

Statement of Faith & Code of Conduct
For Northwoods Living Hope, Inc. (NWLH)
(To be signed by all board members, staff and volunteers)

Christianity is central to the purpose and mission of Northwoods Living Hope. It is the policy of Northwoods Living Hope to be staffed, whether by employees or volunteers, with committed disciples of Jesus Christ. In order to preserve the function and integrity of the mission, vision and purpose of Northwoods Living Hope and to provide a biblical role model to the clients we serve and members of the community, it is imperative that all persons working at Northwoods Living Hope, in any capacity, or who serve as volunteers, be in agreement with the provisions set forth here and the objectives of Northwoods Living Hope. Consequently, it is necessary that all employees and volunteers affirm their agreement with the **Mission, Vision, Purpose, and Statement of Faith and Code of Conduct**, as a prerequisite to their affiliation with Northwoods Living Hope, both in terms of doctrinal belief and practical application.

“...set an example for believers (and unbelievers) in speech, in life, in love, in faith, and in purity.” (I Timothy 4: 12b)

“Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ.”
(Phil 1:27)

Mission Statement

Northwoods Living Hope is a Christ Centered Ministry committed to the value of all human life. Our purpose is to provide safe shelter and program support services to women and their children through the love of Christ. This mission exists to bring hope and help to women in domestic abuse and maternity crisis through rebuilt, renewed and restored lives.

Vision and Purpose

- A) Our Vision is to see women restored from past crisis and empowered with hope for the future through the transformative love of Jesus Christ.

- B) Our Purpose is to provide safe shelter and program support to women to see life changing transformation through the love of Christ by way of:
 1. Meeting basic needs such as food, clothing, and shelter.
 2. Providing women with a sanctified and nurturing atmosphere to heal and find hope for their future.
 3. Teaching and modeling healthy boundaries, fellowship, resourcefulness, and life skills to successfully live on their own and prevent relapse of harmful behaviors and/or choices.
 4. Sharing the gospel of Jesus Christ to encourage women who want to change to live by Biblical principles with ultimate dependence on God to fulfill their needs.
 5. Supporting and affirming the value of all human life.

Our Beliefs (Tenets of Faith)

1. We believe in the complete, divinely-inspired, infallible and inerrant Word of God, the authority we rely on in matters of faith and conduct. (Jn 17:17, Ps 119:160, 2 Tim 3:16, Pr 30:5)
2. We believe in the One True God expressed as Father, Son and Holy Spirit; eternally existent, three in one. (Mt 3:16-17)
3. We believe in God the Father, Creator of Heaven, and Earth; Sovereign over all. (Gen 1:1-31, Gen 2:1-23)
4. We believe in God the Son—God manifest in flesh—the Lord Jesus Christ, the world’s only Savior. We believe in His pre-incarnate existence, His virgin birth, His sinless life, His vicarious death, burial and bodily resurrection, His ascension into heaven, His present mediatorial ministry, and His imminent personal return in power and glory. (Jn 3:16, Jn 1:1)
5. We believe in God the Holy Spirit, who convicts the world of sin, regenerates all believers, indwells them, and enables us to live holy lives of witness for our Lord Jesus Christ. (Jn 16:7-13, Rom 8:14-17, Rom 8:26)
6. We believe in the sinfulness of mankind. We believe that mankind is born separated from God and is subject to His eternal wrath and condemnation because of sin. (Gen 2:16-17)
7. We believe that baptism is an ordinance instituted by Jesus Christ and commanded in the Holy Scriptures. (Mt 28:19; Rom 6:4; Mk 16:16; Jn 3:5; Acts 16:31-34)
8. We believe that salvation is a gift from God, made possible through the life, death and resurrection of Jesus Christ. By God’s grace, all who repent of their sins, seek God’s forgiveness, and place their faith in Jesus as Lord and Savior are welcomed into God’s family. The evidence of this salvation is seen in the transformation of character and conduct, as demonstrated by the fruit of the Spirit in the believer’s life. (Gal 5:22-23; Eph 2:8-9; Rom 10:9-10; Jn 3:16)
9. We believe in the bodily resurrection: believers to the full enjoyment of eternal life in heaven; unbelievers to the full condemnation of eternal death in hell. (Rom 8:11; Mt 25:46)
10. We believe in the church and the importance of it in edifying and equipping the believer for the work of the ministry. Every believer should be an active participant in a church community, serve in the church and be accountable to the church. “Do not forsake the gathering of yourselves together.” (Heb 10:25; Eph 4:1-16)
11. We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary sexes together reflect the image and nature of God. Rejection of one’s biological sex is a rejection of the image of God within that person. (Gen 1:26-27)
12. We believe the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture, (Gen 2:18-25). We believe that marriage between one man and one woman, for life, uniquely reflects Christ’s relationship with His Church, (Eph. 5:21-33). We believe that God intends sexual intimacy to occur only between a man and a woman who are

married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. (1 Cor 6:18; 7:2-5; Heb. 13:4)

13. We believe that any form of sexual immorality, (including adultery, fornication, cohabitation, homosexual behavior, rejection of one's biological sex or use of pornography), is sinful and offensive to God. (Mt 15:18-20; 1 Cor 6:9-10)
14. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; 1 Cor. 6:9-11)
15. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the tenets of the ministry. (Mk 12:28-31; Lk 6:31)
16. We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps 139)

Northwoods Living Hope Code of Conduct

1. We are conscious of the fact that everything we do, directly or indirectly, has the potential to reflect upon our witness for Christ and upon Northwoods Living Hope as a whole.
2. We always conduct ourselves with openness, forthrightness, and honesty in dealing with people and organizations, both internally and externally.
3. We want to be women that shine like stars in pointing others to Jesus and will strive to not become women known for complaining. The Bible says in Philippians 2:14-15, "Do all things without grumbling or arguing so that you may become blameless and pure children of God without fault, in a warped and crooked generation. Then you will shine among them like stars in the sky."
4. We hold ourselves to the highest possible standard of conduct, always striving to avoid even the appearance of impropriety.
5. All "conflict of interest" relationships will be avoided with board members, staff, volunteers, suppliers, those we serve, and other organizations with whom we deal, unless disclosed and approved.
6. We will keep confidential all information regarding the women we have the opportunity to serve at Northwoods Living Hope, including fellow staff members and volunteer staff. Breaking confidentiality can jeopardize resident safety as well as staff safety. Staff should never engage in gossip about residents or other staff at Northwoods Hope. Nothing is to be posted on social media about residents or ministry resources. Nothing is to be conversed about outside of serving at the shelter about residents or ministry resources. We only disclose information as required by law. Mutual trust is essential in keeping everyone safe and respecting privacy.
7. All our communications will be truthful, honest, and accurately describe the services we offer.
8. We operate in accordance with all applicable laws.
9. We treat others with kindness, compassion and in a caring and courteous manner towards all. We will remain calm and kind in stressful situations, as directed in Proverbs 15:1. Additionally, we treat each other with respect by not using profanity at any time in any of the Northwoods Living Hope facilities.
10. Conflict may occur in our community. Many times, conflict can be resolved between the people involved by following the principle in Matthew 18:15-17. If unable to resolve conflict with other NWLH staff or residents individually, we will work within the chain of command of the organization of Northwoods Living Hope to seek a Biblical resolution.
11. Northwoods Living Hope is a Christian organization. No one should be participating in any occult activities or bring occult materials or paraphernalia to any Northwoods Living Hope facilities.
12. No one will accept gifts or favors which might influence the performance of their responsibilities to Northwoods Living Hope.
13. I am aware that to be employed or serve as a volunteer at Northwoods Living Hope I will have to pass a criminal background check.

By my signature below, I state my commitment to uphold this Statement of Faith and Code of Conduct, that I have received a copy of this document, and that I have been given the opportunity to discuss any questions or concerns with the leadership at Northwoods Living Hope.

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| <hr/> <p>Signature of Employee/Volunteer</p> <hr/> <p>Job Title</p> | <hr/> <p>Date Signed</p> |
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| <hr/> <p>Signature of Witness</p> | <hr/> <p>Date Signed</p> |
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