



## ***LEADERSHIP INTEGRITY, CONDUCT, AND CHARACTER***

**Integrity** - the quality of being honest and having strong moral principles; moral uprightness.

**Conduct** - the manner in which a person behaves, especially on a particular occasion or in a particular context.

**Character** - the mental and moral qualities distinctive to an individual.

Leaders at Abundant Life Church are to be role models of the gospel. The challenge is that being a role model of the gospel is all encompassing. As a role model, your lifestyle is part of the equation. How you present yourself on Wednesday and Sunday should be consistent with who you are in various ministry roles throughout the remainder of the week. (Galatians 5:16-26; Colossians 3:1-14; 1 Thessalonians 4:1-8)

In the past, that was all that needed to be said. There was consensus around what constituted consistency between a relationship with Jesus and life in general. As culture has changed, however, there is need to be more specific.

The three issues that surface the most have to do with sexual relationships, substance abuse, and social media. We will emphasize these as well as others in the document below.

We are to be mindful that we not only represent this ministry, but we are ambassadors of the Kingdom of Heaven. Our goal is to set standards for this ministry so that we can grow as disciples of Jesus while making disciples. We must honor those who lead us, and those who we lead by loving God, and loving others. Below are the expectations of church leadership (vocational and volunteer leaders, officers, and teachers.)

### **2 Corinthians 5:20-21**

Now then, we are ambassadors for Christ, as though God were pleading through us: we implore you on Christ's behalf, be reconciled to God. For He made Him who knew no sin to be sin for us, that we might become the righteousness of God in Him.

### **Ephesians 4:1-3**

I, therefore, the prisoner of the Lord, beseech you to walk *worthy of the calling with which you were called*, with all lowliness and gentleness, with longsuffering, bearing with one another in love, 3 endeavoring to keep the unity of the Spirit in the bond of peace.

## **REGARDING SEXUAL BEHAVIOR**

- If you are involved in a sexual relationship and are not married, we ask that you not be in church leadership at this time. Our prayer is for your restoration.
- In the spirit of being a good role model, if you are single and living with a member of the opposite sex, we ask that you not be in church leadership at this time. In our culture, this has the potential to harm the witness of the gospel. Our prayer is for your restoration.



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#### Genesis 2:24

Therefore a man shall leave his father and mother and be joined to his wife, and they shall become one flesh.

- If you are married and recently have been involved in a sexual relationship outside of your marriage, we ask that you not be in church leadership at this time. Our prayer is for your repentance and that eventual restoration will occur in your marriage. Please receive the pastoral care and counsel made available to you, we desire to restore you to your leadership position.

#### 1 Corinthians 6:18

Flee sexual immorality. Every sin that a man does is outside the body, but he who commits sexual immorality sins against his own body.

- Our standards for personal purity extend to the following: If you are regularly involved in the viewing or distribution of pornographic materials, if this is a current struggle for you, we ask that you not be in church leadership at this time. (This includes posting about this same topic on social media) Our prayer is for your restoration. (Matt 5:28)

#### Matthew 5:28

But I say to you that whoever looks at a woman to lust for her has already committed adultery with her in his heart.

## REGARDING SUBSTANCE ABUSE

If you have a history of alcohol or drug abuse, God can use your history in a positive way to help others choose a different path. If you feel that this is part of your journey, we would love to talk to you further.

While we might disagree on the timing of your involvement in church leadership, we don't want to miss an opportunity to partner with what God is up to in your life. God wants to use what you have been through and wants to model your process of recovery to those still caught in the lifestyle of substance abuse.

Even so, we ask:

- If you have been arrested for or convicted of an alcohol or drug-related offense in the past 12 months, we ask that you not be in church leadership at this time
- If you have used any illegal substance during the past 12 months, or if you are currently struggling with drug or alcohol addiction, we ask that you not be in church leadership at this time. Please seek pastoral counsel; our involvement in helping you recover from your addiction would be our primary goal.
- All leadership should avoid the glorification of alcohol consumption within the public eye and the abuse of any alcoholic beverage in private. (This includes social media posts and with those you lead or could potentially lead)



- All leadership should abstain from the public or private use of tobacco (This includes social media posts and with those you lead or could potentially lead) \*\*\*We are a tobacco free campus. This also includes vaping.

#### 1 Corinthians 6:19-20

Or do you not know that your body is the temple of the Holy Spirit *who is* in you, whom you have from God, and you are not your own? For you were bought at a price; therefore glorify God in your body and in your spirit, which are God's.

## REGARDING SOCIAL MEDIA

The people we lead judge the credibility of our message by the content of our lives. Substance abuse and sexual integrity are but two areas they will watch. Our social media practices are one of the other things they will notice.

Anyone who looks to you for leadership within the church will visit your Facebook page. If you blog or maintain a Twitter account, or utilize any other social media, people you lead will opt to keep up with you through those types of mediums as well.

While social media can be a great connection tool, it also serves as a window into your life beyond your ministry involvement. In light of that, we ask that you leverage social media with those you lead in mind. We realize this is a judgment call but we believe certain things to be obviously inappropriate, see below.

- You must not post offensive materials on social media, this includes but is not limited to:
  - Vulgar language
  - Sexually explicit images or verbiage
  - Uninformed, willfully divisive, and therefore, unproductive political statements
  - Slander, or malicious cryptic posts about others
  - Personal viewpoints on any substance considered illegal. Example: Marijuana

## REGARDING PARTICIPATION & AVAILABILITY

- ALL leaders are to seek intimacy with God through daily scripture study, daily prayer, and authentic worship
- Should give generously, and cheerfully as the Word of God directs
- Should be faithful in attendance and punctual
- Should honor God faithfully in time, talent, and treasure
- Should make themselves available to serve, make sure that leaders are aware of any unavailability
- As an Abundant Life Church volunteer, you will be given the same respect as a paid staff member, but you will also be held to the same standard.
- Should serve with a cheerful heart and right attitude
- Should not feed into gossip or be the source of gossip
- ALL Church leaders and volunteer leadership are expected to be in the service at all times, the only exception to this would be the outside security team members



on duty for that service and Nursery volunteers who will be taking care of children during the service.

Ephesians 4:29

Let no corrupt word proceed out of your mouth, but what is good for necessary edification, that it may impart grace to the hearers.

## GENERAL EXPECTATIONS

- Should not use vulgar language or obscenities
- Should address issues in correct Biblical order
- Should properly submit to leadership as the Word of God directs
- Should honor others
- There should never be any male or female leaders alone with each other at any time. This includes counseling, staying overnight, driving together, or in any situation where this could potentially be an issue. Likewise, there should never be a male or female leader who meets alone with a member of the congregation of the opposite sex.

Philippians 2:3

Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.

Philippians 4:8

Finally, brethren, whatever things are true, whatever things are noble, whatever things are just, whatever things are pure, whatever things are lovely, whatever things are of good report, if there is any virtue and if there is anything praiseworthy—meditate on these things.

James 1:22

But be doers of the word, and not hearers only, deceiving yourselves.

Colossians 3:23-24

And whatever you do, do it heartily, as to the Lord and not to men, knowing that from the Lord you will receive the reward of the inheritance; for you serve the Lord Christ.

James 4:17

Therefore, to him who knows to do good and does not do it, to him it is sin.

Galatians 5:22-26

But the fruit of the Spirit is love, joy, peace, longsuffering, kindness, goodness, faithfulness, gentleness, self-control. Against such there is no law. And those who are Christ's have crucified the flesh with its passions and desires. If we live in the Spirit, let us also walk in the Spirit. Let us not become conceited, provoking one another, envying one another.



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## I AGREE

By signing here, I agree with these requirements and Biblical standards to be in leadership at Abundant Life Church and look forward to serving in this ministry.

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SIGNATURE

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PRINTED NAME

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DATE

## I DISAGREE

By signing here, I disagree with the requirements and Biblical standards to be in leadership at Abundant Life Church, and therefore will be stepping down from a leadership role in this ministry.

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SIGNATURE

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PRINTED NAME

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DATE

**\*\*\*If you have any questions after reading this document, please contact the pastoral staff and set up an appointment to discuss.**

**\*\*All scripture used in this document is New King James Version (NKJV)**