

# ***FAMILY CHRISTIAN CENTER***

Rescue, Restore, and Release – Luke 4:18-19

3510 Schneider Drive  
Toledo, OH 43614  
(419) 885-HOPE (4673)  
www.aroundthefamily.com

## **Leadership Code of Conduct and Beliefs**

**Why:** As the church grows in size, we are finding a greater diversity of people as well as being less familiar with those who desire to serve and lead. We also need to assure the congregation and community that our leaders meet high standards of integrity and behavior.

**Pertains:** This policy pertains to the following positions and individuals - those holding Foursquare Pastoral licenses, Elders, Ministerial Heads (e.g., Children's Church, Men's, Women's, Youth), Deacons, Church Council Members, Worship Team Members and Children's Church Teachers.

**Purpose:** The purpose of this policy is assist potential servant leaders in their leadership development. Additionally, we want to set expectations in training, qualifications, and conduct that will strengthen and reinforce the Church's values and community's confidence in the integrity of our cause and leadership.

**Beliefs:** All positions or individuals listed above must believe, support, and subscribe to the Foursquare Declaration (statement) of Faith. Our statement or declaration of faith can be found on our website. This is achieved upon becoming a member of the International Church of the Foursquare Gospel (ICFG) and Toledo 3 Foursquare. If there are any changes in one's belief it should be brought to the attention of the ministry head or Senior Pastor which ever is applicable.

**Code of Conduct:** ICFG bylaws govern license ministers and members (clergy and lay). Unlicensed lay leaders are expected to uphold biblical christian conduct per the Bible and ICFG by laws. This pertains to both their private and public life. Galatians 5:22-24 is an excellent guide to proper Christian behavior. Behavior that mimics Galatians 5:17-21 should be avoided at all cost. Behaviors in violation of Biblical standards and/or ICFG Bylaws and standards will be cause for disciplinary action up to an including loss of membership and position.

**Moral Failure:** In keeping with scriptures and the membership presentation materials, we are seeking redemption first and foremost. For those who are repentant we will do our best to assist in their restoration. During this time, we may ask the person to step down for a prescribed period of time. How



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they handle this will be an indication of their sincerity. It is our belief that if someone is struggling with behaviors that are inconsistent with scriptures and Church policies they should offer to step down and seek help before being asked. FCC had a long history of allowing servant leaders to step down for rest, rescue, and restoration and then taking new positions when those processes have been completed.

**Requirements:** The inner (private) life must be a life submitted to the Holy Spirit and Biblical Christian teachings (see statement of faith and code of conduct). The ICFG bylaws also have more things to add to the requirements of both licensed and lay leaders. FCC's values integrity, transparency and accountability. Although, we recognize perfection is not possible this side of heaven, we do expect and deem it critical that our leaders have integrity, be transparent, and yearn for accountability. These values should be embraced and lived. Individuals that are not able to make these values an essential part of their life are simply not ready to serve in a leadership capacity.

**Additional requirements for Pastors (Licensed Clergy):** Before a person will be recommended for licensing the following should be completed or in process.

1. Strong biblical and doctrinal knowledge
2. Meeting the requirements of an Elder - 1 Tim 3:1-7 and Titus 1:5-9
3. Completion of a Pure Desire Ministry seminar or course
4. Completion of Dave Ramsey's Financial Peace or similar
5. An observed and obvious call and anointing
6. An available position and appointment (see ICFG By-laws)
7. Spousal enthusiastic support
8. Financially stable - able to meet one's financial responsibilities.
9. Tithing Church Member - in keeping with ICFG By-Laws.

**Additional requirements for Elders:** Meeting the requirements of an Elder - 1 Tim 3:1-7 and Titus 1:5-9. An elder must demonstrate an effective teaching ministry as well as being hospitable. An Elder shall be a tithing church member. Moreover, an Elder will have a noticeable standing among the congregation as a person who disciples and carries an anointing to serve the congregation. Elder's are solely selected by the Sr. Pastor.

**Additional requirements for Deacons:** Meeting the requirements of an Deacon - 1 Tim 3:8-13. A deacon shall be a tithing church member. A deacon



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must have demonstrated zeal for our church, ministry, and services. Deacons are solely selected by the Sr. Pastor.

### **Additional requirements for those working with minors:**

1. 6 Month waiting period
2. Background check
3. Those convicted of a sex crime and/or on sexual offenders list may be denied access with working directly with minors.
4. Those struggling with their sexuality or personal relationships (e.g., parents) may be asked to sort through those struggles before being allowed to work with minors.
5. Actively working to be a tithing church member.

### **Additional Requirements for Worship Team Members:**

1. A person who desires to be open about worshipping the Lord through the performing arts.
2. Cooperative and team oriented behavior and attitude.
3. Some level of performing arts talent
4. Requires a nomination by the Worship Leader
5. Approved by the Elders for permanent placement
6. Tithing Church Member.

**Church Specific Beliefs:** Individuals and positions cited in the pertinent section above are to be supportive of church leadership in speech and action. Disagreements should first be discussed in private. Harboring ill feelings should not be allowed to foster and fester. Supporting FCC's mission, vision and values, and specific plans are expected. The Church's Mission remains Luke 4:18-19, Rescue, Restore, and Release. Individuals above should have attended the church's leadership program as well as being supportive of the church's discipleship approach - First Commandment Model.

**Financial Responsibility:** It dangerously naive to believe one can serve others well if financial pressures are overwhelming. It is an act of mercy to tell someone to resolve and stabilize their financial situation before serving others. This is why we will provide resources (i.e., Financial Peace Class) and counsel to help potential servant leaders to overcome their financial issues.

**Sexual Purity:** The historical biblical standard for sexual behavior is encouraged and enthusiastically sanctioned only in a marital relationship. The marital relationship is defined as a spiritually and legally binding relationship between a



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Man and a Woman married before God and having the necessary legal marriage license before the civil government. Those who are struggling to live to this wise counsel and standard are encouraged to seek help through our Abolition of Slavery (Pure Desire) Ministry.

Additional guidelines:

1. Sexual Harassment or intimidation - should be brought to the Sr. Pastor's attention.
2. Abuse towards minors, elderly, or special needs individuals will be reported to government officials.
3. Intimate cohabitation between the sexes is not in keeping with Biblical and FCC values. Patience will be given but leadership positions can not be held while in this living situation.
4. Homosexuality, Bisexuality, transgender, or any other behavior(s) outside of the historical biblical standard will preclude a person from participating in many ministries and leadership.
5. Views or participates in pornography or other aspects of the sex industry will preclude someone from leadership.
6. Those who are being seriously tempted (attracted) to any of the behaviors listed in this section should seek confidential counsel with a Licensed Pastor or the head of the Abolition of Slavery ministry.

**Relationship Health:** There are three human relationships that are sacred - marriage/children/family, parents, and church. It behoves all people to tend to these relationship with care and sensitivity.

1. Spousal Abuse (all types) will be addressed actively.
2. Child abuse (all types) will be addressed actively.
3. Child neglect will be addressed
4. In all cases the heart of our involvement is for redemption and to strengthen the family (a FCC core vision).
5. Laws will be followed
6. Privacy and discretion will be maintained to the degree scriptures and the law allows its.
7. In all cases, scripture (Matthew 18:15-20, Galatians 6:1, 2 Tim 4:2) and the laws will be followed.



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