

Life Style Statement

1. Black Hills Christian Academy is a religious, nonprofit organization representing Jesus Christ throughout the local community and the evangelical community worldwide. BHCA requires its employees and volunteers to know the Lord Jesus Christ as Savior and living their lives as Christian role models. (John 3:3, I Peter 1:23, Rom. 10: 9-10)
2. Employment at Black Hills Christian Academy is open to qualified individuals who are Christians of good character, without regard or reference to race, sex (gender), national or ethnic origin, color, age, or disability. BHCA is a religious educational ministry, permitted to discriminate on the basis of religion. All employees must agree with BHCA mission statement, and they must be willing to conduct their lives in conformity with the school's statement of faith and the school's declaration and agreement to ethical and moral integrity.
3. Black Hills Christian Academy requires its employees to be born-again Christians, living their lives as **Christian role model** (Rom. 10:9-10, 1 Tim. 4:12) both in and out of school to pupils (Luke 6:40), and as an example to parents and fellow faculty members in judgment, dignity, respect, and Christian living. Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity and appropriate personal and family relationships, business conduct and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or management. This includes, but is not limited to, the refraining from such activities as the use of tobacco, illicit drugs, vulgar or profane language, and any use of alcohol in a manner which may present a stumbling block to another Christian. (1 Cor. 8:9, Rom. 14:15, Col. 3:17, Titus 2:7-8, 1 Thess. 2:20 TLB, 1 Thess. 5:18, 22-23, and James 3:17-18)
4. BHCA believes that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive covenant union, as delineated in Scripture. (Gen. 2:18-25) and that God intends sexual intimacy to occur only between a man and a woman who are married to each other and that God has commanded that no intimate sexual activity is engaged in outside of marriage between a man and a woman. (Gene. 1:27-28; 2:21-24; Matt. 19:4-9; Mark 10:5-9; Eph. 5:22-33).
5. That to preserve Black Hills Christian Academy's function and integrity its employee must maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of BHCA that each employee will have a lifestyle where "...He might have the pre-eminence." (Col. 1:18). BHCA considers each person who works with children to be a leader of others (especially children). In alignment with the Bible's expectations for leaders, it is the expectation of BHCA that each employee and volunteer will have a lifestyle that is "above reproach" and "so that in everything (Christ) might have the supremacy." (1 Tim. 3:1-3, Col. 1:18)

I have read the above statements and agree to adhere to these moral standards.