



Code of Conduct + Standards of Conduct Policy

Living the Life of a Leader

The Action169 organization is based in Fairmont, MN. The organization is a registered 501-(c)(3). Action169 is built on a foundation of prayer and is committed to addressing commercial sexual exploitation and problematic substance use through Christ-centered prevention, intervention, and restoration care services.

Action169 Code of Conduct - Living the Life of a Leader

Expectations of Leadership serving, volunteering, and/or paid staff of Action169

- Action169 has been called to bring restoration to people and raise them up to be contributing leaders in the body of Christ, healed, and living sober. We are called and committed to address commercial sexual exploitation and problematic substance use. Our strategy focuses on three main areas – Prevention, Intervention, and Restoration. Action169 leaders carry out this endeavor, first in their own personal lives. These leaders include paid employees, boards of directors, advisory boards, volunteers and anyone who has been placed to have influence on the staff and/or women we serve.

Action169 expects leaders to be involved in a local Christian faith community for fellowship (Hebrews 10:24-25) as well as spiritual accountability. We consider each of these people who are called into Action169 to be charged to live by standards of Christian leadership. The Bible instructs us that grace is freely given and will ultimately be demonstrated in the life of every Christian. But the Scriptures also takes those expectations to higher levels when it describes the life of a Christian leader.

Paul wrote to Titus with instructions on what to look for in a leader (Titus 1:7-9) and we believe the same principles apply to those in Action169 leadership. Though many scriptures speak to lifestyle standards, this passage in Titus summarizes the expectations given by the whole Bible regarding Christian leadership. “For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, but

hospitable, a lover of good, self-controlled, upright, holy, and disciplined. He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.”

The Bible instructs us that following Jesus Christ means we are not to be conformed to the world, “... but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect.” (Romans 12:2)

Further explanation of these principles is spelled out in other Action169 documents, including the “Action169 Statement of Faith”, “Action169 Standards of Conduct” and “Action169 Employee Handbook” “Action169 Volunteer Form” and applies to each respective staff, volunteer, or board member.

As leaders in the movement to end exploitation and provide restorative care, we are committed to hold each other mutually accountable to be the leaders we are called to be in Scripture. All failures to follow these standards will be addressed fairly and consistently, but behaviors that are non-compliant, unrepentant, and ongoing are of particular concern. Such individuals will not meet our qualifications for hiring or retention.

Staff, volunteers and board members: By signing below I acknowledge that I have read and agree with Action169 Statement of Faith. I further agree to comply with Action169 Standards of Conduct in my lifestyle and teaching. For staff only, your signature also acknowledges you have read and agree with the applicable Employee Handbook.

Action169 Standards of Conduct

Action169 Leaders

I. Sexual Relationships • Marriage

The Bible teaches that the appropriate place for sexual expression is in the context of a marriage relationship. The biblical description of marriage is one man and one woman in a lifelong commitment. In Matthew 19:4-5, Jesus says, “Have you not read that he who created them from the beginning made them male and female, and said, 'Therefore a man shall leave his father and his mother and hold fast to his wife, and the two shall become one flesh'?”

Repeatedly, God uses the symbolism of His relationship with believers as the picture of marriage. Husbands are exhorted to love their wives as Christ loves the Church and wives are exhorted to honor their husbands as the Church does Christ. With this imagery and the truth of

God's ideal for marriage in mind, any sexual relationship outside the marriage context is described in the Bible as either fornication or adultery and (as stated in the sixth commandment) is prohibited throughout the Old and New Testaments. Therefore, sexual advance, activity or relationship between individuals not in a Biblical marriage covenant is sin. Action169 leaders must not engage in sexual activity or cohabitation outside of marriage, but conduct themselves in a manner consistent with the above in such a way that their sexual expression and lifestyle is above reproach.

Sexual Identity

Scripture is clear in sharing that all Christians are to find their identity in Christ, including sexual identity. 1 Peter 2:9-10 tells us, "He called you out of the darkness into his wonderful light. Once you had no identity as a people; now you are God's people." Because of God's redemption of our identity, we find complete and appropriate expression of who we are, including our sexuality, when our actions align with God's design. God's design for sexual expression is in the context of a biblical marriage relationship.

Scripture is clear that sexual activity or sexual relationships between individuals of the same gender is sin (Romans 1:26-27) just as is any sexual relationship falling outside of God's biblical design. Therefore Action169 leaders must not engage in same-gender sexual advance, activity or relationship.

Gender Identity

Scripture is clear that God created two genders, distinct and mutually exclusive. Genesis 1:27 tells us, "So God created man in his own image, in the image of God he created him; male and female he created them." God's created order has given unique identities to men and women for His glory, and each person's gender identity is assigned to them by God's design, therefore Action169 leaders must not engage in transgender-related activities.

The purpose of these policy statements is not intended to judge, exclude or punish. It is to ask our leaders to be consistent with Scripture's prescriptions for those who deal with sexual and gender identity issues, and to see every leader experience the fullness of identity possible only in Christ's redemption of our lives, including our sexuality.

Pornography

Sexual immorality such as the viewing of pornography is described in scripture as sin (Matt. 5:27-28). The viewing of pornography also contributes to the degradation of women, and thus, is

in opposition of everything we stand for. Pornography also fuels the exploitation of women. To view such, is to partner with the very same spirit that fuels the trafficking of souls.

As servants furthering the gospel and providing spiritual leadership, we must live lives that are holy and consider the interests of others above our own. In so doing, Action169 leaders must not engage in immoral behaviors such as the use of/viewing of sexually explicit materials, products, and pornography.

The purpose of this policy is not to be punitive to those who deal with sexual temptation or addiction, but to see every leader experience the freedom that is found in Christ.

Divorce

Action169 places a high priority on healthy marriages, strongly discourages divorce, and supports the overriding scriptural “one-flesh” principle. While divorce, in and of itself, might not eliminate a man or woman from the ministry, it must be remembered that, in the light of Scripture, God’s ideal is that there be no divorce and that husbands and wives stay together until death separates them.

Action169 adheres to the Biblical model that divorce is only acceptable in the following instances:

1. Unfaithfulness of a spouse involved in an adulterous or illicit sexual relationship (Matthew 5:32)
2. Desertion by a spouse(1Corinthians7:10-15)
3. Spousal Violence Or Abuse Breaking The One-flesh principle(1Corinthians 7:33-34)

In instances of marital difficulties, Action169 encourages reconciliation, that God may be glorified in the healing of relationships. Leaders are encouraged to prioritize the health of their marriages, and special consideration will be given to accommodating elective leaves of absence to resolve serious marital difficulties.

Action169 leadership retains the discretion to make assessments about the leader’s divorce, whether the divorce is consistent with Biblical principles and the ministry principles of Action169 and the effect this divorce will have any impact upon employment or other service with Action169

II. Substance Use/Abuse and Addictions

- Addiction, including problematic substance use of any mood altering substance, including marijuana, is a tragic, but prevalent reality in our society and within the population we serve, and therefore must be addressed in particular. We are a ministry of restoration and transformation into the likeness of Christ. The outreach of Action169 is often to those who are struggling with or directly impacted by addictions of all kinds. While we desire to be redemptive of all leaders who struggle with addictions of any kind, we maintain a primary commitment to high standards and expectations of anyone involved with our mission and pray for restoration for those who cycle back into addictions. Leaders with a history of addiction must be in recovery.

Use of alcohol or tobacco should not take place in the presence of those we serve, and any use is expected to always be in moderation, and with sensitivity to others who may have addictions (Romans 14:21). The use of any mood-altering substance, whether legal or not, including marijuana, is prohibited. Use of such is prohibited by anyone involved in a leadership position of Action169.

III. Financial Responsibilities

- Action169 expects our leaders to manage all finances of the organization and their personal finances with utmost integrity. As stated in 2 Corinthians 8:20-21, "We take this course so that no one should blame us about this generous gift that is being administered by us, for we aim at what is honorable not only in the Lord's sight but also in the sight of man." Financial misconduct includes, but is not limited to, mismanagement of donations and other ministry funds, embezzlement, theft, misuse or abuse of Action169 property or assets, identity theft, and misuse of financial and personal data. Such misuse of Action169 assets will not be tolerated.

IV. Behavioral Appropriateness

- Our goal is to strive to maintain a culture of employees, volunteers and boards who live a life free from intimidation, threats, or violent acts. This includes, but is not limited to, intimidating, threatening or hostile behaviors, physical abuse, vandalism, or any other act, which, in management's opinion, is inappropriate. In addition, insensitive or offensive comments are not tolerated.

Conclusion

- Action169 leadership retains the discretion to make assessments about the leader's sin/misconduct and their ability to continue in this ministry. While we desire to be redemptive toward those who struggle with sin of any kind, we maintain a primary commitment to biblical standards and expectations of anyone involved with our mission and vision. We pray for restoration for those dealing with sin, but are uncompromising in our commitment to protect those we serve by providing for them appropriate supervision, leadership, and ministry role models. Additional guidelines for responding to leaders who are struggling with the areas covered in these Standards are available.
- Action169 expects every leader to be consistent with these standards in their lifestyle and in their teaching, and to use Action169's reporting processes whenever they have a good faith belief that these Standards of Conduct are not being followed. The areas of concern listed in this document are not an exhaustive list. Action169 desires that every involved leader should live a life above reproach using good and appropriate judgment in all matters. Issues of a more serious nature are expected to be communicated to Action169 for counsel and guidance. We desire to be transparent and systematic in addressing these issues.

The Christian faith is clearly a welcoming respite for wanderers who fall short of God's glory, but for those involved in ministry, particularly ministry with children, young women and women whose vulnerabilities have been exploited, people, **we are held to a higher standard.** Being a part of the ministry of Action169 is not a "right", it is a calling and privilege that must be affirmed by those placed in positions of authority within Action169. Individuals who are truly called to the Action169 ministry will gladly strive to serve Christ with lives marked by holiness and godliness in lifestyle.