



Program Expectations

The Watered Gardens/Forge program is a *one-time opportunity*. Please be certain you are ready for a lengthy commitment and a changed life.

The cost to put a student through the sixteen-month long program is approximately \$4000.00. If you have been cycling through homelessness, incarceration, and/or treatment, you qualify for a scholarship which means there will be no expenses to you other than those set out in this document. If you do not complete the program, you may be responsible for other costs as set out in this document.

At Watered Gardens, we exist to glorify God by serving the homeless and poor through rescue, recovery, and restoration. We believe that every person carries the image of God and is worthy of dignity and care—regardless of their past or present.

1. Biblical Foundation

We believe that God creates each person uniquely and immutably as male or female (Genesis 1:26–27), and that these two distinct, complementary sexes reflect His image. This foundational belief shapes our approach to shelter services and facility organization.

2. Redemption and Respect

We believe in the redemptive power of Jesus Christ for all who seek Him (Acts 3:19–21; Romans 10:9–10), and that grace and truth are never at odds. Therefore, we are committed to extending respect and dignity to every individual we serve, regardless of sex, race, or sexual orientation (Mark 12:28–31; Luke 6:31).

3. Sleeping Quarters Policy

Due to facility design and ministry convictions: Overnight shelter services are provided in clearly designated and separate dormitories for biological males and biological females, based on biological sex at birth, which is only male or female.

4. Hospitality Within Our Convictions

Watered Gardens is privately funded and does not receive federal or state dollars. This enables us to faithfully align our policies with our convictions without compromising the compassionate care we aim to provide. We do not turn people away lightly, and we seek to help each individual find the support and guidance they need—even if that means referring to another agency better equipped for their situation.

5. Conduct and Safety

All guests and staff are expected to treat one another with dignity, kindness, and respect. Harassment or discrimination of any kind will not be tolerated. Our goal is always to balance compassion with safety—for guests and staff alike.

Service Phase – (SP)

This 3 months minimum is dedicated to developing relationships with our staff and performing community service. Certain benchmarks must be met in order to promote to Phase 1 (list of those is given to the student upon acceptance into Forge).

Allowance (all students receive weekly by virtue of being in the program and is not conditional)

SP/P1 students will be given a weekly allowance of \$5.00

- Students will be given a weekly allowance of \$10.00 **once they begin working**
 - Receipts for purchases may be required.
- Phase 2 and 3 students do not receive an allowance.

Appearance

- Hygiene – Students are expected to shower, wear deodorant, brush teeth, and maintain hair **daily**.
- Dress – Clothes need to be clean and presentable. **No muscle shirts, shirts or jeans with holes**, or shirts with inappropriate pictures or words. No stained clothing.
- Hair – Hair needs to be clean and well groomed. Eyes must be visible. No hats during class, devo, or meals. While wearing a hat it must be worn with the bill forward-facing.
- Facial Hair – Mustache remains above upper lip. Beards should remain trimmed and cannot extend below the jaw line. **Must shave daily**.

Cell Phones

- Students will not be able to have a cell phone until they begin working, at the end of Phase 1 and those will be provided by Forge. From Phase 2 on, smartphones are only allowed on an as-needed basis. No social media, students must deactivate any social media accounts they previously had and are not allowed to reactivate them until after graduation.

Computers, I-Pads/Electronics

- Students will not be able to use any electronic device unless authorized by program staff.

Cleanliness *Matthew 6:19-21*

- Beds – Beds need to be made daily before leaving for class and before 9 am on weekends.
- Belongings – There should be no personal items left out. Belongings should be in a student's locker or in totes under bed. Items left out may be discarded.
- Chores – Basic chores will be assigned to maintain general cleanliness.

Conduct *Ephesians 4:29; James 3:3-12; Romans 13:1-7; Matthew 20:25-28*

- Language – **Students will be held to a higher standard both in character and conduct.** This includes using appropriate and respectful speech at all times.
- Legal – Students will be expected to uphold the law and not participate in any illegal activities.
- Attitude of Servanthood – A core element of the SP is service and students should be willing to serve as needed.
- UA – Students will be subject to random weekly urine analysis that they must pass to stay in the

program.

Employment

- Students will not be employed outside of the program until the last month of Phase 1. No 3rd shift allowed while in the program.

Entitlements

- A core purpose of the Forge program is to prepare students for gainful employment. **No student may initiate or continue pursuit of disability while enrolled.**
 - No student may receive any form of welfare or government funded assistance while in the program.

Locker Use

- Security – Forge will not be responsible for any stolen personal items.
- Subject to Search – Lockers, tubs, nightstands, and common areas will be subject to search at all times.

Mail

- Forge reserves the right to require disclosure of any mail.

Medications

- Medications must be approved and will be monitored by staff.
- If a physician prescribes a narcotic, students must request an alternative medication.

Meetings

- Students are required to attend all weekly evening Forge activities with the group.
- Students are required to attend the weekly Forge meeting which is normally held at 2pm on Fridays.

Relationships *Romans 13:13-14; Galatians 5:16-26; Romans 8:5*

- Girls – There are to be no females in the dorm area at any time other than Watered Gardens staff.
Unmarried students will not pursue any relationships while in the program.

Residence

- SP students will live at Forge campus and will remain inside with the building armed any time Forge staff is not present.
- Students are to remain on campus unless permission is given otherwise by Forge staff.

Schedule

- Timeliness – Students will be expected to attend and be on time for all events.

Studies *Ezra 7:10; 2 Timothy 2:15*

- Attentiveness – Students are expected to pay attention during all class sessions and activities.
- Participation – Active participation is expected from every student in all class sessions, meetings, and activities.
- Completion – All assignments are to be completed on time.

Tobacco/Nicotine *1 Corinthians 8:9*

- Because we want students to be free from all addictions, we want to help you quit. Those who express that need will be provided nicotine gum and/or patches and a 12 week step down process.

Transportation

- Students receive a bicycle, from Forge, to be used for transportation as needed to get to church, work, Outreach Center, etc.

Education Phase - (EP)

This phase of 3 months minimum is dedicated to clean living, classwork, and preparation for beginning work. Certain benchmarks must be met before promoting to Work Phase.

Expectations **same as SP**, plus the following additions:

Gym Use (off site) 1 Corinthians 9:24-27

- Respect – Both exercise equipment and gym staff are to be treated with utmost respect.
- Chaperone – Students will not be able to go to the gym unless they have a Watered Gardens/Forge team member with them.
- Wellness plan adherence – Every student will be expected to adhere to the physical wellness plan established for them.

Employment Expectations (last month of EP)

- Student receives cell phone, provided by Forge.
- Student bicycle or rented E-Bike is an expected mode of transportation to work.
- Students have freedom to leave property (with at least one same-phase classmate) with prior approval.
- Student selects a mentor from his home church and weekly mentor meet is **required**.
- Once student begins working, attendance is required at two weekly Forge evening activities instead of all five.
- An account will be opened in the name of the student **that they will not be able to access**. Student wages will be directly deposited into this account.
- Students will need to be working at least 30 hrs weekly and have saved at least \$1300 to promote to Phase 2.

Phase 2 – (P2)

This 3 months minimum is dedicated to employment and transition to independent living. Certain benchmarks must be met before promoting to Phase 3.

Expectations **same as above**, plus the following additions:

- Students will reside in the upstairs at Forge for three months.
- Full time regular employment is required.
- Church attendance, two Forge activities, and mentor meeting are required weekly. (All three need to be reported by the student to program director by noon on Fridays so it can be recorded in the weekly meeting notes.)
- No women other than staff are to be in the upstairs transition area.
- Students will have access to \$75/wk of his funds for food and incidentals. The remainder of monies will continue being directly deposited into account mentioned in P1.
- Payment toward utilities is \$150 per month, per student, and will come from the account mentioned in P1 of this document.
- If, for some reason, a student would need to stay in P2 an additional three months, the utility payment

would increase to \$300 monthly for the next three months. If additional time is needed, payment increases to \$450 monthly for up to the next three months, etc.

- Students remain subject to random UA.
- Students will need to have at least \$2500 in savings in order to promote to Phase 3.

Phase 3 – (P3)

This 6 months minimum is dedicated to independent living and making healthy choices. Certain benchmarks must be met in order to graduate.

Expectations **same as above**, plus the following additions:

- Student moves to an apartment at God's Resort at this time.
- Student is working full time in steady employment, attending and serving at his home church, and attending at least one Forge activity (of his choice) weekly.
- Student continues to meet with mentor weekly. (Church, activity, and mentor meetings are reported to program director by noon on Fridays so it can be recorded in the weekly meeting notes.)
- Student must have at least \$3000 in savings in order to graduate.
- Student participate in the graduation ceremony at the conclusion of P3 pending current employment and mentor recommendation.

Finances

If a Forge student is terminated from the program (voluntarily or disciplinarily) at any time prior to their graduation, the balance in the account from P1 of this document, up to a maximum of \$2400.00 shall be retained by the Forge program for partial repayment of his scholarship. Any remaining funds will then be returned to the student.

Promotion to Next Phase

Students **will not** be promoted to the next phase until that phase's benchmarks have been achieved **and** the required amount of time in that phase has been met. It is expected that students will be developing in character and spiritual maturity as they move through the phases of the Forge program.

Changes & Addendums

In order to offer the best program possible, we consistently evaluate the expectations of the students in the Program. Should changes to the student expectations occur during your time in the Forge Program, those changes will apply to you and all other students participating in the Program at the time of the change. _____ (initial here to indicate agreement)

I agree to the Student Program Expectations. _____
Your signature

_____ Print
Name Today's date

OFFICE USE ONLY

Receiver Date Signature of