy 1:17; Romans 11:33; I Corinthians 2:10-11; Philippians 2:5,6.
3. We believe in the Deity of our Lord Jesus Christ, that He is very God by Whom and for Whom all things are created. John 1:1; Hebrews 1:3. We believe in His Virgin Birth, that He was conceived by the Holy Spirit, and is therefore God manifested in the flesh. Matthew 1:23; John 1:14. We believe in salvation by divine sacrifice, that the Son of God gave "His life a ransom for

many: and bore our sins in His own body on the tree. I Peter 2:24. We believe in His physical resurrection from the dead and His bodily presence at the right hand of God as our High Priest and Advocate. Acts 1:3; John 1:1.

4. We believe that the Holy Spirit is a divine person; equal with God the Father and God the Son and of the same nature; that He was active in the creation; that in His relation to the unbelieving world He restrains the Evil One until God's purpose is fulfilled; that He convicts of sin, of judgment and of righteousness; that He bears witness to the Truth of the Gospel in preaching and testimony; that He is the agent in the New Birth; that He seals, baptizes, endues, guides, teaches, witnesses, sanctifies, and helps the believer.
5. We believe in the Genesis account of creation and that it is to be accepted literally, and not allegorically or figuratively; that man was created directly in God's own image and after His own likeness; that Man's creation was not a matter of evolution or evolutionary change of species, or development through interminable periods of time from lower to higher forms; that all animal and vegetable life was made directly and God's established law was that they should bring forth only "after their kind." Genesis 1:1,11,24,26-27; 2:7,21-23.
6. We believe that man was created in innocence under the law of his Maker, but by voluntary transgression fell from his sinless and happy state; in consequence of which all mankind are now sinners, not by constraint, but of choice; and therefore under just condemnation without defense or excuse. Genesis 3:1-6; Romans 5:12,19; 3:10-19; 1:20,28,32.
7. We believe that the great gospel blessing which Christ secures to such as believe in Him is justification; that justification includes the pardon of sin, and the gift of eternal life on principles of righteousness; that it is bestowed not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemer's blood, and that His righteousness is imputed unto us. Acts 13:39; Romans 5:1,9; 8:1; 4:1-8; Titus 3:5-7.
8. 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.
9. We believe that God wonderfully and immutably creates each person biologically as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27).
10. We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimension, 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).

Our Statement of Faith is not exhaustive of all of our beliefs. The Bible, as the inspired and infallible Word of God, speaks with absolute authority regarding the proper conduct of mankind and is the unchanging foundation for all belief and behavior. Because TTCA is a ministry of the Breesport Baptist Church, the church's lead pastor and board of deacons hold final interpretive authority on the Bible's meaning and application in matters of faith, doctrine, policy, practice, and discipline.

TTCA and Breesport Baptist Church: TTCA functions as a ministry of the Breesport Baptist Church. The head of school is part of the pastoral staff of BBC, and the lead pastor of BBC is an ex-officio member of the TTCA school board. The facilities and their cost of operation are shared between TTCA and BBC with the ownership residing with BBC. The facilities include 14 classrooms, gymnasium, science lab, library, and athletic field.

Philosophy of Education:

We believe that the education of a child is first the responsibility of parents (Ephesians 6:4). Therefore, the school seeks to work in conjunction with parents or guardians to help the students grow in

Christ and to prepare for their future service to Him and others. We believe that the teachings of the Bible are true and applicable to questions and experiences today. All that is taught in our school, science, math, English, and such, is best and accurately understood when viewed through a biblical lens.

Statement on Marriage, Gender, and Sexuality:

- a) We believe that God wonderfully and immutably creates each person biologically 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.
- b) 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.
- c) 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).
- d) We believe that in order to preserve the function and integrity of Twin Tiers Christian Academy as a ministry of the body of Christ, and to provide a biblical role model to the school's members and the community, it is imperative that all persons employed by Twin Tiers Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this Position Statement on Marriage, Gender, and Sexuality (Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22).
- e) 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).
- f) 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 directed toward any individual is to be repudiated and is not in accord with Scripture nor the position of Twin Tiers Christian Academy.

The Ministry of Teaching:

Teachers and school administrators are called by God to help raise up the young in the ways of faith. Jesus, the Savior, was also a teacher. He gathered his disciples and others around him and taught with such conviction and truth that the "many who heard him were astonished, saying, 'Where did this man get all this? What is the wisdom given to him? What mighty works are wrought by his hand! (Mark 6:2)." His apostles, likewise, were teachers and gave witness "with great power" through their words and deeds, and "gave their testimony to the resurrection of the Lord Jesus, and great grace was upon them all" (Acts 4:33).

The ministry of teaching obligates the teacher to assist his or her students in understanding not only mathematics or physics, but how the order and discipline of mathematics or physics reveals the mind of God. It obligates one not only to instruct in geography and history, but to inculcate the faith by helping the students know that God created the mountains, the sea, the rivers, the deserts, the forests, the plains, and all the creatures that inhabit them, and to learn that human discoveries, empires, conflicts, and social movements are measured by the divinely ordained order. The ministry of teaching requires one not only to help students acquire skill in spelling, reading, grammar, and writing, but to understand that human language is a primary means by which students might explore the wonders of poetry and narrative and sacred Scripture itself—all of which indirectly or directly disclose salvation history. Regardless of the subject, true teachers minister to their students by helping them follow Paul's admonition: Finally, brethren, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is gracious, if there is any excellence, if there is anything worthy of praise, think about these

things. What you have learned and received and heard and seen in me, do: and the God of peace will be with you. (Phil 4:8- 9)

Teachers in a Christian school must be ever mindful that they instruct not only through rational explanation of formal subject material but even more powerfully through word, deed, example, and shared experience. Simply put, they teach the faith by modeling the faith and by modeling faithfulness. This is why all teachers, even before their first meeting with students, must subscribe to the school's Statement of Faith. This is why teachers are required to give a godly example, both at school and away. Teachers must teach truth and avoid falsehood. "Therefore, putting away falsehood, let everyone speak the truth with his neighbor, for we are members one of another. ... Let no evil talk come out of your mouths, but only such as is good for edifying, as fits the occasion, that it may impart grace to those who hear (Ephesians 4:25, 29)." Teachers minister to the students by providing them with faith experiences. They lead the youth in prayer, praise, and mercy. Paul urged Christians to "Let all bitterness and wrath and anger and clamor and slander to be put away from you, with all malice, and be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you (Ephesians 4:31-32)." Teachers also model the Christian life by being active in their own church community and by serving as an intermediary assisting their students in becoming active in their respective church communities so that those students might be further nurtured in faith with their friends and family around them.

Non-discrimination policy: TTCA admits students of any race, color, national or ethnic origin to all the rights, privileges, programs, and activities generally made available to students at the school. It does not discriminate on the basis of race, color, national or ethnic origin, or biologically assigned gender in the administration of its educational policies, hiring policies, academic policies and programs, athletic programs, and other school-administered programs.

Expected Student Outcomes: The vision of TTCA educators is that our students and graduates:

- 1) Develop a deepening relationship with Jesus Christ that is evidenced as they:
 - a) understand God's plan for salvation and realize their opportunity for eternal life.
 - b) realize their worth in Christ.
 - c) acknowledge God as the author of creativity and care for His creation.
 - d) think critically using a biblical worldview lens.
 - e) apply biblical principles to all aspects of school life and beyond.
- 2) Demonstrate love for others and embrace their role in the Great Commission as they:
 - a) live out the fruit of the Spirit on a daily basis.
 - b) actively engage in a discipleship-mentoring relationship with others.
 - c) treat others with respect and kindness.
 - d) serve God and engage their fellow citizens as part of a local body of believers.
 - e) respect and understand others' worldviews and cultures.
- 3) Evidence their preparation to make a global-reaching impact as they:
 - a) master communication skills at age-appropriate levels, both written and verbal.
 - b) understand history and recognize God's role in it.
 - c) demonstrate proficiency in science, mathematics, and problem-solving.
 - d) learn to use technology efficiently and appropriately.
 - e) discern what is good as they treasure literature and all of the arts
 - f) practice healthy physical habits which include regular exercise and good nutritional habits.

TTCA PERSONNEL AND THEIR ROLES

Breesport Baptist Church: Currently, TTCA is a ministry of the Breesport Baptist Church. The school's board of education operates under the oversight of the church's deacon board. All prospective TTCA school board members must be approved by the church's deacon board.

TTCA Board of Education: The board is made up of seven members. At least four will be members at Breesport Baptist Church. Up to three can be members of a church of "like-faith." The head of school and the church's lead pastor serve as ex-officio members of the board. The board typically meets the second Tuesday of each month. The primary function of the board is to hire/develop the head of school, set policy, approve the annual budget, and plan for the future.

Head of School: The Head of School shall be directly responsible to the school's Board of Education. His or her primary responsibilities include, in part, recruiting and developing faculty and staff, screening potential students, providing direction in the areas of curriculum, setting the school schedule and calendar, managing the daily operations of the school, and implementing the policies of the school as developed by the Board of Education.

Dean of Students: The dean of students will be hired by vote of the board of education after a recommendation of the head of school. The dean shall work closely with head of school. The dean's primary responsibilities include managing student life which includes communicating with families and following through with student discipline as needed.

Faculty/Teachers: Teachers will be hired by vote of the board of education after a recommendation of the head of school. Teachers shall be directly responsible to the head of school. The primary responsibility of the faculty is to accurately communicate God's truth in their various assigned subject matter. The faculty are responsible to execute the policies of the school consistently and fairly as directed by the head of school and as outlined by the board.

Staff (non-teaching): Staff members will be hired by the board after a recommendation of the head of school. Staff shall be responsible to the head of school. Staff positions include, but are not limited to, office manager, kitchen staff, custodians, and maintenance. Each staff member shall execute their duties as outlined by the head of school and the board. Staff members must demonstrate a consistent Christian testimony.

Athletic Director: An athletic director (AD) shall be hired by the board after recommendation from the head of school. Whenever possible, the AD shall be one currently on staff at the school. The AD shall be responsible to act as a liaison between the administration and coaches. Primarily, the AD shall oversee the operation of the school's athletic program and any fund raising for that program. The AD shall be responsible to the head of school. A stipend is paid to one who fills the AD position.

Coaches: The AD is to recruit prospective coaches to lead the school's various athletic teams. The AD is to recommend prospective coaches to the head of school. Coaches shall be hired by the head of school upon recommendation of the athletic director. Coaches are directly responsible to the AD. Coaches are primarily responsible to teach and direct their teams in a manner that is Christ-honoring and in keeping with the school's educational philosophy.

TTCA REQUIREMENTS FOR EMPLOYMENT

Requirements for all employees:

- a) All prospective employees must provide evidence of and testimony of a personal relationship with Jesus Christ. All employees are expected to manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model.
- b) All employees must accept without reservation the Statement of Faith of TTCA.
- c) All persons employed by TTCA in any capacity, or who serve as volunteers, must agree to and abide by the school's Statement on Marriage, Gender, and Sexuality.
- d) Employees must be faithful in their attendance of an evangelical church whose fundamental beliefs are in agreement with the TTCA Statement of Faith.
- e) As a role model, the employee will adhere to total abstinence in the use of vulgar and/or profane language, tobacco products of all types, and illicit drugs.
- f) Prior to employment, employees must submit to a background check by a third-party company chosen by TTCA.

Requirements for faculty, in addition to the above:

- a) Each employee who is a teacher shall have, at least, a four-year college degree. In the event that a qualified candidate with a four-year degree cannot be found, competent and talented individuals without a bachelor degree may be employed by the board of education.
- b) All faculty members must provide evidence of a current teaching certificate at the time of hire. Faculty then must fulfill requirements to maintain a valid teaching certificate throughout the duration of employment at TTCA. Expired certificates are not considered valid.
- c) Faculty who possess a valid state certificate must also complete the ACSI Christian Philosophy of Education requirement and pursue ACSI certification.
- d) Faculty without current certification may be hired at the discretion of the school board. However, faculty will be required to actively pursue certification with the Association of Christian Schools International or a second-year contract will not be offered. The head of school will assist any teachers with this process.
- e) Faculty must monitor their ACSI renewal requirements to keep the certificate current. If a certificate expires, faculty will be paid at the daily, substitute rate until the requirements are met. In the event that the certificate lapse, the faculty member will be given a 90-day grace period to meet renewal requirements.
- f) In demonstration of a total commitment to Christian education and the mission of TTCA, it is expected that a full-time teacher will have his/her school-age eligible children enrolled at TTCA. Any exceptions to this policy must be granted by the school board and will only be granted in unique situations such as special academic or physical needs that cannot be met by TTCA.