**TBC Volunteer Commitment**

Thank for your willingness to serve our Lord at TBC. We are able to serve many children, teens and families because volunteers, like yourself, give of their time, talent, and treasure in this important kingdom work. To help bring a cohesiveness to the team of servants we desire that each individual understands our values, mission, and vision as reflected in the following pages and how we practically carry them out in everyday life. By reading and agreeing to this code of conduct it will help everyone work together well.

**Vision Statement**

Hope-filled Alaskans glorifying God by leading healthy families and communities.

**Mission Statement**

Tanalian Bible Camp exists to build up the Body of Christ in rural Alaska by providing evangelism, discipleship, fellowship and leadership development through camps, conferences and Biblical mentoring.

**Core Values**

* We believe in the authority of God's word and its power to transform lives.
* We are about building loving, Biblical relationships and community, inviting people to abide in Jesus.
* We are committed to create a culture that fosters faith, protection, creativity, fun and friendship.
* We value an individual's dignity as an image bearer of God and living in mercy and grace.
* We purpose to love and serve Alaskans by being a gathering place that encourages connections, developing unity in the Body of Christ.
* We are committed to helping build healthy, Christ-centered leaders for families and communities.
* We honor the Biblical command to trust and rest in Christ.

**Statement of Faith**

1. We believe the Bible is the verbally inspired eternal Word, revelation of God, inerrant, infallible and God-breathed. It shall be our guide in all matters of faith and conduct. (Ps. 10:7-11; II Tim. 1:16-17)
2. We believe in the triune Godhead, composed of God the Father, God the Son, God the Holy- Spirit; co-existent, eternal, omnipresent and omnipotent. (John 4:1-8)
3. We believe in the deity of Jesus Christ, His virgin birth, sinless life, and that He is God incarnate, very God, for Whom all things were created. (John 1:1-14; II Cor. 5:21)
4. We believe in the substitutionary atonement of the Lord Jesus Christ, that He by the grace of God tasted death for every man, and that all must be born again or are forever lost. (Heb. 2:9, John 6:44-69)
5. We believe in the physical resurrection of the Lord Jesus Christ and that He ascended bodily into the heavens and is now at the right hand of God the Father as our Mediator, Priest, and Advocate.(Acts 3:12-26; John 20)
6. We believe in the universality and exceeding sinfulness of man. (Rom. 3:10-26; Ezek. 18:4; Rom. 6:23)
7. We believe and hold to the Biblical principles that affirm God’s design for sexual relationships. We believe sex is a gift from God to be enjoyed within the marriage relationship. We believe that God has commanded abstinence from any form of sexual/intimate activity outside of a marriage between one man and one woman. (Gen 1:27-31, 2:23, 24; Romans 1:26,27, 13:9,10; 1 Cor. 6:12ff)
8. We believe in the indwelling of the Holy Spirit, for all Christians, one baptism, but many fillings. (Rom. 8:14-27; Eph. 5:18)
9. We believe in the personality and reality of Satan. (Rev. 12:9-10)
10. We believe that heaven is a place of eternal blessedness and that hell is a place of eternal suffering. (II Cor. 5:1-10; Rev. 20:1-5)
11. We believe that all followers of the Lord Jesus Christ must maintain good works. This includes separation from the sinful pleasures of the present world systems. (Eph. 4:1-32; Titus 2:1-15)
12. We believe in the “Great Evangelistic Commission” of the Lord Jesus Christ, “Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost”. (Matt. 28:10-20)
13. We believe in the personal, premillennial coming of our Lord Jesus Christ; (1) for His saints, (2) with His saints to reign a thousand years over the earth, (I Thess. 4:13-18; I Cor. 15:50-55; Rev. 19: 10-20, 20:1-6) We understand that not everyone believes this doctrine and because this tenant is not central to the doctrine of salvation it is permissible to disagree with this, with the understanding that other views will not be taught at camp.

**Volunteer Agreement and Code of Conduct**

Tanalian Bible Camp staff members have an incredible opportunity to represent Jesus Christ to campers who will be carefully watching our attitudes and actions. In order to best show love and respect to those around us, we choose to abide by the following set of guidelines.

PERSONAL SPIRITUAL GROWTH – During a busy summer, we can easily lose sight of why we are serving at camp. Time spent reading God’s Word and communing with Him in prayer is the best way to refocus, so we strongly encourage each staff member to make time alone with the Lord the highest priority of each day. Scripture urges us to bear one another’s burdens, so during times of trial, discouragement and stress, please take the opportunity to seek out a full-time staff member to pray with and for you. We are on this journey of growth together and desire to encourage one another continually.

CONDUCT – 1 Timothy 4:12 reminds us that as believers we are to be an example to those around us in our speech and actions.  Our lives should display the fruit of the Holy Spirit’s control as described in Galatians 5:22-23. Though believers have freedom in Christ, as representatives of TBC we choose to limit our freedoms in certain areas so as not to distract or confuse others. Possession or use of alcohol, tobacco, illegal drugs, fireworks, firearms, weapons, or destroying of camp property are not allowed and will result in disciplinary action.

PERSONAL GROOMING – Out of respect for one another, and in a desire not to be a stumbling block or distraction to those around us, modest dress is expected of all staff. Ladies: No tight-fitting clothing, including tight yoga pants and leggings worn as pants. No low-cut necklines. No spaghetti strap tank tops. Sleeveless shirts are fine, but no undergarments should be showing. Modest, one-piece, or midriff-covering, tankini-style swimwear may be worn at the waterfront only. Shorts should be mid-thigh length. Gentlemen: Please keep your shirt on unless you are swimming, and wear pants or shorts that keep your undergarments covered.

POSITIVE RELATIONSHIPS – Most of the ministry that happens at camp is in the context of relationship, so one of your goals at camp should be to develop relationships that are encouraging and point others to Christ.  Though camp is a wonderful place to meet potential lifelong friends, this is not the time or place to work on developing exclusive friendships, especially dating relationships. Therefore, displays of romantic affections (holding hands, kissing, back rubs to individuals of the opposite sex, etc.) among unmarried staff are not allowed.

STAFF HOUSING – To avoid any appearance of impropriety, male staff may not enter female staff housing, and female staff may not enter male staff housing without permission from a full-time staff member. In order to show respect for others, each staff member is expected to keep his/her living area clean and orderly.

ELECTRONIC EQUIPMENT – Our campers are not allowed to bring any electronic equipment to camp, so we encourage staff not to use these during camp as well. Staff may use these items on time off, as long as they practice sensitivity to the musical tastes of others within earshot and it is sensible Christian music. Internet use is provided as a privilege for staff. Due to limited bandwidth availability, staff needs to follow the Internet usage policy:

* Campers: not allowed online
* Summer staff one week or less: not allowed online
* Summer staff more than one week: Email/social media once per week in the staff lounge

Team Leaders: access as needed for blog updates, etc. Make arrangements with the camp director.

**Commitment of Applicant**

* I understand that I am applying for a volunteer position and that by law Tanalian Bible Camp cannot offer any compensation for volunteer work.
* I understand that I will be required to abide by all company policies, standards, and regulations, as they are announced from time to time. I further understand that if I disregard any TBC policy or procedure that I may be subject to review of my volunteer status by the TBC Executive Director.
* I authorize Tanalian Bible Camp to contact all prior employers and any references listed here into verify all information provided and to obtain any and all information related to my character and past work performances. I further hereby release all references and prior employers from any liability for information provided in good faith.
* I here by affirm that I have carefully read and agree with the Tanalian Bible Camp Statement of Faith and will abide by the Code of Conduct. I understand that, if at any time subsequent to my appointment I no longer agree with the statement of faith or I exhibit conduct, which is contrary to the Code of Conduct, or I fail to meet to minimum requirements of the position, I may be disqualified from my position.
* I affirm that I have neither been convicted of, nor am I the subject of pending charges for any offense involving actual or attempted child abuse or sexual molestation in any jurisdiction.

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Name

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Signature

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Date