



Christian Ethos: Code of Practice

As a Christian mission agency, **zambesi mission (zm)** expects that all trustees, Executive Committee members and staff, including volunteers, will conduct themselves in a way which gives proper expression to faith in Jesus Christ as Lord. This Code of Practice presents a brief summary of biblical teaching regarding Christian lifestyle and morality. The Bible, as the revealed Word of God, shall be the final authority in such matters.

The Trustees will give due regard to the place of grace and forgiveness but will also give proper regard to their duty to ensure that **zm** presents a consistent Christian witness. As such, a breach of any part of this code may result in disciplinary procedures and/or dismissal.

There is an expectation on all staff to:

1. Sign a copy of **zm's** Statement of Faith indicating a personal acceptance of the beliefs stated.
2. Maintain a personal devotional life through regular times of prayer and Bible reading. (*Ps. 119:105; Col. 4:2*)
3. Attend regularly a local church fellowship and be in good standing with that church. (*1 Tim. 4:13-14; Heb. 10:25*)
4. Seek to be Christ-like in attitude and action towards all persons. (*Lev. 19:18; Matt 22:39*)
5. Be honest in all areas of handling money and finance. Avoid the love of money. (*Exod. 20:15; Luke 16:13-15; Col. 3:5*)
6. Be honest in speech and seek to avoid all speech which could be regarded as blasphemous or profane. (*Col. 4:6; Eph. 5:4*)
7. Maintain a working environment free from harassment, bullying and victimisation by anyone. (*1 John 4:7*)
8. Abstain from involvement in the occult, astrology and witchcraft. (*Deut. 18:10-12; Acts 19:19; Gal. 5:19-20*)
9. Maintain a lifestyle that recognises the effects of alcohol on the body; and avoid drunkenness and other forms of substance misuse, at all times. (*Rom. 13:13-14; Eph. 5:18*)
10. Set a high standard in sexual propriety, which recognises that God's gift of sexual intercourse is to be enjoyed exclusively within marriage; abstain from all sexual sins including immodesty, the viewing of pornography, fornication, adultery, cohabitation and homosexual behaviour. (*1 Cor. 12:23; 1 Cor. 6:12-20; Eph. 4:17-24; 1 Thess. 4:1-8; Lev. 18:22; Rom. 1:26-27; 1 Tim. 1:9-11*)
11. Recognise that God created humanity in His image as male and female. Our identity is found in Christ. Our birth sex has been ordained by God and bears witness to His creative will for our lives. (*Gen. 1:27; Deut. 22:5; Matt. 19:4*)
12. Ensure that your clothes and appearance are appropriate to your workplace.
13. Give proper regard to the laws of the land. (*Rom. 13:1-7*)

If you are unsure about any behaviour and its impact on your position, you must seek guidance. This should be from the Field Director if working in Africa or from the Mission Director if based in the UK.

AGREEMENT

I agree to adhere to the above Code of Practice.

Name Signature

Date