

Code of Conduct

(adapted from the *Lifestyle and Conduct of C&MA Official Workers*)

The LEAD Program expects its staff and students, in the power of the Holy Spirit, to live lives that are above reproach. The expectation is that its workers will embody and model biblical principles that result in Christ-like lifestyles, character, and attitudes.

Every sphere of LEAD staff and students' life should reflect the Lord Jesus Christ. There is no sphere of life that is off limits to the world, our own sinful nature, or the enemy's attempts to compromise a believer's witness. Time, family, sex, money, dress, speech, entertainment, work (ministry), friendships and food comprise an incomplete list of the spheres of life to be submitted to the Holy Spirit.

The LEAD Program does not seek to establish any standard for behaviors beyond what is already provided in the Scriptures. Where the Scriptures are not explicit, staff and students are expected to determine and practice by faith (Romans 14:5b, 23) a lifestyle that most constructively benefits others (1 Corinthians 10:23–24; Romans 13:10), leads to peace and to mutual edification (Romans 14:19), reflects Christ's walk (1 John 2:6; 1 Corinthians 11:1; Romans 13:14), and glorifies God (1 Corinthians 10:31).

With regard to the consumption of alcohol, the Bible allows consumption in an appropriate context (Psalm 4:7; 104:14–15; Proverbs 31:6; Luke 5:39; Joel 2:19) but warns against drunkenness and any other form of abuse (Isaiah 28:7; Leviticus 10:8–10; Proverbs 20:1; Luke 21:34). Because of this and given the destructive nature of its abuse in our culture, special care should be taken with regard to the consumption of alcohol.

Specifically, the following approaches are described in Scripture:

- Abstinence (Numbers 6:2–3; Judges 13:4–5; Luke 1:15)
- Moderation (1 Timothy 3:2; John 2:1–11; 1 Corinthians 10:27)
(including ceremonial use, a guest honoring a host, and in church communion)
- Medicinal (1 Timothy 5:23)

Selection of one of these options is not merely a matter of personal preference. Rather, as described above, in every sphere of life consideration should be given to the entire context, including the effect on one's self, others, the reflection on Christ, and the glory of God. The practice of any one of these approaches without faith would be sinful.

When it becomes apparent that a staff member or student is reflecting more of the world than of Christ in any sphere of his or her life, The LEAD Program will follow the instructions given by Jesus in Matthew 18, Galatians 6:1, and other relevant Scriptures to minister to the offending person as described in the *C&MA Uniform Policy on Discipline, Restoration, and Appeal*.

Each staff member or student is encouraged to seek the Lord in these matters. Careful study of Scripture, time spent in prayer, and seeking godly counsel is advised. Whatever position one takes, grace and love, in pursuit of peace in Christ, should be our attitude towards those with a different position than our own.

Additionally, The LEAD Program would like to give more clarity to issues relating to inappropriate interaction and behavior between staff and students, staff among themselves, or students among themselves.

Types of Inappropriate Behavior

(adapted from *C&MA International Ministries, Child Safety Policies and Procedures*)

Sexual

Any involvement in sexual activity with an adult which includes but is not limited to:

1. Verbal: Remarks which include sexual threats, solicitation, sexually explicit language (whether in person, on the telephone, or via text messaging or the internet), or any verbal expression with the intent to arouse or stimulate.
2. Visual: Indecent exposure, showing or taking of suggestive pictures, pornographic material of genitals, or the showing of unclothed persons, any sexual activity or simulated sexual activity such as masturbation or intercourse, peeping, leering, or staring.
3. Physical Touching: Physical contact (or penetration by penis, fingers, or any other body part or object) with a person's clothed or unclothed genitals, pubic area, buttocks, or in the case of a female, breast, or causing a child to perform any of these acts. Masturbation in front of or to the victim, rubbing, holding, or kissing for the purpose of sexual gratification.

Physical

Any act that results in a non-accidental physical injury. Such acts may include, but are not limited to: slapping, punching, beating, kicking, biting, shaking, burning, holding under water, pulling hair, or holding against one's will; excessive physical discipline.

Emotional

Chronic attitudes or acts that are likely to produce emotional and mental health disorders. A subset of emotional can include verbal denigration achieved by the communication through words (i.e., derogatory name calling, criticism, yelling), vocal tones and accompanying body language and attitudes which demean a person's appearance or worth.

Inappropriate Behavior

If the internal investigation identifies behaviors that do not meet The LEAD Program's definition of inappropriate behaviors, but do constitute behaviors that are harmful to children, an outcome of inappropriate behavior will be reached, with an action plan put in place to provide accountability, mentoring, and/or counseling to address both the behavior and its causes.