Statement of Faith + Code of Conduct

Statement of Faith

God is Triune: One God in three persons: Father, Son, and Holy Spirit.

Jesus as Savior: We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.

Authority and Inerrancy of Scripture: We believe the 66 books of the Bible to be the inspired, the only infallible, authoritative word of God.

Creation: In the beginning, God created the heavens and the earth and all that is within them and it was good. Humanity is created in the image of God. God created each person with intentional purpose.

Holy Spirit: We believe in the active ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.

Sexuality: We believe that God created marriage to be between one man and one woman. God created man for woman and woman for man and any variation of this goes against God's design for humanity being created in His image. NYT recognizes that the fallenness of this world results in bent and broken human desires, but we believe the faithful response to those desires is a celibate life devoted to Christ.

Gender: God created man and woman distinctly and saw that it was very good. Therefore, we believe that a faithful life is lived in light of a person's God-given gender at birth.

Sin: For all have sinned and fall short of the glory of God.

Salvation: Salvation is by grace alone, through faith alone, in Christ alone, not by works.

Expected Conduct

As a staff member of National Youth Theater, a Christian ministry, you represent this ministry and, most importantly, our Lord Jesus Christ. It is expected that you will behave in a manner consistent with the instruction presented in God's Word.

These guidelines are presented so that each staff member fully understands the expectations of their position(s). Appropriate behavior and attitudes are the foundation for leadership. If it is not being lived, the message will not be heard. It is required that each staff member wholeheartedly understands, believes, and follows the spirit of the guidelines presented below. Your life & lifestyle are critical to God working through you to touch the lives of our NYT students.

General Principles:
•Have respect for authority figures who oversee you (1 Peter 2:13-17; Romans 13:1).

•Have an attitude of compassion for the differences, needs, or disabilities of others. The world can be a very "mean" place for youth. NYT should be a safe place where their defenses can be lowered.

•Act and speak in a manner worthy of the God who calls you - unkind remarks, profanity, coarse jokes, conversation involving inappropriate content, or sexual situations should be completely avoided. Any language or conversation unbecoming of the Bible's instruction is unacceptable at all times and especially at youth functions. (1 Thessalonians 2:12; Ephesians 4:1; 5:4)

Responsibility to Students, Parents, Other Staff, and the Church:
•As a staff member you have the responsibility of upholding the standards of parents while their students are entrusted into your care. To the extent that parents' rules and wishes for their children do not directly conflict with biblical principles, board and staff members should be in support of them. Do not tell students their parents are wrong, out of touch, or in any way undermine the authority of their parents.

•Disagreements with other board members, staff, or students should be handled in an appropriate manner away from direct interaction with the students (see Biblical Conflict Resolution Matthew 18). Discussions on conflicts should occur privately. Submission to authority is crucial even if there is not total agreement.Have respect for authority figures who oversee you (1 Peter 2:13-17; Romans 13:1).

Specific Guidelines:
•At no time should a staff member be alone with any one child.

•At no time should a staff member be involved in a dating relationship with a student in NYT.

•Staff should refrain from inappropriate physical contact with each other and students.

•Staff are not to give rides to NYT students unless they are their own children or have express permission from parents.

•Unless it is during an organized activity, staff should not engage in physical play with students. This would include, but not be limited to, pushing, disrespectful behavior, initiation activities, punching, teasing, etc. A chief goal of NYT is to provide a safe environment for students.

Personal Lifestyle

NYT staff are to regularly attend, and submit to the authority of the pastor or priest, in a local church which adheres to the NYT Statement of Faith.

Staff members that are married are required to remain faithful to their spouses. Staff that are single are required to remain celibate until, and if, they become married. It is understood that the biblical definition of marriage is between a man and a woman.

Staff are to dress in a manner worthy of being a representative of Jesus Christ. Modesty is required from staff who model this same modesty to the students:

•Clothing must be modest and appropriate for all activities for men and women.

•Be aware of what may be exposed when dancing, moving, jumping, sitting, bending over, etc.
•Undergarments must be covered.
•No low-riding pants or shorts.
•No clothing that bares midriffs or shows cleavage.
•Transparent or see-through clothing MAY ONLY BE WORN WITH a tank, shirt, shorts, or leggings underneath.
•All skirts and loose athletic shorts (a.k.a. Nike or sport shorts), or any other shorts shorter than mid-thigh, MUST BE WORN WITH bike shorts, leggings, tights, or bloomers.
•Leggings, jeggings, tights, yoga pants, etc. MUST BE WORN WITH a moderate-length t-shirt or something additional that covers your behind (i.e., a long shirt, shorts, skirt, etc) unless you are actively teaching choreography.
•Crop tops need to be worn with leotards and when paired with leggings should have something tied around your waste unless actively teaching choreography.
•No inappropriate messages or images on clothing (ex: crude language, provocative images).

As a board or staff member, your personal habits and your actions are closely watched by the students. In being an example, your priorities go beyond what is right for you and extend to what is best for the spiritual growth of the students.
Staff and board members should be courteous, respectful, and dignified in their personal demeanor. Your choice of language should not include offensive words, including referring to the opposite gender in slang terms, using profanity of any kind, disrespectful nicknames, etc.

Biblical and Doctrinal Training

NYT is a multi-denominational Christian organization. This requires that we have mutual respect for the differences in our beliefs, understanding that we all agree with the Statement of Faith as outlined above and the infallible Word of God. We do not divide over issues of doctrine, whether between staff or students.

Please refrain from initiating biblical instruction or discussions with NYT students, unless you have been specifically tasked with leading worship, facilitating devotions, or teaching of any kind. Teachings should focus on the above Statement of Faith and from the Bible.

Doctrinal beliefs that are specific to your denomination or your own personal beliefs - or are subjects that are disagreed upon among Christians - are to be avoided. But, if these topics should arise, or you are asked a specific question, you may give your opinion (supported with biblical references).