

EMPLOYEE COMMITMENTS

COLLEGE *of the* OZARKS®

Our Mission

The mission of College of the Ozarks is to provide the advantages of a Christian education for youth of both sexes, especially those found worthy, but who are without sufficient means to procure such training.

Our Vision

The vision of College of the Ozarks is to develop citizens of Christ-like character who are well-educated, hard-working, and patriotic.

To achieve this vision, the College has academic, vocational, Christian, patriotic, and cultural goals. Even as College of the Ozarks has evolved through secondary and junior college stages to the present four-year liberal arts institution, the fundamental goals have remained the same.

Academic Goal

To provide a sound education, based in the liberal arts

Vocational Goal

To promote a strong work ethic, encouraging the development of good character and values

Christian Goal

To foster the Christian faith through the integration of faith with learning, living, and service

Patriotic Goal

To encourage an understanding of American heritage, civic responsibilities, love of country, and willingness to defend it

Cultural Goal

To cultivate an appreciation of the fine arts, an understanding of the world, and adherence to high personal standards

College of the Ozarks Faith and Practice Commitments

College of the Ozarks’ mission statement makes clear its intention to provide an explicitly Christian education for its students. Likewise, the College’s vision statement centers on facilitating the development of “citizens of Christ-like character.” In order to achieve these aims the College expects its faculty and staff to support and abide by its stated faith and practice commitments.

The College’s faith commitment is to the historic Christian faith and the evangelical Protestant tradition. The former is expressed theologically in the Apostles’ and Nicene Creeds. The latter is distinguished by confidence in the inspiration and authority of Scripture (2 Timothy 3:16; including the Old and New Testaments), the need for personal conversion (John 3:5-8; 2 Corinthians 5:17), and a commitment to pursuing personal and corporate holiness (Matthew 5:48; 1 Peter 2:11-12), made possible by the saving work of Jesus Christ through the empowerment of the Holy Spirit (Ephesians 2:8-10; Galatians 5:16-26). The College intentionally hires faculty and staff who hold these commitments, and expects its faculty and staff to support and live in a manner consistent with them.

The College’s practice commitments align with its faith commitment. Morally, the College is committed to traditional, biblical positions on issues disputed in the culture at large, including the sanctity of life, the sanctity of marriage, and religious freedom. The College’s positions on these moral and ethical issues are consistent with those stated in the Manhattan Declaration (2009). The College expects all of its faculty and staff to support, in word and deed, these positions.

Behaviorally, the College expects its faculty and staff to express their faith commitment through active involvement in a local church, and the living of a life that is above reproach and appropriate for those who serve as role models for college-aged students and for one another. Specific behavioral expectations are stated in the Faculty and Staff Handbooks.

Core Values

“Creating and stewarding a faithful community that fosters growth and pursues good.”

I. Steward Faithfully. God calls us to faithfully steward his gifts; therefore, we will faithfully steward the College’s mission, vision, goals, and resources (people, finances, time).

This is how one should regard us, as servants of Christ and stewards of the mysteries of God. Moreover, it is required of stewards that they be found faithful. ***I Corinthians 4:1-2***

II. Create Community. God calls us to grow up together into Christ; therefore, we will cultivate a community that fosters personal growth and thriving by valuing, respecting, and lovingly speaking and receiving the truth from one another.

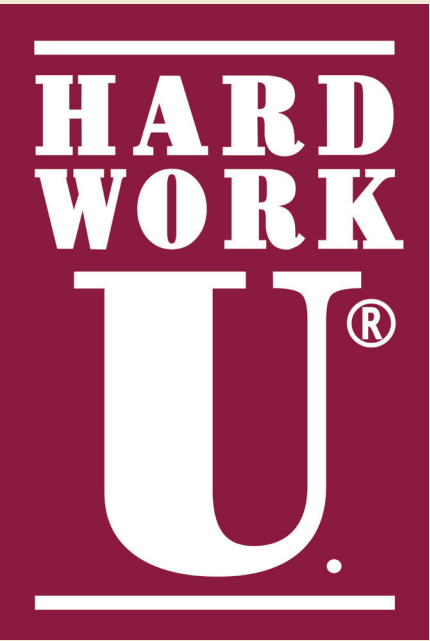
Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love. ***Ephesians 4:15-16***

III. Pursue Good. God calls us to be salt and light; therefore, we will influence others for good, both inside and outside the College, through selfless service, the pursuit of excellence, and living with Christlike character and integrity.

And let us not grow weary of doing good, for in due season we will reap, if we do not give up. So then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith. ***Galatians 6:9-10***

IV. Practice Hospitality. God calls us to be hospitable; therefore, we will provide a gracious, welcoming environment for all we meet. Share with the Lord’s people who are in need. Practice hospitality. ***Romans 12:13***

V. Show Gratitude. God calls us to give thanks; therefore, we will practice gratitude in all we do. Giving thanks always and for everything to God the Father in the name of our Lord Jesus Christ. ***Ephesians 5:20***



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The Apostles’ Creed

I believe in God, the Father Almighty, creator of heaven and earth.

I believe in Jesus Christ, his only Son, our Lord, who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, died, and was buried; he descended to the dead. On the third day he rose again; he ascended into heaven, is seated at the right hand of the Father, and will come again to judge the living and the dead.

I believe in the Holy Spirit, the holy catholic* church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen.

(*means “universal”)

The Nicene Creed

I believe in one God, the Father Almighty, Maker of heaven and earth, and of all things visible and invisible.

And in one Lord Jesus Christ, the only-begotten Son of God, begotten of the Father before all worlds; God of God, Light of Light, very God of very God; begotten, not made, being of one substance with the Father, by whom all things were made. Who, for us men for our salvation, came down from heaven, and was incarnate by the Holy Spirit of the virgin Mary, and was made man; and was crucified also for us under Pontius Pilate; He suffered and was buried; and the third day He rose again, according to the Scriptures; and ascended into heaven, and sits on the right hand of the Father; and He shall come again, with glory, to judge the quick and the dead; whose kingdom shall have no end.

And I believe in the Holy Ghost, the Lord and Giver of Life; who proceeds from the Father and the Son; who with the Father and the Son together is worshipped and glorified; who spoke by the prophets. And I believe in one holy catholic and apostolic Church. I acknowledge one baptism for the remission of sins; and I look for the resurrection of the dead, and the life of the world to come. Amen.

Statement of Faith

Adopted from the National Association of Evangelicals (NAE)

1. We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
3. 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.
4. We believe that for the salvation of lost and sinful people, regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ.

Summary of the Manhattan Declaration

Because the sanctity of human life, the dignity of marriage as a union of husband and wife, and the freedom of religion are foundational principles of justice and the common good, we affirm:

1. The profound, inherent, and equal dignity of every human life
2. Marriage as a union of one man and one woman
3. Religious liberty and the inherent freedom of human beings

As Evangelical Christians, we take seriously the Biblical admonition to respect and obey those in authority. Because we honor justice and the common good, we will fully and ungrudgingly render to Caesar what is Caesar’s. But under no circumstances will we render to Caesar what is God’s.

Biblical References (ESV)

2 Timothy 3:16

All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness . . .

John 3:5-8

Jesus answered, “Truly, truly, I say to you, unless one is born of water and the Spirit, he cannot enter the kingdom of God. That which is born of the flesh is flesh, and that which is born of the Spirit is spirit. Do not marvel that I said to you, ‘You must be born again.’ The wind blows where it wishes, and you hear its sound, but you do not know where it comes from or where it goes. So it is with everyone who is born of the Spirit.”

2 Corinthians 5:17

Therefore, if anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come.

Matthew 5:48

You therefore must be perfect, as your heavenly Father is perfect

1 Peter 2:11-12

Beloved, I urge you as sojourners and exiles to abstain from the passions of the flesh, which wage war against your soul. Keep your conduct among the Gentiles honorable, so that when they speak against you as evildoers, they may see your good deeds and glorify God on the day of visitation.

Ephesians 2:8-10

For by grace you have been saved through faith. And this is not your own doing; it is the gift of God, not a result of works, so that no one may boast. For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.

Galatians 5:16-26

So I say, let the Holy Spirit guide your lives. Then you won’t be doing what your sinful nature craves. The sinful nature wants to do evil, which is just the opposite of what the Spirit wants. And the Spirit gives us desires that are the opposite of what the sinful nature desires. These two forces are constantly fighting each other, so you are not free to carry out your good intentions. But when you are directed by the Spirit, you are not under obligation to the law of Moses.

When you follow the desires of your sinful nature, the results are very clear: sexual immorality, impurity, lustful pleasures, idolatry, sorcery, hostility, quarreling, jealousy, outbursts of anger, selfish ambition, dissension, division, envy, drunkenness, wild parties, and other sins like these. Let me tell you again, as I have before, that anyone living that sort of life will not inherit the Kingdom of God. But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things! Those who belong to Christ Jesus have nailed the passions and desires of their sinful nature to his cross and crucified them there. Since we are living by the Spirit, let us follow the Spirit’s leading in every part of our lives. Let us not become conceited, or provoke one another, or be jealous of one another.

Lifestyle/Sexuality Policy

College of the Ozarks is guided by a long-standing traditional, biblical worldview which reflects the understanding that human sexuality is a gift from God, and that:

- sex determined at birth is a person’s God-given, objective gender, whether or not it differs from their internal sense of “gender identity” (Genesis 1:27; Leviticus 18:22; Matthew 19:4; Romans 1:26-27; 1 Corinthians 6:9-10);
- sexual relations are for the purpose of the procreation of human life and the uniting and strengthening of the marital bond in self-giving love, purposes that are to be achieved solely through heterosexual relationships in marriage (Genesis 1:28; 2:24; Exodus 20:14; Proverbs 5:15-23; Matthew 19:5; 1 Corinthians 6:12-20, 7:2-5; 1 Thessalonians 4:3).

Misuses of God’s gift of human sexuality will be understood to include, but not be limited to gender expression inconsistent with sex determined at birth (transgender), gender transition, sexual abuse, sexual harassment, sexual assault, heterosexual misconduct, homosexual conduct, or possession of pornographic materials. In addition, the College considers indiscreet public display of affection as inappropriate behavior.

Employees and students at College of the Ozarks are expected to conduct themselves at all times in accordance with the highest standards of Christian morality. It is particularly important to the College that high standards of sexual morality be observed among its employees and students.

Toward this end, the College may subject to disciplinary action any employee or student who engages in or encourages:

1. Gender expression inconsistent with sex determined at birth;
2. Gender transition;
3. Sexual relations with a person other than his/her spouse;
4. Sexual relations with a person of the same sex;
5. Touching, caressing, and other physical conduct of a sexual nature with a person of the same sex;
6. Touching, caressing, and other physical conduct of a sexual nature with a person of the opposite sex that is inappropriate to the time and place in which it occurs.

Disciplinary action may include disciplinary dismissal.