

# Bethel Austin

## CODE OF CONDUCT POLICY

Dear Team Member,

Welcome to Bethel Austin. You are an important member of a team effort and considered a leader in this environment. We hope that you will find your volunteer position with Bethel Austin rewarding, challenging, and productive. Because our success depends upon the dedication of our team, we are selective in choosing new members of our team. Therefore, we will look to you and the other team members to contribute to the success of Bethel Austin.

It is a general policy that authorized ministry community members (e.g. employees, volunteers, team members, Board members, contractors, etc.) in service to Bethel Austin and its programs, be mature persons, committed to the religious mission of Bethel Austin, with a personal born-again experience in Jesus Christ, evidence of a consistent Christian life, and personally subscribing to Bethel Austin's [Statement of Faith](#), [Statement of Purpose](#) and [Core Values](#). All persons accepted for service within Bethel Austin are a part of the religious mission of Bethel Austin and are expected and required to conduct themselves in their personal lives in such a way as to compliment the image and religious mission of Bethel Austin. Any behavior that is viewed as immoral, sinful, disloyal, or antagonistic to or adversely reflecting on Bethel Austin will not be tolerated and may be cause for dismissal.

It's also important to note that all ministry community members of Bethel Austin must be official church [members](#), or be in active pursuit to become members by the end of their first 6 months serving Bethel Austin, and regularly attend Bethel Austin church services. This will allow you to be as connected to the Bethel Austin culture and on-going activities as much as possible.

Blessings,  
Joaquin & Renee Evans  
*Senior Leaders*, Bethel Austin

# 1. Policy Inclusions

Bethel Austin's code of conduct is consistent with the following:

## **Our Mission: Pursuing the Presence of God**

We are a church that passionately pursues the presence of God and seeks to continually be led by the Holy Spirit. We are passionate about equipping believers to become empowered saints to raise up leaders who will influence cities, regions, and nations for Kingdom purposes. Our heart is to foster vibrant families and a thriving community. We are generous people willing to do whatever it takes to see lives transformed and revival sweep the nations so that Jesus gets His full reward.

## **Key Beliefs**

- Our first ministry is to God. As we behold Him, we are moved to worship with joyous passion. Psalm 27:4; Luke 10:39–42; James 4:8; Psalm 1:1–3; Psalm 23:6; Psalm 26:8; John 4:23; Psalm 22:3.
- God delights in us and has always desired to be with us. We focus on His presence because we have discovered that He is focused on us. Ephesians 1:4–5; Zephaniah 3:17; Jeremiah 31:3; Psalm 65:4; 1 John 3:1; Revelation 3:20; 1 John 4:19.
- Purposefully cultivating a hunger for God's manifest presence and an openness to experiencing the Holy Spirit deepens our friendship with God and our awareness that we carry His presence for the sake of the world. Psalm 73:28; Psalm 107:9; John 1:16; Matthew 5:6; Isaiah 55:1–2; 1 Corinthians 3:16.
- As a lifestyle, we practice recognizing God's presence while we minister to others, attempting to say what He is saying and do what He is doing. John 5:19–20; John 5:30, John 12:49–50; John 14:10; 1 John 4:16–17.

# 2. Personal Conduct

All persons connected with Bethel Austin's ministry community (e.g. employees, volunteers, team members, Board members, contractors, etc.) must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of Bethel Austin, either expressed or implied. This includes both in person and on social media. The use of common sense, good ethical standards and discretion will guide all who are called into community with Bethel Austin in proper conduct. Failure to maintain reasonable standards is subject to discipline up to and including dismissal. It is expected that all ministry community members will conduct themselves in a manner consistent with biblical standards, values and character.

# 3. Rules of Conduct

In every organization where many people work together, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all ministry community members and enhance the smooth operation of the organization. Ministry community members are expected to become familiar with the standards outlined in this Policy and to apply common sense in the area(s) they serve. The purpose of these rules and policies is to maintain a working environment that protects the safety and dignity of

each ministry community member and person attending Church functions without placing unreasonable restrictions on anyone.

## Behavior

Ministry community members are expected to model appropriate behavior and conduct both on and off-campus, and model relationships that demonstrate a growing Christ-likeness manifested in a lifestyle that serves and gives itself to reconcile others.

## Compassion Towards Others

Ministry community members shall maintain appropriate attitudes of concern for other ministry community members. 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 ministry community members and people attending Church functions. Ministry community members are expected to work within their roles as defined.

## Social Media

As a ministry community member of Bethel Austin, you may be seen by Bethel Austin's members, attendees and outside parties as a representative of our organization. That means that while you may view your online presence as a personal project, many readers will associate you and the views you express with Bethel Austin. However, this does not imply permission to represent Bethel Austin's official views through your personal platforms.

In light of that, we ask that you observe the guidelines outlined below:

- a. Remember that what you write is public. You should always assume that it will be read by your supervisor, oversight, co-workers, church volunteers and attendees, other church leaders, your parents, your children, your spouse, and the random person you didn't expect. Ask yourself if you are comfortable with all of these people reading what you plan to post.
- b. Write as yourself. Use your real name. If you choose to identify yourself as an employee or volunteer with Bethel Austin or anything related to the organization, be clear about your role.
- c. Respect your audience. Be thoughtful. Don't refer to volunteers or attendees by name without permission. Don't use ethnic slurs, personal insults, obscenity, or engage in any conversation that would not be acceptable in our church or workplace.
- d. Choose your topics wisely. There are some ideas that are best discussed in a personal conversation rather than a public forum, to include social media. These might include political views and the church's stance or policy on certain topics. Don't allow your posts to hinder someone's spiritual growth or lend toward division in the Bethel Austin Community.
  - i. According to 2 Timothy 2:24 "...the Lord's servant must not be quarrelsome but kind to everyone...". All ministry community members should avoid quarrelsome behavior and exhibit kindness both in person and on social media.
  - ii. It is important to note that political views or other highly partisan topics can quickly become divisive. Be aware, your personal posts and behavior can hinder unity and Bethel Austin's mission to reach our city with the love of Jesus. While we respect your freedom to express your

views, we ask you to consider how your posts may reflect on the Bethel Austin leadership and wider community.

In summary, Christian ethics demand that all ministry community members act in love and integrity, in confidentiality, and in alignment with the mission/purpose of the Church.

## 4. Inappropriate Conduct

Violation of Church rules and policies may result in an oral warning, a written warning, and/or dismissal. There is no requirement that discipline be progressive or that a warning be given prior to demotion or any disciplinary action, including dismissal.

Set forth below are some examples of misconduct that will not be tolerated by the Church. (This list is not exhaustive and examples are not listed in order of seriousness):

- a. Falsification of employment records, employment information or other Church records.
- b. Engaging in any activity while on Church premises or while engaged in Church business away from Church premises, or which the ministry community member knows or has reason to know will impact the lives of any ministry community member or person attending the Church, which adversely affects the mission of the Church.
- c. 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.
- d. Theft or deliberate damage or destruction of any Church property or the property of any ministry community member, Church member or visitor.
- e. Engaging in criminal conduct whether related to job performance or not.
- f. Using abusive language at any time on Church premises.
- g. Sleeping on the job.
- h. Wearing unprofessional or inappropriate styles of dress (including dressing in such a way as to willfully reject one's sex assigned at birth).
- i. Violation of any safety, health, security or Church policies, rules or procedures.
- j. Committing a fraudulent act or a breach of trust under any circumstances.
- k. Unlawful harassment including harassment of a sexual nature (with the understanding that this ministry 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).

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 this ministry only has volunteers who agree to abide by its Code of Conduct which is rooted in its sincerely held religious beliefs and which this ministry believes reflects a relationship representative of a walk with Christ.

In addition, by signing below, the ministry community member acknowledges they have read, understood, and agree to abide by this Christian Code of Conduct and that this ministry reserves the right to dismiss said community member from their role for any action(s) in violation of this Code of Conduct.

\_\_\_\_\_  
Ministry Community Member Signature

\_\_\_\_\_  
Date