

## THE FOURSQUARE GOSPEL CHURCH BHD



Jesus Christ, The Same Yesterday, Today & Forever (Hebrews 13:8)

### **Code of Conduct for Pastors and Staff of The Foursquare Gospel Church of Malaysia.**

The attitude and conduct of pastors and church workers is a matter of utmost importance. The possibility of a leader giving offence or causing another to stumble is greatly increased through of the influence of their position. Therefore, the highest standards are expected of both pastors and staff of Foursquare as they represent not only the church but the name and reputation of the Lord Jesus Christ. Words, actions or attitudes that do not align with and adhere to the following standards will be subjected to correction, disciplinary action and/or dismissal.

The following list is not exhaustive but highlights some primary areas of concern for those serving as shepherds and employees of the church. Consider these as basic rules and guidelines for how we conduct ourselves in the household of faith as we carry out our responsibilities as servants of Christ and members of His body.

1. Maintain the highest standards of financial accountability. Pastors will not charge church members for ministry. Love gifts and honorariums may be received at weddings, funerals, etc. but we never charge people for our services. Handle all financial matters with the utmost transparency and do nothing in secret. Stealing, misappropriation or misuse of finances is ground for dismissal.
2. Keep your promises and commitments to people. Seek immediate resolution of conflicts, arguments or offences arising with a congregation or fellow staff member. Report incidents of conflict and offence to your supervisor for accountability and assistance in resolution. Take responsibility to reconcile quickly with anyone who has an offence towards you.
3. Maintain integrity of speech and conduct. Lying, misrepresentation of facts, cover-ups and any words or actions that are deceptive and do not represent an attitude of walking in the light and modeling transparency are not acceptable and can easily disqualify someone from their place of service.
4. Conduct with the opposite sex. Under no circumstances should you be in private meetings and non-public places with a member of the opposite sex. Never ride a motorcycle with a non-family member of the opposite sex. In counselling, use a public place or in a room with a window in the door that others can see inside. Give no room for misunderstanding or accusation in the way you behalf yourself with the people of the same or opposite sex. Sexual misconduct is grounds for dismissal.
5. Sales, investments and recruiting. No member of the staff is allowed to be involved in the sale of any products or services or in the recruitment of people into sales and marketing schemes with the members of the church. Employees of the church will not

- encourage people to make investments or engage in profit making activities that they may have an interest in or otherwise.
6. Properly relating to leadership. Refusal to walk in biblical submission to leadership (which is not blind submission or domination by leaders) is unhealthy and divisive. Acts of insubordination or rebellion, sowing seeds in division, spreading of rumours, slander, accusations or any words or actions bringing confusion, dissention, or disunity to the church will not be tolerated and will result in dismissal.
  7. Marriage and family discord, divorce, separation or the inability to resolve and reconcile differences with your spouse is a serious matter. Unresolved marital and family conflicts compromise a pastor's ability to set a good example and minister to others having similar difficulties. In such cases, efforts for resolution and reconciliation, including counselling, are essential. Failure to resolve marital and family discord is grounds for review of assignment.
  8. If there are issues from your past that might have an impact on your ability to minister with transparency, integrity and to maintain the good reputation of the church of Christ, they should be disclosed to leadership. Areas including finances, past relationships, moral issues, illegal activities, addictions, pending legal actions, etc. and anything else that could impact your ability to maintain a good reputation should be made known.
  9. Finally, pastors, leaders and church workers are human and subject to temptation and failure. During times of temptation, seek help, maintain accountability and do not withdraw or isolate yourself. Get help before a failure occurs but if sin or compromise happens, disclose it to someone who is over you.
  10. Other areas of conduct that are grounds for corrective action include:
    - . Failure to maintain a consistent testimony and a consistent devotional and prayer life
    - . Involvement with witchcraft, idolatry or non-Christian religious practices
    - . Criticism of the government, other religions, races and any activities that might discredit the testimony of the church
    - . The embrace and teaching of false or divisive teachings and doctrine
    - . Abuse of alcohol or drugs, participation in activities that would discredit your Christian witness and testimony
    - . Untrustworthiness in speech or actions: gossip, lying, slander, breach of confidentiality, etc.
    - . Actions that might cause others to stumble

*"Don't give offense to Jews or Gentiles or the church of God." 1 Cor 10:32*