

TRUTH IN LOVE BIBLICAL
COUNSELING
STUDENT HANDBOOK



“But speaking the truth in love, let us grow in every way into
Him who is the head—Christ.”
Ephesians 4:15



*Equipping Every-day Believers for the
Ministry of Biblical Soul-Care*

Winter 2026

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TRUTH IN LOVE BIBLICAL COUNSELING *STUDENT HANDBOOK*

"Speaking the truth in love, we are to grow up in every way into him who is the head, into Christ" – Ephesians 4:15

INTRODUCTION

This handbook outlines the mission, identity, convictions, and expectations that shape Truth in Love Biblical Counseling. It is designed to help students understand our theological foundations, our training environment, and the responsibilities involved in participating in our fellowship. Please read each section carefully, as these commitments guide your formation, practice, and relationships throughout the program.

MISSION STATEMENT

Truth in Love equips everyday believers to become wise, compassionate, Scripture-saturated counselors and disciples. We prepare God's people to minister with theological clarity, relational discernment, and pastoral warmth. We strive to dignify the wounded, protect the vulnerable, confront sin and deception with courage, and foster genuine growth in Christlikeness. Our aim is to

strengthen the church by forming faithful stewards and advocates who serve with truth, humility, and Christlike love, for the glory of God and the good of His people.

VISION STATEMENT

We envision God's people strengthened and equipped to provide wise, compassionate, Scripture-saturated soul-care. We seek to see the wounded restored and prepared to comfort others, and to see everyday believers grow into discerning counselors and disciplers who protect the vulnerable, confront evil with clarity, and serve the church with humility, conviction, and Christlike love.

OUR FELLOWSHIP IDENTITY

Truth in Love is a Christian fellowship that functions with the biblical priorities and shepherding care of a local assembly, while being geographically dispersed and uniquely devoted to equipping believers for discipleship and soul-care. We are elder-led and supported by credentialed Program Mentors who provide Holy Spirit-given oversight, relational accountability, doctrinal clarity, and practical equipping.

Although we are not a replacement for the local church, we intentionally cultivate the fellowship, pastoral care, one-another engagement, and spiritual development that Scripture commends among God's people. We expect all

who are part of TILBC to remain meaningfully connected to a local congregation and to honor the shepherds God has placed over them. We partner with churches worldwide to strengthen their ministries and support their mission.

Our community reflects a shared commitment to Christlike humility, biblical wisdom, compassionate advocacy, and faithful stewardship of souls.

OUR CORE VALUES

These values define the posture, priorities, and commitments that shape every element of our training and ministry.

1. Scripture as Our Sufficient and Authoritative Guide

We trust God's Word as the full, final authority for soul-care, wisdom, and transformation, believing Scripture speaks powerfully to the deepest needs of the human heart.

2. Christlike Love and Compassion

We minister with humility, patience, gentleness, and genuine care, reflecting the character and heart of Christ toward both sufferers and sinners.

3. Truth with Courage and Clarity

We speak the truth in love, pursuing honesty, discernment, and moral clarity, especially where sin, deception, and oppression are present.

4. Dignity and Care for the Vulnerable

We honor and protect those who have been wounded or oppressed, responding with compassion, advocacy, and a commitment to safety and restoration.

5. Accountability and Redemptive Restoration

We confront sin biblically, call for repentance, and labor toward restoration grounded in grace and truth when confession is matched with fruit.

6. Holy Spirit-Formed Character and Integrity

We pursue holiness, humility, purity, wisdom, and servant-hearted leadership, trusting the Holy Spirit to form Christlikeness in us.

7. Community and Fellowship of the Body of Christ

We value meaningful Christian community, loving accountability, and life-on-life discipleship, recognizing that soul-care flourishes in biblical fellowship.

8. Equipping Every-day Believers

We believe God calls His people to counsel one another with truth and love, and we are devoted to training and supporting believers to serve and minister God's Word with wisdom and faithfulness.

9. Compassionate, Trauma-Wise Soul-Care

We engage suffering and woundedness with tenderness and biblical clarity, rejecting both clinical reductionism and simplistic answers, seeking heart-level healing rooted in God's truth.

10. Hope in Christ Alone

We believe true comfort, growth, and transformation come through Christ and the work of the Holy Spirit, not through human wisdom or technique.

OUR DISTINCTIVES

These distinctives explain how our core values are lived out in practice and training. The full version is available on our website.

1. Historically Rooted Evangelical Orthodoxy

We affirm the essential doctrines of historic Christianity while allowing room for charitable differences on secondary matters among faithful believers.

2. Scripture-Sufficient, Christ-Exalting Soul-Care

We rely on the authority, sufficiency, and clarity of God's Word as the governing guide for understanding the human condition, addressing suffering and sin, and pursuing heart transformation in Christ.

3. Grace-Driven, Heart-Focused Transformation

We pursue change through the believer's union with Christ and the sanctifying work of the Holy Spirit, and not through behaviorism, psychological methodologies, or moral performance.

4. Trauma-Wise, Biblically Faithful Ministry

We acknowledge the reality and effects of trauma while maintaining biblical categories, moral agency, and hope. We respond with tenderness, clarity, and a commitment to safety.

5. Discerning Engagement, Not Clinical Dependence

We evaluate secular observations when necessary to understand labels or diagnoses of those seeking help, but we do not rely on psychological frameworks as interpretive tools or authority over Scripture. God's Word provides the best categories for people, problems, and lasting change.

6. Comprehensive, Relational Training

We blend comprehensive theological instruction with mentoring, supervised practice, personal growth, and critical thinking and skill development tailored to individuals as needed within a community of fellowship and accountability.

7. Integrity, Accountability, and Lifelong Growth

We assess character, competency, and conviction as part of credentialing and encourage ongoing training, humility, and growth in righteousness.

8. Protection of the Vulnerable and Ethical Clarity

We stand with the oppressed, confront deception and coercive harm, and practice advocacy that reflects the heart of Christ and the commands of Scripture.

9. Collaborative, Family-Oriented Community

We cultivate humility, mutual encouragement, and one-another ministry rather than competition, academic pride, or isolated independence.

10. Partnership With the Local Church

We serve alongside and in support of local congregations, honoring local church leadership and encouraging meaningful involvement in the life of the body.

Truth in Love Biblical Counseling forms authentic biblical counselors; we do not merely teach counseling. We aim to develop humble, wise, courageous, and compassionate servants of Christ who care for souls with truth, integrity, and Christlike love.

KEY DEFINITIONS

These definitions clarify the theological language that guides our training and ministry philosophy.

Soul-Care

Biblical soul-care is shepherding that ministers to the whole person—mind, heart, will, emotions, and behavior—through Scripture’s categories rather than psychological frameworks. We aim for heart transformation, not mere behavior management.

Trauma-Wise

“Trauma-wise” reflects a biblically faithful understanding of trauma’s actual impact while maintaining Scripture’s categories for sin, suffering, and sanctification. This contrasts with trauma-informed models that depend on clinical concepts, which may diminish moral responsibility or interpret human issues in non-biblical terms. We not only understand trauma but also God’s solutions for it.

Biblical Sufficiency

Biblical sufficiency means that Scripture provides everything necessary to understand people, problems, and authentic change. While secular descriptions may offer observations, they do not supply interpretive authority or solutions for transformation.

OUR FIVE PILLARS

These pillars provide the structural framework for how we train and practice soul-care.

1. Scripture Governs

God’s Word alone defines human nature, diagnoses heart issues, and guides change. We reject technique-driven, eclectic, or psychology-integrated, “clinically-informed” approaches.

2. Character Over Competence

We develop biblical counselors and soul-care advocates, not merely teach biblical counseling. Christlike character precedes and exceeds skill; academic ability without spiritual maturity produces unreliable and untrustworthy counselors.

3. Fellowship in Practice

One-another ministry thrives in an accountable Christian community. We practice what we teach, rejecting isolated, independent ministry and competitive academic environments.

4. Protection With Courage

We expose evil, advocate for the oppressed, and uphold moral clarity, especially concerning abuse, manipulation, and institutional misconduct. Therapeutic

neutrality and institutional self-protection have no role in biblical ministry.

5. Grace-Driven Change

Transformation flows from union with Christ and the sanctifying work of the Holy Spirit, not from behaviorism, moralism, or therapeutic self-actualization.

SHARED COMPACT FOR TRAINING AND MINISTRY

This compact expresses the posture of heart and life we pursue together as followers of Christ.

1. Commitment to Christ and Scripture

- Pursue growth in godliness, prayer, personal worship, and biblical wisdom
- Submit beliefs, attitudes, and practices to the authority of Scripture
- Seek the Holy Spirit's help to apply truth to life and care for others

2. Humility and Teachability

- Receive instruction with a willing and open heart
- Be approachable, correctable, and eager to learn
- Welcome feedback and embrace growth over defensiveness

3. Christlike Love and Speech

- Speak truth in love (Eph. 4:15)
- Honor others in speech and conduct (Rom. 12:10)
- Refuse gossip, slander, quarrels, and divisive behavior

4. Integrity and Stewardship of Trust

- Complete assignments with honesty and diligence
- Handle sensitive conversations with discretion and care
- Demonstrate reliability, follow-through, and consistency

5. Protection of the Vulnerable

- Uphold safety, compassion, and advocacy for those harmed in relationships or systems
- Reject coercion, manipulation, and domineering conduct
- Respond righteously and compassionately when oppression or abuse is acknowledged

6. Respect for the Local Church

- Remain meaningfully connected to a local body of believers
- Honor church leadership and pursue accountability there
- Remember that our training supports, not supplants, local church fellowship and ministry

7. Fellowship Posture

- Build up others through encouragement and prayer
- Seek unity, peace, and mutual edification (Rom. 14:19)
- Participate as able in community life and one-another care within our training and biblical counseling community

8. Perseverance and Faithful Effort

- Engage the learning process diligently, even when challenging
- Take responsibility for growth, assignments, and communication
- Lean on the Lord and the fellowship when weary or discouraged

Each Student's Personal Commitment

"As a student with Truth in Love Biblical Counseling, I commit to invest in my education and training in a manner that reflects Christlike humility, biblical conviction, relational integrity, and a servant-hearted posture toward God's people. I desire to grow in wisdom, discernment, and love for Christ and His Body, seeking to steward this training for the care and good of others."

PRIVACY AND CONFIDENTIALITY

This section outlines the ethic of privacy and stewardship expected of all counselors, mentors, and students.

SUMMARY STATEMENT

Truth in Love Biblical Counseling (TILBC) values the dignity and privacy of every person involved in ministry, training, and soul-care. We handle sensitive information as a matter of biblical integrity, wisdom, and love, not as a matter of legal privilege or professional secrecy.

In biblical counseling, privacy is a sacred trust before God, but confidentiality is not absolute. We are bound first to righteousness, truth, and the protection of those who are vulnerable or in danger. Therefore, we practice privacy with integrity, not secrecy at the expense of risk.

OUR COMMITMENT TO PRIVACY

We strive to:

- Guard private and sensitive information with care and discretion
- Share only what is necessary for supervision, wisdom, or safety
- Honor the dignity of those whose stories are entrusted to us

- Exercise care and discernment when discussing case material in class, supervision, or ministry settings
- Maintain professional conduct in digital communication, record-keeping, and online platforms

WHEN COUNSELORS CHOOSE TO SELF-DISCLOSE

At times, a biblical counselor may appropriately share limited aspects of their own story, struggles, or growth to serve the counselee's good and glorify Christ. Counselees are expected to treat such disclosures as private and never repeat or distribute them. Counseling is a ministry relationship built on trust, humility, and love, not a transactional exchange of information.

LIMITS OF CONFIDENTIALITY

Disclosure may occur when:

- There is a credible threat of harm to self or others
- There is evidence or suspicion of abuse, neglect, or exploitation of a minor or vulnerable adult
- A crime has been committed or is being concealed
- Serious or unrepentant sin requires biblical accountability or church involvement
- Sin patterns disqualify a believer from ministry and require appropriate notification of their church elders

- Counsel, supervision, or legal reporting is necessary for protection or justice

When disclosure involves the local church, it is done carefully and respectfully, seeking repentance, restoration, and unity in Christ. Whenever possible, the counselee participates in the process, unless doing so would increase risk or harm.

When a situation may require communication with a counselee's church leadership, students and counselors must first consult with their Program Mentor and the Director of TILBC. Any such communication must be coordinated and approved by TILBC leadership to ensure clarity, unity, and care for all involved.

MINISTRY CONTEXT

Biblical counselors, mentors, and students are not governed by secular confidentiality laws in the same manner as licensed clinicians. We operate under the authority of Scripture and the ethical responsibility to walk in the light (Eph. 5:11), protect the oppressed (Prov. 31:8-9), and pursue peace and righteousness (Heb. 12:14). We protect people, not secrets.

PRIVACY IN THE TRAINING COMMUNITY

Students, instructors, and mentors also share personal reflections and experiences during training. Such disclosures are to be treated with the same respect and

privacy afforded to counselees. Nothing shared within the training community is to be repeated outside approved contexts.

BEST PRACTICES FOR STUDENTS AND MENTORS

- Use non-identifying details when discussing case examples in class, supervision, or assignments
- Employ true-to-life examples in teaching only when they protect privacy, dignity, and identity
- Discuss ministry scenarios only with authorized mentors, supervisors, or in approved training settings
- Store written or electronic materials securely
- Never share counseling content or private conversations on social media.
- Report any suspected privacy breaches to your Program Mentor or TILBC Leadership immediately.

ACKNOWLEDGMENT

Each student, mentor, professor, and team member affirms this commitment as part of their participation in the Truth in Love Biblical Counseling fellowship and training program.

ACADEMIC POLICIES

Virtual live-stream classes require **80% live attendance**, with cameras on for credit. Students may miss up to two class sessions per course with prior notice; additional absences may require assigned makeup work at the instructor's discretion.

Students who watch sessions asynchronously (after the live class) must view the session **within one week of its posting** and complete all associated assignments, including participation in any required online discussion forums for that module.

WRITING STANDARDS AND FORMATTING REQUIREMENTS

Before uploading an assignment, ensure that you have followed the required formatting protocol:

- **1" margins** on all sides
- **12-point Arial or Times New Roman** font
- **1.5 line spacing**
- **Your name, the date, and the assignment title** to be included in either the header or footer

QUOTING AND CITATION STANDARDS

- When quoting from the work you are writing about, include the **page number(s)** in parentheses immediately after the quotation (e.g., “31–32”).
 - This applies to Kindle locations as well.
- When quoting sources other than the assigned text, do so **sparingly**. Use **footnotes** following the Chicago Manual of Style’s *Notes and Bibliography* format. (See Chicago’s citation guide:

https://www.chicagomanualofstyle.org/tools_citationguide/citation-guide-1.html

CAPITALIZATION OF DIVINE PRONOUNS AND SACRED TERMS

Students are required to follow TILBC’s capitalization protocols in all written work:

- Capitalize references to **God, Father, Son, Holy Spirit**, and divine pronouns (**He/Him/His**).
- Capitalize **Scripture, the Word, the Gospel, the Church** (universal), and other major theological terms (e.g., *the Fall, the Atonement, the Resurrection*).
- Do **not** capitalize pronouns for idols, false gods, or humans.

- Capitalize biblical offices when referring to **the specific, historical office** (e.g., *the Prophet Isaiah*), but not when referring generally (e.g., *a prophet, an apostle*).

These conventions promote doctrinal clarity and unity in communication.

BIBLE TRANSLATION REQUIREMENT

All written assignments must include a **footnote on the first page** identifying which translation of Scripture is used.

Example: “Unless otherwise noted, all Scripture quotations are from the English Standard Version (ESV).”

If multiple translations are used, note each one clearly within the assignment.

USE OF ARTIFICIAL INTELLIGENCE (AI)

Truth in Love Biblical Counseling values integrity, discernment, and honest representation of one’s own understanding. Limited use of AI tools for editing, formatting, or clarity may be permitted when disclosed.

However, AI may not be used to generate theological content, biblical interpretation, counseling analysis, case formulation, or exam responses in place of the student’s own reasoning and study.

Failure to disclose AI use, or using AI to substitute for personal engagement with Scripture and course material, constitutes academic dishonesty and may result in disciplinary action.

CREDENTIAL-TRACK REQUIREMENTS AND AFFIRMATIONS

Students pursuing **Diploma, Commissioning, or Certification** with TILBC must affirm specific doctrinal and fellowship commitments as part of both their application and their continued participation. These requirements ensure that credential-track students embody the theological integrity, pastoral clarity, and biblical alignment essential for soul-care ministry.

REQUIRED AFFIRMATIONS

Credential-track students must respond to the following statements in the affirmative when applying. If the response is “No,” an explanation is expected:

1. Statement on the Sufficiency of Scripture

“I have read, understand, and agree with the TILBC *Statement on the Sufficiency of Scripture*, and I will conduct myself in accordance with that statement.”

2. Statement on Marriage, Human Sexuality, and Gender

“I have read, understand, and agree with the TILBC *Statement on Marriage, Human Sexuality, and Gender*,

and I will conduct myself in accordance with that statement.”

3. Statement on EMDR

“I have read, understand, and agree with the TILBC *Statement on EMDR*, and I will conduct myself in accordance with that statement.”

4. Code of Ethics

“I have read and understand the TILBC *Code of Ethics*. I affirm its biblical commitments and agree to conduct myself in accordance with its principles in my life, relationships, training, and ministry practice.”

Failure to affirm one or more required **doctrinal or ethical** statements disqualifies a student from credentialing pathways, though participation in general training for Personal Enrichment may still be possible unless character or doctrinal concerns indicate otherwise.

LOCAL FELLOWSHIP INVOLVEMENT

Credential-track students must remain actively linked to a local fellowship that upholds biblical orthodoxy and provides biblical shepherding. Students are expected to:

- participate in the worship, ministry, and life of that fellowship,
- live under the care and direction of its biblical leadership, and

- maintain a posture of accountability and teachability.

When such involvement is not currently feasible, whether because of geography, transitional seasons, or complex circumstances, the Elders of TILBC will collaborate with the student to create an appropriate action plan. The goal of this plan is to promote faithful connection, pastoral oversight, and long-term accountability within a local congregation.

ONGOING ALIGNMENT AND INTEGRITY

Credential-track students are expected to demonstrate consistency between their doctrinal affirmations and their personal conduct, ministry involvement, and academic engagement. Significant concerns about character, doctrine, or alignment with fellowship may prompt a review by Program Mentors and the Elders.

DISCIPLINARY ACTION AND RESTORATION PROCESS

Truth in Love Biblical Counseling approaches discipline as a matter of **shepherding, integrity, and protection**, not punishment alone. Responses to violations are guided by the nature, severity, pattern, and impact of the issue, as well as the individual's posture of humility and repentance.

Possible Disciplinary Actions

Depending on the circumstances, one or more of the following actions may be taken:

1. **Instruction, Correction, or Formal Warning**
Clarification of expectations, corrective instruction, or a written warning addressing the concern and outlining required changes.
2. **Required Remedial Work**
Additional assignments, rewriting of work, supervised reflection, or focused mentoring to address deficiencies in understanding, integrity, or judgment.
3. **Probationary Status**
Temporary restriction or monitoring of participation, credential-track progress, or ministry involvement, with clear conditions for restoration.
4. **Suspension from Training or Credentialing Pathways**
Temporary removal from courses, leadership roles, or credential-track status while concerns are evaluated and addressed.
5. **Disqualification from Credentialing**
Removal from diploma, commissioning, or certification pathways due to unresolved integrity issues, doctrinal deviation, misuse of authority, or harm to others.
6. **Dismissal from the Program or Fellowship**
Applied in cases of unrepentant moral failure, persistent dishonesty (including undisclosed AI use),

abuse of trust, promotion of false doctrine, or conduct that endangers others or damages the integrity of the fellowship.

Restoration-Oriented Posture

Whenever possible, discipline aims toward repentance, restoration, and growth (Gal. 6:1). Reinstatement or restoration to training or credentialing pathways may be considered when there is clear evidence of repentance, humility, and sustained change.

Oversight and Discernment

All disciplinary determinations are made under the oversight of the Director in consultation with Program Mentors and Elders, as appropriate. Decisions are guided by Scripture, prayerful discernment, and the responsibility to protect the vulnerable and preserve the integrity of Christ's ministry.

APPEAL PROCESS

The appeal process exists to correct factual or procedural errors, not to contest or renegotiate doctrinal, moral, or credentialing standards.

Appeals related to credential-track status must be submitted in writing (via email is permissible) within **25 days** to the Director, who will review the matter in consultation with the Elders and appropriate Program Mentors.

Appeals may be submitted only for reasons such as:

- **Factual or Administrative Error**

Example: A course completion, assignment submission, attendance record, or credential requirement was inaccurately recorded.

- **New or Previously Unavailable Information**

Example: Documentation or communication directly relevant to the decision was not available at the time of review.

- **Application of Written Policy**

Example: A student believes a clearly stated policy or requirement was applied inconsistently or in error.

Appeals are **not** a re-litigation of doctrinal standards, moral qualifications, character assessments, or credentialing requirements. The appeal process exists to ensure clarity and procedural fairness, not to renegotiate standards or overturn leadership decisions regarding fitness for ministry or credentialed participation. A written response will be provided following completion of the review.

Ethical violations or failures to affirm required doctrinal or ethical statements are not subject to appeal through the academic appeals process.

ONGOING ACCOUNTABILITY FOR CREDENTIALLED MEMBERS

All doctrinal affirmations and conduct expectations outlined for credential-track students continue to apply after a student becomes credentialed. Credentialed members of TILBC remain under the ongoing shepherding, oversight, and review of the Director and Elders, and are expected to uphold the same standards of doctrine, fellowship involvement, integrity, and ministry practice required in the credentialing process.

CONDUCT EXPECTATIONS

Social media engagement ought to build up the Body of Christ and reflect honor toward TILBC. Students must never share counseling details online—even when “anonymized”—and need to refrain from public criticism of TILBC, faculty, mentors, or fellow students. Political advocacy that associates one’s views with TILBC is inappropriate and not permitted.

When conflict arises, students and mentors are expected to follow the principles of Matthew 18: pursue direct, timely conversation; involve a witness if resolution is not achieved; and seek the involvement of the Director when issues persist. The goal is always restoration, clarity, and unity—not vindication.

Academic violations such as plagiarism, academic dishonesty, or unreported use of AI tools may result in immediate failure of the course or examination. Character violations lead to an investigation that includes the chance for explanation and appropriate corrective actions. Dismissal may occur for unrepentant moral failure, promoting false doctrine, harming vulnerable individuals, persistent divisiveness, or ongoing academic dishonesty. Appeals must be submitted in writing within 20 days of notification.

YOUR TILBC JOURNEY IN BIBLICAL SOUL-CARE

Our Ministry Philosophy is Guided by 1 Thessalonians 5:14

“And we urge you, brothers and sisters, admonish the undisciplined, comfort the discouraged, help the weak, be patient toward all.” (NET)

This single verse captures the essence of Truth in Love Biblical Counseling's ministry philosophy. Scripture encourages us to provide discerning, individualized care, recognizing that different people require different responses. The idle need admonishment, the fainthearted need encouragement, the weak need help, and everyone needs patience. This is not a one-size-fits-all approach but thoughtful, tailored soul-care that meets each person's specific need.

As you begin or continue your training with us, you are learning to discern:

- Who needs loving confrontation versus who needs gentle encouragement
- When to advocate and protect versus when to call for accountability
- How to distinguish the oppressed from the oppressor
- How to maintain patience with all, even when progress seems slow

This biblical wisdom sharply contrasts with both strict fundamentalism, which views all issues as rebellion, and therapeutic methods that avoid necessary confrontation. You are being prepared for the sacred task of soul-care that demands both courage and compassion, both truth and love.

Remember:

- You cannot give what you do not possess. Your own walk with Christ must remain primary.
- The work of soul-care is impossible apart from the Holy Spirit's wisdom and power.
- You are not alone; you have entered a fellowship committed to practicing 1 Thessalonians 5:14 together.

- The local church remains God's primary instrument for discipleship and care.

We count it a privilege to invest in your development as a biblical counselor and soul-care advocate. May God grant you wisdom to discern, courage to confront, tenderness to comfort, and patience to persevere. May He use you to bring His truth, hope, and healing to wounded souls for His glory.

"Now may the God of peace Himself sanctify you completely, and may your whole spirit and soul and body be kept blameless at the coming of our Lord Jesus Christ. He who calls you is faithful; He will surely do it."

(1 Thessalonians 5:23-24)

Welcome to the Truth in Love Biblical Counseling family of Truth in Love Fellowship.

Yours in Christ's Service,

The TILBC Leadership Team

A RESOURCE FROM
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