



ETX CONNECTION

## STAFF BEHAVIORAL CONTRACT

As a staff member, you must commit to the following contractual requirements and regulations:

### TIME COMMITMENT POLICY

Each staff member is required to attend the following events:

camp training: April 5 & 6, and August 15

There will also be hangout dates TBD to get to know the other counselors better and develop unity. These will not be required, but highly encouraged.

Extenuating circumstances will be considered and must be approved by current Directors.

### ALCOHOL, TOBACCO, AND DRUG POLICY

“And do not get drunk with wine, for that is debauchery, but be filled with the Spirit” (Ephesians 5:18)

Each staff member is required to adhere to the following alcohol, tobacco, and drug policy: A staff member must adhere to legal age requirements concerning the use of alcohol and tobacco, as well as refraining from the use of any illegal drugs. NOTE: Alcohol & Tobacco Guidelines have been listed below. If you are of legal age to consume alcohol and/or tobacco, please review these guidelines. A staff member must not consume alcohol, tobacco and/or drugs at any ETX Connection event. In addition, no alcohol and/or tobacco is to be present at an ETX Connection event. A staff member must not consume alcohol, tobacco and/or drugs with (or in the presence of) an ETX Connection freshmen. A staff member must not consume alcohol to the point of drunkenness.

### ALCOHOL & TOBACCO GUIDELINES

If a staff member is of legal age to consume alcohol and/or tobacco, please adhere to the following guidelines:

Staff will not irresponsibly consume alcohol or use tobacco products with awareness that they

- (1) are called to live according to the Word and
- (2) a witness of the gospel and ministry of ETX Connection.

Staff will not plan events with other ETX Connection staff for the purpose or intent of consuming alcohol or tobacco. If two or more members happen to be in the same location where alcohol or tobacco is being consumed, use responsible discretion. Staff will not wear ETX Connection apparel in settings where alcohol consumption is a primary means of business (dance halls, bars, etc.)

### DATING POLICY

Each staff member is required to adhere to the following dating policy:

Staff members may not date any freshmen from camp until after the conclusion of the upcoming Fall semester.

### INVOLVEMENT POLICY:

Each staff member is required to be \*involved in a local church as well as a part of a Bible study small group, either through that local church or through a \*\*consistent Bible study based small group.

\*NOTE: ETX Connection defines "involved" as actively seeking ways to connect and serve within your local church. This goes beyond just attending on a Sunday. Helping with outreach events, serving on a specific church team or being rooted in a church Bible study are a few examples. \*\*NOTE: ETX Connection defines "consistent Bible study based small group" as something that has a regularly scheduled meeting time and is scriptural in nature with the intent of Biblical growth and/or discipleship as its primary means of gathering.

### STATEMENT OF BELIEFS

Each staff member is required to review and support the ETX Connection Statement of Beliefs:

#### **GOD**

We believe that there is one God (Deuteronomy 6:4) eternally existing in three persons (Psalm 139): the Father, the Son (Hebrews 1:1-3; Colossians 2:9), and the Holy Spirit (Matthew 28:19).

**THE BIBLE**

We believe that the Bible is God's written revelation to man (2 Timothy 3:16-17) and that it is inspired, authoritative, and without error in the original manuscripts (Isaiah 40:8).

**JESUS CHRIST**

We believe in the deity of Jesus Christ, His virgin birth, sinless life, miracles, death on the cross to provide for our redemption, bodily resurrection and ascension into heaven, present ministry of intercession for us, and His return to earth in power and glory (Philippians 2:5-11; 2 Corinthians 5:21).

**THE HOLY SPIRIT**

We believe in the personality and deity of the Holy Spirit, that He performs the miracle of new birth (1 Corinthians 12:13) in an believer and indwells believers, enabling them to live a godly life (1 Corinthians 2:10-13).

**MAN**

We believe that man was created in the image of God, but because of sin, was alienated from God. That alienation can be removed through God's grace alone by faith alone in Jesus Christ, apart from any works (Ephesians 2:1-10).

**SIN**

We believe that Christ died on the cross as a substitute for sinners (Hebrews 10:1-4). God imputed the guilt of our sins to Christ (Romans 3:25), and He, in our place, bore the punishment that we deserve (Isaiah 53:6; Isaiah 53:12; Galatians 3:13). This was a full payment for sins, which satisfied both the wrath and the righteousness of God (2 Corinthians 5:21), so that He could forgive sinners without compromising His own holy standard.

**LIVING ABOVE REPROACH**

Each staff member is called to live a life that is above reproach and is expected to live in accordance with the following: "...as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, but hospitable, a lover of good self-controlled, upright, holy, and disciplined." (Titus 1:7-8)

In closing, we are committed to ministering to college-aged young adults and will take necessary action to ensure that the name of Christ is honored. Each policy infraction will be carefully investigated with a detailed review process in order to extend the most suitable discipline. Consequences may include, but are not limited to: a verbal warning, an appointment with the Directors and/or Executive Director to review membership, a written assignment, or removal from the organization as a whole.