

# Minnesota Teen Challenge Statement of Shared Beliefs and Code of Conduct

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Minnesota Teen Challenge (MNTC) is a residential Christian discipleship program dealing with adolescents and adults with life controlling issues, and is a para-church ministry operating under the authority of the Assemblies of God denomination. Our purpose is to train individuals (students) in our program to be disciples of Jesus Christ. (Mat 28:19) It is our belief that the only meaningful and lasting change to outward behaviors occurs when an individual joyfully submits oneself to the Lordship of Jesus Christ.

Based upon the size and scope of our ministry, it is necessary to employ individuals in a wide variety of tasks. While these tasks are varied, they all have one purpose in common, and that is to model a Christian way of life to all students in our program. Christ Himself teaches that an effective method of discipleship is to let our lives and deeds point to him. (Mat 5:13, cf. 1 Cor. 10:31-11:1) So, whether a person is preparing a meal, writing a computer program, or generating a financial statement, we all must do our jobs in such a way as to be an effective witness for Christ. In addition to this, all staff members are required to pray for the MN Teen Challenge program, and may be called upon to minister to program students by providing testimony to their relationship with Jesus Christ, answering a student's questions about the Christian life, or praying for a student's needs.

Minnesota Teen Challenge is a highly visible ministry funded primarily through the private donations of individuals and organizations that share MNTC's religious beliefs. As such, it is imperative that all of our employees and volunteers continually strive to uphold the reputation and image of the MNTC program, leadership, and staff, as well as to refrain from any personal or professional conduct which contradicts the teachings and/or beliefs of the organization on or off the job.

In light of the above facts, MNTC requires all employees and volunteers of our program to assent to the Statement of Shared Beliefs and to adhere to the Code of Conduct, which is derived from the organization's religious beliefs as well as commonly accepted business practices.

## STATEMENT OF SHARED BELIEFS

### SCRIPTURE

- I believe in the 66 canonized and commonly recognized books of the Old and New Testaments as verbally inspired by God and inerrant in the original writing, and that they are of supreme and final authority in faith and life. (2 Tim. 3:16; 2 Pet. 1:19-21; 1 Thess. 2:13)

### THE GODHEAD

- I believe in the one triune God, eternally existing in three persons; Father, Son, and Holy Spirit co-eternal in being, co-equal in power and glory, and having the same attributes and perfections. (Deut. 6:4; Matt. 28:19; 2 Cor 13:14)

### THE PERSON AND WORK OF JESUS CHRIST

- I believe that Jesus Christ is the eternal Son of God, that He was conceived by the Holy Spirit, born of the virgin Mary, and is true God and true man. (John 1:2; Luke 1:35)
- I believe the Lord Jesus Christ died for my sins according to the Scriptures, as a representative and substitutionary sacrifice; and that my justification is made sure by His literal, bodily resurrection from the dead. (1 Cor. 15:3-4; 1 Pet. 2:24; Eph. 1:7)

- I believe the Lord Jesus Christ ascended to heaven, where He is now exalted at the right hand of God, and ministers as my High Priest and Intercessor. (Acts 1:9-10; Heb. 4:14, 7:25; 1 John 2:1)

#### **THE PERSON AND WORK OF THE HOLY SPIRIT**

- I believe the Holy Spirit is a person who convicts the world of sin, and who regenerates, indwells, enlightens and empowers the saved. (John 16:8; 1 Cor. 3:16; Eph. 1:13-14)

#### **DEPRAVITY**

- I believe that man was created in the image of God, that he sinned and thereby incurred not only physical death, but also spiritual death, which is separation from God; and that all human beings are born with a sinful nature, and become sinners in thought, word, and deed. (Genesis 1:26; Rom. 3:23; 5:14; Eph. 2:1-3)

#### **SALVATION**

- I believe that eternal salvation is solely the gift of God, and that all who in sincere contrition repent of their sins, believe the gospel and receive the Lord Jesus Christ by faith alone are born again of the Holy Spirit. (John 3:3-5; Titus 3:5; Acts 2:38; Eph. 2:8-10)

#### **DISCIPLESHIP**

- I believe that obedience to Christ's teachings is an essential part of being a follower of Christ, and while it is not the basis of my salvation, it is nevertheless not possible to have salvation without a lifestyle marked by obedience, repentance of sin, submission and commitment to Christ and His teachings. (Matt 7:21, Matt 11:29-30, Luke 5:32)

#### **SECOND COMING**

- I believe in the personal, imminent return of Christ for His Saints. (1 Thess. 4:13-18)

#### **JUDGEMENT AND THE ETERNAL STATE**

- I believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved, and the everlasting punishment of the lost. (John 5:28; Matt. 25:46; Rev. 20:11-15)

### **CODE OF CONDUCT**

This Code of Conduct is a supplement to other policies and procedures of MNTC. It is not intended to be an exhaustive list of prohibited or required behavior.

#### **AS A WORKER FOR THE CAUSE OF CHRIST**

I will strive to keep my whole body and soul blameless and holy according to God's Word. (1 Thes 3:11, 5:23, Rom 12:11-12)

I will give diligent attention to the nurture of my own soul in private prayer and devotions. (Matt 22:37)

I will regularly attend a local church. (Heb 10:25)

I will take care of my physical well being. I will abstain from using any substances that are harmful or addictive. This includes, but is not limited to: alcohol, tobacco, and illegal drugs. (1 Cor 6:19)

I will always conduct my personal financial and business transactions with fairness, responsibility, and integrity. (Prov 11:1)

I will uphold and honor our laws and government. (Rom 13:1-5, Titus 3:1-2, 1Pet. 2:13-17)

I will be completely honest before both God and man. I will keep lies and deceit far from me. I will speak the truth in love. (Ex 20:16, Eph 4:15, 25,)

#### IF MARRIED...

I will live a life of sexual purity (Rom 1:26-27, Rom 13:13-14, 1Cor 6:18-20, Eph 5:3, 1Thes 4:3-7)

- I will not engage in any sexually suggestive speech or actions with anyone other than my spouse.
- I will keep my mind free from, and avoid all forms of pornography, such as: magazines, videos, movies, books, internet sites, etc.
- I will avoid all appearances of sexual impropriety and will guard against developing inappropriate close relationships with members of the opposite sex.

#### IF SINGLE...

I will live a life of sexual purity (Rom 1:26-27, Rom 13:13-14, 1Cor 6:18-20, Eph 5:3, 1Thes 4:3-7)

- I will not engage in sexual intercourse prior to marriage.
- I will not become romantically involved with any person who is legally married to someone else.
- I will not pursue or engage in any romantic or sexual relationship with a member of the same sex.
- I will not allow an unrelated member of the opposite sex to stay overnight in my dwelling.
- I will keep my mind free from, and avoid all forms of pornography, such as: magazines, videos, movies, books, Internet sites, etc.
- I will avoid all appearances of sexual impropriety and will zealously guard the reputation of those I am dating.

I will pursue racial harmony with all people, and will refrain from overt and covert acts of racism, discrimination, and stereotyping. (Gal 3:28, Jas 2:8-9)

I will treat all people with dignity and respect, and I will be courteous and pleasant in all my dealings with co-workers, students, and supervisors. (Eph 4:2-3, Rom 12:10, Col 3:12)

I will gladly submit to those who are in authority over me. I will refrain from any sort of second-guessing, or expressing disagreement over a decision or course of action once a final decision has been made. I will do nothing to undermine the authority of my supervisors. (Eph 5:21, Eph 6:5-8, Tit 3:1-2)

If I have a grievance with somebody, I will bring the matter to the person directly and confidentially before discussing it with anybody else. (Mat 18:15-17)

### Acknowledgment and Acceptance Form

By my signature, I acknowledge that I sincerely believe the statements contained in the Statement of Shared Beliefs and agree to notify MNTC should my beliefs concerning the above statements change. I commit to uphold and abide by the Code of Conduct. I understand that my duties require me to perform ministerial functions in accordance with the organization's religious beliefs. I also acknowledge and affirm that as a religious organization, it is imperative that MNTC hire and employ individuals who not only say that they share the organizations beliefs, but those who actually live their lives in accordance with their profession of faith.

I understand and agree that the religious beliefs of MNTC require that the organization can, and will in it's sole discretion and judgment determine if my conduct has in any way violated the Code of Conduct, and that failure to abide by any one of these requirements is grounds for disciplinary action, up to and including immediate termination of my employment. (John 15:10, 1 John 2:3, 2 Cor 6:14, 2 Thess 3:14)

Full Name (please print): \_\_\_\_\_

State of Minnesota.

County of \_\_\_\_\_

Subscribed and sworn before me by \_\_\_\_\_

On this \_\_\_\_\_ day of \_\_\_\_\_, 2001

Notary Public: \_\_\_\_\_ My commission expires: \_\_\_\_\_

Note: If a staff member or volunteer of MNTC believes that somebody within the MNTC organization has violated the Code of Conduct, they must follow the procedures outlined in the Personnel Manual listed under **Policy #105 Code of Conduct.**

## STATEMENT OF FAITH

### We Believe

- The Bible is the inspired and only infallible and authoritative written Word of God.
- There is one God, eternally existent in three persons; God the Father, God the Son, and God the Holy Spirit.
- In the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death, in His bodily resurrection, in His Ascension to the right hand of the Father, in His personal future return to this earth in power and glory to rule a thousand years.
- In the Blessed Hope -- the rapture of the Church at Christ's coming. The only means of being cleansed from sin is through repentance and faith in the precious blood of Christ.
- Regeneration by the Holy Spirit is absolutely essential for personal salvation.
- The redemptive work of Christ on the cross provides healing of the human body in answer to believing prayer.
- The baptism in the Holy Spirit, according to Acts 2:4, is given to believers who ask for it.
- In the sanctifying power of the Holy Spirit by whose indwelling the Christian is enabled to live a holy life.
- In the resurrection of both the saved and the lost, the one to everlasting life and the other to everlasting damnation.