

Biblical Responsibilities of Shepherds Staff

“Love must be sincere. Hate what is evil; cling to what is good. Be devoted to one another in brotherly love. Honor one another above yourselves. Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. Be joyful in hope, patient in affliction and faithful in prayer. Share with God's people who are in need. Practice hospitality. Bless those who persecute you; bless and do not curse. Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. Do not be conceited. Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everybody. If it is possible, as far as it depends on you, live at peace with everyone.”
— Romans 12:9-18

Every human being is created in God's own image including those individuals who have a disability (*Genesis 1:26, 27*). Their value in the sight of God is not diminished in any respect because of mental, developmental and/or physical differences (*Ephesians 6:9*). God loves each individual enough to have sent His only Son to the cross of Calvary to die for them that they might have life eternal (*John 3:16; I John 4:9, 10*).

Because of these truths, we, the employees and volunteers of Shepherds, recognize our personal and organizational accountability to God. This moral accountability includes the care, the treatment, the advocacy, and the enhancement of the potential of the individuals we have been called to serve (*II Corinthians 5:10; Ephesians 4:1; Acts 20:35; Psalm 82:3, 4*) God has a purpose and a plan for the lives of all mankind; disability provides individuals an opportunity to glorify God (*John 9:1-3*). He has given all believers, including those with alternate abilities, talents and gifts that should be used in service of others (*I Corinthians 12:18-27*).

Because of this calling, we resolve to:

- Love and respect each individual as a human being who needs the love and grace of God. This love is particularly exhibited in God's plan of salvation (*John 3:16; John 15:12; Romans 5:8*).
- Present to each individual God's plan of salvation as recorded in the Bible (*Luke 24:46-47; Acts 1:8b*) and provide opportunities for them to receive the Lord Jesus Christ as their personal Lord and Savior (*John 3:16; Romans 10:9, 10, 13; Ephesians 2:8-9*).
- Teach God's Word, the Bible, by word and personal example to each individual and assist them in applying it to their own life, developing their personal relationship and accountability to God (*Matthew 28:19-20; Romans 12:1-2; Colossians 3:17; II Timothy 2:15*).
- Provide Bible-based, Christ-centered programs of care, treatment, education and training (*Colossians 3:23; Colossians 1:10; Romans 14:19, I Thessalonians 5:11*) that will allow each individual:
 - to achieve appropriate independence,
 - to exercise their Spiritual Gifts
 - to develop their maximum potential spiritually, academically, vocationally, socially, mentally and physically
- Provide opportunities for every individual to contribute to the decisions necessary to their own care, promoting personal accountability (*Ex. 18:16-20; Proverbs 16:20; Galatians 6:4-5; Colossians 1:9, 28; James 1:5*).
- Provide each individual with an opportunity for appropriate, productive work experiences that will promote the development of vocational skills, earning-power and necessary income while engendering self-respect (*Proverbs 14:23a; Psalm 90:17; Ecclesiastes 3:22; II Thessalonians 3:10*).

- Provide each individual with opportunities for social growth through the development of appropriate interpersonal and group relationships. Opportunities include individual activity, and participation in community activities both on and off campus. (*Leviticus 19:11-18; Ezekiel 44:23; Matthew 5:16; Matthew 7:12; Luke 17:3-4; Ephesians 4:25-29, 31-32; Colossians 4:6; I Thessalonians 4:1-10*).
- Provide assistance in resolving any problems that may arise between individuals we serve, between those individuals and staff, and/or between those individuals and others outside of the Shepherds' community (*Romans 12:18; Ephesians 4:31-32; Colossians 3:12-17*).
- Assist each individual appropriately with the management of his personal finances and provide opportunities for him or her to develop decision making skills in this area that honor God's direction (*Proverbs 3:9-10; I Corinthians 4:2*). Insure that no individual is ever exploited through the misuse of their personal assets (*Psalms 15:5*).
- Assist each individual in his or her understanding of their legal obligations and rights as a citizen of the United States (*Daniel 3:17, 18; Matthew 22:21; Acts 5:29; 4:19, 20; Romans 13:1-7*).
- Ensure that each individual's physical needs are appropriately met while providing opportunities for him or her to develop decision making skills in this area, thereby showing them God's love.
 - These needs include food, shelter, clothing and personal items (*Hebrews 12:12-13; Isaiah 35:3; I Peter 5:2-3; I John 3:17*).
 - These needs will be provided in an environment that is safe and free from alcohol, tobacco or illegal drugs.
 - Assist each individual in his or her understanding of their individual medical needs, giving them opportunity to contribute to medical decisions while ensuring their health (*Hebrews 12:12-13*).
- Promote the continuation of each individual's family relationships and the Biblical responsibilities and privileges of parents and/or guardians while also promoting each individual's personal responsibilities as adults (*Proverbs 4:13; Ephesians 6:2-3; Hebrews 12:9*) by:
 - Providing opportunities for and assistance with communication between individuals and family members. Individuals shall be provided reasonable access to a telephone. Mail shall be delivered promptly on a daily basis.
 - Providing opportunities for visits to and from family members.
 - Providing each individual's Parents and/or guardians with all the necessary information regarding the individual's needs, program, problems, and progress
- Ensure that individuals be provided privacy within their personal living spaces, and from unwanted publicity or forced public participation (*Proverbs 2:11; Proverbs 3:28-29; Proverbs 5:2; Matthew 14:13-15, 22-23; Mark 6:31-36; Luke 9:10; Luke 22:41*).
- Provide privacy and confidentiality in the provision of health-related services and residential services (*Psalms 15:1-5; Proverbs 21:23; I Peter 3:10-11*).
- Ensure that no individual, under any circumstances is ever abused physically, sexually, verbally or mentally. Abuse includes neglect and mistreatment by definition (*Matthew 18:6; Ephesians 4:32; Colossians 3:12*).
- Care for and treat each individual in the same manner and with the same respect with which we want to be treated (*Matthew 7:12; Colossians 3:12; Ephesians 4:32*).

Employee Acknowledgment:

Signature _____ Date _____

Print Name _____



Shepherds College
FINDING HOPE. FULFILLING DREAMS.