

STAFF BEHAVIOR 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 meetings (2 hours per week), other required leadership meetings pertaining to your position (i.e. Leadership groups, Sunday Leadership Meetings, etc.), and events deemed as "all-staff events" (i.e. Weekend Staff Retreats, etc.). Extenuating circumstances will be considered and must be approved by current Directors.

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.
- A staff member must not consume alcohol, tobacco and/or drugs at any Rooted Retreat event. In addition, no alcohol and/or tobacco is to be present at a Rooted Retreat event.
- A staff member must not consume alcohol, tobacco and/or drugs with (or in the presence of) Rooted Retreat 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 an awareness that they (1) are called to live according to the Word and (2) a witness of the gospel and ministry of Rooted Retreat.
- Staff will not plan events with other Rooted Retreat staff within their immediate ministry group, or functional team, for the purpose or intent of consuming alcohol or tobacco.
 - If two or more members within an immediate ministry group, or functional team, happen to be in the same location where alcohol or tobacco is being consumed, use responsible discretion.
- Staff will not wear Rooted Retreat apparel in settings where alcohol consumption is a primary means of business (dance halls, bars, etc.)

DATING POLICY

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

GRADE & ACADEMIC ENROLLMENT POLICY

- Staff must maintain a 2.0 GPA. This applies to the cumulative GPA and the GPA of the closest grading term to Rooted Retreat in August. Staff must be enrolled as a student at Sam Houston State and be present in Huntsville in the Spring semester preceding retreat in August. Co-Chairs, Prayer Team Members, and Counselors must be enrolled as a student at Sam Houston State and be present in Huntsville in the Fall semester following Rooted Retreat in August.

CHURCH 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.
 - *Rooted Retreat 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.
 - **Rooted Retreat 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. If you have questions or would like to talk with us about our reasoning for either of the above, we would love to connect with you.

STATEMENT OF BELIEFS POLICY

Each staff member is required to review and support the Rooted Retreat Statement of Beliefs:

- We believe that there is one God eternally existing in three persons: The Father, the Son, and the Holy Spirit. (Deuteronomy 6:4; Colossians 2:9; Hebrews 1:1-3 ; Psalm 139 Matthew 28:19)
- We believe that the Bible is God's written revelation to man and that it is inspired, authoritative, and without error in the original manuscripts. (2 Timothy 3:16- 17, Isaiah 40:8)
- 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. (2 Corinthians 5:21; Philippians 2:5-11)
- We believe that Christ died on the cross as a substitute for sinners. God imputed the guilt of our sins to Christ, and He, in our place, bore the punishment that we deserve. This was a full payment for sins, which satisfied both the wrath and the righteousness of God so that He could forgive sinners without compromising His own holy standard. And salvation is thus a free and unearnable gift. (Isaiah 53:6; Isaiah 53:12; Romans 3:25 2 Corinthians 5:21 Galatians 3:13 Hebrews 10:1-4)
- 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 works. (Ephesians 2:1-10)

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:
- In closing, we are committed to ministering to students 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 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.