

FIRST BAPTIST CHURCH

CODE OF CHRISTIAN CONDUCT

Article I - Purpose.

We believe all members and staff of FBC Edna are called to minister and therefore each one of us is to pursue a life "worthy of the calling received" (Eph. 4:1). In furtherance of this calling and in recognition of our shared belief system, this Christian conduct policy outlines the minimum standards necessary to preserve a faithful witness, cultivate a Spirit-filled and led ministry, and help accomplish the purposes of God for FBC Edna.

Article II – Basis.

This Code of Christian Conduct is rooted in our sincerely held religious beliefs and is consistent with the following:

- a. God's Created Order (Genesis 1:26-28)
- b. The Ten Commandments (Exodus 20:2-17)
- c. The Great Commandments as stated by Jesus Christ (Matt. 22:37-40)
- d. The Statement of Faith and doctrinal distinctives of FBC Edna as described in the FBC Church Constitution and Bylaws.

Article III - Personal Conduct Expectations.

All individuals connected with this ministry shall hereinafter be referred to as ministry community members. All such ministry community members must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of the ministry, either expressed or implied. The use of common sense, good ethical standards and discretion will guide all who are called into community with the ministry in proper conduct. Failure to maintain reasonable standards is subject to discipline, up to and including termination, from the ministry community. It is expected that all members of our ministry community will conduct themselves at all times in a manner consistent with our shared biblical standards, values, and Christian character—whether on- or off-campus, on- or off-duty, and in person or online.

Article IV - Rules of Conduct.

Ministry community members are expected to become familiar with and abide by the standards outlined in this policy. The purpose of these rules is to maintain a community environment in the spirit of Christian love and charity that protects the safety and dignity of each community member, as well as the integrity of this ministry, without placing unreasonable restrictions on anyone.

Ministry community members are expected to model appropriate behavior and conduct at all times and model relationships that demonstrate a growing Christ-likeness manifested in a lifestyle that serves and gives itself to reconcile others. Ministry community members are also expected to model appropriate language and speech that demonstrates a growing Christ-likeness (Eph 5:4). Ministry community members should maintain appropriate attitudes of concern for others (Phil. 2:3-5). Problems concerning ministry community members' roles, relationships, and professional conduct should first be handled directly with the person involved (Matt. 18:15). If a satisfactory resolution cannot be concluded, the matter should move up the relevant chain of responsibility. Specifically, ministry community members shall respect the integrity and confidences of other community members and those outside of our community attending any of our ministry's functions. Ministry community members are expected to operate within their respective roles.

In summary, Christian ethics demand that ministry community members act in love and integrity, in confidentiality, and in alignment with the mission and purpose of FBC Edna.

Article V – Examples of Inappropriate Conduct.

Violation of ministry rules and policies may result in an oral warning, a written warning, and/or termination of a member's role in the ministry community. There is no requirement that discipline be progressive or that a warning be given prior to demotion or any other disciplinary action, including discharge from the ministry community. Set forth below are some examples of misconduct that will not be tolerated by FBC Edna in light of our beliefs. This list is not exhaustive, and examples are not listed in order of seriousness.

- a. Intentional misrepresentations of the truth, including by fraud, lying, material omission, deceit, or falsification of information or records. (Ex. 20:16; Lev. 19:11; Prov. 12:19)
- b. Knowingly engaging in any activity that could adversely affect the mission of the ministry or is inconsistent with our beliefs. (Isa. 43:10; 2 Cor. 5:20)
- c. Intentionally using the Internet, including personal social media and electronic communications, in any way that could adversely affect the mission of the ministry or is inconsistent with our beliefs. (Heb. 13:7; 1 Pet. 5:3; 1 Tim. 3:2)

- d. Engaging in immoral sexual behavior that contradicts our beliefs and values concerning Biblical marriage and sexuality, such as adultery, fornication, cohabitation, homosexual behavior, rejection of one's biological sex, use of pornography, or other actions that fall short of Biblical standards for purity and holiness.(Gen. 2:18-25; Matt. 5:27-32 and 15:18-20; 1 Cor. 6:9-10, 6:18, 7:2-5; Heb. 13:4).
- e. Deliberate damage or destruction of any ministry property or the property of any ministry community member. (Matt. 7:12)
- f. Engaging in criminal conduct. (Rom. 13:1-2)
- g. Willful failure or refusal to obey relevant policies or instructions, including any required health, safety, or security procedures. (Eph. 6:5-9)
- h. Disclosing confidential or proprietary information to outside parties, unless as required or permitted by applicable law. (Prov. 20:19; Prov. 25:9-10)
- i. Use of abusive, vulgar, or threatening language. (Col. 4:6; James 3:3-12; Eph. 4:29)
- j. Use or suspected use of any illegal mind-altering drugs. (Eph. 5:18-20; Thess. 5:6-8; 1 Pet. 5:8-9)
- k. Wearing immodest or inappropriate styles of dress (including dressing or presenting in such a way as to willfully reject one's biological sex (Gen. 1:27)).
- l. Harassing behavior, including harassment of a sexual nature (with the understanding that this ministry reserves the right to operate according to its sincerely held religious beliefs about biblical marriage and sexuality and therefore does not define "harassment" as including any enforcement of, or adherence to, its biblical principles and expectations in the areas of marriage, sexuality, dress, and discipline). (Mark 12:28-31; Luke 6:31)
- m. Conduct that willfully harms or destroys human life at any stage of development. (Genesis 1:27).

Acknowledgement

All individuals and staff who by virtue of accepting a ministry position with FBC Edna, whether volunteer, employed, or part-time, hereby agree to abide by this Code of Conduct. All documents referred to in this Code are available in the FBC Edna office and on the FBC Edna website.

Questions and concerns about this policy should be directed to the Senior Pastor.