

Crossroads Community Church

Code of Conduct

Purpose

Crossroads Community Church is a family of disciples on mission, called to love God, love our neighbors, and serve others through the power and grace of Jesus Christ. Every worker, whether on staff or as a volunteer is a representative of Christ and of this church body. This Code of Conduct outlines the expectations, responsibilities, and commitments for all who serve.

All workers must affirm and commit to every line item in this code of conduct.

I. Spiritual Commitments

- A. Growing Relationship with Jesus
 1. Confess a saving faith in Jesus Christ.
 2. Pursue ongoing spiritual growth through **regular Bible reading, prayer, worship, and fellowship**.
 3. Submit to Scripture as the final authority for life and doctrine.
 4. Model a life that reflects Christian maturity, integrity, and humility (cf. **1 Tim 3:1–7; Titus 1:5–9**).
- B. Biblical Alignment
 1. Uphold the doctrinal positions of Crossroads and Christian & Missionary Alliance.
 2. Support and honor the leadership of the church, including Elders and staff.
 3. Promote unity, peace, and mission within the church body.

II. Personal Conduct & Character Expectations

- A. Character
 1. Live with integrity, honesty, purity, and humility.
 2. Maintain healthy and loving relationships at home, church, and work.
 3. Seek accountability, mentorship, and correction when needed.
 4. Be **FAT**: Faithful, Available, Teachable.
- B. Lifestyle
 1. Live in accordance with scripture's teaching on life and practice.
 2. Avoid conduct that could damage the witness of Christ or the church's testimony.
 3. Abstain from divisive behavior, gossip, or slander.
 4. Use social media in a manner consistent with Christian witness and church unity.
 5. Abstain from the use of illegal or impairing substances, including but not limited to alcohol and marijuana, when serving, volunteering, or representing Crossroads.
 6. Refrain from excessive use of fragrances (such as strong perfumes or colognes) and from smoking on church property or immediately prior to serving, in order to maintain a welcoming and accessible environment for all.
 7. Steward **time, talent, and treasure** in ways that honor God.

III. Relational Responsibilities

- A. Creating Safe & Welcoming Environments
 - 1. Be friendly, hospitable, and welcoming to all people. Regardless of background and maturity level.
 - 2. Treat all individuals with dignity, compassion, and respect.
 - 3. Maintain confidentiality, sharing sensitive information only with appropriate leaders when care or intervention is required.
 - 4. Be attentive to signs of struggle, hurt, or crisis among others.
 - 5. Report any concerns of safety, abuse, or misconduct to ministry leadership immediately.
 - 6. Workers must not engage in harassment, intimidation, or behavior that creates a hostile environment for others.
- B. Follow all Crossroads policies related to child safety, facility use, and ethical conduct.
- C. Serve sober and unimpaired by substances.
- D. Avoid situations that compromise personal or relational boundaries.

IV. Ministry Conduct & Service Expectations

- A. Commitment to the Mission
 - 1. Serve in alignment with the vision and mission of Crossroads.
 - 2. Participate faithfully in Sunday worship and the life of the church.
 - 3. Engage in discipleship, mentorship, and community life.
 - 4. Avoid conduct that could damage the witness of Christ or the church's testimony
- B. Submission to Leadership
 - 1. Follow the direction of Elders, pastors, and ministry leaders.
 - 2. Uphold church processes, including conflict resolution (Matthew 18).

C. Corrective Action

If behavior contradicts biblical standards or Crossroads values:

- Workers will receive pastoral or leadership guidance.
- In some cases, roles may be paused or adjusted for spiritual care.
- In serious cases (immorality, misconduct, division), service may be discontinued.

Affirmation of Commitment

I commit to serve Crossroads Community Church in a manner that reflects Christ, builds up His body, and supports the mission and unity of this church. I agree to abide by this Code of Conduct and to serve under the authority and care of the Elders and ministry leadership.

Worker's Signature: _____

Printed Name: _____

Date: _____