



TRIP MEMBER CODE OF CONDUCT

Thank you for wanting to serve as a global(x) trip member. As you partner with God to serve people in other countries, our prayer is that you and those you serve will never be the same.

global(x)'s mission is to lead people into a growing relationship with Jesus Christ by serving our international community. As a trip member, you play an integral part in seeing this mission fulfilled.

You are stepping into a position of influence as a global(x) representative. Our international partners and those you serve will watch you closely, take what you say seriously, and look at you as a role model. The challenge is that being a role model is all-encompassing, so how you present yourself during team meetings and the trip itself should be consistent with your lifestyle outside of global(x) activities.

In the past, that was all that needed to be said. There was consensus around what constituted consistency between model leadership on a global(x) trip and life in general. As culture has changed, however, there is a need to be more specific. The three issues that surface the most have to do with *sexual relationships, substance abuse, and social media*.

The last thing we want to do is put you in a position where you feel pressure to *teach, represent, or appear to give assent* to a view on one of these subjects that you do not personally embrace. In other words, we don't want to accidentally make you a hypocrite! So on these three subjects, here is what you will be expected to communicate and model:

Regarding Sexual Behavior

We teach that sex was created by God as an expression of intimacy between a man and a woman within the context of marriage.

Volunteers who embrace lifestyles or behaviors that conflict with this teaching will eventually find themselves having to pretend to be something they are not or believe something they don't. In an effort to protect you from a potentially awkward situation, we ask that you not volunteer at this time if:

- You are involved in a sexual relationship and are not married.
- You are pursuing a same sex relationship.
- You are single and living with a member of the opposite sex. We do not want to put you in the awkward position of having to explain your arrangement to others.
- You are married and are currently or have been involved in a sexual relationship outside of marriage in the last 24 months.

Regarding Substance Abuse

If you have a history of alcohol or drug abuse, this might be something God uses in a positive way to steer a future generation in a different direction. If you feel that this is part of your message, we would love to talk with you further. While we might disagree on the timing of your involvement, we don't want to miss an opportunity to partner with what God is up to in your life.

We ask that you not serve at this time if:

- You have been arrested, or convicted of, an alcohol or drug-related offense in the past 24 months.
- You are currently being treated for alcohol or drug abuse.
- You have used marijuana or any other illegal substance during the past 12 months.
- Consuming alcohol to the point of being unable to drive, or to the point of it being illegal for you to drive, is a regular part of your weekend or weeknight routine.

Regarding Social Media

Your team, those you will serve internationally, and/or those who financially support you, *will* visit your Facebook site or other social media pages. If you blog, Instagram, or maintain a Twitter account, some will opt to keep up with you through those mediums as well. While social media can be a great connection tool, it also serves as a window into your life beyond team meetings or the trip. In light of that, we ask that you leverage social media with these people in mind. We realize this is a judgment call.

If you have any questions regarding your specific situation and the requirements outlined in this document, please don't hesitate to contact your team leader or contact global(x) at globalXinfo@northpoint.org

Signed: _____

Date: _____

Name (please print): _____

TEAM AGREEMENT

Our vision for global(x) trips is that they will be opportunities for people to pursue spiritual growth and healthy relationships through serving. To accomplish this vision, we ask that you agree to the following:

Spiritual Development:

- I commit to discipline myself and to put a priority on growing deeper in my walk with Christ during the preparation process and during the trip itself.

Healthy Relationships:

- I will make it a priority to attend 80 percent of the team meetings and to be an active participant in all team and project activities.
- I will attend a security and safety briefing.
- I will uphold the standard of behavior my team and I discuss and decide is necessary (e.g., conflict resolution, team correspondence, conduct on the field, etc.).
- I will be sensitive to the culture in my words, actions, and dress.
- I will refrain from any activity or behavior that might be a stumbling block to any team member, our partnership ministry, or the people I am seeking to influence.
- I will refrain from a romantic relationship with another team member or a national throughout the entire trip process.
- I will submit to the authority of the team leader. I realize I may be asked not to go or sent home by the team leader at my own expense if I do not adhere to the team agreement.
- I will develop an attitude of service and flexibility. I commit to serve the team, the team leader, the nationals, and the overseas workers in the field. I will bring a spirit of flexibility to the project, assuming that plans often change.
- I will not give cash or personal gifts of any kind to a national while on my trip. I understand that doing so may create an unhealthy dependency and sense of entitlement. I agree to adhere to this policy no matter the circumstances in order to protect the health of the relationships between my team and the people we are serving, as well as global(x) and our partners.

Initial here: _____

FINANCIAL AGREEMENT

- I will give a **nonrefundable deposit** of \$100 at the first team meeting to solidify my commitment to this trip.
- I understand that **I am financially responsible** for the full trip cost and agree to raise funds or self-fund as necessary to meet this goal.
- Once airline tickets have been purchased, I am responsible for 100 percent of the ticket price, even if I have to withdraw from the global(x) trip.
- I agree to meet fundraising deadlines as determined by global(x), and **I understand that failure to meet one of the deadlines may result in being unable to go on the trip.**
- In the event I am unable to participate in the global(x) trip, I understand that **all funds raised are nonrefundable and nontransferable** to a future global(x) trip.
- I understand that any funds raised over the required amount for my trip are nonrefundable and will be used to cover overall trip costs and/or international projects as determined by the global(x) staff.

Initial here: _____

TALENT RELEASE

I, _____ hereby permit global(x) and North Point Ministries Inc. (NPMi) to use any audio, video, written, or pictorial footage of myself taken while on this global(x) trip for future promotions of global(x) and NPMi.

I understand that neither global(x) nor NPMi will use any of this footage for any purposes or organizations outside of marketing for global(x) and NPMi, nor will they sell or release this material to any outside party.

Initial here: _____

SIGNATURE PAGE

I have read and agree to the following: global(x) Code of Conduct, Team Agreement, Financial Agreement, and Talent Release.

Signed: _____

Date: _____

Name (please print): _____

MEDICAL AND LIABILITY RELEASE

global(x), operated by North Point Ministries, Inc., under the supervision of the staff and volunteers of North Point Community Church, Buckhead Church, Browns Bridge Church, Woodstock City Church, Gwinnett Church and/or Decatur City Church, require the completion and acceptance of a medical and liability release prior to participation in a global(x) trip.

Trip Dates: _____ Country: _____

Participant: _____

I am over the age of eighteen, and I am fully competent to sign this Release. I have voluntarily chosen to participate in the project of global(x)/NPMi (collectively "**global(x)/NPMi**"), on the dates provided above and the place indicated above, and the travel and other activities incidental or related thereto (collectively, the "**Service Trip**"). In consideration of and as a condition to being permitted to participate in the Service Trip, **I, on behalf of myself and my representatives, estate, executors, heirs, next of kin, administrators, beneficiaries, insurers, successors and assigns, and anyone else who might now or in the future claim by or through me (collectively, "my Representatives")**, hereby agree to be bound by this Release in its entirety.

- 1. Understanding the Risks.** I certify that, except as expressly indicated on my Service Trip application, I am in good health and physical condition and I HAVE NO MEDICAL CONDITIONS OR PHYSICAL LIMITS that would prevent my participation in the Service Trip. I UNDERSTAND THAT INTERNATIONAL TRAVEL AND MISSIONS OPPORTUNITIES INVOLVE INHERENT RISKS AND DANGERS, including but not limited to CRIME, CIVIL UNREST, TERRORISM, WAR, SICKNESS, DIFFERING SAFETY STANDARDS OF BUILDINGS, PUBLIC SPACES AND TRANSPORTATION, VARYING QUALITY AND AVAILABILITY OF MEDICAL TREATMENT, and other similar and dissimilar risks that may result in injury or loss to me, INCLUDING, BUT NOT LIMITED TO, ILLNESS, BODILY INJURY, PROPERTY LOSS AND DEATH (hereinafter, "Risks"). I have carefully considered such Risks, and I, ON BEHALF OF MYSELF AND MY REPRESENTATIVES, VOLUNTARILY ACCEPT, ASSUME AND CONSENT TO ALL SUCH RISKS THAT MAY RESULT FROM SUCH PARTICIPATION IN THE SERVICE TRIP.
- 2. Understanding global(x)/NPMi Relationship with Third Parties.** I understand that global(x)/NPMi does not represent or serve as agent for, and cannot control the acts or omissions of, transportation carriers, hotels and other suppliers of goods and/or services in connection with the Service Trip.
- 3. General Release.** I, on behalf of myself and my Representatives, hereby IRREVOCABLY, UNCONDITIONALLY, AND FOREVER RELEASE, DISCHARGE, ABSOLVE, AND COVENANT NOT TO SUE GLOBAL(X), NORTH POINT MINISTRIES INC., and churches or other charitable organizations cooperating in the Service Trip, and all of their respective parents, subsidiaries, affiliated entities, successors and assigns (hereinafter, "Released Entities"), and the respective members, directors, officers, trustees, elders, deacons, managers, employees, representatives, agents, and volunteers of the Released Entities (hereinafter, "Released Parties"), from and with respect to any and all INJURIES, LOSSES, DAMAGES, CLAIMS, ACTIONS, RIGHTS, LIABILITIES, CAUSES OF ACTION, DEMANDS, OR OTHERWISE (collectively, "Claims and

Liabilities”), and agree that the Released Parties SHALL NOT BE LIABLE FOR SUCH CLAIMS AND LIABILITIES, ARISING FROM MY PARTICIPATION IN THE SERVICE TRIP, or my request to be permitted to participate in the Service Trip, WHETHER FOR PERSONAL INJURIES, PROPERTY DAMAGE, ILLNESS, DEATH, THE DISCLOSURE OF MEDICAL INFORMATION, OR IN ANY WAY RELATED TO EMERGENCY MEDICAL TREATMENT PROVIDED TO ME, OR IN CONNECTION WITH THE MEDIA LICENSE DESCRIBED BELOW, whether foreseen or unforeseen, present or future, known or unknown, even if caused by, or arising in whole or in part from, the NEGLIGENCE, FAULT, BREACH OF CONTRACT, STRICT LIABILITY, OR OTHER ACT, CONDUCT OR STATUS of any of the Released Parties, except only Claims and Liabilities resulting from the gross negligence or willful or wanton misconduct of a Released Party. Furthermore, I, on behalf of myself and my Representatives, agree to INDEMNIFY, DEFEND, AND HOLD HARMLESS the Released Parties from and against ANY AND ALL CLAIMS AND LIABILITIES released herein. This indemnification INCLUDES ALL COSTS OF DEFENDING SUCH CLAIMS, INCLUDING ATTORNEYS’ FEES, COSTS, AND EXPENSES, whether suit is filed or not.

4. **Media License.** I, on behalf of myself and my Representatives, hereby assign and grant to Global(x) and NPMi AN IRREVOCABLE, PERPETUAL, ROYALTY-FREE LICENSE TO USE MY PHOTOGRAPH, IMAGE, VOICE, LIKENESS AND ANY IDENTIFIABLE ATTRIBUTES, IN WHOLE OR IN PART, IN ANY MEDIA (the “Images”) for development or charitable solicitation, advertising, trade and any other lawful purposes now and in the future that are in fulfillment of global(x)/NPMi’s charitable purposes without further notification, inspection or approval and at no cost to the Released Parties and with no compensation to me (provided, however, that neither global(x)/NPMi nor any other Released Party shall be obligated to use the Images in any way), and I further agree that NPMi shall be the exclusive owner of any and all rights, including copyrights in the Images.
5. **Medical Expenses Understanding.** I understand and agree that the Released Parties are not responsible for any medical expenses that I may incur while participating in the Service Trip. I further understand that I am required and solely responsible to carry comprehensive health insurance for the duration of the Service Trip, and further that travel insurance is required for the Service Trip in addition. Any request for reimbursement for medical expenses must be made to my insurers.
6. **Expenses for Change in Travel Plans; Other Injuries.** I understand and agree that I bear the sole responsibility for any travel expenses which I incur in the event global(x)/NPMi finds it necessary to send me home prior to the scheduled departure date, for behavior that global(x)/NPMi deems inappropriate, immoral, or not in keeping with the Code of Conduct and Team Agreement I have reviewed and must fulfill. I understand and agree that in the event my participation in the Service Trip is cancelled, the Cancellation Policy as stated in my application shall apply to all funds received as a result of my payments or my fundraising efforts. I further understand and agree that the Released Parties are also not responsible for any injury that I may suffer while traveling independently before or after the Service Trip or during my free time, and that such Claims and Liabilities are part of my release in Paragraph 2, above.
7. **Release of Personal Information.** I, on behalf of myself and my Representatives, give my express, written consent allowing global(x)/NPMi to share my personal information, including,

but not limited, to my name, age, address, phone number, photograph, credit card information (if applicable), and passport information (“**Personal Information**”) with travel service providers (e.g., travel agents and agencies, airlines, hotels, ground transportation, tour operators, attractions, and travel insurance companies (“**Travel Providers**”) for the purposes of reserving and booking travel arrangements and obtaining travel related products and services in connection with the Service Trip. I agree that the Travel Providers may contact me as necessary to obtain additional information in order to facilitate my travel arrangements for the Service Trip. I understand that the use of my Personal Information by Travel Providers is subject to the policies and procedures of such provider and not those of global(x)/NPMi. NPMi’s use of Personal Information, however, is subject to the North Point Ministries Privacy Policy, which is located at <http://northpointministries.org/privacy/> and is incorporated herein by reference. Furthermore, I authorize the release of Personal Information to the US Department of State, US Embassies and Consulates, or other government agencies as may be required or recommended, in the sole opinion of global(x)/NPMi, for travel purposes.

8. **Release of Medical Information and Permission to Treat.** I, on behalf of myself and my Representatives, give my express, written consent allowing global(x)/NPMi to share my Personal Information, as well as any information in its possession regarding any health or medical conditions and any applicable health or travel insurance coverages that I may have, to or for the use of a medical provider in the event that global(x)/NPMi believes it is reasonably necessary for the provision of medical care to me. I further agree that global(x)/NPMi is authorized to request that available, trained medical personnel provide emergency medical care to me if global(x)/NPMi believes it is reasonably necessary, and that the Release expressly applies to such instances.
9. **Trip Participation Covenant.** I have received a copy of the Code of Conduct and Team Agreement and agree that I will be an ambassador for Christ who strives to abide by this Covenant in full. To be clear, global(x)/NPMi cannot and does not wish to control anyone’s behavior against his or her wishes. Instead, global(x)/NPMi seeks like-minded individuals who share its religious beliefs and view their conduct as a reflection of their spiritual life. As such, global(x)/NPMi expects that I, as its volunteer, will whole-heartedly endorse these ideals in order to maximize the participants’ collective witness for Christ and the work accomplished for the Kingdom of God on the Service Trip.
10. **Mandatory Arbitration.** Consistent with Matthew 18 in the Holy Bible, any claim or dispute between the parties concerning questions of law or fact or both arising out of or relating to this Release, its interpretation or performance, or its alleged breach, which is not disposed of by agreement of the parties, shall be resolved by binding arbitration in Atlanta, Georgia by and under the rules of Peacemaker Ministries (or its successor) except as such rules are modified here. Those rules are currently published at www.peacemaker.net. The parties covenant to keep such questions and arbitration proceedings confidential except as necessary to effectuate and/or enforce arbitration. The parties covenant and agree that they will not sue or otherwise bring actions against each other in any courts, that arbitration is their sole and binding remedy, that they waive their rights to sue or to appeal or to other remedies (except to the extent necessary to enforce the final award or finding), and that if this covenant not to sue and waiver are not legally effective, then such arbitration is a prerequisite to any other remedy. The parties covenant and agree to abide by, perform, accept, and fulfill the final award or

finding concerning such questions without recourse to any other court or tribunal, except to the extent necessary to enforce said final award or finding.

11. **General Provisions.** This Release is binding upon me and my Representatives. This Release contains the complete expression of the agreement between me (on behalf of myself and my Representatives) and the Released Parties with respect to the subject matter hereof, and may be amended only in writing signed by the undersigned and the Released Parties' representative(s), or their successors. It is not intended to release the Released Parties from any claims or liabilities that, as a matter of law, cannot be avoided, waived or released, and no provision hereof should be so interpreted. Section headings and titles are for convenience of reference only and shall not affect, nor be construed to affect, the meaning of any provision of this Release. Time is of the essence as to all matters herein. This Release is governed by the internal laws of Georgia (even if applicable conflict of law rules would provide otherwise). The terms of this Release are severable. This Release shall not be strictly construed against any party.

I HAVE CAREFULLY READ THIS AGREEMENT AND FULLY UNDERSTAND ITS CONTENTS. I AM AWARE THAT THIS AGREEMENT INCLUDES A WAIVER OF LIABILITY AND RELEASE, AN ASSUMPTION OF RISK, AND AN AGREEMENT BY ME TO INDEMNIFY AND HOLD HARMLESS GLOBAL(X), NORTH POINT MINISTRIES, INC. AND THE OTHER RELEASED PARTIES, AND I SIGN IT OF MY OWN FREE WILL.

Printed Name of Participant: _____

Participant Signature: _____

Date: _____

Physical Address:

(Street Name and Suite/Apt)

(City/State/Zip)

Email Address: _____