

House of Eli Resident/Parent Handbook

Welcome to the House of Eli!

House of Eli is a faith-based 501(c) (3) ministry that provides safe housing, education, and vocational skills training young men ages 18-21. It is a safe place where broken young men come to find a new life. Living in a family setting, training in the family owned business, and developing the disciplines to become strong, independent men are the hallmarks of this life change academy.

We all love this house and are here by choice, so are you! You are not forced to be here and we will not beg you to follow the program rules and expectations. Every staff member here feels called to help you by giving their time and using their talents to benefit you. We are here because we love God and someone helped us to know him and change our hearts and lives, so we want to help you in that way too.

What we are offering is a chance for you to be a part of a family and guide you as you do the following things:

- Learn about yourself and God
- Develop healthy relationships
- Finish your educational and financial goals
- Have new experiences-camping, trips, lake days, flying, etc.
- Learn how to drive and get your license
- Hone your job skills and how to manage money
- Continue your medical, dental, and mental health care
- Meet the terms of your probation/parole

We are welcoming you to our family and hope to build a life-long relationship with you!

GENERAL RULES AND EXPECTATIONS

We will never tell you what to think or how to believe, but we have seen real change happen when our hearts change. We work on that by studying the Bible, attending church, attending life skills groups, and being open to learning from others. This is an important part of what we do so thank you for your open-minded participation.

You will have assigned chores for the week and must do your own laundry. You are always responsible for keeping your personal space clean. Since we are supported by people in the community, we need to keep the house tour ready at all times. We inspect rooms, closets, and bathrooms several times a week. If you are not keeping your area clean and tidy, you will receive a warning and then be fined. Continued disregard for cleanliness will result in a write up or being asked to leave the program.

This house belongs to other people too, make sure you take care to leave their things alone as you would expect them to do the same. Do not go into another person's room without them present or their permission. We need to know where you are at all times. If it takes longer than 10 minutes to find you, you are considered missing. We want you to be thoughtful of others and earn trust by being accountable for your whereabouts at all times. Make sure you have permission from staff and sign out by the front door.

You may have a phone call upon arrival that lets your family know you have safely arrived. Then, as long as you are in good standing, you may call people on your approved list twice a week for the first month. Visits from family are allowed but must be arranged ahead of time. Drop-ins are not welcomed. If you have other visitors that are not family (close friends), that may be arranged. Visitors are expected to come to House of Eli after it is pre-arranged and will be supervised by staff.

Outside friends and girls have probably given you everything they have to offer, give it a rest. This is a time for you to learn from healthy (not perfect) adults and to bond with your Eli Brothers.

Smoking is not allowed on or near the property. Smoking is not encouraged and eventually you will have to quit if you live in this house. You may not share cigarettes with other people.

You will be interacting with the community inside and outside the house. Please do your best to polite and interactive as these are the people who support House of Eli. Remember to keep the house ready at all times. We allow appropriate physical contact such as hugs or a pat on the back, but we do not want anyone to feel uncomfortable. Don't hang on people or invade others' space. Please let staff know if anyone does anything to make you feel uncomfortable. If you have an issue with staff, please report it to another staff member immediately.

Family meals are important to us. We cook and eat together and talk to each other during meal times. Use your time management skills to be in the kitchen 30 minutes early to help when it is your turn. Do not use this time to take a last minute shower or break. Stay at the table until everyone is done, do not get up and leave unless excused. After dinner, everyone cleans and no one leaves the kitchen until the kitchen is completely clean.

Sunday through Thursday from 11pm-7am are quiet hours, curfew on these days is 11pm. Friday and Saturday curfew is 12:30am. If you want to stay up, please no loud noise and be courteous to those who want to sleep. On weekends use good judgement in regard to the noise level, remembering some people still have work, homework, etc. on the weekends.

We do not allow the members of our family to:

- Be threatening or violent in any way with staff members or brothers
- Use drugs or alcohol
- Proposition or commit sexual acts with anyone inside the house
- Say demeaning things, use profanity, disrespect, or verbally assault anyone
- Bring anyone into the house without permission
- Move furniture or change the artwork on the walls
- Place stickers on walls, mirrors, or doors
- Take food or drink upstairs other than water
- Loan or borrow money without consent of the staff
- Send money to family or friends without consent of the staff
- Bring material into the house that deals with occult, witchcraft, or satanic viewpoints
- No porn, weapons, gang related items or tobacco products

*Violation of our rules or expectations could lead to immediate dismissal.

PHASES

This house is centered on a healthy family life. You progress through the phases by taking more responsibility, developing your goals and working to attain those goals, thereby gaining more freedom.

In addition to groups and individual counseling, you will be required to complete the following before phasing up. Checking off boxes just to be done is not the goal. Personal responsibility, education, and life change are our goals. Phone privileges, driving, dating, and outside activities will be based on individual readiness and responsibility.

Phase 1: Cousin

You are a cousin until we all decide if you are just here for a visit or you are demonstrating desire to become a real member of the family. You are basically on probation until we, as a house and staff, decide you are ready for the next step.

- For the first 30 days, you will not have a phone and will not be on social media. You are not allowed to use others' phones or computer access. You will be allowed to make approved calls from the house phone in the office. After 30 days of no issues, you will be able to place a deposit on a phone that only has contacts within the house. You must keep this charged and answer when called.
- You must get permission to leave the house and must have another house member with you to go somewhere unless you have special permission. Use the sign out log.
- You must be where you said you would be and also come back on time. Your word is very important and this is part of building trust. We will check up on you.
- You must participate in group counseling, life skills, bible study and attend church.
- You must attend every scheduled group, appointment, meal, free time activities, etc. and have all required assignments done. VERY IMPORTANT.
- You must complete assigned chores and help maintain overall cleanliness of your things as well as the house as a whole.
- You must work in the family business (construction), beginning pay is \$8.00 per hour.
- No visitors or plans with outside friends at this time, unless your counselor feels it is necessary.

- You will meet with staff once a week to check progress and meet financial goals

Phase 1 is about 4-6 weeks long and you will be required to complete these objectives focused on obedience:

- | | |
|--|--|
| <input type="checkbox"/> Social Media Education | <input type="checkbox"/> Document Acquisition |
| <input type="checkbox"/> Bible 101 | <input type="checkbox"/> Financial Planning Phase 1 |
| <input type="checkbox"/> Workplace Safety and Training | <input type="checkbox"/> Community Service/Probation |
| <input type="checkbox"/> High School/College or Trade School Etiquette | Requirements Met |

Phase 2: Brother

- You can place a deposit on a phone from us that is on our plan. We will have the ability to check the content on your phone and see who you are calling and the sites you are looking at. We do this to protect you! The phone is the #1 biggest test of whether or not you can be trusted with this responsibility. The deposit is \$80 and will be refunded if the phone is returned in good condition when you leave. The deposit does not mean you own this phone, the phones cost around \$150-\$170. If you take the phone or return it in unusable condition, we will deduct the balance from your paycheck.
- You can start working on your driver's license and learning how to drive.
- You may leave the house alone as long as you have informed a staff member or entered your plans and time of return in the log book by the front door. Call on duty staff if you are not able to return home on time for any reason. Remember, you are building trust, be where you say you are!
- You may spend money, dependent on your budget and needs. This will be determined by you and your counselor. The rest will be held in savings for you per the financial goals you set.
- You can plan to have a visit from family as long as it is planned with your counselor. Do not call last minute and ask to go somewhere. Your request will be denied.
- You still must complete assigned chores and help maintain overall cleanliness of your things as well as the house as a whole.
- You must participate in group counseling, life skills, bible study and attend church.
- You must attend every scheduled group, appointment, meal, free time activities, etc. and have all required assignments done. STILL VERY IMPORTANT.
- You will still meet with staff once a week to check progress and meet financial goals

Phase 2 is about 6 or 8 months long and you will be required to complete these objectives focused on growing:

- | | |
|--|---|
| <input type="checkbox"/> Crash the Chatterbox DVD | <input type="checkbox"/> Enrollment in/Continuing Education and Vocational Training |
| <input type="checkbox"/> The Porch/Regeneration | <input type="checkbox"/> Financial Planning Phase 2 |
| <input type="checkbox"/> Driver's Ed/Driving/License | |

Phase 3: Big Brother

- You can work towards getting properly insured and complete all steps to drive company vehicles.
- You can go on overnight or weekend visits to be with family with approval.
- You start to take more responsibility for the younger members of the house-lead out during discussions, bible studies, and activities.
- You continue to let people know where you are when you are away from the house.
- You still must complete assigned chores and help maintain overall cleanliness of your things as well as the house as a whole.

- You must participate in group counseling, life skills, bible study and attend church.
- You must attend every scheduled group, appointment, meal, free time activities, etc. and have all required assignments done. STILL VERY IMPORTANT.
- You will have some choice about attending weekend fun days unless it is deemed a mandatory attendance outing.
- You will still meet with staff once a week to check progress and meet financial goals
- You will have all of the freedoms from levels above

Phase 3 is about 6 to 12 months long and you will be required to complete these objectives focused on Mentoring/Big Brothering:

- | | |
|---|---|
| <input type="checkbox"/> Dating Education | <input type="checkbox"/> Leadership Training |
| <input type="checkbox"/> Integrity | <input type="checkbox"/> Assessment of Progress/Independence Plan |

Phase 4: Uncle

- You will transition to independent living or to an intern position.
- You still must complete assigned chores and help maintain overall cleanliness of your things as well as the house as a whole.
- You will develop a transition plan with counselor
- You will work towards purchasing a personal vehicle
- You may be excused from some group counseling or life skills, but still have to attend church and bible study.
- You may have girls over for dinner when planned and staff is present
- You will still meet with staff once a week to check progress and meet financial goals
- You will have all of the freedoms from levels above
- When you get to the point of interning, you will live here rent free in exchange for mentoring and being an example to other residents, you will lead the house in spiritual growth, you will be able to have your own bank account, you will act as resident interns and be in charge in the absence of staff.

Phase 4 is your last few months in the program and you will be required to complete these objectives based on independence:

- | | |
|---|--|
| <input type="checkbox"/> Resume Building/Job Readiness | <input type="checkbox"/> Implementation of Independence Plan |
| <input type="checkbox"/> Financial Readiness Assessment | |

REQUIRED ACTIVITIES

You are required to work in the family business, attend individual counseling once a week, and participate in the following daily schedule as well as special events.

Sunday: Church, Alternating Movie Night-Free Day

Monday: Family Dinner and Family Meeting

Tuesday: Watermark Church College Group

Wednesday: Family Dinner, Bible Study (30 mins)

Thursday: Family Dinner, Life Skills, Counseling

Friday: Fun Night Out

Saturday: Work or Volunteer, Optional Church Service (then you have Sunday off)

HYGIENE AND APPEARANCE

We are not personally against tattoos and piercings, but we have a responsibility to those who support us to look clean cut and approachable. We don't want to put anyone off by the way we look. We accept that you may have different tastes and styles, but you will need to defer to our standards. No inappropriate logos, no representations of death (skulls), no gang affiliated articles including bandanas should be worn.

Collared shirts, polo or button- down style, will be worn to church as well as non-ripped jeans or pants. We will go through your clothing you bring to determine what appropriate dress for your stay at Eli is. If you need new things, we will set a budget and make a plan to buy the essentials. You will have a say in what you wear, but we will too.

No new tattoos or piercings allowed while you are living at the house. Earrings may be worn if you already have your ears pierced, no facial jewelry or gages allowed.

Shower daily and if you stink, shower again! Brush your teeth twice a day, floss, and keep your hair washed and not greasy. Wear deodorant; body spray and cologne should be used sparingly and not to cover up your stink.

Electronics

No rated M video games whatsoever-any found will be confiscated and that person will not play for a week.

No watching R rated movies without specific permission

We have computers you can use for school, job skills, etc. Please use wisely or you will be given a consequence.

If you want to listen to music, let's listen together! All music must be approved by staff before being played out loud within the house; no explicit lyrics. Be respectful and don't bother other people with your music. Headphones may be worn when doing an alone activity such as running or working in the yard.

Social media is an earned privilege, use it wisely. You must "friend" a staff member and it will be monitored often. No giving out personal information about yourself or other residents and staff. Also, no cursing or inappropriate content such as dating sites or porn. If social media is misused, this privilege will be removed.

Phones are monitored for your safety, if we ask for your phone to do a spot check, hand it over immediately. No phones during dinner time or groups. Always be respectful of others when using your phone step into another room or put the phone down entirely. Just a reminder, you have paid a deposit on OUR phone on OUR plan. The deposit does not mean you own this phone, the phones cost around \$150-\$170. If you take the phone or return it in unusable condition, we will deduct the balance from your paycheck.

SCHOOL

You are required to follow the rules in your student handbook including dress code. Treat others and their property with respect. Complete your assignments timely and attend daily. Keep communication open between you and your teachers as well as your teachers and House of Eli staff. Show up on time and prepared with all necessary supplies. Do your best in all aspects including cooperation and empathy. Please let staff know if you are struggling with any of those. No privileges unless you are passing your classes.

DATING

You must follow all of these requirements to begin and continue dating while living at the House of Eli:

- You must live at the house for 6-8 months. You have built trust by completing assignments, participating in groups, and doing chores, work, and school with excellence.
- You must watch the series “Fantasy Love” through Watermark Church and discuss with your counselor. Focus on building a friendship and getting to know the person before formally dating.
- Be out of debt or be making consistent, on time payments on your debt
- Be working enough hours to take care of your responsibilities and have enough left over to take a girl on a date.
- Be alcohol and drug free
- Be responsible for what you say or send via text and social media. If you are over 18, the girl must be over 18.
- The girl you are interested in must know where you live and meet Tawni/Laura within the first couple of weeks dating. (Informal meeting)
- You may go out once a week to begin with until we see how it is going to work within the structure of Eli and your responsibilities here. If dating interferes with your responsibilities, you will no longer be able to date.
- You must be home on time, accountable to where you say you are going to be, and treat her with respect. Do not put yourself in situations that could lead to temptation.
- You must remember you are at House of Eli to build a solid foundation for your own life. That is priority over a dating relationship. You have the rest of your life to date.

DIRECT CARE STAFF AND INTERNS

Above all, we are here to help. We do understand that you may get along with some staff members or interns better than others. We understand we will all make mistakes and we find it important to keep communication open between staff as well as residents. If you have a problem with someone please privately and politely let them know so you can work it out or, if that does not work, let a staff member know and we can work it out as a family. We have interns that live at the house and provide supervision overnight; they have the authority when other staff is not there. Interns will use this handbook to track your progress and how you are pulling your weight at the house. A large part of you remaining in this house and earning privileges, is how you treat staff and interns.

FINANCIAL RESPONSIBILITY

You do not have to pay to live here! We are here to help you grow and learn to make wise financial decisions. All pay must go into your account that is maintained through the house. Financial goals and a budget will be made with your counselor. If you receive other income from outside sources that will be placed in savings for you. If you choose to leave the house, your money will be sent to you in five business days to the address you provided upon exiting.

FAMILY BUSINESS

Eli Bros Construction will be your job while you are at House of Eli, we flip homes through supervised learning on site. This job works around your education schedule to allow you to begin your path to providing for yourself and meeting your financial goals. There are multiple risks including physical, chemical, biological, and psychosocial aspects not limited to: slips, trips, falls, loud noise, electricity, respiratory issues, cuts, contusions, bone injuries, muscle injuries, death. The program is fully insured for workers as well as residents.

DRUG TESTING

We do test periodically for drug use. Remember, we are here to help you, not hurt you. Also, the drug dog has been known to stop by.

VEHICLES

We know you want to be able to get a car for your future, we encourage you to start saving for one right away. For now, we will take you and pick you up from work, school, and appointments. We are also willing to help you learn how to drive and gain your driver's license. Decisions about what car to buy and when you will be allowed to drive will be made on an individual basis but this is usually within your last couple of months in the program and if you are in great standing. In the meantime, if you are approved by staff, properly licensed, and properly insured, you may be able to drive the company vehicles. Driving privileges will start out small and grow with trust earned. If you have a suspended license, you may apply for a permit to drive to and from work in special circumstances if you have been at the house for an extended amount of time.

DISCIPLINE

We are not going to fool around with a lot of little consequences for every little thing. You will receive a warning any time you are not meeting the requirements or showing a bad attitude. If the behavior is not corrected, then you will receive a write up and meet with the director and any other staff involved. Three write ups or a serious rule violation and you are finished living here. We have a lot of applicants, and if you are not putting your best efforts into living up to the Eli standard, then we will remove you from the program.

LEAVING/RETURNING

We want you to stay with us as long as possible, the young men who stay longer are the ones who are stronger and most ready to be successful. We are not a locked facility so we cannot make you stay. That is between you and your PO or just your decision to make. As long as you are doing what we ask, you will be in good standing with us. If you decide you want to leave, you have to work out the details including contacting your PO if you have one. We want you to be honest with us and if you feel you must leave, we want you to leave. When getting ready to leave, a staff member must be present while you pack, your bags will be locked in the office until it is time for you to leave. If you leave in good standing, you can ask to return to the house and the request will be considered.

***Violation of our rules or expectations could lead to immediate dismissal.**

As long as you are getting up on time for commitments, getting your assignments done, doing your chores and having a god cooperative attitude, life will be good. If you are struggling in any of these areas, we will remove some privileges and give you more structure to help you gain the skills necessary to live a productive, fulfilling life.

I understand these rules and, by signing, I agree to abide by the standards of this house included in this resident/parent handbook.

Resident Name: _____ Resident Signature: _____

Managing Conservator Signature: _____ Date: _____

PHOTO/VIDEO RELEASE

Cameras are placed in all areas of the house except bathrooms and the dressing area just outside the bathrooms. Make sure you are properly clothed in all appropriate areas in the house. By joining House of Eli, you grant and authorize House of Eli and staff to take, edit, alter, copy, publish, distribute, and make use any and all pictures or videos taken to be used in and/or for any promotional materials including but not limited to newsletters, annual reports, press kit and submissions to journalist, websites, social networking sites and other print and digital communications without payment or any other consideration. This form cannot be revoked once signed.

I understand the photo/video release and, by signing, I agree to abide by the standards of this house.

Resident Name: _____ Resident Signature: _____

Managing Conservator Signature: _____ Date: _____