

INTERNATIONAL CHRISTIAN MISSION SERVICES
LIFESTYLE AND MORALITY STANDARD
Revised Draft –Nov. 14, 2011

In all of its endeavors, ICMS seeks to glorify God> Board members, employees and volunteers of ICMS are therefore expected to conduct themselves in a manner that is consistent with their commitment to Christ and the principles of Scripture. All who serve with ICMS are encouraged to establish personal spiritual disciplines, such as prayer, Bible study, church attendance, that will foster a deep personal relationship with God and provide the foundation for effective Christian service. It is expected that all who serve with ICMS will be active members of a Bible believing Church where they enjoy the blessing and support of the leaders.

It is furthermore expected that all who serve with ICMS will commit themselves to the following principles of conduct:

1. To respect and honor one another in love, accepting the uniqueness of each fellow servant's personality and spiritual giftedness , and "submitting to one another out of reverence for Christ"(Romans 12:3-10; Eph. 4:1-6; Phil 2:1-5).
2. To be truthful and honest in all things; guarding confidentialities, and speaking to others in a manner that is "helpful for building others up according to their needs, that it may benefit those who will listen"(Prov. 11:9-13; Eph. 4:25-30; Matt. 5:37; Phil. 4:8)
3. To model sexual discretion and purity in all relationships with others; honoring your Christian marriage vows ; abstaining from every form of illicit sexual behavior (extra-marital affairs, homosexuality, etc), and abstaining from all activities that defile the mind (such as viewing or reading pornographic materials) Exodus 20:14; Matt.5:27-32; Rom. 12:1-2; I Cor. 6:12-20; Eph. 4:20-24; Phil 4:8; Heb. 13:4)
4. To demonstrate love and forgiveness in maintaining the "unity of the spirit" and in resolving differences and disputes (Matt. 6:14-15; 18:15-17; Rom. 12:17-21; Col. 3:12-14)
5. To avoid the use of all illicit drugs or involvement in any criminal activity (Exodus 20:12-17; Col. 3:5-10; I Tim.3:8; 5:22; Heb. 12:1)
6. To support the ministry of ICMS through prayer, encouragement and financial support as the Lord enables (Matt. 7:7-8; Col. 3:2-4; I Thess. 5:12-20; II Cor. 9:6-11)
7. To be sensitive and respectful for the diversity of opinion within the Christian community, and to give extra care to avoid causing offence or setting an inappropriate example (such as drinking alcoholic beverages, observing dress codes, etc.) . This should especially apply when representing ICMS (Romans 14:19-21; I Cor. 6:12;)

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Matt. 18:15-20; Gal. 6:1-2; Eph. 4:15; Phil.4:2-3; II Tim. 3:14-16)

In the event of a violation or breach of these standards ICMS will attempt to bring about the restoration of the individual in order to maintain a working relationship with the organization dependent upon the nature and extent of the violation or breach. The "discipline" process allows for a three stage process, the second and third stages being at the total discretion of ICMS.

The first stage of discipline shall be a review of the problem by the supervisor and/or the CEO together with the individual involved in the matter.

The second stage of discipline is the "restorative" process which is dependent not only on the repentance by the individual in reference to the conduct complained of but also on the nature and severity of the breach or violation. In the second stage of discipline, ICMS may recommend that the individual undergo professional counseling and assessments and may apply a probationary period to allow for the correction of the conduct or behavior. When restoration is deemed complete and is determined to be successful, as determined in the sole discretion of ICMS, then ICMS will provide ongoing support and accountability for the individual.

The third stage of discipline is the termination of the working relationship between the individual and ICMS. As the violation of this policy by an employee, volunteers and board members is recognized by ICMS and the individual as a fundamental breach of the relationship, the individual accepts that ICMS may in its sole discretion terminate the relationship without notice or compensation.