



Code of Conduct Policy

Effective 5/11/2022

We ask every person serving at Boise Church to agree to the Code of Conduct, Statement of Faith and other church policies.

Volunteer Honor Code

As an essential part of the Boise Church leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Boise Church. The terms servant-leader and volunteer shall be used interchangeably.

While serving the body of Christ as a servant-leader at Boise Church, you pledge to present a good gender appropriate appearance at all times. In both attire and behavior, you should strive to demonstrate biblical standards in all situations. Volunteers shall use restrooms, locker rooms and changing facilities conforming with one's biological sex.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never detract from representing Christ, but should exemplify the best qualities of a mature believer.

Exemplifying the highest moral commitment, Boise Church leaders are to pursue a disciplined life of Bible reading and prayer. As an example to the church family please refrain from such things as:

- Profanity (Ephesians 4:29)
- Drugs/drunkenness (1 Corinthians 6:19-20, Galatians 5:19-21, Ephesians 5:18)
- Inappropriate social media posts (including, but not limited to: Anger, James 1:19, Porn, Matthew 5:28, Divisiveness, Romans 16:17-20)
- Pornography (Matthew 5:28)

- Sexual immorality (Examples include sex outside of marriage, any marital union other than one woman, one man, see Boise Church bylaws) (1 Corinthians 6:18)
- Lack of Integrity (Hebrews 13:18)
- All behaviors which might bring reproach to Christ and cause others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Boise Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

Conduct

There are many factors that contribute to an environment of service. Below is a list of expectations for success in your new role as a servant leader. Not all situations can be captured in a list, so this is to act as a guide and is not meant to cover every possibility. At times, servant leaders may experience challenging interactions, so professionalism is imperative. Remember, it is okay to ask for assistance.

- Reliability remains a top priority for servant leaders. Each individual role is important to the body, and frequent tardiness or uncommunicated absences can be burdensome to the team. We do understand that instances will arise when it is unavoidable. As such, please communicate any schedule changes to your direct overseer.
- Servant leaders need to lock shields and support one other. That doesn't mean conflict won't arise; however, it does mean that proper conflict resolution is necessary per Matthew 18. This ensures the battle remains on the outside.
- Always remember your walk with Christ as perceived by others involves thoughts, actions, words, attitudes, and decision-making. All those areas should be reflective of our God living in you.

Conceal Carry

If I serve at Boise Church, and I wish to conceal carry while I serve, I must keep my Concealed Carry License (CCL) current and provide a copy to the Boise Church leadership team.

Violation of Boise Church Code of Conduct

Boise Church is a grace-based ministry and recognizes that only One is perfect, that is

Jesus Christ. As such, Boise Church desires that volunteers pursue a mature walk of faith, but acknowledges that mistakes, sin and errors will be made. It is the heart of Boise Church leadership that we are a safe place to work through and grow beyond our sin to become more like Christ. As such, self-reporting of violations of the Code of Conduct are encouraged for spiritual health and maturity. All reports will be kept private in accordance with the Boise Church Confidentiality Policy.

- A. Servant leaders must promptly notify their overseeing ministry leader of any arrests or serious allegations. Our goal is to assist servant leaders through the process and be available for support, counsel and guidance as needed.
- B. Violations of the Code of Conduct that fall within personal offenses between team members shall be handled per Matthew 18 unless sexual, manipulative, predatory or similar attributes in nature.
- C. Anyone who becomes aware of a violation of the Code of Conduct, that does not fall within the realm of personal offenses, shall:
 - a. Report situational details to the overseeing pastor for evaluation and recommendation.
 - b. Boise Church shall provide support to any restoration plan(s) and/or church discipline as identified and directed by the overseeing pastor, including but not limited to counseling, ongoing accountability, temporary removal from ministry duties, permanent removal from ministry position, etc. Any removal from ministry due to a violation of the church code of conduct is not punitive but intended to provide the necessary time and space for the servant leader to be restored first unto Christ. Potential restoration to service is at the discretion of Boise Church leadership.
 - c. Take all necessary steps to ensure future compliance of the Code of Conduct by all servant leaders.

Revision of Boise Church Code of Conduct

- D. The Code of Conduct is subject to change. As such, it may be modified with or without prior notice. The most recent copy of this document will always be publicly available at <https://boise.church>.
- E. Modifications will be communicated appropriately.