

I. Basic Employment Information

a. A Godly and Balanced Lifestyle

As we seek to care for and “build up” the body of Christ here at Harborside Christian Church, we believe it is important for staff to maintain an authentic relationship with Jesus Christ. As an employee of Harborside Christian Church, we ask that you maintain a lifestyle of honor and integrity consistent with our Vision, Mission, and Core Values and the biblical truths upon which they are founded. We also believe it is important to keep your lifestyle balanced with respect to your family relationships and your own physical and emotional health.

b. Code of Conduct

Philippians 2:3-4 (NLT); ***“Don’t be selfish; don’t live to make a good impression on others. Be humble, thinking of others as better than yourself. Don’t think only about your own affairs, but be interested in others, too, and what they are doing.”*** We believe that a loving God created man in His own image with a desire for men and women to honor and glorify their creator. Conduct which is consistent with the life and teachings of Jesus Christ is expected. This conduct is best exemplified by the characteristics of love, joy, peace, diligence, honesty, persistence, forgiveness, kindness, faith, humility, and temperance. As with any part of society, certain rules are necessary when a group of people must work well together and form a cohesive and efficient team. To maintain a pleasant, efficient, and safe working environment, you are expected to:

- Maintain high moral standards.
- Have a cooperative attitude toward all fellow employees.
- Refrain from intentionally annoying or antagonizing other employees.
- Comply with safe work habits and safety regulations, which are either generally recognized or specifically directed.

c. Sexual Standards

Harborside believes that heterosexual union must be reserved for marriage and insists on sexual abstinence for its unmarried staff. The Church believes pre-marital, extra-marital, and homosexual forms of sexual conduct to be inconsistent with the teachings of Scripture. Consequently, Harborside requires members of its staff to abstain from what it holds to be unbiblical sexual practices. If any member of the staff is charged with failure to abide by this sexual standard, Church leadership will invoke procedures for investigation, and when necessary, discipline and/or dismissal.