

TRINITY CHURCH

Staff Faith & Conduct Expectations

Our Commitment

Serving on the staff of Trinity Church is more than performing a job. Our employees help carry out the mission of the church and represent Christ and Trinity Church through their work, relationships, and conduct. As a congregation of The Wesleyan Church, we believe Christian faith should be reflected in a life increasingly transformed by Jesus Christ. We therefore expect Trinity Church employees to demonstrate Christian faith, character, integrity, and conduct consistent with Scripture, the beliefs of our church, and the mission we share. We recognize that Christian maturity does not mean perfection. These expectations describe the direction and commitments that should characterize those who serve on our staff.

1. Follow Christ

Trinity Church employees are expected to have a personal relationship with Jesus Christ and actively seek to grow as His followers. Staff members should participate regularly in the worship and life of a local Christian church and pursue spiritual growth through practices such as Scripture, prayer, worship, Christian fellowship, and service.

2. Live with Christian Character and Integrity

Employees are expected to demonstrate Christlike character in both their work and personal conduct. This includes:

- living honestly and being faithful to commitments;
- treating others with dignity, kindness, fairness, purity, and respect;
- exercising wisdom, self-discipline, and faithful stewardship;
- maintaining appropriate relational and personal boundaries; and
- avoiding conduct that significantly compromises their Christian witness or Trinity Church's ministry.

These expectations apply to in-person conduct as well as digital communication, social media, and other public forms of expression.

3. Practice Biblical Standards for Personal Conduct

Consistent with the teachings and historic commitments of The Wesleyan Church, Trinity Church employees are expected to:

- **Abstain from alcohol, tobacco and nicotine products, illegal drugs, and the misuse of other substances.**
- **Abstain from gambling.**
- **Follow biblical teaching regarding marriage, gender, and sexuality.** Trinity Church affirms marriage as a covenant between one man and one woman and believes sexual intimacy is reserved for marriage. Employees are expected to conduct their lives consistently with these convictions.
- **Honor the sanctity and dignity of human life.** Trinity Church affirms the value of human life, including unborn life, and opposes intentionally ending innocent human life through abortion or euthanasia.

We seek to hold these convictions with both biblical faithfulness and Christlike grace and compassion.

4. Honor Christ in Relationships and Family Life

Employees are expected to honor Christ in their relationships with spouses, children, family members, coworkers, volunteers, congregation members, and others. This means demonstrating love, faithfulness, respect, appropriate boundaries, and a willingness to pursue reconciliation when relationships are damaged. Abuse, harassment, intimidation, sexual misconduct, dishonesty, retaliation, and other behavior fundamentally inconsistent with Christian character are incompatible with service on Trinity Church staff.

5. Protect the Unity and Mission of the Church

Trinity Church employees share responsibility for the spiritual health, unity, and witness of the church.

Staff members are expected to:

- work cooperatively to advance the mission of Trinity Church;
- support and encourage fellow staff members and ministry leaders;
- handle disagreement directly, respectfully, and constructively;
- avoid gossip and unnecessarily divisive behavior;
- maintain appropriate confidentiality; and
- give and receive counsel and accountability with humility and grace.

Employees are not expected to agree on every preference or secondary issue, but they are expected to handle differences in a manner consistent with Christian maturity and the unity of the church.

Grace, Accountability, and Restoration

We recognize that every Christian depends upon the grace of God. When a staff member falls short of these expectations, our desire is to respond with truth, grace, appropriate accountability, and a goal of repentance and restoration. At the same time, employment at Trinity Church carries a responsibility to uphold the faith, character, and conduct expected of those who represent the church. Serious misconduct, persistent conduct inconsistent with these expectations, dishonesty, or unwillingness to receive appropriate accountability may result in corrective action, up to and including termination of employment.

Employee Commitment

I have read and understand Trinity Church's Staff Faith & Conduct Expectations. I understand that Christian faith, character, conduct, and support of Trinity Church's mission are important expectations of employment. I am willing to serve and conduct myself consistently with these expectations and the beliefs and mission of Trinity Church.

Name: _____

Signature: _____

Date: _____