



Since 1954 Bethel Bible Village has provided safe, nurturing, and Christ-centered homes for children of families in crisis. By God's grace and through the generous support of our many friends, Bethel has made a difference in the lives of hundreds of children.

While we rejoice in our great history and legacy, we are convinced that Bethel's best days still lie ahead. Unfortunately, there are still scores of children in crisis in need of a safe place to call home. And fortunately, Bethel stands ready to meet the ongoing and growing need.

### **VISION**

*We envision children transformed by the redemptive power of Jesus Christ and empowered to fulfill all their God-given potentials.*

### **MISSION**

*Our mission is to provide safe, nurturing, and Christ-centered homes for children of families in crisis and equip and inspire them to live productive Christian lives.*

### **CORE VALUES**

- **Christ-Centered:** We value our faith in God and it is the foundation on which we build our ministry.
- **Children and Families:** We value children having their needs met in their families. We value families equipped to meet the needs of their children. Therefore, we offer love, support, acceptance, training, and an opportunity for spiritual growth toward the goal of being together as a family.
- **Excellence:** We value excellence in programs, stewardship, and relationships.
- **Leadership:** We value Godly approachable leadership properly aligned and working together to effectively impact children and families.
- **Creativity/Innovation/Flexibility:** We value progressive positive change that allows us to speak to the changing society in which we live.
- **Compassion:** Because we care, we meet people where they are with love and support.

### **CORE COMPETENCIES**

We are committed to transforming the life of each child God sends our way through competent and holistic intervention in five key areas:

**Spiritually:** Strategic Objective - A child will know Christ as his/her Savior, and will have a growing and vibrant relationship with Jesus.

**Physically:** Strategic Objective - A child will have an understanding of and will take personal responsibility for his/her health.

**Intellectually:** Strategic Objective - A child will have a desire to learn and will demonstrate academic progress.

**Emotionally:** Strategic Objective - A child will understand his/her emotions and will choose to express them appropriately when faced with life's issues.

**Relationally:** Strategic Objective - A child will love and respect other people and interact in a positive way, regardless of life circumstances.

## Bethel Bible Village Employee Covenant

The mission of Bethel Bible Village (BBV) is to provide safe, nurturing, Christ-centered homes for children of families in crisis, and to equip and inspire them to live productive Christian lives.

All staff plays various important roles in this mission. Accordingly, by being a member of our staff, you are committing to follow the tenets of Scripture, as these are interpreted by BBV's President, and specifically the following covenant.

- I. **Integrity** – All work for BBV must be performed with the utmost integrity. Whether caring for our children, BBV or others' funds, or during work time, completing timesheets or other documents, or representing BBV in the community, all you do on behalf of BBV must be accurate and honest at all times.
  
- II. **Positive Attitude** – BBV must be a safe, encouraging place for all who come on our campus or who are otherwise part of our ministries. Accordingly, all staff members are prohibited from engaging in profanity, gossip, or slander of each other, our board, visitors, donors, those we serve, or any other person. Whether you are interacting with others in our offices, the cottages, the school, anywhere on our grounds, or on a mission, you are expected to display a positive, helpful, encouraging attitude.
  
- III. **Law Abiding** – Our staff is a reflection of BBV at all times. Accordingly, unlawful conduct, including but not limited to public intoxication or driving under the influence of illegal drugs or alcohol, or possessing, manufacturing, distributing, or being under the influence of illegal drugs (including but not limited to regular or synthetic marijuana) at any time will be grounds for immediate termination. The same is true of any arrest or conviction which involves violence, theft, children, or dishonesty, regardless of whether the conduct occurs on or off work.
  
- IV. **Respectful not Detracting from our Mission** – All staff also are expected to be respectful of and not detract from BBV's mission as stated above at all times. Accordingly, making comments via social media or otherwise which are critical of the same at any time or living a lifestyle that contradicts the same such as being involved in homosexuality, fornication, adultery, or pornography will be grounds for immediate termination. Possession, use, and/or being under the influence of alcohol on the job and/or on BBV property or otherwise while on a mission for BBV also will be grounds for immediate termination.
  
- V. **Confidentiality** – Each staff member also must not reveal any personal information – including but not limited to the fact that someone has come to BBV for assistance -- or any other personal information they may overhear or otherwise observe or have access to while performing their work or by being on our campus or on a mission on behalf of BBV to anyone without a need to know the same either within or outside of BBV. This also includes the use or release of any financial or other personal information of those we serve or our staff, volunteers, or Board that you have not been specifically authorized to use, access, and release. Information concerning assistance provided by BBV which is shared with our board or as part of informing others either within or outside of BBV of the impact of BBV's ministries without revealing the individual's name or otherwise identifying them unless authorized to do so is not prohibited by this section.

By signing below, I am agreeing to the Bethel Bible Village Employee Covenant.

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Staff Member Name	Date	Staff Member Signature
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In addition to this basic covenant, Bethel Bible Village also may implement other personnel policies and procedures affecting your employment from time to time. All staff members will be given notice of them either upon their hire or before they go into effect. This covenant also does not constitute a contract of employment with Bethel Bible Village. All staff members are at-will employees who may end their employment relationship with BBV at any time and whose employment may be ended by BBV at any time with or without cause.