



L I F E C E N T E R

Life Center Church Staff Commitment to Community

Our Core Beliefs are intended to be the basis of fellowship. There will always be peripheral doctrines upon which committed Christians disagree, but the core beliefs are non-negotiable.

We believe:

- The Bible is the inspired Word of God. (2 Timothy 3:16)
- There is one true God, revealed through the Father, the Son, and the Holy Spirit. (Deuteronomy 6:4).
- Jesus Christ is the Son of God. (Colossians 1:15-20)
- All men are sinners and are in need of a Savior, Jesus Christ. (Romans 3:23)
- Salvation is through faith in Christ alone, and is given by God's grace. (Romans 5:1-8)
- The Holy Spirit is given to all believers. (Acts 1:8; Romans 8:9)

As a staff member of Life Center Church, I commit to an active role in the community and vision of this fellowship.

I commit to:

- Honor God by following Christ personally and passionately. My reputation is Christ's reputation and the Church's reputation. *(4.2 Role Model Policy)*
- Live in sexual purity, in my marriage or in my singleness; as well as, refrain from cohabitation with significant other outside of marriage. *(4.2 Role Model Policy)*
- Participate in the life of the Life Center community through genuine worship, learning, and sharing (ie. attend weekly experience, weekly staff devotions, and monthly staff meetings at Life Center).
- Invest my time, talent, and treasure in and through the church by being involved in a Life Center ministry, serving, and tithing/giving.
- Develop authentic, loving relationships with people by being a part of a Life Center life group or serving group, and establish significant relationships with those who do not know Jesus.

ROLE MODEL POLICY

The employee will manifest by precept and example the highest Christian virtue and personal decorum serving as a role model (1 Timothy 4:12) both during and outside of employment (Luke 6:40), and as an example to parishioners and employees in judgment, respect and Christian living. This includes, but is not limited to, the refraining from such activities as the abuse of alcohol, use of tobacco except in designated areas, illicit drugs, and the use of vulgar and profane language, sexually deviant behavior, cohabitation outside of marriage (marriage as defined by scripture), or other unscriptural conduct as determined by Life Center in its sole discretion (Colossians 3:17; Titus 2:7-8, 11-12; 1 Thessalonians 2:10, 5:16-18, 5:19-22; James 3:17-18; Galatians 5:22-26; Romans 13:14; Matthew 19:4-6; 1 Corinthians 6:9-20; Romans 1:24-30; Philippians 4:8).

The employee agrees that the Scripture dictates standards of sexual behavior. Any sexual activity outside the covenant of marriage is forbidden and as such violates the requirement of being a role model. In the event the employee commits these acts, they will be subject to disciplinary action up to and including possible termination.

PERSONAL CONDUCT: The following is a list of Personal Conduct Expectations for continued employment with Life Center Ministries.

1. Life Center expects all employees to act with honesty and integrity at all times.
2. Employees will foster positive relationships with others on and off of campus and treat everyone, including co-workers and other staff with courtesy and respect.
3. Keeping the mission of the ministry in mind, employees are expected to be dedicated to proficiency, productivity, and professionalism in the completion of their assigned duties. While at work, each employee should keep their focus on producing the best possible outcome for their piece in the overall mission of the church.
4. Remember that as an employee of Life Center Ministries, you are seen by our members and outside parties as a representative of the church and school. That means your personal website or blog (i.e. Facebook, Twitter, Instagram etc) is a reflection on the church and school, whether or not the church or school is specifically discussed or referenced. Please bear in mind that although you may view your site as a personal project, many readers will assume you are speaking on behalf of the

church and/or school. Just use common sense. If you would not be comfortable with your manager, co-workers or the executive team reading your words or viewing your photos, do not write or post them.

5. As we each represent Christ, employees are expected to operate with a willingness to submit to authority. Each employee in a position of authority is expected to be judicious, gracious, sensitive and understanding in exercise of their authority.

STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Life Center and Life Christian Academy.

We believe that some faithful Christians struggle with same-sex attraction or gender dysphoria and that attraction or struggle itself is not a sin. For some children and teens, this is a phase that goes away; for others, it is a life-long struggle. The feelings themselves are not sinful; rather, acting on the feelings is a sin.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen 1:26-27.) Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen 2:18-25.) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor 6:18; 7:2-5; Heb 13:4.)

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 15:18-20; 1 Cor 6:9-10.)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11.)

EMPLOYEES AND VOLUNTEERS

We believe that in order to preserve the function and integrity of Life Center and Life Christian Academy, and to provide a biblical role model to students and the community, it is imperative that all persons employed in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt 5:16; Phil 2:14-16; 1 Thess 5:22.). Failure to do so may result in discipline of employees (up to and including termination of employment), and in the case of volunteers, admonishment or removal as a volunteer and possible suspension or expulsion of the employee's and volunteer's children from Life Christian Academy.

STUDENTS

We believe that in order to preserve the function and integrity of Life Christian Academy, all students must agree to and abide by this Statement on Marriage, Gender, and Sexuality. Students who violate the policy will be subject to discipline, up to and including expulsion from Life Christian.

Harassment or bullying of anyone (whether other students, or anyone in or outside the Life Center & Life Christian Academy community) is contrary to the love of Christ and students who engage in such conduct, whether related to perceived sexuality or otherwise, will be subject to discipline, up to and including expulsion from Life Christian Academy.

LIFE CENTER AND LIFE CHRISTIAN EMPLOYEE'S OR ACADEMY FAMILIES

Life Center and Life Christian Academy recognizes that some employee's or student's families may not agree with this Statement. If your family make-up or beliefs are in opposition with the position we require you to contact us to set up a meeting prior to employment or enrollment of students. Students will not automatically be subject to discipline for the parents' belief, but families are expected to understand and respect Life Center and Life Christian Academy's position and that it will be taught and enforced. If families, in word or deed, manifest divisiveness with this position in a way that Life Center and/or Life Christian academy, in its sole discretion, determines might be disruptive to the Christian environment, Life center or Life Christian Academy may subject the employee or student to discipline, up to and including termination or expulsion.

LIFE CENTER AND LIFE CHRISTIAN ACADEMY FACILITIES AND FUNCTIONS

Any student, employee, volunteer, family, or visitor (including opposing sports teams) at Life Center or Life Christian Academy facilities or functions will be expected to use the bathrooms and locker rooms designated for their biological sex.

I am committed to a Life Center serving group and/or life group: Yes _____ No _____

Ministry I am currently investing in outside of employment: _____

I tithe a percentage of my income to Life Center: Yes _____ No _____

Signed _____ Date _____

Print your name _____