

**THEO Christian Solution, Inc.**  
**Doctrinal Statement**

**Due to THEO's collaborative nature between teachers, parents and students, THEO families are required to signify their doctrinal beliefs by signing this document. Your signature indicates your agreement with the beliefs outlined below and does not merely acknowledge the beliefs of THEO teachers and staff. This document was created in order to foster clear communication between families with students attending THEO's classes and the THEO Board and teachers, never to indicate who might be a Christian or who might not be. The THEO Board believes 2 Corinthians 13:5 "Examine yourselves to see if your faith is genuine. Test yourselves. Surely you know that Jesus Christ is among you; if not, you have failed the test of genuine faith."**

**Because the THEO Board strongly supports the Biblical concept of a family, all of THEO's documents are written to foster an organization of peace which supports THEO parents; the THEO Board and teachers strive to never usurp the authority of our parents.**

**THEO holds the following statements of belief to be the foundation on which we will operate:**

1. We believe the Bible to be the authoritative Word of God, inerrant and infallible.  
(II Timothy 3:16, II Peter 2:21)
2. We believe there is only one true God, manifested in three distinct Persons known as the Trinity, the Father, Son and Holy Spirit (Genesis 1: 1, John 10:30) We believe these distinct Persons are omnipresent and unchanging.
3. We believe in the deity of Jesus Christ, who is the second person of the Trinity and that He possesses all of the attributes of the Father. He was born of a virgin and He is God incarnate (both God and man). He is mediator between God and man because of His substitutionary sacrifice for man's sin. He will return in glory to judge all mankind. Christ is God and always was God. (Matthew 16:27)
4. We believe the Holy Spirit, the third member of the Trinity, possesses all the attributes of the Father and the Son. The Holy Spirit indwells, instructs and empowers all believers for spiritual service.  
(Matthew 28:19)
5. We believe in the bodily resurrection of the saved and the lost, the saved to eternal life and the lost to eternal punishment, (John 5:28-29)
6. We believe in the present ministry of the Holy Spirit who gives us spiritual gifts for the purpose of equipping us for the building up of the body of Christ. (John 14:26)
7. We believe that all who place their faith in Jesus Christ alone are placed by the Holy Spirit into the spiritual body of believers known as the church with Christ as the head. Genuine salvation will show itself by righteous attitudes and edifying conduct as a believer submits himself or herself to the control of the Holy Spirit who will always direct the believer to act in a manner consistent with the Word of God, the Bible. The purpose of the church is to glorify God by the teaching of the Word, by the building of faith of its members, by providing fellowship and by fulfilling the Great Commission to reach the world with the Good News. (Ephesians 2:8-9, Matthew 5:16, Acts 26:20, James 3:13, 1 Peter 27:12, James 2)
8. We believe in the value of the gathering together of Believers (Hebrews 10:24-25) believing the Lord has called us to meet together on a regular basis with fellow believers that we may stimulate one another to love and good deeds.
9. We believe in the creation of man by the direct act of God. (Genesis 1:26, Genesis 5:1-2)
10. We believe that all men are created equal, regardless of race, nationality or ethnic origin. (Daniel 7:14, Psalm 119:1)
11. We believe that the term "marriage" has only one meaning, and that is marriage sanctioned by God, which joins one man and one woman in a single, exclusive, covenantal union, as delineated in Scripture.
  - We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. 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, such as adultery, fornication, homosexual conduct, bisexual conduct, any use of pornography or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.
  - We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.
  - We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of this organization. (Genesis 1:27-28; Genesis 2:18-25; Exodus 20:14; Matthew 19:3-12; Romans 1:26-27; I Corinthians 6:9-20; Ephesians 5:22-33; Hebrews 13:4).
12. We believe that man is sinful by nature and that regeneration by the Holy Spirit through the blood of Jesus Christ is essential and an absolute necessity for his salvation. We believe that eternal life is a free gift of grace for all who believe. (Romans 3:19 and 23, John 3:16-19, Ephesians 2:18-19, Titus 3:5-6, Matt 24:13)

### **THEO'S Denominational Statement**

Our doctrinal statement of faith is fundamental to basic Christian tenets and contains those doctrines to which we unreservedly adhere. The following areas are left primarily to the teaching of the home and church:

1. Church government, authority and discipline
2. Time and mode of baptism.
3. Security of the believer.
4. Timing of future events.
5. Second work of grace or baptism of the Holy Spirit.
6. Sinless perfection.
7. Gift of the Spirit, tongues, interpretation of tongues, healing, miracle working and discerning of spirits.

In honoring its desire concerning their outreach of this school, there will be no attempt made by employees, teachers, parents or students to promote these denominational positions. We desire to remain united in the salvation and love of Christ, avoiding dissension, which may be caused by denominational differences.

### **THEO'S Agreement to Arbitration**

Section 1: Believing that lawsuits between believers are prohibited by Scripture, all members of this organization agree to submit to binding arbitration any matters which cannot otherwise be resolved, and expressly waive any and all rights in law and equity to bring any civil disagreement before a court of law, except that judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof.

Section 2: In the event of any dispute, claim, question, or disagreement arising out of or relating to this doctrinal statement or any other organizational matter, the parties shall use their best efforts to settle such disputes, claims, questions, or disagreement as befits Christians and in accord with Matthew 5:15-17. To this effect, they shall consult and negotiate with each other in good faith and, recognizing their mutual interests not to disgrace the name of Christ, seek to reach a just and equitable solution. If they do not reach such solution within a period of sixty (60) days, then upon notice by either party to the other, disputes, claims, questions, or differences shall be finally settled by arbitration as described in Section 1, above, and such Procedures for Arbitration as are adopted pursuant to Section 3, as found at [www.theo.solutions](http://www.theo.solutions) under the tab marked How to Apply.

**Parent's Acceptance**

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**For those students 17 years or older at time of application:**

**Student's Acceptance Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**AGREEMENT TO COMPLY WITH THEO GUIDELINES**

I have read and understand THEO's Guidelines (Rules and Guidelines for THEO Christian Solution, Inc.) as posted at theo.solutions. As the duly authorized legal representative of the \_\_\_\_\_ Family, I agree that my family and I will abide by and comply with these guidelines.

\_\_\_\_\_  
Signature of Parent or Legal Guardian

\_\_\_\_\_  
Printed Name of Person Signing

\_\_\_\_\_  
Date

**(Read the following document. It does not need to be returned.)**

**THEO PROCEDURES FOR ARBITRATION  
SECTION I  
SCOPE OF ARBITRATION**

1. The parties must, prior to the selection of arbitrators, agree to the scope of the matters to be considered by the arbitrators. In doing so the parties must conduct themselves with the utmost courtesy as befits believers in Jesus Christ. If the scope of the dispute for arbitration cannot be agreed upon by the parties, the scope shall be determined by the arbitrators.

**SECTION II  
SUBMISSION TO ARBITRATION**

2. The parties, as Christians, believing that lawsuits between Christians are prohibited by Scripture, and having agreed to submit disputes to binding arbitration, and to waive any legal right to take the dispute to a court of law, will refer and submit any and all disputes, differences, and controversies whatsoever within the agreed scope of arbitration to a panel of three arbitrators, to be selected as follows:

a. All arbitrators must be born again Christians of good reputation in the community and who affirm the organization's statement of faith in its entirety.

b. Each party shall submit a list of three proposed arbitrators to the other party, and the other party will choose one of the three proposed arbitrators to serve on the panel.

c. The third arbitrator will be selected by mutual agreement of the other two arbitrators.

d. In selecting the arbitrators, each party will act in good faith in choosing Christian arbitrators who have no prior knowledge of the facts leading up to the dispute, are not related to or close friends with the selecting party, and who will act impartially and with fundamental fairness.

e. No arbitrator may be an attorney.

f. No arbitrator may be employed by, or under the authority of, either party or the other arbitrators.

g. The arbitrators will be selected as soon as possible but no later than 30 days after the parties have agreed to the scope of the arbitration.

h. The arbitration will be held at a neutral site agreed to by the arbitrators.

3. The arbitrators shall, subject to the provisions of these procedures, arbitrate the dispute according to the terms of these procedures, the Bible as interpreted by the organization's statement of faith, and any applicable documents.

4. Each party may be represented by counsel throughout the process at their own expense. Each attorney shall have the absolute freedom to ask questions of any witnesses during the arbitration process. Formal rules of evidence shall not apply.

**SECTION III  
TERMS AND CONDITIONS OF ARBITRATION**

5. The arbitrators shall have full power to make such regulations and to give such orders and directions as they shall deem expedient in respect to a determination of damages in the matters and differences referred to them.

6. The arbitrators shall hold the arbitration hearing as soon as possible, but no later than thirty (30) days after selection of the third arbitrator.

7. There shall be no stenographic record of the proceedings, and all proceedings are closed to the media and any other parties not directly involved in the proceedings.

8. Normally, the hearing shall be completed within 3 hours. In unusual circumstances and for good cause shown, the arbitrators may schedule an additional hearing to be held promptly.

9. There will be no post hearing briefs.

10. The arbitrators are to make and publish their award, in writing, signed by each of them concerning the matters referred, to be delivered to the parties no later than 48 hours from the date of the conclusion of

the hearing unless otherwise agreed by the parties. The arbitrators may, in their discretion, furnish an opinion.

#### **SECTION IV CONDUCT AND RULES OF HEARING**

11. The arbitrators may, in their absolute discretion, receive and consider any evidence they deem relevant to the dispute, whether written or oral, without regard to any formal rules of evidence.

12. The parties and their respective witnesses must, when required by the arbitrators, attend and submit to examination and cross-examination under oath as to all or any of the matters referred to in the proceedings, and to produce and deposit with the arbitrators all or any evidence in their possession or under their control concerning such matters.

13. If a party defaults in any respect referred to in Paragraph 12, above, the arbitrators may proceed with the arbitration in their discretion as if no such evidence were in existence, insofar as it may be favorable to the party in default.

14. All presentations shall be controlled by the arbitrators. Any disputes regarding procedure shall be decided solely by the arbitrators.

#### **SECTION V DUTIES OF ARBITRATORS**

15. The arbitrators are to receive all evidence, prayerfully consider such evidence in an impartial manner, and render a decision which, based upon Scriptural principles, is fair to both parties.

16. The arbitrators have full power to order mutual releases to be executed by the parties, and either of the parties failing, such orders shall have the effect of a release, and may be duly acknowledged as such.

17. In the event that either party or a witness for either party shall fail to attend the arbitration hearing, after such written notice to such party as the arbitrators shall deem reasonable, the arbitrators may proceed in the absence of such party or witnesses without further notice.

#### **SECTION VI DECISION OF ARBITRATORS**

18. It is preferred that the arbitrators reach a unanimous decision, but if a unanimous position cannot be obtained, a majority decision will be accepted. The written decision of a majority of the arbitrators shall be final and binding on all parties, and judgment upon the award rendered by the arbitrators may be entered in any court having jurisdiction thereof. There is no appeal from the decision of the arbitrators.

19. Should any party commence legal proceedings against another party with respect to the agreed scope of the dispute or the binding decision of the arbitrators, with the exception of an action to enforce the decision of the arbitrators, that party shall pay to the other party all expenses of said proceedings, including reasonable attorneys' fees. In the event it becomes necessary for one party to commence legal proceedings to enforce the decision of the arbitrators, the non-prevailing party must bear all of the costs of said proceedings, including reasonable attorneys' fees.

#### **SECTION VII PARTIES TO COOPERATE**

20. No party is to unreasonably delay or otherwise prevent or impede the arbitration proceedings. No party will involve the news media in the dispute in any way. No party shall publicize the dispute in any way to anyone not a party to the proceedings, except as permitted by the arbitrators, and except that a party may disclose the proceedings of this arbitration to his or her spouse, legal counsel, accountants, insurance carrier, and as otherwise required by law.

#### **SECTION VIII COSTS AND EXPENSES**

21. Each party must pay his own costs and expenses. The cost of the arbitration is to be shared equally by both parties.

**SECTION IX  
ADOPTION**

22. These Procedures for Arbitration were adopted by a majority vote of the board of directors at which a quorum was present.

23. These Procedures for Arbitration supersede any other Procedures for Arbitration previously adopted by the board of directors if any exist.