

## Mission Statement

To rescue those who are homeless, hungry, abused or addicted, providing opportunities for hope, recovery and restoration through the love of Jesus Christ.

# Core Values

## **We honor God by trusting and obeying Him.**

We seek to serve Jesus Christ and discern what God's will is for us—individually and as an organization.

We strive for excellence, seeking to "run the race" with our best efforts and with our eyes focused squarely on Christ.

We strive for integrity, seeking to be transparent in motive, action and conduct so that Jesus Christ can be seen clearly through us.

## **We are stewards of God's resources.**

We manage carefully every resource God brings to us, knowing that each gift is provided by God's hand through the efforts of others.

We proactively prepare for the future, knowing that stability is essential to the consistent rendering of God's work.

We demand of ourselves high standards of competence and performance and accept the need to be accountable through appropriate structures for achieving these standards.

## **We value people**

We are called to serve those in need, to relieve their suffering and to promote the transformation of their condition of life.

We value donors and volunteers highly, providing for them a conduit through which they can serve God and their fellow man.

We seek to provide quality opportunities and experiences to our employees, providing them with opportunities for personal, spiritual and professional growth.



# Statement of Faith

We believe that there is one God, eternally existing in three persons: Father, Son, and Holy Spirit.

We believe in the deity of Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father and in His future return in power and glory.

We believe that the Holy Spirit personally indwells all believers, bearing witness to their relationship with God; and imparts spiritual enlightenment, conviction of sin, and divine power for witnessing and service.

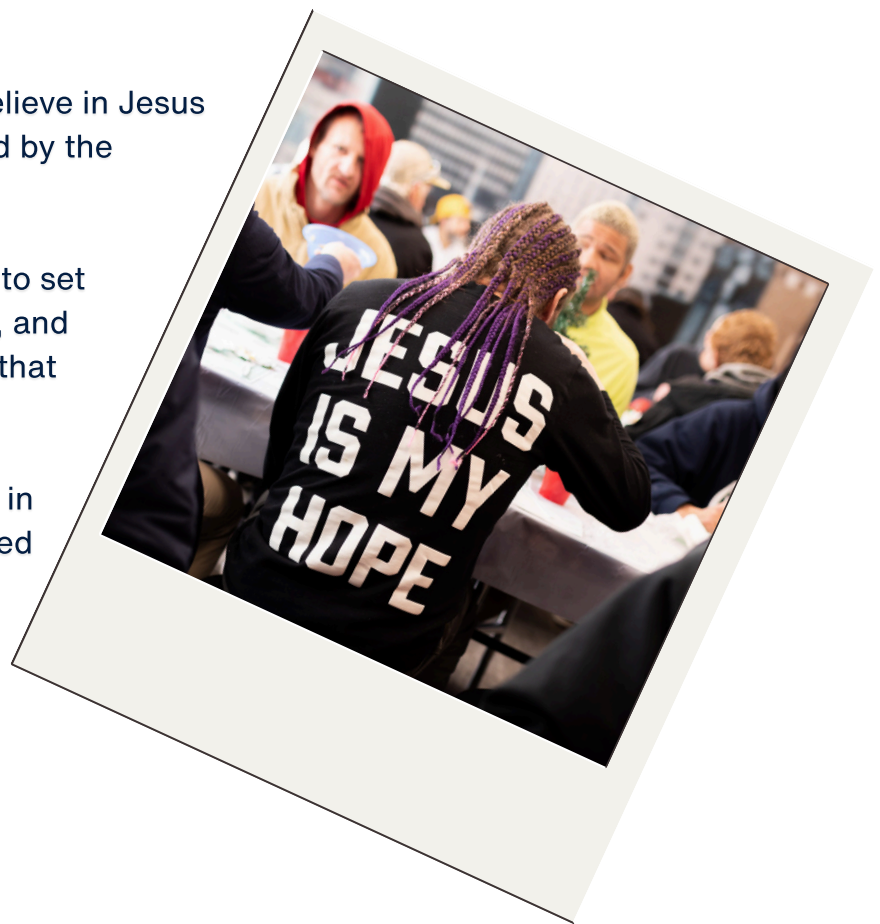
We believe the Bible, as contained in the Old and New Testaments, is the inspired written Word of God. As such it is infallible and authoritative in all moral and spiritual teaching.

We believe in the bodily resurrection of the saved to eternal blessedness and joy, and of the lost to judgment and eternal conscious punishment. Our desire is that all people will place their trust in Jesus Christ.

We believe it is essential for all people to believe in Jesus as their Savior and receive Him as their Lord by the regeneration of the Holy Spirit.

We believe that God alone holds the power to set us free from the bondage of sin, addictions, and compulsions that destroy the quality of life that God intends for us to live.

We believe in the spiritual unity of believers in Christ and that we should speak with a united voice for the welfare of the community.





# Qualifications for Employment

Every position within Hope Ministries requires specific qualifications particular to that area of service. Qualifications, duties and responsibilities are listed in the job description for each position. Jesus said that our first and greatest commandment is to love the Lord our God with all our heart and with all our soul and with all our minds. And second, we are to love our neighbors as ourselves (Matthew 22:36-39). Therefore, staff should strive to treat one another, clients, donors, vendors, and the public as we do ourselves.

Hope Ministries staff members should hold to the highest possible standards of Christian conduct in all areas of life. We should be living examples of what we teach. The conduct and activities of Hope Ministries staff should reflect obedience and respect to Jesus Christ and sensitivity to the Christian community and the people we serve. Therefore, we have adopted the following qualifications for employment upon hire and continuously, while employed by Hope Ministries:



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- Be a disciple of, and have a personal relationship with the Lord Jesus Christ, expressed by a personal testimony and evidenced in daily life.
  - I declare that I have trusted Jesus Christ as the Lord and Savior of my life and desire for His grace to shine through me.
  - See Colossians 1:10, Ephesians 4:1, John 15:4, II Peter 3:18a
- Maintain a lifestyle, character, and conduct consistent with Biblical standards.
  - I will make a hearty attempt to live out the Christian faith according to the Word of God, maintaining a vertical relationship with Him through regular quiet time and a horizontal relationship with others according to I Peter 3:8-9, "To sum up, let all be harmonious, sympathetic, brotherly, kindhearted, and humble in spirit; not returning evil for evil, or insult for insult, giving a blessing instead; for you were called for the very purpose that you might inherit a blessing.
  - See Matthew 5:16, James 4:17, Romans 14:12-13
- Regularly attend and participate in a local Christian, Bible-believing church.
  - I declare that I am an active participant in a Christian, Bible-ministering church.
  - See Hebrews 10:24-25
- Have a genuine concern for the salvation of souls and the spiritual welfare of Hope Ministries clients and guests; be committed to provide the highest quality of work and care on a daily and on-going basis.
  - See John 3:16, I Corinthians 15:58, Colossians 3:23-24, Matthew 25:37-40, Hebrews 6:10-12, I Corinthians 3:13
- Embrace the Hope Ministries Mission/Purpose Statement, Core Values, and Statement of Faith.
  - See statements on pgs 4-5 of Employee Handbook
- Abstain from use of illegal substances, realizing that the body is the temple of the Holy Spirit.
  - I will live a life free from illegal substance use realizing that my body is the temple of His Holy Spirit bought by God.
  - See I Corinthians 6:19

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- Maintain a lifestyle that is free from sexual sin.
  - I will abstain from sexual immorality – including but not limited to homosexuality and sexual relations outside of marriage.
  - See I Corinthians 6:18-20, Hebrews 13:4, Romans 1:26-27
- Have a teachable spirit and be committed to unity, teamwork, and respect for Hope Ministries policies, staff and leadership.
  - I will commit to being a team player striving for unity. I will respect the authority and leadership over me and serve as a servant-leader to those under me.
  - See Romans 12:2, Hebrews 13:17, I Thessalonians 5:12-13, John 13:34-35
- Pursue and hold in highest regard the Biblical instruction concerning family and marriage responsibility.
  - I will hold with the highest regard my personal family and marriage responsibilities.
  - See I Timothy 3:4-5, Ephesians 5:21 – 6:4, Proverbs 22:6)
- Seek to communicate openly and honestly with one another, accepting responsibility for words and actions, striving to speak only that which edifies in order to maintain unity.
  - I will not allow myself to be a rumor-mill. I will not discuss complaints with other staff until I have first gone to the individual or to the supervisor or administrator who has appropriate authority.
  - See Ephesians 4:25-29, Philippians 2:1-4, John 13:34-35
- In areas of Christian liberty, where the Bible is silent or does not provide specific instruction, such as movies, music, television, or reading material, Hope Ministries strongly encourages all staff members to consider Paul's exhortation in I Corinthians 10:23-24.
  - Everything is permissible – but not everything is beneficial. Everything is permissible – but not everything is constructive. Nobody should seek his own good, but the good of others." (NIV)\* We must be careful that, in exercising our freedoms in Christ, we do not hurt or hinder those whom we are, in fact, trying to help and serve. In Romans 14:13b Paul encourages us "...make up your mind not to put any stumbling block or obstacle in your brother's way." Carefully consider how our individual behavior might impact the well-being of ourselves, our coworkers, or our clients.