



Garden Gate Ranch Employee & Volunteer Conduct Covenant

“Whatever you do, work at it with all your heart, as working for the Lord...” — Colossians 3:23

At Garden Gate Ranch, employees and volunteers carry a sacred responsibility: to model Christlike character, protect the safety and dignity of every woman and child we serve, and steward the mission God has entrusted to us.

Because of this calling, all Team members and volunteers agree to uphold our Statement of Faith, Core Values, and organizational policies. The following expectations help us maintain a culture of safety, honor, and unity.

1. Christlike Conduct & Respect for All People

“Be devoted to one another in love. Honor one another above yourselves.” — Romans 12:10

To create an environment of healing and dignity, Team members and volunteers will refrain from:

- Disrespect, rudeness, or any form of verbal, physical, sexual, or visual harassment
- Bullying, intimidation, manipulation, or taking advantage of others
- Abusive, degrading, or foul language
- Ethnically, sexually, or spiritually offensive language or imagery

We commit to speaking life, practicing patience, and treating every person as an image-bearer of God.

2. Safety, Protection & Peacekeeping

“Let us therefore make every effort to do what leads to peace and to mutual edification.” — Romans 14:19

To maintain a safe environment for residents, Team members, volunteers, and guests, the following are prohibited:

- Any act or threat of violence
- Behavior that endangers the safety, health, or well-being of others
- Disregard for safety or security procedures
- Possession or use of alcohol, marijuana, or illegal drugs on GGR property or at GGR events



- Arriving under the influence of drugs or alcohol
- Possession of unauthorized or dangerous items, including firearms, explosives, or weapons

We commit to being peacemakers and protectors.

3. Integrity, Honesty & Stewardship

“Whoever can be trusted with very little can also be trusted with much.” — Luke 16:10

To honor God and steward the resources entrusted to us, Team members and volunteers will avoid:

- Unauthorized use, removal, damage, or destruction of GGR property or information
- Falsifying, misrepresenting, or omitting information or records
- Dishonesty in any form
- Sharing confidential or proprietary information without written permission

We commit to truthfulness, transparency, and faithful stewardship.

4. Accountability, Cooperation & Excellence

“Do nothing out of selfish ambition or vain conceit. Rather, in humility, value others above yourselves.” — Philippians 2:3

To maintain unity and excellence in ministry, Team members and volunteers agree to avoid:

- Insubordination or refusal to follow reasonable directives
- Failure to fulfill role responsibilities
- Excessive or unexcused absences or tardiness
- Failure to cooperate with supervisors, leaders, mentors, or the women we serve

We commit to humility, teachability, and a spirit of cooperation.

5. Organizational Unity & Mission Alignment

“Make every effort to keep the unity of the Spirit through the bond of peace.” — Ephesians 4:3

To protect the unity and focus of Garden Gate Ranch, the following is not permitted:

- Recruiting GGR volunteers, Team members, board members, or residents for outside organizations, events, fundraisers, or employment without written approval from Executive Leadership and the Board

We commit to guarding unity and staying aligned with the mission God has given this ministry.