
MEMBER RESOURCE DOCUMENT

Statement of Faith

A policy for Christian employers to adopt and incorporate into organizational governing documents, handbooks, and mission statements.

HOW TO USE THIS DOCUMENT

Implementing Your Statement of Faith

This Statement of Faith is a policy document that should be formally adopted by your organization. As a CEA member, this document supports your legal protection under the federal injunctions CEA has secured on your behalf.

1

Code of Regulations or Operating Agreement

In most cases, this is the preferred placement. Incorporating the Statement of Faith into governing documents provides the strongest legal foundation for your conscience-based organizational policies.

2

Employee Handbook

If you wish to reflect this statement in the handbook, it may be incorporated into your company's mission, vision, and values statements. This communicates your organizational identity to employees and applicants.

3

Review With Legal Counsel

We recommend having your legal counsel review this document before formal adoption to ensure it is tailored to your specific organizational structure, state law, and operational context.

IMPORTANT NOTE

This document supports CEA's federal injunction protections. The injunctions apply only to current CEA members. Maintaining active membership ensures your organization retains these legal protections.

Statement of Faith

[ORGANIZATION NAME] — Adopted [DATE]

ARTICLE I

The Holy Scripture

We believe the Holy Bible, as originally written, was verbally inspired and is the product of Spirit-controlled men, and therefore is truth without any admixture of error for its matter. We believe the Bible to be the true center of Christian union and the supreme standard by which all human conduct, creeds, and opinions shall be tried.

ARTICLE II

The True God

We believe in 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 Ghost, equal in every divine perfection and executing distinct but harmonious offices in the great work of redemption.

ARTICLE III

The Fall of Man

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.

ARTICLE IV

The Way of Salvation

We believe that the salvation of sinners is wholly of grace, through the mediatorial offices of the Son of God, who by appointment of the Father, freely took upon Him our nature, yet without sin, honored the divine law by His personal obedience, and by His death made a full atonement for our sins; that having risen from the dead, He is now enthroned in heaven; and uniting in His wonderful person the tenderest sympathies with divine perfections, He is in every way qualified to be a suitable, a compassionate and an all-sufficient Savior.

ARTICLE V

Justification

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.

ARTICLE VI

The Freeness of Salvation

We believe that the blessings of salvation are made free to all by the gospel; that it is the immediate duty of all to accept them by a cordial, penitent, and obedient faith; and nothing prevents the salvation of the greatest sinner on earth except his own inherent depravity and voluntary rejection of the gospel, which rejection involves him in an aggravated condemnation.

ARTICLE VII

Sanctification

We believe that sanctification is the process by which, according to the will of God, we are made partakers of His holiness; that it is a progressive work; that it is begun in regeneration; and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, the Sealer and Comforter, in the continual use of the appointed means — especially the Word of God, self-examination, self-denial, watchfulness, and prayer.

ARTICLE VIII

The Perseverance of Saints

We believe that such only are real believers as endure unto the end; that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special providence watches over their welfare; and that they are kept by the power of God through faith unto salvation.

ARTICLE IX

The Resurrection and Return

We believe in the bodily resurrection of the dead; of the just to life eternal and of the unjust to endless condemnation. We believe in the personal, premillennial and imminent return of our Lord Jesus Christ and that this "blessed hope" has a vital bearing on the personal life and service of the believer.

ARTICLE X

Biblical View of Human Sexuality and Gender

We believe that God created mankind in His image as male and female, and that this binary distinction is a sacred and immutable aspect of human identity. We believe that sexual intimacy is designed by God exclusively for the covenant of marriage between one man and one woman. We believe that any sexual conduct outside of this covenant — including but not limited to premarital sex, adultery, homosexual conduct, and gender transition — is contrary to God's design and Biblical teaching. We are committed to treating all persons with dignity and compassion, while maintaining Biblical convictions in our organizational policies and practices.

FORMAL ADOPTION

Authorized Signature

Date of Adoption

Printed Name and Title

Organization Name



Protecting Christian Employers Nationwide

CEA members are protected by permanent federal court injunctions covering both abortifacient and transgender mandates. This document is one of several tools CEA provides to help you implement those protections.

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