

Ministry Covenant

HOLY CROSS EVANGELICAL LUTHERAN CHURCH

1. Jesus' call to live as His disciples. "It is by grace you have been saved, through faith – and this is not from yourselves, it is the gift of God." (Ephesians 2:8) Jesus reminds us, as His faith-filled disciples, "You are the light of the world...let your light shine before others, that they may see your good deeds and praise your Father in heaven." (Matthew 5:14-15) Inspired by God, the Apostle Paul wrote, "For Christ's love compels us... that those who live should no longer live for themselves but for Him who died for them." (2 Corinthians 5:14-15) Therefore, in response to God's love for us and out of love for our neighbors, we willingly and joyfully commit to the following Ministry Covenant.

Covenant Inclusions. The Holy Cross Ministry Covenant is rooted in sincerely held religious beliefs and is consistent with the following:

- a. The Ten Commandments (Exodus 20:2-17)
- b. The Great Commandments as stated by Jesus Christ (Matt. 22:37-40)

2. Personal Conduct. Persons officially connected with the Holy Cross community, including called and non-called workers, elected officers and commissioners, and any volunteer in a spiritually influential position (e.g. Sunday School Teacher, Bible Study leader, etc.) 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 of Holy Cross Lutheran Church and School, 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 in a manner consistent with biblical standards, values, and character.

3. Rules of Conduct. The Ministry Covenant has been formed to establish acceptable standards of conduct, assure fair treatment of all members of the community, enhance the smooth operation of the organization, and honor our Creator while reflecting His love to the world around us. Ministry community members are expected to become familiar with and abide by the standards outlined in this covenant. The purpose of these rules is to maintain a community environment that protects the safety and dignity of each community member without placing unreasonable restrictions on anyone.

Ministry community members are expected to model biblically appropriate behavior and conduct both on and off-campus, to include their digital and social media presence, 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 on and off-campus and model speech that demonstrates a growing Christ-likeness (Ephesians 5:4). Ministry community members shall maintain appropriate attitudes of concern for others. Problems concerning ministry community members' roles, relationships, and professional conduct should first be handled directly with the person involved. 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/purpose of Holy Cross Lutheran Church and School.

4. Inappropriate Conduct. Violation of ministry rules and policies may result in oral discipline, written/documented discipline, 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. Discipline will be dealt with in accordance to the HCLC organizational structure. Set forth below are some examples of misconduct which will not be tolerated by Holy Cross while a ministry community member maintains their role. This list is not exhaustive and examples are not listed in order of seriousness.

- a. Falsification of personnel and/or student records and information or other ministry records.
- b. Dating, or otherwise becoming romantically involved with, anyone under legal age.
- c. Engaging in any activity which a ministry community member knows, or has reason to know, will adversely affect the mission of the ministry.
- d. Deliberate damage or destruction of any ministry property or the property of any ministry community member.
- e. Engaging in criminal conduct.
- f. Using abusive language at any time during ministry duties.
- g. Wearing unprofessional or inappropriate styles of dress (including dressing in such a way as to willfully reject one's sex assigned at birth (Gen. 1:27)).
- h. Violation of any safety, health, security or ministry policies, rules or procedures.
- i. Committing a fraudulent act or a breach of trust under any circumstances.
- j. Unlawful harassment including harassment of a sexual nature (with the understanding that Holy Cross 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).
- k. Engaging in behavior that suggests a willful violation of the religious beliefs and practices of the ministry including engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman and rejection of one's sex assigned by God at birth.

If a ministry community member has any doubt about whether certain conduct will constitute behavior that suggests a willful violation of the religious beliefs and practices of the ministry, the community member should ask an appropriate ministry leader.

By signing below, the ministry community member acknowledges an understanding that Holy Cross only hires staff members and/or approves volunteers who agree with its sincerely held religious beliefs and agree to abide by its Ministry Covenant which is rooted in its beliefs and which Holy Cross believes reflects a relationship representative of a walk with Christ.

In addition, by signing below, the ministry community member acknowledges having read, understood, and agreed to abide by this Christian Ministry Covenant and that Holy Cross reserves the right to discipline said community member (up to and including termination from the community) for any action(s) in violation of this Ministry Covenant.

Ministry Community Member printed name

Signature

Date