

## FREEDOM IN CHRIST ASSEMBLY LIFESTYLE AND MORALITY STANDARDS

This policy sets out standards and principles that express loving faithfulness and service to Christ as a condition of service with Freedom, whether as a volunteer or an employee.

In all its endeavours, Freedom seeks to glorify God. Volunteers and employees of Freedom are required to fully support the mission, vision and core values of Freedom, to endorse the Christian commitment of the membership, and to conduct themselves in a manner consistent with principles of Scripture. The points outlined in this policy are based on Scripture, which is accepted by Freedom to be the final authority in matters of faith and conduct.

All who serve with Freedom are encouraged to establish personal, spiritual disciplines that will foster and promote a deep, intimate relationship with God, which is essential to effective service as a Christian believer. This includes prayer, Bible study, regular church attendance, and sharing of faith and beliefs with others. Active membership with beliefs that are consistent with Freedom's statement of faith is a requirement to demonstrate a personal commitment to the Lord Jesus Christ. Freedom rejects the following conduct, viewing it as being incompatible with Christian standards and values for a personal lifestyle of anyone serving with Freedom.

Breach of trust or confidence	Matthew 5:37; 19:18; Philippians 4:8; Ephesians 4:29
Lying or deceit	Matthew 5:37; 19:18; Ephesians 4:25; Colossians 3:9-10
Extramarital sexual relationship(s) (adultery)	Exodus 20:14; Leviticus 18; Matthew 5:27-32; 19:9, 18-19; Romans 7:3; 1 Corinthians 5:1-2, 9-13; 6:9-10, 13-20; 10:8; Ephesians 5:3-5; 1 Thessalonians 4:1-8; Hebrews 13:4
Premarital sexual relationship(s) (fornication)	Exodus 20:14; Leviticus 18; Matthew 5:27-32; 19:9, 18-19; Acts 15:29; 1 Corinthians 5:1-2, 9-13; 6:9-10, 13-20; 10:8; Ephesians 5:3-5; 1 Thessalonians 4:1-8; Hebrews 13:4
Reading or viewing of pornographic material	Philippians 4:8; Colossians 3:5; Matthew 5:28; 1 John 3:3
Homosexual relationship(s)	Leviticus 18; Romans 1:26-27; 1 Corinthians 6:9-11; 10:8; 1 Thessalonians 4:3; 1 Timothy 1:8-11; Hebrews 13:4
Theft or fraud	Exodus 20:15, 17; Matthew 5:37
Physical aggression	Colossians 3:12-14; Philippians 4:5; Galatians 5:22-23
Abusive behaviour	Philippians 4:8; Colossians 3:12-14; 1 Peter 3:8
Sexual assault/harassment	Leviticus 18; 1 John 3:3
Using illicit drugs	Philippians 4:8; 1 Peter 5:8; 1 John 3:3
Criminal activity	Exodus 20:13,15; Romans 13:1-3; 1 John 3:3

## **Enforcement of Morality Standards**

In the event of a violation or breach of these standards, Freedom will attempt to bring about the restoration of the individual in order to maintain a working relationship with the organization dependent upon the nature and extent of the violation or breach. The “discipline” process allows for a three-stage process, the second and third stages being at the total discretion of Freedom.

The first stage of discipline shall be a review of the problem by the Ministry Lead and/or the Pastor together with the employee or volunteer.

The second stage of discipline is the “restorative” process which is dependent not only on the repentance by the individual employed or volunteering in reference to the conduct complained of, but also on the nature and severity of the breach or violation. In the second stage of discipline, Freedom may recommend that the employee or volunteer undergo professional counselling and assessments and may apply a probationary period of service to allow for the correction of the conduct or behaviour of the employee or volunteer. When restoration is deemed complete and is determined to be successful, as determined in the sole discretion of Freedom, then Freedom will provide ongoing support and accountability for the individual employee or volunteer.

The third stage of discipline is the termination of the working relationship between the employee or volunteer and Freedom. As the violation of this policy is recognized by Freedom and the employee or volunteer as a fundamental breach of the relationship, the employee or volunteer accepts that Freedom may in its sole discretion terminate the relationship without notice or compensation.

At functions where an individual is attending as a representative of Freedom, abstinence from the use of tobacco and alcohol is required out of respect for the diversity of opinion within the evangelical community on the use of these products, and to give extra care to avoid causing an offense or setting an inappropriate example. The use of tobacco is discouraged out of consideration for the health and wellbeing of the individual and his or her work associates and family.