

Cor. 3:10-17; 5:1-5; 11:2).

### **The Church's Ordinances**

1. We believe that the Lord Jesus instituted two ordinances, baptism and the Lord's Supper, to be observed by all believers until His return.
2. We believe that baptism is the immersion in water of a believer in Christ, into the name of the Father, Son, and Holy Spirit to show forth by solemn and beautiful symbolism, the believer's identification with Christ in His death, burial and resurrection, and that it is a Scriptural prerequisite to church membership (Matt. 28:19; Acts 8:36; Rom. 6:3-5; I Pet. 3:21; Acts 2:38-41).
3. We believe that the Lord's Supper is partaking of bread and the fruit of the vine, as symbols of Christ's body and blood, commemorating His suffering and death for us and our continual benefit therefrom; that participation should be limited to those who have united to the local church by baptism and testimony; or to those who are baptized members of churches of like faith and practice, and that participation should be preceded by careful self-examination (I Cor. 11:23-32; 5:1-5; Matt. 18:15-17).

### **The Great Commission**

We believe that the Lord Jesus Christ has commissioned the Church to take the Gospel to the world, and that evangelism at home and abroad should be primary in the program of the local church (Matt. 28:19,20; Acts 1:8).

### **The Responsibility of Believers**

1. We believe that all believers should seek to walk by the Spirit, not bringing reproach upon their Lord and Savior, exercising Christian liberty regulated by love, separated from worldly pleasure and practices, separated from organization association with apostate groups (Rom. 12:1,2; Gal. 6:16; II Cor. 6:14-7:1; I Cor. 8:1-13).
2. We believe that it is the responsibility of all believers to witness by life and by word to the truths of the Holy Scriptures and to assure responsibility for the propagation of the gospel to all the world (Acts 1:8; Matt. 28:19,20).
3. We believe that it is the responsibility of all believers to remember the work of the local church and its extension ministries in prayer, to support it with their tithes and offerings as the Lord prospers them, to participate in all the regular services of the Church as the Lord enables, and to voluntarily submit to the watchcare and the discipline of the local church (I Cor. 16:2; Heb. 10:19-25; 13:17-18).

### **Creation**

We believe that God created the heavens and the earth, including all life, "Each after its own kind," by direct act, and not by any process of evolution (Gen. 1 & 2; Col. 1:16,17; John 1:3).



## **Saint Francis Christian School**

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St. Francis, MN 55070

[sfcsPatriots.org](http://sfcsPatriots.org)

[Facebook.com/SFCSpatriots](https://www.facebook.com/SFCSpatriots)

763-753-1230

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children, joint heirs with Jesus Christ (I John 3:1; Rom. 8:14-17; I Cor. 1:2; Heb. 10:10-14).

2. We believe that progressive sanctification is the process which, according to God's will, we are made partakers of His holiness; that it is progressive; that it is begun in regeneration; that it progresses if the believer is yielded to the Holy Spirit's control; that it is carried on in the hearts of believers by the presence and power of the Holy Spirit through the Word of God, self-examination, watchfulness and prayer (I Thess. 4:3; 5:23; Prov. 4:18; I John 2:29; Phil. 2:12-13; Eph 6:18; John 17:17).

3. We believe that ultimate sanctification will be the portion of every believer when finally in the presence of the Lord, complete and entire, with soul and spirit united in the resurrected body free from every trace or effect of sin and rebellion (I John 3:2; I Cor. 15:52-54; Eph. 4:30; 5:27; Phil. 3:20-21).

### Separation

We believe in the Biblical doctrine of separation which encompasses three things: (1) the separation of the local church from all affiliation and fellowship with those who deny the verities of the "faith once delivered to the saints;" (2) the separation of the individual believer from all worldly practices that may dishonor the Savior; and (3) the separation of church and state (II Tim. 3:1-5; Rom. 12:1,2; 14:13; I John 2:15-17; II John 9-11; II Cor. 6:11-7:1).

### The Eternal State

We believe that the souls of those who have trusted in the Lord Jesus Christ for salvation do at death immediately pass into His presence and there remain in conscious bliss until the resurrection of the body at His coming when soul and body reunited shall be associated with Him forever in glory; but, that the souls of unbelievers remain after death in conscious misery unto the final judgment of the Great White Throne at the close of the millennium, when soul and body are reunited shall be cast into the lake of fire not to be annihilated, but to be punished with everlasting separation from the presence of the Lord and from the glory of His power (Luke 16:19-26; 23:43; II Cor. 5:8; Phil. 1:23; II Thess. 1:7-9; Rev. 20:11-15; Rev. 14:9-14; I Thess. 4:13-18).

### The Church

1. We believe in the Church--a living, spiritual body of which Christ is the Head (Matt. 16:16-18; I Cor. 12:12-13; Gal. 3:27; Eph. 1:22-23; 5:25-27).

2. We believe that each local church is a visible expression of the Body of Christ and is a congregation of believers in Jesus Christ, immersed upon a credible confession of faith, and associated together by covenant for worship, evangelism, and observance of the ordinances, and fellowship. We believe that the local church is the center of God's program for this age, and that every Christian is bound by Scripture to give his unhindered cooperation to the program of His local church (Acts 2:41-47; 20:17; I Tim. 3:1-16; Titus 1:5-11; I

sin, righteousness and judgment; bears witness to the truth; is the agent of the new birth; and that He seals, endues, guides, teaches, witnesses to, sanctifies, and helps the believer; that He baptizes them into the Body of Christ, indwells them permanently, seals them unto the day of redemption, bestows spiritual gifts upon each one, and fills for service those yielded to Him. We believe that certain of the spiritual gifts of the Holy Spirit to the Church, such as apostleship, prophecy, and tongues, were temporary, were needed only in the infancy of the church and are not to be expected today. We believe that the Holy Spirit testifies concerning Jesus Christ and never leads any person, at any time, contrary to the teaching of the Bible (John 3:8; 14:16; 15:26-27; 16:7-15; Acts 5:1-4; I Cor. 12:4-13; 13:8-11; Eph. 4:30; 5:18).

### **The Total Depravity of Man**

We believe that man was created in the image and likeness of God, but that in Adam's sin the race fell and thereby incurred not only physical death, but also spiritual death, which is separation from God; and that all mankind have inherited a sinful nature, become willful sinners with the first expression of personal choice, are totally unable to regain their former position, and are without excuse before God (Gen. 1:26; 3:1-24; Rom 3:23; 5:12; 1:20; Eph. 2:1-6,12).

### **Salvation, Regeneration, Eternal Security of the Believer**

1. We believe that salvation is a gift of God brought to men by grace and received by personal faith in the Lord Jesus Christ, whose blood was shed on Calvary for the forgiveness of sins. Salvation is solely through faith in the Lord Jesus Christ who shed His blood for the forgiveness of our sins and, being a free gift, is not earned by any good works whatsoever. All those who receive Jesus Christ as Lord and Savior are regenerated and become sons of God (Eph. 1:7; 2:8-9; John 1:12; 3:5-7).

2. We believe that the scriptures teach that regeneration, or the new birth, is that change in the soul by the Holy Spirit by which a new nature and spiritual life, not before possessed, are imparted and the person becomes a new creation in Christ Jesus; and without it, salvation is impossible (John 3:2-6; II Cor. 5:17; I Pet. 1:23; Titus 3:5).

3. We believe that the salvation of every believer is secure for all eternity from the moment of regeneration. This security is guaranteed to each believer by the fact that the life received is eternal life, by the keeping power of God, by the sealing ministry of the Holy Spirit, and by the interceding ministry of Christ (John 5:24; 10:27-30; Rom. 8:1,29,30,38,39; Eph. 4:30; Heb. 7:25).

### **Sanctification**

1. We believe that immediate, positional sanctification is that act of God whereby believers are, at the time of regeneration, eternally set apart as belonging to Him by redemption, thereby being placed in the family of God as

## **Welcome**

It is our joy and privilege to serve as the leadership to this vibrant student body at a school that has a heritage of excellence and faithfulness to God and His written word.

SFCS was established in 1976, by First Baptist Church of St. Francis, with the desire to create an educational option that teaches all academic subjects from a Biblical perspective. Our goal is to equip students to live a God-honoring life in our current culture.

The teachers here at SFCS are called to the ministry of cultivating Godly character in the lives of their students. SFCS teachers have a broad range of teaching experience including international, public, private, and home education. Our excellent student-teacher ratio allows for the development of each student's unique talents and abilities.

It is our prayer that God uses Saint Francis Christian School to bring glory to His name. We are thrilled with the work God has called us to fulfill, and we look forward to the future with great anticipation!

Steve Brower  
Senior Pastor, Superintendent

Jeremy Zajicek  
Asst. Pastor, Administrator

## SFCS Core Values

### Truth

**Truth is absolute. Truth is given by God through His written Word. The Bible's authority and sufficiency regulates the purpose, content, and conduct of SFCS.**

II Timothy 3:15-17

“And that from a child thou hast known the holy scriptures, which are able to make thee wise unto salvation through faith which is in Christ Jesus. All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness: that the man of God may be perfect, thoroughly furnished unto all good works.”

### Growth

**Growth must be cultivated. SFCS cultivates the maturity of the entire student equipping them for maximum effectiveness in living out the great commission.**

II Peter 1:5-8

“And besides this, giving all diligence, add to your faith virtue; and to virtue knowledge; and to knowledge temperance; and to temperance patience; and to patience godliness; and to godliness brotherly kindness; and to brotherly kindness charity. For if these things be in you, and abound, they make you that ye shall neither be barren or unfruitful in the knowledge of our Lord Jesus Christ. “

### Partnership

**Partnership is foundational and profitable. The church's mission is designed to operate in the context of community. SFCS functions to aid the church, parents, and students in fulfilling their unique call from God.**

Philippians 1:27

“Only let your conversation be as it becometh the gospel of Christ: that whether I come and see you, or else be absent, I may hear of your affairs, that ye stand fast in one spirit, with one mind striving together for the faith of the gospel.”

## Statement of Faith

### The Holy Scriptures

We believe the Holy Scriptures, consisting of the Old and New Testaments only, to be the plenary, verbally inspired Word of God, inerrant in the original manuscripts, authoritative, infallible and God breathed; and that they are the only supreme and ultimate authority for faith and practice (II Tim. 3:16-17; II Peter 1:20-21; Matt. 5:18; I Cor. 2:10-13).

### The Godhead

We believe in one triune God, existing in three persons, Father, Son, and Holy Spirit, eternal in being, identical in essence, equal in power and glory, and having the same divine attributes and perfections; yet exercising them in varied offices (Deut. 6:4; Matt. 28:19; John 14:7-12; John 16:7, II Cor. 13:14).

### The Person and Work of Jesus Christ.

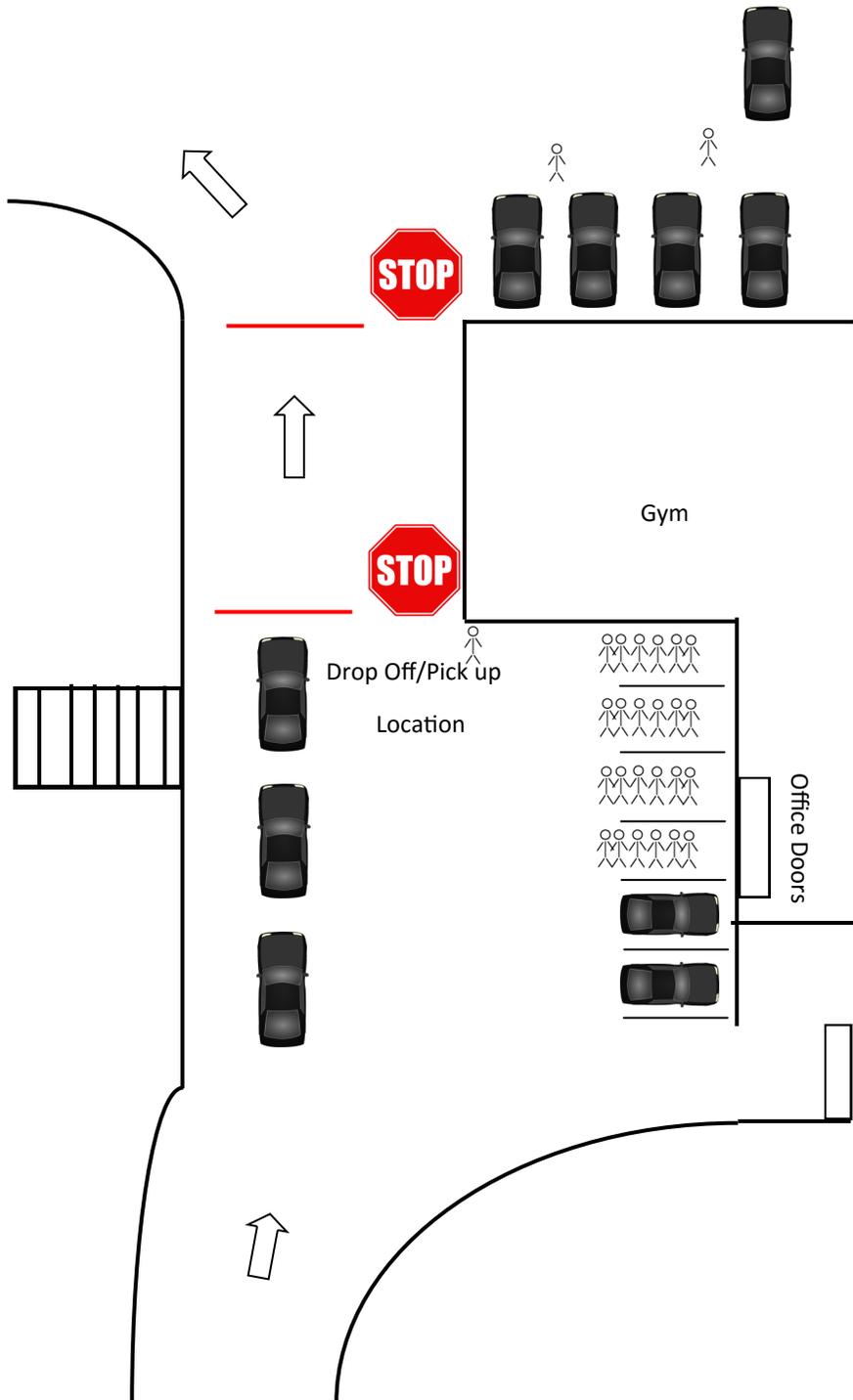
1. We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived of the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful man (Matt. 1:18-20; John 1:1,2,14,16; Luke 1:35).
2. We believe that the Lord Jesus Christ died for our sins according to the Scriptures, as a substitutionary sacrifice, and that all who receive Him are justified on the grounds of His shed blood (Rom. 3:24-26; 4:25; I Cor. 15:3-4; II Cor. 5:21).
3. We believe in the resurrection of the crucified body of our Lord Jesus Christ and that our redemption and salvation is guaranteed to us by His literal, physical resurrection from the dead; in His bodily ascension into heaven; and in His present life there for us as High Priest and Intercessor (Matt. 28:5,6; I Cor. 15:12-19; Acts 1:9; Heb. 4:14-16; 7:23-25; 9:24; I John 2:1,2).
4. We believe in "that blessed hope" which is the personal, visible, pretribulation, premillennial imminent return of our Lord and Savior Jesus Christ (I Cor. 15:51-53; I Thess. 4:14-17; Tit. 2:13; I John 3:2-3).

### The Second Coming of Christ

We believe in the personal, pretribulation, imminent coming of the Lord Jesus Christ for His own, the church, and His subsequent personal, premillennial return visibly to the earth to establish His kingdom and to reign for a millennium over the entire earth from the throne of David (II Sam. 7:12-16; Zech. 14:4-11; Luke 1:30-33; Acts 15:14-18; I Thess. 4:13-18; I Cor. 15:51-52; Rev. 19:11-16; 20:6).

### The Personality of the Holy Spirit

We believe that the Holy Spirit is a Divine Person, equal with the Father and



## Administrative Staff

### Steve Brower - Senior Pastor & Superintendent



Pastor Brower was raised on a farm near Claremont, MN, and was saved through the ministry of Grace Baptist Church of Owatonna MN. He attended Maranatha Baptist University in Watertown, WI, completing both a Bachelor of Arts and a Master of Arts in Biblical Studies. Steve served as Youth Pastor at Fellowship Baptist Church in Watertown, WI, from 1999 to 2001. He was then called as Pastor of Outreach and Discipleship at Grace Baptist Church in Owatonna, MN, where he served from 2001 to 2008. While serving at Grace Baptist, Steve enrolled in the Master of Divinity program at Central Baptist Theological Seminary and completed the program in 2008. He is continuing his education at Central Seminary by pursuing a Doctor of Ministry in Expository Preaching. In April of 2008, Pastor Brower accepted the call of First Baptist Church to the pastorate here in St. Francis, MN. It was the joy of the church to call an ordination council, and upon their recommendation, the church ordained Steve in July of 2010. Steve enjoys reading, sports, investing in people, and spending time with his wonderful wife, Heather, and their four children, Grant, Grace, Micah, and Moriah.

### Jeremy Zajicek - Assistant Pastor & Administrator



Pastor Jeremy attended Maranatha Baptist University and received a Bachelors of Science in Business Administration. He later attended Cardinal Stritch University where he earned a Masters of Science in Management. Jeremy and his wife, Jeanna, have attended First Baptist Church in St. Francis, MN, since they were married 14 years ago. They have enjoyed serving in many capacities in the school and church over the years. In 2015, Jeremy answered God's call to full-time ministry and joined the church as an Assistant Pastor and Administrator of Saint Francis Christian School. Jeremy gives praise to God for guiding and directing his paths and giving him the skills, experience, and heart to serve in his new capacity at Saint Francis Christian School. Jeremy and Jeanna live in Zimmerman with their six children.

### **Kris Boring - Secretary**



When you walk into Saint Francis Christian School, you will be greeted by Kris! Kris began working in the church and school office in July 2011, and also served as our head volleyball coach at SFCS for twenty wonderful, fun-filled years! Kris can help you with just about anything you need and she always has a smile on her face! Kris is a 10 year cancer survivor and is so grateful for a personal relationship with God through Jesus Christ. One of her favorite Bible verses since becoming a Christian is Philippians 4:13, "I can do all things through Him who strengthens me."

### **Elementary Staff**

#### **Stephanie Brahs - K3 & K4**

Stephanie graduated from Maranatha Baptist University with an Associates degree in Early Childhood Education. Stephanie followed her God-given passion for teaching pre-school age children and has worked with this age group for the past 14 years! Stephanie especially loves the "light-bulb" moments when students understand a new concept that is being taught. In her spare time, Stephanie enjoys reading, playing and watching basketball games, and spending time outdoors with her husband, Justin, and her three boys. Stephanie's favorite verse is Jeremiah 29:11, "For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope."

#### **Barb Peterson - K5**



Barb attended Pillsbury Baptist Bible College for a degree in office management, but God had another plan. Barb spent the summer of her freshman year as a camp counselor at Camp Joy. During that time, Barb felt God move her heart and increase a desire within her to work with children. Shortly thereafter, Barb became our Kindergarten teacher at SFCS where she has faithfully served for 29 years! Barb is thankful for the Godly heritage of her parents who consistently lived out their faith. This foundation prepared Barb to help see that God is good in all circumstances. One of Barb's favorite verses is Proverbs 3:5-7, ". . . Be not wise in your own eyes, fear the Lord and depart from evil."

### **Financial Policy**

Saint Francis Christian School knows that parents who choose to enroll their children in SFCS are making a significant financial investment in the academic, social, and spiritual lives of their children. Each member of the faculty and staff at SFCS takes this responsibility and partnership seriously. Your timely payments ensure that SFCS can continue to meet the chief financial obligation of our greatest assets - our faculty and staff. General payment information:

- Registration and fees are due at time of enrollment unless committing to a 10 month payment plan.
- Payments may be made in 10 monthly installments (September 1 to June 1) over the course of the school year.
- All payments should be remitted to the SFCS school office.
- Accounts that become seriously delinquent may not be allowed to re-enroll until arrangements have been made with administration.

Upon enrollment, parents commit, to the best of their ability, to meet the financial obligation associated with enrolling their children at SFCS. If for any reason, parents are not able to meet their financial obligation, the parents should contact administration to arrange alternate payment plans.

### **Car Line**

To ensure the safety of the children, it is very important to follow the car line guidelines:

Dropping off:

1. Please pull up to the corner of the gym to drop off your child.
2. Please be aware of parents/students coming down the stairs.
3. Never pass another car in the car line.
4. Stop at the back of the gym to watch for cars/pedestrians.

Picking up:

1. Pull up to the corner of the gym to pick up your child.
2. Elementary students will be walked to your car by a teacher.
3. Never pass another car in the car line.
4. If you need to come into the building, please park at the top of the hill.
5. If all of your children are not yet standing in line, you may be asked to circle to the top of the hill and get back in line.

## Attendance Requirements

Students should arrive before the first bell at 7:50am and be seated in their classroom at 8:00am. Students are expected to be in attendance and on-time unless sick or excused. Tardy students are required to sign in on the form outside the school office window, completing the information requested.

In case of absence or tardiness, parents should notify the school office. Planned absence should be cleared with administration in advance. Students are allowed a maximum of 15 absences for the entire school year, excused as well as unexcused. Exceeding 15 absences may result in failure of that year's grade level. Students are not permitted to leave the school grounds without permission from the parent or school.

Students are expected to attend all school activities/programs unless pre-arranged with administration.

## Medical Guidelines

State law requires that SFCS has a record of each student's immunizations or a notarized conscientious objection form on file. Parents, please be sure to update emergency contact and medical information each year. If a student needs medical attention, faculty and staff will use discretion in contacting the parents and/or medical professionals.

If a student has symptoms of vomiting, diarrhea, fever, or any other symptom of a communicable illness, the student must stay out of school for a minimum of 24 hours after the symptoms have resolved. Please contact the school office and notify us of the absence and related illness.

All medications must be turned in to the school office.

## School Dismissals

In the event of school cancellation for weather or other events, parents will receive a group text from the school's Sycamore program. Please be sure to update your cell phone number AND your cell phone carrier so that you will receive these notifications.

## Anna Tanis - 1st & 2nd Grade



From her earliest memories, Anna has dreamed of becoming a Christian school teacher. In fact, her mother has a childhood picture of Anna teaching her Beanie Babies! Anna grew up in the home of an itinerate evangelist and has had the opportunity to travel almost the entire U.S. (47 states) and Europe on several occasions. Anna is very accomplished in competitive speech and debate. In high school, she won third place in the state of South Carolina in the category of poetry. She is a current member of the National Speech and Debate Association. Anna graduated from Ambassador Baptist College with a Bachelors of Arts degree in Elementary Education and Biblical Studies. Anna is married to Luke Tanis, pastoral intern at First Baptist Church of St. Francis and student at Central Theological Seminary in Plymouth, MN. In her spare time, Anna loves playing and teaching piano. Anna's favorite verse is Galatians 3:20, "... and the life which I now live in the flesh I live by the faith of the Son of God."

## Audrey Misiura - 3rd & 4th Grade



Audrey chose to become a teacher because she loves to learn and she has a passion for sharing her love of learning with her students. During the summers, Audrey volunteers to teach pioneer school enrichment day camps for the Mille Lacs and Isanti County Historical Societies. Audrey graduated from Pillsbury Baptist Bible College with a Bachelors of Arts in Elementary Education and Bible. Audrey is currently pursuing a Masters of Education and Teaching degree from Maranatha Baptist University with a specialty in literacy and history. Through the grace of God, in 2010 the Misiura's escaped a major house fire without any physical injury. Audrey recalls "that while this event was an extremely difficult situation, we sensed the Lord's guidance and provision like never before." Through this trial, the verses penned by the prophet Isaiah in 43:1-3 became very special to the Misiura family, "Fear not, for I have redeemed you; I have called you by name, you are mine. When you pass through the waters, I will be with you; and through the rivers, they shall not overwhelm you; when you walk through fire, you shall not be burned, and the flame shall not consume you. For I am the Lord your God, the Holy One of Israel, your Savior." Isaiah 43:1-3.

### Denise Swedeen - 5th & 6th Grade



Denise's various experiences in education combine to create a fascinating medley of experience that enables her to be very effective in the classroom. Denise earned a Bachelors of Science degree in Elementary Education with a double minor in Bible and math from Cedarville University. Before coming to Saint Francis Christian School, Denise taught a combined 4th and 5th grade class in SongTan, South Korea, worked in an inner-city home for abused children, led an after-school program of 70 – 90 students, homeschooled her own children, and worked as a substitute teacher in the public school. Denise came to SFCS in 2009, as her husband Mark was soon to be deployed for his third deployment with the MN National Guard as a flight engineer on the Chinook helicopter. Denise's favorite verse is Proverbs 3:5-6, "Trust in the Lord with all thine heart, lean not unto thy own understanding. In all thy ways acknowledge Him and He shall direct thy paths."

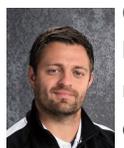
### Paula Emery - Teachers Aide



Paula is an alumna of Saint Francis Christian School! After graduating from SFCS, Paula attended Pillsbury Baptist Bible College where she earned a Bachelors of Science degree in Elementary Education with a double minor in Bible and Special Education. After graduating from college, Paula came back to SFCS to teach 1st and 2nd grade. After a few years off from teaching, Paula has returned to SFCS and serves as a teacher's aide, substitute teacher, and tutor. In her spare time, Paula loves to read a good book. Paula's favorite verse is Philippians 4:13, "I can do all things through Christ which strengtheneth me."

## High School Staff

### Caleb Dickens - History and Athletic Director



Caleb began his teaching career at a Christian school in North Carolina where he met his wife Susie, a fellow teacher. Caleb and Susie moved back to Minnesota in 2011, and Caleb began to teach physical education and coach various athletic teams at SFCS. Caleb is now the athletic director of SFCS and in 2015, he joined the history department, teaching 7th and 8th grade world studies. Caleb graduated from Amridge University with a Bachelor of Science degree in human development and a minor in physical health and education. Caleb's goal as a teacher

## General Policies & Procedures

### Technology

The technology and internet connection provided by SFCS is to be used for educational purposes only. Students will be assigned individual user accounts and they must keep this log-in information confidential. Faculty members may dictate acceptable uses of technology and the use of personal devices in their classrooms to support learning initiatives.

### Internet

Students must refrain from visiting websites that do not align with the standards of conduct outlined in this handbook.

### Cell Phones

Cell phones must be turned into the school office upon arrival. Students may use their cell phone during the day with proper permission from faculty. Cell phones must not be brought into locker rooms and/or changing rooms.

### Social Media

Students must refrain from posting content that is counter to the standards of conduct outlined in this handbook.

### Security

Students must refrain from giving any personal or financial information over the network and internet. Students must refrain from opening emails received from unknown sources. Students must immediately report any suspicious activity or content suspected of containing a virus.

SFCS reserves the right to inspect all technological devices for appropriateness of content. There is no expectation of privacy when using technological devices and/or internet services provided by SFCS. Inappropriate use of technology may result in loss of privilege and disciplinary action.

Therefore, leggings, jeggings, and yoga pants may not be worn.  
These style of pants may only be worn under a knee-length skirt.

- Shoes - Dress, casual, athletic, and sandals (no flip-flops) are acceptable.
- Skirts must be modest and neat in appearance. Skirts must not be excessively tight. Skirts must come to the middle of the knee when standing. Slits may not extend above the knee.
  - \* Girls in 1st through 6th grade must wear shorts or leggings underneath skirts and dresses for modesty during playtime and recess.
- Shirts and blouses must be modest and neat in appearance. Shirts and blouses must be loose fitting.
  - \* Sleeves must extend beyond the shoulder.
  - \* Shirts must be long enough to cover the midriff.
  - \* Neck line may not be lower than three fingers below the collar bone. Back line may not be lower than three fingers than the base of the neck.
  - \* Undergarments should not be visible.

#### **Girls Grooming Standards**

- Cosmetics should be worn in moderation.
- Jewelry should be modest and not excessive in appearance.
- Piercings and tattoos- It is our expectation that female students do not tattoo their body while a student of SFCS. Acceptable piercings are limited to the ears.

#### **PE Dress (Boys and Girls all grades)**

- Shoes - athletic shoes exclusively for gym use
- Shirts - Loose fitting t-shirts (no sleeveless or compression shirts)
- Shorts - Loose fitting shorts that are no higher than 3" above the knee

The administration reserves the right to handle each dress code issue in a manner that is deemed to be most effective for the correction and development of each student.

is to impact lives through academics and sports by showing the love of Christ. One of Caleb's favorite Bible verses is Mark 12:30, "And you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength."

#### **Susie Dickens - English, Literature, and Music**



From the time Susie was a little girl, she knew that God wanted her to be a teacher, and she testifies that her desire to teach has never wavered. When asked why she loves to teach, Susie responded with: "I love being able to be involved in the lives of young people, to train and educate them, but also to impact them for Christ and eternity. All of our students learn differently, and it is a joy for me as a teacher to evaluate and help each student figure out how best they will learn. It is extremely rewarding to watch a student dig deeper than they thought they could and push themselves farther than they wanted to." Susie attended Maranatha Baptist University where she earned a Bachelor of Science degree in interdisciplinary studies with a focus on elementary education. Susie also earned a double minor in English and Bible. She is currently pursuing a Masters of Education in Teaching and Learning from Maranatha Baptist University. After college, Susie moved to North Carolina to teach, and while there, she met and married her husband Caleb, the current Athletic Director here at SFCS. In 2011, God moved the Dickens back to SFCS where Susie currently teaches high school English and music. Susie also heads up our yearbook, journalism, ACT preparatory classes, our school programs, and is also a key contributor to the SFCS drama department. Susie finds comfort in the promises of God found in Jeremiah 29:11, "For I know the plans I have for you", says the Lord. "They are plans for good and not for disaster, to give you a future and a hope."

#### **Russ Peterson - Science and Math**



Russ and his wife Barb were led to the ministry of Saint Francis Christian School in the fall of 1977. Russ faithfully served as administrator and teacher of high school math and science from 1977 to 2016. Russ earned his Bachelors of Arts degree from Maranatha Baptist University with a major in Bible and minors in Christian education and history. God has led both Russ and Barb through serious health experiences such as cancer and a heart attack and God has proved He is faith-

ful in the midst of these trials. Two verses that have provided direction to Russ throughout his life are Job 23:10, "But he knows the way that I take; when he has tried me, I shall come out as gold." and Jeremiah 29:11, "For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope."

### **Pastor Joel Albright - Bible and Elementary Chapel**



Pastor Joel was born and raised in a pastor's family and always enjoyed being a part of the ministry and worship services in his home church. Having a great burden for the local church, Joel decided to attend Maranatha Baptist University and pursue a degree in Biblical Studies. After his graduation from college in 2003, he began traveling with the Steve Pettit Evangelistic Team and helped with their teen outreach, children's program, and music ministry. It was during his third year on the team that he met his future wife, Megan, who began traveling as one of the team vocalists. They traveled on the team for 2 years before she and Joel got married in May of 2007, and traveled together as a couple for the next two years. During the summers, the team based the ministry at Northland Camp in Dunbar, WI, and worked with the various children's and teen ministries of the camp. In 2009, the Albrights moved to Dunbar, WI, for several years while Joel pursued a Masters degree in Biblical Counseling at Northland International University, which he completed in 2011. In August of 2011, they accepted the call for Joel to serve as Assistant Pastor at First Baptist Church. The following November, First Baptist Church ordained Joel to the Gospel ministry. The Albrights have a love for ministry and a great burden to advance the Gospel through the local church.

### **Kim Horner - Speech and Drama**

Kim firmly feels God's call to teach, train, and mentor students. Kim graduated from Maranatha Baptist University with a Bachelor of Science in Elementary Education and minor in speech/drama. Kim has put her talents and abilities to use at SFCS in various capacities for the past 26 years. In addition to 5 years of elementary classroom teaching experience, Kim has directed or assisted in the production of 18 various dramatic productions. Kim also uses her talents and abilities to coach students in speech and drama fine art competitions. One of Kim's favorite Bible verses reminds her to continually seek the Lord's will for her life: John 15:5, "I am the vine, ye are the branches. He

ed by administration.

- \* Pants must be worn at the waist. If pants are excessively saggy, the student may be required to wear a belt.
- Shirts - Turn down collared shirts are required. Shirts should be free of inappropriate or excessive advertising and graphics. Sweatshirts and sweaters may be worn over collared shirts.
  - \* Shirts that have a flat uniform bottom are not required to be tucked in. Tailored shirts designed to be tucked in should be tucked into the pants.
- Shoes - Dress, casual, athletic, and sandals (no flip-flops) are acceptable.

### **Boys Grooming Standards**

- Hair should be neat and tidy in appearance. In general, hair should be off the ears, neck, and eyes. Boys with facial hair should be clean shaven.
- Jewelry - Boys may wear athletic bracelets, rings, and watches.
- Piercings and tattoos - It is our expectation that male students do not tattoo or pierce their body while a student of SFCS.

### **Girls - Regular Dress Guidelines**

#### **K3 through K5**

- Pants/Skirts - Girls may wear knee-length dresses/skirts, casual slacks, jeans, or athletic pants. Shorts or leggings must be worn under skirts/dresses.
- Shorts - Girls wear may knee-length shorts when weather appropriate.
- Shirts - Collared shirts are not required. Shirts and blouses should be free of inappropriate or excessive advertising and graphics.
- Shoes - Dress, casual, athletic, and sandals (no flip-flops) are acceptable.

#### **1st Grade through 12th Grade**

- Pants must be modest and neat in appearance. Pants should not be excessively tight or excessively baggy. The style of pants we are looking for is khaki, chino, dress slacks or capris. Blue jeans and athletic pants may be worn on days designated by administration
  - \* Pants must be modest in appearance and not excessively tight.

the corporate standard even though individuals may hold different personal standards.

- Preparation for life - SFCS provides the framework for academic, spiritual, and social growth. After graduation, students will encounter policies, rules, and laws from multiple sources that will strike against their personal standards. Teaching students the reason we have and follow a dress code helps to build the maturity they will need to respond Biblically to opportunities later in life.

The dress code policy is intended to be as clear and concise as possible. If there is any question about appropriate dress, please do not hesitate to contact administration for clarification. Parents, we need your help and support in enforcement of the policy.

## **Boys - Regular Dress Guidelines**

### **K3 through K5**

- Pants - Boys may wear dress slacks, casual slacks, jeans, or athletic slacks
- Shorts- Boys may wear knee-length shorts when weather appropriate
- Shirts - Collared shirts are not required. Shirts should be free of inappropriate or excessive advertising and graphics
- Shoes - Dress, casual, athletic, and sandals (no flip-flops) are acceptable

### **1st through 4th Grade**

- Pants must be modest and neat in appearance. Pants should not be excessively tight or excessively baggy. The style of pants we are looking for is khaki, cargo, carpenter, chino, Docker style, solid color jeans, or dress slacks. Blue jeans and athletic pants may be worn on days designated by administration.
- Shirts - Collared shirts are not required. Shirts should be free of inappropriate or excessive advertising and graphics.
- Shoes - Dress, casual, athletic, and sandals (no flip-flops) are acceptable.

### **5th grade through 12th Grade**

- Pants must be modest and neat in appearance. Pants should not be excessively tight or excessively baggy. The style of pants that we are looking for is khaki, cargo, carpenter, chino, Docker style, solid color jeans, or dress slacks. Blue jeans and athletic pants may be worn on days designat-

that abideth in me, and I in him, the same bringeth forth much fruit: for without me ye can do nothing.”

## **Sarahlynn Joseph - Speech and Drama**

Sarahlynn Joseph has been attending First Baptist Church in Saint Francis, Minnesota, since she was 2 years old. In 1990, Sarahlynn began attending Saint Francis Christian school as a kindergartener, and she remained a student of SFCS through her graduation, class of 2003. Sarahlynn attended Clearwater Christian College where she earned an Associate degree in Communications. At CCC, Sarahlynn was highly involved in the drama and music programs; these common interests led her to meet Richard Joseph and the two were married in 2006. Sarahlynn went on to further her education by completing her series 7, series 66, and insurance licensing through Kaplan University. Today, Sarahlynn works full time as a financial advisor; she is the Vice President of Investments for Wells Fargo Advisors in Arden Hills, MN. In 2012, Sarahlynn returned to SFCS as the speech and drama teacher. She, along with a team of dedicated coaches, work to teach our students the art of the spoken word and to empower them to use their words to influence people and inspire change. “I have a profound love for fine arts and I believe they need to be a part of any well-rounded education. God is so good to allow me the opportunity to use my gifts and talents in service to Him. Serving in this ministry, as a teacher at SFCS, is one of the greatest joys in my life.”

## Admissions

We desire to partner with parents who desire a Christian education. We thank God for the students and parents He has provided for our school, and look for His guidance as we enroll more students. First Baptist Church and SFCS shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

St. Francis Christian School is a uniquely religious, educational institution that seeks to provide a quality education in a distinct Christian environment. One of the goals of St. Francis Christian School is to work with parents and guardians to train Christian young men and women to be salt and light in their communities.

Saint Francis Christian School believes that the Bible is the inspired Word of God and sets forth absolute truth by which Christians are to live. Saint Francis Christian School expects and requires that both students and parents support the school in its distinct mission and in its Biblical beliefs. In relying on the teachings of Scripture, St. Francis Christian School believes that the Bible prohibits sexual immorality of any type, including but not limited to pornography, homosexuality, or any other sexual activity outside the marriage of one man and one woman. On those occasions in which a particular home or student is acting counter to or in opposition to the Biblical beliefs and lifestyle that the school teaches, the school reserves the right, in its sole discretion, to refuse admission to an applicant or to discontinue enrollment of a current student. This includes, but is not limited to, living in, condoning, or supporting any form of sexual immorality; practicing or promoting a homosexual lifestyle or alternative gender identity; or otherwise having the inability to support the moral principles of the school as stated throughout this handbook (Romans 1:24-27, Leviticus 18:22, Leviticus 20:13, I Corinthians 6:9-11).

### Admission requirement for K4-6 grade students are as follows:

- The parents agree to support the standards of conduct and doctrinal statement of SFCS.
- The student has the ability to succeed in the academic environment of SFCS.

### Admission requirement for 7-12 grade students are as follows:

- The student must express a desire to be a student at SFCS and agree to abide by the rules of SFCS.
- The parents agree to support the standards of conduct and doctrinal statement of SFCS.
- The student has the ability to succeed in the academic environment of SFCS.

sued in situations such as possession of illegal substances, sexual immorality, chronic tardiness or absence, attitude/spirit of incompatibility with student or parents, unwillingness of a parent/student to support the standards of conduct articulated throughout this handbook, or unwillingness to support the statement of faith of SFCS and First Baptist Church.

## Biblical Admonishment

Leadership and staff will seek to approach each discipline-related issue with Biblical truth. The goal of administering discipline is to achieve a change in heart vs. merely behavioral compliance. To this end, leadership and staff will seek to impact students and parents through sharing and discussing applicable Bible passages.

## Guiding Passages

Hebrews 12:1-17, Proverbs 21:11, Matthew 18:15-17

## Dress Code

### General

The dress code at SFCS is driven by Biblical principles which provides Administration general direction in setting specific rules. In I Corinthians 6:19-20 the Word of God reminds us that we have been bought with a price, the blood of Jesus Christ, and so our lives are not our own to live, rather we are called to glorify God in use and appearance of our body. Also, in Romans 12:1-2 we are called to “present our bodies as a living sacrifice, holy and acceptable to God, which is our spiritual worship.” Further we are instructed to “be not conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God.” Beyond the Biblical case for the dress code as SFCS, the following are practical reasons for the dress code:

- Modesty - SFCS desires that dress is appropriate for the occasion. Modest and appropriate dress serves the purpose of removing distractions in the classroom and allows us to maintain a classroom atmosphere that is conducive to learning.
- Respect for authority - SFCS uses the dress code to teach deference to

## Discipline

The administration and staff at SFCS uses opportunities of discipline to teach students about God’s holiness, love, grace, mercy, and forgiveness. SFCS is not an environment free of sin. However, we actually look forward to these opportunities where we can partner in teaching students to “cast off” earthly thoughts and actions and instead “put on” thoughts and actions that are Godly (Colossians 3:1-17).

SFCS students that are found not living in accordance with the policies and spirit set forth in this handbook or Biblical principles of a Christian life may be subject to disciplinary action. Discipline may range from direct informal correction of the student, to issuing after-school responsibilities, to participating in biblical counseling, to suspension or expulsion.

The administration reserves the right to handle each issue in a manner that is deemed to be most effective for the correction and development of each student.

### General disciplinary guidelines

Elementary student discipline will usually be handled by the teacher. Reoccurring and/or escalated issues will be referred to administration.

Discipline in the secondary is managed through a variety of mechanisms that include the following:

- Informal correction
- Lunch detention
- After-school detention
- Loss of eligibility to participate in extracurricular activities
- Suspension (s)
- Expulsion

In the event a student is given a detention, details regarding the conduct and discipline will be communicated to the parent.

### Grounds for dismissal

School Administration reserves the right to dismiss or deny re-admission to students for reasons the administration deems just. Dismissal may be pur-

## Admissions Procedure

For all parents interested in enrolling children, the following procedure should be followed:

- Schedule an interview with the school administrator
- Submit the following forms and information
  - \* Enrollment application
  - \* Health records and immunizations
  - \* Academic records: transcripts, attendance, and discipline records
- \$50 registration fee per student

After the information above is supplied to the school office, you will be contacted with the school’s final decision.

## Re-Enrollment

Enrollment for returning SFCS students will occur in the spring

## Academics

### Curriculum

St. Francis Christian School seeks to use materials and curriculum that is consistent with our statement of faith and Biblical world view. The curriculum at SFCS is a combination of ABeka Book Publications, Bob Jones University Press, Saxon math, and other curriculum that is designed and produced by our talented and qualified staff in the areas of Bible, Speech and Literature.

### Grading Scale

Grades and grade point averages are assigned based on the following grade scale:

Grade	Grade %	Grade Point
A	90-100	4
B	80-89	3
C	70-79	2
D	60-69	1
F	Below 59	0

## Graduation Requirements

The following requirements must be met in order to graduate from SFCS:

- Bible - 4 credits (an exception may be made for a student who transfers to SFCS during grades 9-12)
- English 4 credits
- History 4 credits
- Science 3 credits
- Math 4 credits
- Physical Education 1.5 credits (1/2 credit earned per year)
- Electives 3 credits (approved by SFCS)

## Homework

There is a certain amount of work that students will have to do outside of the classroom. Parents and students must be careful to check and be sure all homework is done for the next school day. Good communication between parents and teachers will result in the most effective learning experience for the students.

## Part-Time Students

SFCS partners with families that choose to use SFCS on a part-time basis. All students participating in any school activity must adhere to the handbook requirements including following dress code and standards of behavior. Parents are required to support our standards of conduct and doctrinal statement. SFCS provides the following options based on an ala carte menu:

- Elementary - art, music, choir, and physical education
- High school - speech, physical education, choir, handbell choir, and academic classes (Bible, English, literature, math, science, and history)

Part-time students are limited to two academic classes per semester. Part-time students will receive transcripts of classes taken and are not considered graduates of SFCS.

## Extra curricular participation (Athletics & Drama)

SFCS desires to partner with students and parents in a meaningful capacity beyond just extracurricular activities. Therefore, any part-time students that wish to participate in extracurricular activities must take a minimum of one academic class. Exceptions will be made for members of First Baptist Church.

## Objectives of this Policy:

- All staff, students, and parents should have an understanding of what bullying is.
- All staff should know what the school policy is on bullying, and follow it when bullying is observed or reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school, we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Procedures:

- Students are to report bullying incidents to staff (adviser, teacher, or administrator).
- The teacher will complete an incident report and give a copy to administration.
- The teacher and administration will decide an appropriate course of action, including some or all of the following measures:
  - \* The teacher or principal will investigate the incident.
  - \* The teacher or principal will meet with the students involved in an attempt to bring repentance and reconciliation.
  - \* Parents will be informed and asked to come in for a meeting.
  - \* Counseling will be offered to or arranged for the victim.
  - \* The bully may be disciplined, up to and including suspension or dismissal.

## Goals

We will strive to meet the following goals through monitoring, accountability, and restorative programs along with consequences/discipline as needed:

- Repentance (sorrow and change) on the part of the bully
- Healing for the student being bullied
- Reconciliation and restoration of all parties concerned

## Bullying Policy

St. Francis Christian School is committed to providing a caring, friendly, and safe environment for all of its students so they can learn in a relaxed and secure atmosphere. Bullying is prohibited at St. Francis Christian School. It will not be tolerated during the school day or during any school-sponsored activities, on or off the school grounds. Bullying, harassment, and intimidation are actions that are contrary to the teachings of God's Word. This behavior is against the Godly principles and character traits taught in Scripture and destroys respect for the dignity of the student, undermines the Christian atmosphere of the school, and deprives the student a safe and caring learning environment. Anyone who knows that bullying is happening is expected to tell the staff.

### What Is Bullying?

Bullying is the use of aggression with the apparent intention of hurting another person. Bullying results in pain and distress to the victim. Note that some kinds of bullying listed below cross over into other areas of abuse, such as child abuse or violent/threatening behaviors; such behaviors may be dealt with according to other school policies as well.

### Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridiculing
- Physical: pushing, kicking, hitting, pinching, any use or threat of violence, or any unwanted physical contact
- Verbal: name-calling, sarcasm, spreading rumors, teasing [could be racist or sexual in content]
- Cyber: all areas of technology, such as email, text, and social media

### Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Students who are bullying need to be confronted with and repent of the harm they are doing to others and to themselves, and they need to learn different ways of behaving.

## Plagiarism

The Merriam-Webster dictionary states that plagiarizing is "to steal and pass off (the ideas or words of another) as one's own: use (another's production) without crediting the source . . . to commit literary theft: present as new and original an idea or product derived from an existing source." Plagiarism includes not only intentional misuse of someone else's work, but also unintentional misuse.

Plagiarism is unethical and dishonest, but it is also illegal. SFCS will not tolerate any form of plagiarism on any homework. Students will receive classroom training and instruction on how to recognize and avoid plagiarism in their assignments.

Any student who turns in an assignment containing plagiarism will be given a zero for the assignment and disciplinary action will be taken.

"plagiarize." Merriam-Webster Online Dictionary. 2016.

Merriam-Webster Online. 16 June 2016

<http://www.merriam-webster.com/dictionary/plagiarize>

## Promotion and Retention

Students will be promoted to the next grade or retained in the same grade based on these criteria:

- Elementary students who receive three D's for final grades will be promoted on a probationary basis provided they complete approved studies through the summer.
- Elementary students who receive three F's are automatically retained in the same grade. Students who do not get three D's or F's, will be promoted to the next grade.
- High School students who receive two F's in required courses are automatically retained in the same grade.
- High School students who receive two D's will have a conference with the principal/administration and teacher to determine academic progress.

## Post-Secondary Education Options (PSEO)

SFCS recognizes there are tremendous opportunities available for high school students to earn college credit during their high school years. SFCS encourages parents and students that are interested in pursuing PSEO to request a meeting with the teachers and administration to help craft a plan to meet your goals. The goal of the meeting is to discuss the spiritual, academic, and social readiness of the individual student.

SFCS has established the following guidelines concerning PSEO:

- Only juniors and seniors are allowed to participate in PSEO.
- Student must have at least a 3.0 GPA in grades 9-12.
- College course credit will be applied toward graduation requirements with a ratio of 4 college credits = 1 high school credit.
- Class scheduling and courses must be approved by SFCS.
- If a student's high school work begins to suffer, the student may be required to drop the PSEO course.
- Incurred financial costs are the responsibility of the parent/student.

## Extracurricular Activities (Athletics & Drama)

It is the goal of the athletic and speech department at SFCS to provide an environment and promote a culture that is focused on bringing glory to God. Participants are to exhibit character on and off the field/court/classroom that models the student standards of conduct outlined in this handbook.

### Participation Eligibility

SFCS desires to partner with students and parents in a meaningful capacity beyond just extracurricular activities. Therefore any part-time students that wish to participate in extracurricular activities must take a minimum of one academic class. Exceptions will be made for members of First Baptist Church of St. Francis.

### Academic Eligibility

Academic eligibility will be evaluated periodically. Students must maintain at least a 2.0 GPA.

## Standards of Conduct

The Bible is the word of God and it provides direction for every aspect of our lives (II Timothy 3:16-17). It is the goal of SFCS to provide an environment and promote a culture that is focused on bringing glory to God.

### • Students are called to use their life as a “living sacrifice” to God

“I beseech you therefore, brethren, by the mercies of God, that ye present your bodies a living sacrifice, holy, acceptable unto God, which is your reasonable service. And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect will of God.” Romans 12:1-2

### • Students are called to be “salt and light”

“Ye are the salt of the earth: but if the salt have lost his savour, wherewith shall it be salted? It is thenceforth good for nothing, but to be cast out, and to be trodden under foot of men. Ye are the light of the world. A city that is set on a hill cannot be hid. Neither do men light a candle, and put it under a bushel, but on a candlestick; and it giveth light unto all that are in the house. Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven.” Matthew 5:13-16

### • Students are called to “unity” and “love for one another”

“I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, with all lowliness and meekness, with long-suffering, forbearing one another in love; endeavouring to keep the unity of the Spirit in the bond of peace.” Ephesians 4:1-3

“A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another. By this shall all men know that ye are my disciples, if ye have love one to another.” John 13:34-35

In application of these passages and others, students should refrain from any behavior that is not Christ-like including but not limited to abstinence from tobacco, drugs, alcohol, profanity, sexual immorality, improper physical contact, cheating, stealing, lying, and bullying.

Additional guiding passage: Galatians 5:19-26