

Volunteer Code of Conduct

Freedom**Works** is an organization is on display for believers and non-believers alike. Any fault found in the ministry or its volunteers could cause the ministry to stumble. Therefore, it is of first and foremost importance that employees lead a life that reflects the Light of Jesus.

(Matthew 18:6-8, John 11:9-10) Their light should display Jesus' love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. (Galatians 5:22-23, 1 John 2:9-11). This reflection results from a life that is in submission to God and His Word.

All who have agreed to volunteer with Freedom**Works** must agree to our Statement of Faith. Yet, as a way of assuring that this organization will be above reproach, and to keep the devil from getting a foothold, the following code of conduct has been set for everyone to follow.

1. Relationships – the volunteer shall act in accordance to Matthew 22:39 “Love your neighbor as yourself.” All volunteers shall keep appropriate biblical boundaries with regards to the opposite sex. This includes that they do not engage in adultery, sexual intercourse outside of marriage or homosexual relationships.
2. Gossip/dissensions – the volunteer shall not engage in demeaning or hateful conversations. They should do their best to keep the unity of the body and to live at peace with one another (Romans 12:18, Ephesians 4:3). Any issues should be addressed according to Matthew 18:15-17.
3. Servant attitude – the volunteer shall engage in work, seeing others needs above their own. They will not let pride, anger, etc. get in the way of working for the Lord (Romans 12:9-21).
4. Foul Language – the volunteer shall not speak with filthy language that consists of curse words, coarse joking, racist remarks, etc. They shall only let what is helpful for building others up, according to their needs, come out of their mouth.
5. Doctrine – the volunteer shall watch their life and doctrine closely. He shall not promote false doctrines/beliefs to include other religions and idolatrous practices (1Timothy 4:16, Titus 1:9, 2:1).
6. Purity – the volunteer shall put off all falsehood, lies and deceit (Ephesians 4:17-32).
7. Alcohol – The volunteer shall not become drunk or have any alcohol on or around Freedom**Works**.

Volunteer Code of Conduct (continued)

The Freedom**Works** program focuses on creating a safe and encouraging living environment that guides men into new relationships, positive support systems and Christ-centered studies.

As such, there are behaviors that the residents may exhibit that will cause restructuring consequences to their residential covenant. These behaviors include, but are not limited to:

1. Lack of accountability
2. Lack of participation or attendance in programming requirements
3. Not seeking employment
4. Not meeting with their mentor

Examples of behaviors that cause non-negotiable consequences that call for immediate termination and removal from the Freedom**Works** residential program and building include, but are not limited to:

1. Alcohol and /or drug use
2. Threatening behaviors (verbal, emotional., physical)
3. Criminal behavior
4. Refusal to meet their financial obligations
5. Excessive warnings for similar and repeat behaviors

I have read and support the Freedom**Works** Volunteer Code of Conduct, to help me and my mentee in his discipleship to the Lord Jesus Christ.

Signature

Date