**CONTRACT FOR HIRE**

Bylaws | Agree & Consent

# Effective Date: January 10th, 2018

# Last updated: 2/25/2020

Anointed Works™ is a non-profit Christian organization. We stand on what the word of Yahweh says, and live our lives by the bible. Before an applicant can sign their job application form, he/she must read this contract, and agree to our organization policies stated throughout the document. When an applicant signs this Contract For Hire, they are legally bound to what the contract represents. We hire based on *qualifications* only, but every applicant must read, and understand where AW stands as an organization. If a worker breaks any of the organization polices accidental or intentional, they will be corrected up to (3) times. After the third offense the worker will be terminated from the organization, and given a reason for their termination. Anointed Works™ will not tolerate anything that goes against the fundamentals of Yahweh, the original Hebrew, and Greek manuscripts, and the original King James bible of 1611. What this means, is the projects our staff, and workers create will reflect Yahweh’s values, and not what our governments, and certain groups of societies all around the world proclaim as “holy” or “politically correct”. Anointed Works™ teaches the principals of the Ten Commandments from the Old Testament, and the doctrine of the New Testament, and openly displays plaques, posters, etc. of the Ten Commandments on the walls throughout the entire organization. We will use the bible as a guide in all masterworks created. At Anointed Works™ we have 17 Bylaws that we, and the workers yield to, and must abide the Bylaws while on the clock for AW. Whatever our workers do on their free time is their business, but when working on the clock for AW, they are required to abide by our guidelines.

Those 17 Bylaws are:

1. Belief in Yahweh (God), Ruah Ha-Kodesh (The Holy Spirit) and Jehoshua/HaMashiach Jehoshua (Jesus/Jesus Christ) as the only true God.
2. Marriage between *one man,* and *one woman.* Address one another by the natural gender you were born as when on the clock. This applies to the staff, board members, and workers in the organization.
3. No swearing/profanity or taking the Lord’s name in vain.
4. Teaching of the mikra, and its doctrine.
5. Not condoning sin or sinful lifestyles of *any kind.*
6. As individuals outside of work, staff, and workers may use different translations. In our organization Anointed Works™ uses, and promotes the original Hebrew, and Greek manuscripts, and the King James bible of 1611.
7. Belief in two genders. One male, one female as Yahweh created them. This also means, we do not tolerate sex changes that will associate the opposite gender when he/she was born as a male or female.
8. We do not condone the ordinance of homosexual ministers, pastors, preachers, chaplains, etc. for the organization counseling position or any employment position.
9. We do not condone pre-martial sex, fornication (living together, and not being married/shacking up), adultery, incest, bestiality, “lolly porn”, “hentai” and all other forms of prophagic activities. Meaning, these themes will not be praised on the clock or written as a praise in novels workers may have to read for beta testing purposes. Any sinful themes Beta Testers read are in the novel as a moral lesson—not as a invitation to go off, and commit the act.
10. We do not condone drunkenness, abuse of prescribed drugs or street drugs.
11. We do not condone the worship of other gods. Worship of other gods is strictly forbidden based on Exodus 20, and the first commandment to the house of Israel.
12. If anyone has questions about what is biblically right or wrong, before or post employment, Anointed Works™ will offer counseling or fundamental classes to the applicant/worker, free of charge. We do this because we want everyone to understand what it is they are reading, and what is it we expect of them if they sign the contract.
13. When making a public appearance, all staff must dress modestly. If they fail to do this that staff member will be sent home.
14. If conflict cannot be resolved between a staff member or the worker, then those individuals need to direct complaints to the Responsible Office, and allow the RO (Responsible Officer) to remedy the situation. All sexual harassment incidents must be directed to the Responsible Office, and then processed to the Approval Authority/CEO Board.
15. Slandering, failure to respect one another, and sowing discord among others will not be tolerated. Those causing problems from either branch in the organization will be addressed by the Responsible Office, and if the Responsible Office cannot correct the situation, all RO’s confront the Approval Authority/CEO Board, and the Board members will address the individual(s) involved.
16. All staff, and employees must put in the labor required in their contracts (VAP, Business Confidentiality), and are required to fulfill their job description requirements for their supervisors, mangers, bosses, etc. If there is a breech in contract at anytime for any reason, the staff member or the worker will be confronted and given a warning up to three times. After the third time, he/she will be terminated, and dismissed from the organization.
17. Love (platonically), and respect (honor) your neighbor on the organization’s website, social media platforms, and in the work place. This is a vital rule for anyone to follow, and uphold but to those who are in leadership positions or aim to become leaders in the organization, it is crucial that you do not do anything man’s laws, and Yahweh’s laws prohibit in the work place. Such as unwanted sexual advances, whether it be in text, over the phone to someone else or physical contact. Flirting and emojis that express filtration is prohibited between supervisor and co-worker. Unless the supervisor and the co-worker are *married*, public display of affection should not be seen. Not at public events and not in texts on the Discord server. Even married, it needs to be at a minimal and displayed appropriately around others. Family members who work at the company together, similar standards apply. We know affection towards children is a given, but on the clock in front of others, we ask that you keep your affection towards your family at a minimal.

By signing below, applicant is agreeing to all organization policies, terms and, conditions of this contract, and will be responsible for their actions. If the applicant is hired, it is based on their qualifications only. If there is a breech in applicant’s contracts (VAP, Business Confidentiality), and the worker has exceeded the warning penalty, then they will be terminated, and may be subject to a lawsuit depending on the level of offenses made during their time employed with Anointed Works™.

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| Rachel Renee Wilson | |  | | Rachel Renee Wilson | |  | | 2/21/2018 |
| Printed Name, President | |  | | Signature, President | |  | | Date |
| Rebecca Ann Barnett |  | | Rebecca Ann Barnett | |  | | 2/21/2018 | |
| Printed Name, Organizer |  | | Signature, Organizer | |  | | Date | |

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| --- | --- | --- | --- | --- |
| Type name |  | Sign name |  | X/XX/XXXX |
| Printed Name, Worker |  | Signature, Worker |  | Date |