

QUALIFICATIONS FOR EMPLOYMENT

Bay Area Rescue Mission 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 Bay Area Rescue Mission 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 to ensure that we, the staff of Bay Area Rescue Mission, demonstrate the love of Christ in the way that He affirmed as the greatest single witness to His presence in the lives of His followers.

Staff members of Bay Area Rescue Mission must adhere to the following standards upon hire and continuously, while employed by Bay Area Rescue Mission:

1. Be a disciple of and have a personal relationship with the Lord Jesus Christ, expressed by a personal testimony and evidenced in daily life. (see Col 1:10, Eph 4:1, John 15:4, II Peter 3:18a)
2. Maintain a lifestyle, character, and conduct consistent with Biblical standards. (Mt 5:16, James 4:17, Rom14:12-13)
3. Regularly attend and participate in a local Christian, evangelical, Bible-believing church. (see Heb10:24-25)
4. Have a genuine concern for the salvation of souls and the spiritual welfare of Bay Area Rescue Mission's guests and residents; be committed to provide the highest quality of work and care on a daily and ongoing basis.
(see John 3:16, I Cor 15:58, Col 3:23-24, Matt 25:37-40, Hebrews 6:10-12, I Cor 3:13)
5. Embrace the Bay Area Rescue Mission Statement of Purpose, Statement of Vision, and Statement of Faith.
6. Live a life free from active addiction realizing that the body is the temple of the Holy Spirit. (I Cor 6:19, Rom 14:13b)
- 6a. Bay Area Rescue Mission employees are not permitted to consume or possess alcohol or tobacco while on duty or while representing Bay Area Rescue Mission in any capacity. In addition, Bay Area Rescue Mission employees are not permitted to use or possess alcohol or tobacco at or around any Bay Area Rescue Mission facilities, property, events, functions or vehicles. Bay Area Rescue Mission believes that those called to ministry are called to higher standards of living, particularly since we minister to those who have been enslaved by and often continue to struggle with addiction. (see Eph. 4:12-24; 1 Timothy 4:6-12; 2 Tim. 2:15)
7. Make every effort to practice financial integrity. (see Hebrews 13:5, Matthew 6:21, Matthew 22:21b)
8. Maintain a lifestyle that is free from sexual sin. (see I Corinthians 6:18-20, Hebrews 13:4)
9. Have a teachable spirit and be committed to unity, harmony, teamwork, and respect for Bay Area Rescue Mission policies, staff and leadership. (see Rom 12:2, Heb 13:17, I Thess 5: 12-13, John 13:34-35)
10. Pursue and hold in highest regard the Biblical instruction concerning family and marriage responsibility.
(see I Timothy 3:4-5, Ephesians 5:21 – 6:4, Proverbs 22:6)
11. 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. (Eph 4:25-29, Phil 2:1-2, 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, Bay Area Rescue Mission 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 and guests.

I have read, understand and agree to that which is contained herein

Printed Name: _____

Signature: _____

Date: _____