

HARVEST TRAINING CENTER

STANDARDS OF BEHAVIOR

Residents at the Harvest Training Center are held to the same standard of behavior as the pastors and elders of Harvest Bible Chapel.

Church Membership Each resident must be a member of a Harvest Bible Chapel. If the resident is not a member at the start of the program, he must complete Peak Performance at the first opportunity. Residents will fulfill the duties of membership, including faithful attendance, service, tithing, etc.

Conduct Residents are to behave in a manner consistent with New Testament ethics, especially as required of pastors and elders (1 Tim 3:1-7; Titus 1:5-9). Their lives must be morally blameless and above reproach. They will walk in love, with speech characterized by honesty, self-control and gentleness (making allowance for sarcasm, which has been described as the "love language" of the Harvest staff).

Alcohol The Bible forbids drunkenness (Rom 13:13; Eph 5:18), especially for pastors (1 Tim 3:3; Tit 1:7). So residents will refrain from the intemperate consumption of alcohol. They will also abstain from any other potentially addictive substance.

Computers The internet presents great opportunities for discovery. But it can also become a vehicle for bondage to sin. Therefore, residents will have blocking software (e.g. Net Nanny or Cybersitter) on any computer that has access to the internet. The password must not be known to the resident, only his wife (if applicable) or a mature Christian friend.

Moral Fences Each resident is required to embrace the following affirmations: "1. I will not under any circumstances, ride alone in a car with a member of the opposite sex other than my spouse or an immediate family member. 2. I will not counsel a member of the opposite sex in a closed room more than once. 3. I will not stay alone in a hotel room overnight. 4. I will speak often and publicly of my affection for my spouse, when she is present and when she is not. 5. I will compliment the character or conduct, not the coiffure or the clothing, of members of the opposite sex."

Counseling Residents will establish proper boundaries between themselves and counselees, especially members of the opposite sex. Counseling should only be done in visible areas when other adults are nearby. The session must end immediately if a potentially dangerous or provocative situation occurs. If a resident is counseling someone suspected of suicidal tendencies, the resident has a legal responsibility to refer the counselee to whoever is best able to prevent the counselee from killing himself. Residents also have a responsibility to report illegal activity, such as child abuse, to the authorities. Other guidelines for counseling are found in the *Staff Manual*.

Confidentiality People will tell pastors things about themselves that they have never told another person. Thus, it is incumbent upon residents not to divulge to another person within the congregation matters that are shared in confidence. Certain information may be shared with other pastors, however, if the resident judges this to be in the best interest of the counselee.

Work Hours Residents are expected to work between 50 and 55 hours per week. They will be in training from 8:30 AM to 5:00 PM, Tuesday through Friday (34 hours). They will participate in all the weekend services of their local church, arriving 30 minutes before the first service and staying at least 30 minutes afterward (5-8 hours). Other activities may require time away from home in the evenings, such as board meetings, small group meetings, special ministry events, etc. (3-6 hours). Finally, residents may need additional hours of study at home (5-10 hours).

Absences Residents are expected to be at their desks whenever training is in session. Absences will be excused for illness, off-campus ministry or other special circumstances (funeral, jury duty, birth of a child, etc.). But the resident must notify the Dean as soon as possible. Residents will receive a warning for their first and second unexcused absence. A third unexcused absence will result in dismissal from the program.

Vacations Residents are not eligible for vacations. There will be days off around the holidays, such as Thanksgiving, Christmas, New Years and Easter (see school calendar for exact dates).

Leisure Harvest has a "Work hard, play hard" mentality. Monday is everyone's day off. Take it for the sake of your health and your family.

Appearance Residents will wear business casual dress Tuesday through Thursday. They are allowed to wear jeans and casual shirts on Friday (but no t-shirts). A sport coat will be worn for preaching. Men will be clean-shaven and adequately groomed.

Facilities and Equipment Residents will treat all facilities and equipment with care, as good stewards of what God has entrusted to them.

Non-Discrimination Harvest Training Center does not discriminate on the basis of race, color or national origin in the selection and treatment of residents. We view women as created equal in dignity and worth, but possessing different roles than men. Therefore, certain positions within the school are to be held by men only. This would include any position that involves teaching men, or any educational track that leads to pastoral ministry or elder training. All residents must profess the Christian faith, as detailed in the Harvest Statement of Faith.

This material was adapted and expanded from the *Harvest Bible Chapel Staff Manual*. If there is a discrepancy or an issue not addressed in this document, the *Staff Manual* shall have priority.