



# *180 ministries*

*Women & Women with Children*  
Student Handbook

Teen Challenge Rocky Mountains

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## Introduction

### *Rules create a positive and safe environment...*

Structure is necessary to accomplish the goals of 180 Ministries. Without rules, the environment of Teen Challenge would be like streets with no traffic laws; a place like that would be scary and dangerous. By minimizing negative input, and elements that might create temptation, rules can create a safe place to overcome addiction and face detrimental lifestyle choices.

No one can expect an effective lifestyle change to be as easy as, “Don’t do drugs.” The structures in place at 180 Ministries are built to help students adopt constructive behaviors that are continued after graduation from the program.

It is important for the development of self-worth that students set high personal standards. However, students are only responsible for themselves and their own children; students have no authority over other participants in the program.

Rules are important, but do not have the ability to change lives. Students must not allow the rules contained in this handbook to be the focus of their time at 180 Ministries; using these rules to shape a new lifestyle is ineffective and short-lived. 180 Ministries believes that personal transformation can only be accomplished internally, by the influence of the Holy Spirit, and through a relationship with Jesus Christ. As a student’s relationship with God grows, spiritual strength in the inward woman will form a person of integrity and character, far surpassing outward conformity to written rules.

## Student Rights

1. You have the right to a humane and safe environment, free from abuse, neglect, and exploitation.
2. You will not be detained against your will.
3. You will be granted dignity and personal privacy.
4. You have the right to give informed consent to refuse treatment or medicine, and be advised of the consequences of refusal.
5. You have the right to be informed of the treatment costs incurred and all third-party coverage, including any limitations in place for the duration of the services.
6. You have the right to a grievance procedure.

## Rules of Conduct

1. Obedience to staff is required. Disrespect toward staff will not be tolerated.
2. Use of tobacco, drugs, and alcohol are prohibited in all forms.
3. No street talk. This includes profanity. No talking about drugs or alcohol, and no glorifying speech of ungodly past lifestyles.
4. Participation in all program activities is required. Premature acquittal of a scheduled activity, or departure from the Teen Challenge building without permission, is considered equivalent to leaving the program.
5. Punctuality for all scheduled and announced activities is required, even when staff is not present.
6. Questions must be directed to the staff member on duty.
7. Do not place one staff member in opposition to another. Do not take a question to more than one staff member in attempt to receive a different answer.
8. Students must complete their own work, unless an appropriate staff member issues written permission.
9. Conversation, flirtation, exchange of contact information or written notes with men is prohibited. Casual greeting is acceptable.
10. Scuffling, wrestling, punching, shadow boxing, or any other kind of rough physical behavior is prohibited.
11. Children shall be treated with the utmost care. They are not to be tossed, swung by the arms, or lifted by one arm. Children may not lift other children.
12. Stealing is prohibited. This includes taking property from fellow students without their approval; respect others' belongings.
13. All reading material brought in from outside of Teen Challenge must be approved by the Education Director. No fiction. Students may not subscribe to external literature. All audio and visual recordings (CDs, DVDs, blue-rays, etc.) brought to 180 Ministries must be approved by the Director.
14. Students are only allowed to leave the premises when approved by staff and appropriately signed out.
15. Students are allowed outside the building for chores, playground duty, and approved leisure time. Students are not allowed outside after dark unattended by staff.
16. Students are prohibited from driving Teen Challenge vehicles without permission from the Director.
17. Littering is prohibited. Trash is not to be left in vehicles; company vehicles are to be cleaned out within one hour of return. No food or drinks are allowed during transportation unless approved by staff.
18. Chewing gum is not allowed.

## Leaving or Threatening to Leave Program

Do not discuss intentions to leave the program with other students. If staff is made aware of threats to leave the program, the student will be confined to their room immediately until departure. Meals will be brought to the student's room.

If a student then decides to stay, there will be a consequence. Their discipline will be determined by the director and disciplinarian, according to the following guidelines:

- 10 days on orange vest. See Orange vest S.O.P.
- Probation for 3 months. It will be at the Director's discretion if a student is then asked to leave during the 3-month period.

Students who quit the program will be provided with boxes/bags for packing.

All belongings must be packed. If a student walks out of the program without their belongings, they have 48 hours to claim what was left on the premises. Any personal possessions left behind will be donated to Salvation Army. 180 Ministries will repossess any borrowed items (such as a MP3 player).

When a student is prepared to leave, we will:

- Take them to the bus station in Montrose.
- Take them to a local motel if they have made arrangements and payment beforehand.

If a student leaves the program without due process, legal documents will be mailed to the student's permanent address or next of kin.

## Student Money Policies

1. Student money will be deposited and locked in a safe place.
2. Students will have access to money as needed.
3. Students may not have money in their possession for any reason that has not been approved by staff (Saturdays, doctor visits, outings, etc.).
4. When a student is allowed access to her money for purchases, she must return change and receipts equaling the amount of cash withdrawn.
5. It is recommended that student's personal account not exceed \$30.
6. Checks sent to students must be made out to 180 Ministries-Teen Challenge of the RM.
7. Students are not allowed to lend money to each other. Written permission from both students' mentors is required for any exchange of money.
8. If a student has a need that cannot be fulfilled by 180 Ministries, they are encouraged to ask God to provide.

## House Rules

1. All student belongings will be searched upon arrival. Teen Challenge reserves the right to search student belongings at any time.
2. Knock before entering staff offices. Enter only with permission.
3. Immediately report facility or property damage to the staff.
4. Students who receive/take medication at a time other than scheduled will be written up for irresponsibility.
5. From 8-8:15am students are responsible for their own children. This time is recommended for daily preparation.
6. All music is to be approved by staff. Tapes, CDs, videos, and players may be checked out of the library; a written log is kept in the library.
7. The following places are off limits without staff permission: offices, library, Med Room, Furnace Room, staff apartments, pantries, Craft Room, freezers/refrigerators, other student dorms, all storage closets, and the Boutique.
8. Only students assigned to kitchen duty are allowed in the kitchen (while working). Children are not allowed in the kitchen.
9. The kitchen and dining room are off limits during and after quiet time.
10. Food bank and donated items are off limits: students are not to take for personal use.
11. Student participation is mandatory for celebrations, graduations, and tea times.
12. Each student will be assigned specific days and times to do laundry. Do laundry only on designated days and times, unless staff permits otherwise.
13. Necessary supplies will be distributed the night before laundry day. Laundry supplies are not distributed on weekends.
14. No talking during or after quiet time. Respect those who are reading, sleeping, or praying. Quiet time is meant for winding down from the day.
15. Students are not permitted outside apartments after lights-out or before wake-up.
16. Do not flush anything but toilet paper down toilets. No baby wipes or tampons.



## Dorm Rules

1. Keep noise to a minimum.
2. Never leave a child unattended in the bathroom.
3. Students and children are not to enter dorm rooms that are not their own.
4. Restrooms by the kitchen are for staff, volunteers, and guests only.
5. Room Cleaning
  - a. Rooms are to be cleaned before devotions and remain in good order for the entire day.
  - b. Rooms will be inspected daily, perhaps more than once.
  - c. Rooms may be shown to a visitor at any time.
6. Rooms must be locked between 9:15am and 4pm, Monday-Friday, weekends excepting.
7. Lights are to be turned off when rooms are empty. Windows must be closed when heat is on.
8. Photographs of immediate family only. Nothing hung on the walls.
9. High energy detergent only in washing machines. Do not exceed detergent amount specified.
10. Water is allowed in rooms in lidded containers. Place something under container to avoid water marks.
11. Only students approved to do laundry, retrieve supplies, or make phone calls are allowed in the hallways between 7:30-9pm.
12. All students must be in bed with lights out by scheduled lights-out time.

## Food and Kitchen Rules

1. Food complaints are not permitted.
2. All food must be consumed in the dining room, excepting staff-approved special occasions.
3. Food and kitchen items are not to leave kitchen without staff permission.
4. Food from meals may not be saved for later.
5. Only kitchen crew allowed in the kitchen during food prep.
6. Kitchen workers and cooks are not allowed any special food privileges.
7. Only one trip through the food line is permitted unless given permission by staff. Children may receive seconds.
8. Children must use inside voices in the dining room. If they do not, their mother is to take them to the daycare area.
9. Children must stay in seats; no laying down, standing on chairs, or walking around the dining room. Toys are not allowed in the dining room; shoes are required.
10. When students are finished eating, they must scrape plates into trashcan, rinse dishes, and stack neatly. Then students are to clean their child(ren), table, seats, and table legs with a washcloth, and sweep area after every meal.
11. Children are not allowed in the kitchen at any time.
12. One (1) sweet per week unless otherwise specified by staff for a special occasion.
13. It is strongly suggested that students bake and decorate a cake for their child's birthday.
14. One sweet and one salty snack permitted on Friday nights at social time (Soda is considered a sweet).
15. Refrain from visiting in the kitchen. Stay on task.
16. All food items given to students by their family, or food brought to 180 Ministries by students themselves, is to be brought to the kitchen and distributed at staff's discretion.
17. Daycare must be called on time, so that cleaning may take place in an appropriate amount of time.
18. No food or drink allowed in chapel. Water bottles are permitted in classroom and Noah's Ark Childcare Center. Only water allowed in dorm rooms.

## Class, Chapel, & Devotional Policies

1. Be on time, even if the teacher is not present. If the teacher is late, begin studying or reading until she arrives.
2. Restroom breaks must be taken before or after the session with staff permission.
3. Do not get up and leave the chapel or class without permission.
4. Classes are not over until dismissal.
5. Morning devotion time is for bedroom Bible reading. You may keep a personal journal.
6. Class time is for reading and homework pertaining to class only.
7. Talking is prohibited without staff permission.
8. Writing and reading letters is not allowed at these times; do not pass notes between other students.
9. Desks are to be kept in order. The bulletin board and wall are the only classroom areas to be used for display.
10. Push chairs in before leaving class. No leaning backwards in chairs.
11. Talking, sleeping, chewing gum, or eating candy is not permitted during class and chapel. One water bottle is allowed.

## Church Policies

1. Talking, reading, sleeping, gum, and candy are not permitted during church services.
2. Children must be with their mothers.
3. Students must have accountability when not with the group.
4. Walking around and talking without permission is prohibited.
5. Initiating conversation, flirting, exchanging phone numbers or writing notes to men is prohibited.
6. Use the restroom before church and between Sunday school and the service. Restroom use during services is prohibited, unless due to an emergency.
7. Group discussions in Sunday school must pertain to the lesson.
8. Controversial questions shall be brought to the 180 Ministries staff after church, not during the class.
9. All literature, including magazines, sermon tapes, and CDs, that are given to students shall be submitted to 180 Ministries staff for the use of all. Do not pick up, accept, or request any church literature. Submit all requests to 180 Ministries staff.
10. Be ready to leave when staff is ready. Follow the instructions of the staff on duty.

## Work Expectation Policies

1. When a student is designated to oversee a job, it is her responsibility to ensure that the job is completed as assigned, that all tools are collected before and after the job, and that the job site is cleaned.
2. Breaks are only to be taken with the permission of the staff on duty.
3. Students must continue working until instructed to stop. Students are to report all completed jobs to staff on duty to receive further instructions.
4. Students will be evaluated on job performance. Diligence and hard work are required. Discipline will be given for poor or irresponsible work.
5. Only the cook and students designated by staff shall ask for or collect food at the food bank. Do not ask for items intended for personal use.

## Dress and Appearance Policies

### *General*

1. Hair must be combed and neat.
2. Changes in hair color require approval of Director prior to change.
3. Acceptable body piercing jewelry is limited to 2 modest earrings per ear (at the discretion of the Director).
4. Clothes must be neat and clean; no holes, frayed edges, tears, fading, stains, or missing buttons.
5. Inappropriate graphic t-shirts are prohibited (secular images, rock bands, alcohol, etc.). Sunglasses, hats, and caps are not to be worn inside the building.
6. Blouse straps must be at least 1 1/2 inches wide.
7. Panties and bras must be worn; no exposed bra straps.
8. No exposed cleavage.
9. Dress should be modest and is at the discretion of the staff on duty.
10. Pajamas are to be worn in rooms only.
11. Leggings and jeggings may only be worn underneath a shirt or dress that covers the thigh area, "fingertip length."
12. Remember, you are the bride of Christ; your clothing should reflect this.

### *Class, Chapel, Meals, and Teen Challenge Church Services*

1. Casual shoes are acceptable. No house shoes or slippers.
2. Jeans, cropped pants or long shorts are acceptable in class.

*After Dinner and Recreation*

1. Warm-ups and sweats are allowed if they are neat, modest, and untorn.
2. Shoes, sandals, or slippers with soles are allowed.

*Church Services*

1. Dress clothes and dress shoes are required.
2. No flip flops.

*Personal Hygiene*

1. A neat, clean appearance is required.
2. Shower time is limited to 10 minutes.
3. Nail polish and remover may be used only on hard surfaces that can be cleaned.

## Physical Health Policies

1. Students with ongoing medical needs must report them to the Director before entering the program; in this event, an effective medical plan will be implemented to meet medical requirements.
2. Students who develop physical problems while in the program must report them to staff immediately.
3. Students are always encouraged to request prayer for illness (according to James 5:14).
4. Doctor's appointments are to be scheduled by submitting a request form.
5. Staff will accompany students to doctor's appointments, remaining with them throughout the entire visit.
6. All prescribed medication will be locked in the Med Room for appropriate distribution. It is the responsibility of the student to take prescribed medicine at designated times.
7. Students in need of dental work must attain funding prior to scheduling an appointment, unless in need of emergency attention.
8. Students who are sick need to report to staff on duty. Staff will evaluate the student's health and make a decision. If the student is too sick to participate in the daily programs, she must remain in her room for the remainder of the day. Soup and crackers will be distributed by staff. A sick child must be evaluated by staff. If the child needs to stay in bed, the child's mother must stay in the room to look after them.
9. Students suffering from long-term physical ailment requiring frequent doctor visits or an extensive healing process, which interferes with the program participation are required to return home for recovery. A student may apply for reentry once her health has improved.
10. Teen Challenge does not discriminate against those who are HIV positive in its admission procedures. Because IV users can be infected with the HIV virus, there may be one or more students in the program who are HIV positive. The center does not require students who are HIV positive to notify other students in the program.



## Student Legal Event Policies

### *Legal Obligations*

1. Students with legal obligations are required to receive permission from the proper authorities before entering the program.
2. Students must inform the Director of any probation, parole, or court requirements.
3. A student who is required to make court appearances shall complete the Personal Studies for New Christians Project 303, entitled "Go See the Judge."
4. Students are not allowed court appearances for personal matters unless subpoenaed.

### *Legal Assistance*

1. Legal services are not provided through Teen Challenge.
2. When necessary, the Director will assist students in procuring legal aid. 180 Ministries may refuse to aid the student in obtaining legal assistance when, in the judgement of the Director, the provision of legal assistance will have an adverse effect on the program.
3. All legal assistance cost will be borne by the student.
4. Teen Challenge is not responsible for legal repercussions that may occur if a student is dismissed or drops out of the program.

## Father/Child Privileges

The following rules apply if the student is not married to the child's father.

1. Father must be listed on birth certificate.
2. Mother must give written approval for father/child contact. Written permission must be kept on file in the phone log.
3. Phone calls
  - a. Phone calls begin after the child is 1 year old.
  - b. One phone call per week, one minute per age of child (up to 5 minutes).
  - c. Father must be appropriate, loving, and kind to the child. If he is not, the call must be terminated immediately and the contact conditions reassessed.
4. Letter communication requirements
  - a. Children may receive letters from their birth father.
  - b. The letters may not contain correspondence with the child's mother. In some cases, the inappropriate portions may be marked out, and then the letter can be given to the child.
5. Visits are to be determined on a case-by-case basis.

## Student Privileges by Phase <sup>1 2</sup>

### *Phase 1: New Arrivals*

Students may be eligible for the following staff-monitored privileges after 2 weeks.

1. One 20-minute phone call per week to approved family or outside mentor.
2. If mother has other children not present at 180 Ministries, an additional 5-minute phone call per child each week is allowed. (Calls to children start the first week of entry to reinforce the mother's bond with her children while she is away.)
1. Letters may be written to approved immediate family members or mentor.
  - a. Content must be positive, both personally and spiritually.
  - b. Students must submit letters to their mentor for approval.
  - c. Students must provide address and phone number.
3. Family members can attend the same church on non-visit weekends, but they are not permitted to sit with (or near) 180 Ministries. They may not visit with student or child.
4. For all visits, mothers must be with their child(ren). Children may only be without their mothers with staff approval.
5. Student visiting hours begin the 5<sup>th</sup> week of attendance in accordance with Phase 2.

### *Phase 2: Induction*

1. One 20-minute phone call in accordance with Phase 1.
2. Student phone calls to children in accordance with Phase 1.
3. Letters may be written in accordance with Phase 1.
4. Visits
  - a. Visiting hours are on Sunday from 1-4pm. One Sunday required between visits.
  - b. No more than 2 visits or one visit and a pass per month (choose 2). A pass replaces a visit.
5. Passes
  - a. 8-hour weekend passes are scheduled from 9am-8pm.
  - b. If a day pass is used on Sunday, the student must attend church. Student must submit a church bulletin and personal sermon notes.
  - c. Important: Family members may not smoke or use tobacco products while on the Teen Challenge campus. The consumption or possession of alcohol during, or prior to, the duration of the pass is prohibited. Family members must be free of any type of intoxicants during the student's pass. The use of alcohol or drugs by a family member while a student is

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<sup>1</sup>. Immediate family includes: parents, grandparents, siblings, husband, and children.

<sup>2</sup> Under extenuating circumstances, staff may make exceptions to these privileges.

on pass with them will result in that family member losing both visitation and communication privileges.

- d. Students must remain accountable always, staying within the rules of the program while off campus on a pass.<sup>3</sup>

### *Phase 3: Training*

1. One 20-minute phone call in accordance with Phase 1.
2. Student phone calls to children in accordance with Phase 1.
3. Letters may be written in accordance with Phase 1.
4. Phase 3 students are eligible for one weekend pass and one day pass per month (see Phase 2 for day pass instructions).
  - a. Phase 3 passes are extended to include weekend passes. These overnight passes require location approval; the environment must be deemed safe by the student's mentor.
  - b. Weekend passes may begin at 5:00 pm Friday and conclude no later than 8:30 Sunday.
  - c. One weekend is required between passes.
  - d. Students *must* provide the address and phone number of the contact they are staying with.
  - e. If a pass includes Sunday morning, the student must attend church. Students must submit a church bulletin and personal sermon notes.

### *Phase 4: Pre-reentry*

1. Two 20-minute phone calls per week.
2. Student phone calls to children in accordance with Phase 1.
3. Letter writing is open to anyone during Phase 4, but all letters are still read/approved by staff.
4. Passes and visits in accordance with Phase 3.
5. One 7-day pass is allowed during Phase 4, if approved by the student's mentor and Director.

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<sup>3</sup> This applies to all off-campus passes.

## Student Privileges by Item

### *Mail*

1. In Phase 3, students are permitted to write and receive letters from immediate family and staff-approved individuals. This recipient list is expanded in Phase 4.
2. All incoming and outgoing mail and packages are subject to be checked by staff.
3. Each student will be allowed one box per month, with no more than a \$50 dollar value.
4. Mail will be distributed by staff. Do not ask for mail.

### *Phone Calls*

1. Calls will be timed. If the student is not compliant, the student could lose their next call.
2. Long distance calls must be made collect or with a phone card.
3. Staff monitors all calls. If an outgoing call is unanswered, the student may call another number or keep trying for 5 minutes.
4. Phone cards are stored in the staff office and will be made available as needed.

### *Visits*

1. Students must submit a Visit Request Form.
2. All visits must be approved by the mentor or Director.
3. Family members are not allowed in dorm area without on duty staff approval.

### *Saturday Outings*

1. Outings may include shopping or recreational activities.
2. Students may not separate themselves from their 180 Ministries accountability group.
3. See Student Money Policies for appropriate distribution and conduct during outings.

*Day and Weekend Passes*

1. Students must submit a Pass Request Form. Include requested pass location.
2. All passes must be approved by their mentor at least 3 days in advance.
3. Students must wait for their ride inside the building. Departure must be approved with staff on duty. Guest transporting student must check in with staff and check student out.
4. Program rules continue to apply while student is away from 180 Ministries.
5. Students must remain with their approved accountability.
6. Students must attend regular Sunday services and submit service bulletin and sermon notes.
7. Contact with anyone associated with student's former lifestyle is prohibited.
8. Students must be cooperative with approved host.
9. Students are responsible to arrange transportation to and from their pass destination.
10. Students must return to 180 Ministries on time. If complications inhibit your timely return, call the center.
11. Report to staff upon return before returning to dorm. All bags must be inspected and a drug test may be administered upon arrival.
12. A written account of pass events must be recorded on the back of the Pass Request Form and returned to staff.

## Discipline Policy

Students agree to abide by the Teen Challenge Rules and Policies when they enter the Teen Challenge program. Discipline policies apply to those students who violate the Rules and Policies. Program rule violations will result in a write-up. A staff member may give a violation notice after thoughtful consideration of the situation. When a notice is issued, the staff will:

1. Make sure that both parties sign the notice. Submit to disciplinarian and inform mentor of the write up.
2. An appropriate disciplinary action will be given, along with scriptural teaching.

Continued violation of the Teen Challenge Rules and Policies or general policy violations that may require dismissal will be reported to the Director by staff. The Director, along with the reporting staff and the assigned counselor, will decide appropriate discipline. The discipline shall be administered in a just and equitable manner. Disciplinary action may include:

1. Loss of privileges (see Student Privileges).
2. "Dead time" may be issued. During dead time, students may not progress through the program.
3. Designated "talking fast" period.
4. Work detail may be assigned during free time. A student may not have free time until the assigned work detail is completed satisfactorily and approved by designated staff.
5. Special assignments may be delegated by staff and shall be completed during a student's free time. A student may not have free time until the assignment has been completed satisfactorily and approved by designated staff.
6. Unsatisfactory completion of class assignments or failure to complete required curriculum within the allotted time may result in educational restrictions. A student under educational restriction is subject to loss of student privileges until the required curriculum has been completed and instructor-approved.
7. Student dismissal may result from any of the following actions.
  - a. Continued disobedience of rules and policies.
  - b. No sign of positive change or personal growth.
  - c. Rebellious conduct.
  - d. Unteachable attitude toward staff/program.
  - e. Possession or use of tobacco, alcohol, or drugs in any form.
  - f. Discussion of program withdrawal with other students about leaving the program.
  - g. Refusal to participate in program activities.
  - h. Starting or spreading dissention within the program.
  - i. Sexual relations with other students, staff, or unapproved individuals.

8. Immediate student dismissal may result from any of the following program violations.
  - a. Threats of bodily harm.
  - b. Physical violence.
  - c. Abusive behavior.
  - d. Sexual misconduct, abuse, or harassment.
  - e. Deliberate destruction of facility equipment/property.
9. Discipline will not involve any of the following actions.
  - a. Harsh, cruel, or excessive discipline.
  - b. Any act or threat of physical punishment.
  - c. A student shall not be detained against her will.



## Student Grievance Policy

1. If a student has a grievance with another student, they must first read Matthew 18:15-20 and Galatians 6:1, and prayerfully consider the situation.
2. Students must speak with the other student alone, carefully following the instructions for dealing with conflict below.
  - a. Find a private area to talk.
  - b. Pray together first.
  - c. Discuss the situation in a conversational tone. Don't raise your voice.
  - d. Explain your problem/concern clearly.
  - e. Listen and understand the other student's perspective.
  - f. Repeat back what you believe the other person is saying to you until both parties have an accurate understanding what the other is trying to say.
  - g. Both students should recognize their own responsibility in the matter, act in accordance.
  - h. When both individuals feel that the situation is resolved, they should pray for one another, committing personal weaknesses and peer relationships to the Lord.
3. If the situation is not resolved by following the steps detailed above, a mediator should become involved.
4. If the situation remains unresolved, the Director must be informed. The Director will meet with the two students and their mentors to resolve the grievance.

### *Confrontation Policy*

The Student Grievance Policy should be used to confront fellow students in violation of a termination policy.

Below is a list of exceptions to the Student Grievance Policy; these violations must be reported immediately to the staff on duty. If it is discovered that another student was aware of one of the following and did not report the fellow student in violation, they will be considered an accomplice and will be evaluated for disciplinary action.

1. Use of any form of tobacco.
2. Use of any form of alcohol or drugs.
3. Physical threats.
4. Physical violence.
5. Abusive behavior.
6. Sexual misconduct, abuse, or harassment.
7. Willful destruction of facility equipment or property.

## Phase Completion Contracts

### Teen Challenge 180 Ministries

#### Phase 1: New Arrivals

The completion of this 4-month phase demonstrates a true desire to change your life and surrender to God. Students are eligible to advance to Phase 2 once the following requirements have been completed.

1. Adherence to staff direction and 180 Ministries rules.
2. Minimum of 2 *Life Studies* in the classroom (“Salvation” contract is required).
3. Minimum of 5 *Group Studies for New Christians*.
4. Minimum period of 14 days since last discipline.
5. Phase 2 Application submitted upon completion of minimal requirements.
6. Mentor phase advancement recommendation.
7. Majority vote in favor of phase advancement from the Phase Advancement Committee.
8. Positive peer evaluation reviews.
9. Must pass the evaluation process detailed below.

Students will be evaluated by the 180 Ministries staff and student peers according to their performance in the categories listed below. If a student does not pass the evaluation process, they may reapply in 14 days.

- |                              |                        |
|------------------------------|------------------------|
| ▪ Attitude                   | ▪ Adaptability         |
| ▪ Environment Awareness      | ▪ Team Orientation     |
| ▪ Commitment                 | ▪ Consideration        |
| ▪ Dependability              | ▪ Self-discipline      |
| ▪ Passion                    | ▪ Focus                |
| ▪ Preparation & Organization | ▪ Punctuality          |
| ▪ Staff Rapport              | ▪ Peer agreeability    |
| ▪ Self-Improvement           | ▪ Solution Orientation |
| ▪ Determination              | ▪ Staff Respect        |
| ▪ Goals                      | ▪ Insight              |
| ▪ Spiritual Growth           | ▪ Hygiene              |
| ▪ Social Skills              | ▪ Property Respect     |
| ▪ Parenting Skills           | ▪ Nutrition            |
| ▪ Learning Skills            | ▪ Family Relations     |

“Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind; and, ‘Love your neighbor as yourself.’” –Luke 10:27

Student Signature \_\_\_\_\_ Date \_\_\_\_\_

Mentor Signature \_\_\_\_\_ Date \_\_\_\_\_

**Teen Challenge 180 Ministries**  
Phase 2: Induction

The completion of this 3-month phase demonstrates a true desire to change your life and surrender to God. Students are eligible to advance to Phase 3 once the following requirements have been completed.

1. Adherence to staff direction and 180 Ministries rules.
2. Minimum of 3 *Life Studies* in the classroom.
3. Minimum of 4 *Group Studies for New Christians*.
4. Minimum period of 14 days since last discipline.
5. Phase 3 Application submitted upon completion of minimal requirements.
6. Mentor phase advancement recommendation.
7. Majority vote in favor of phase advancement from the staff.
8. Positive peer evaluation reviews.
9. Must pass the evaluation process detailed below.

Students will be evaluated by the 180 Ministries staff and student peers according to their performance in the categories listed below. If a student does not pass the evaluation process, they may reapply in 14 days.

- |                              |                        |
|------------------------------|------------------------|
| ▪ Attitude                   | ▪ Adaptability         |
| ▪ Environment Awareness      | ▪ Team Orientation     |
| ▪ Commitment                 | ▪ Consideration        |
| ▪ Dependability              | ▪ Self-discipline      |
| ▪ Passion                    | ▪ Focus                |
| ▪ Preparation & Organization | ▪ Punctuality          |
| ▪ Staff Rapport              | ▪ Peer agreeability    |
| ▪ Self-Improvement           | ▪ Solution Orientation |
| ▪ Determination              | ▪ Staff Respect        |
| ▪ Goals                      | ▪ Insight              |
| ▪ Spiritual Growth           | ▪ Hygiene              |
| ▪ Social Skills              | ▪ Property Respect     |
| ▪ Parenting Skills           | ▪ Nutrition            |
| ▪ Learning Skills            | ▪ Family Relations     |

“Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind; and, ‘Love your neighbor as yourself.’” –Luke 10:27

Student Signature \_\_\_\_\_ Date \_\_\_\_\_

Mentor Signature \_\_\_\_\_ Date \_\_\_\_\_

**Teen Challenge 180 Ministries**  
Phase 3: Training

The completion of this 3-month phase demonstrates a true desire to change your life and surrender to God. Students are eligible to advance to Phase 2 once the following requirements have been completed.

1. Adherence to staff direction and 180 Ministries rules.
2. Demonstrates genuine concern for others, offers unprompted help and prayer
3. Minimum of 3 *Life Studies* in the classroom.
4. Minimum of 4 *Group Studies for New Christians*.
5. Minimum period of 14 days since last discipline.
6. Phase 4 Application submitted upon completion of minimal requirements.
7. Mentor phase advancement recommendation.
8. Majority vote in favor of phase advancement from the staff.
9. Positive peer evaluation reviews.
10. Must pass the evaluation process detailed below.

Students will be evaluated by the 180 Ministries staff and student peers according to their performance in the categories listed below. If a student does not pass the evaluation process, they may reapply in 14 days.

- |                              |                        |
|------------------------------|------------------------|
| ▪ Attitude                   | ▪ Adaptability         |
| ▪ Environment Awareness      | ▪ Team Orientation     |
| ▪ Commitment                 | ▪ Consideration        |
| ▪ Dependability              | ▪ Self-discipline      |
| ▪ Passion                    | ▪ Focus                |
| ▪ Preparation & Organization | ▪ Punctuality          |
| ▪ Staff Rapport              | ▪ Peer agreeability    |
| ▪ Self-Improvement           | ▪ Solution Orientation |
| ▪ Determination              | ▪ Staff Respect        |
| ▪ Goals                      | ▪ Insight              |
| ▪ Spiritual Growth           | ▪ Hygiene              |
| ▪ Social Skills              | ▪ Property Respect     |
| ▪ Parenting Skills           | ▪ Nutrition            |
| ▪ Learning Skills            | ▪ Family Relations     |

“Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind; and, ‘Love your neighbor as yourself.’” –Luke 10:27

Student Signature \_\_\_\_\_ Date \_\_\_\_\_

Mentor Signature \_\_\_\_\_ Date \_\_\_\_\_

## Teen Challenge 180 Ministries

### Phase 4: Pre-Reentry

The completion of this 2-month phase demonstrates a true desire to change your life and surrender to God. Students are eligible to advance to Phase 5 once the following requirements have been completed.

1. Adherence to staff direction and 180 Ministries rules.
2. Minimum of 2 *Life Studies* in the classroom (Prayer and Worship and Work and Responsibility contracts).
3. Minimum of 5 *Group Studies for New Christians*.
4. Minimum period of 14 days since last discipline.
5. Phase 5: Reentry Application submitted upon completion of minimal requirements.
6. Active reentry plan.
7. Active pursuit of GED, driver's license, resume, plans for court restitution, or any other accomplishments to be completed during reentry (per student's personal reentry plan).
8. Phase 2 Application submitted upon completion of minimal requirements.
9. Choose home church and meet with pastor.
10. Mentor phase advancement recommendation.
11. Majority vote in favor of phase advancement from the staff.
12. Positive peer evaluation reviews.
13. Must pass the evaluation process detailed below.

Students will be evaluated by the 180 Ministries staff and student peers according to their performance in the categories listed below. If a student does not pass the evaluation process, they may reapply in 14 days.

- |                              |                        |
|------------------------------|------------------------|
| ▪ Attitude                   | ▪ Adaptability         |
| ▪ Environment Awareness      | ▪ Team Orientation     |
| ▪ Commitment                 | ▪ Consideration        |
| ▪ Dependability              | ▪ Self-discipline      |
| ▪ Passion                    | ▪ Focus                |
| ▪ Preparation & Organization | ▪ Punctuality          |
| ▪ Staff Rapport              | ▪ Peer agreeability    |
| ▪ Self-Improvement           | ▪ Solution Orientation |
| ▪ Determination              | ▪ Staff Respect        |
| ▪ Goals                      | ▪ Insight              |
| ▪ Spiritual Growth           | ▪ Hygiene              |
| ▪ Social Skills              | ▪ Property Respect     |
| ▪ Parenting Skills           | ▪ Nutrition            |
| ▪ Learning Skills            | ▪ Family Relations     |

“Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind; and, ‘Love your neighbor as yourself.’” –Luke 10:27

Student Signature \_\_\_\_\_ Date \_\_\_\_\_

Mentor Signature \_\_\_\_\_ Date \_\_\_\_\_