



### CODE OF CONDUCT

In light of the today's society Bethel Evangelical Lutheran Church of Morton, Illinois ("Bethel") wishes to make clear it bases its entire ministry on the foundation of God's Word and uses The Holy Bible as its guide. Bethel also wishes to expressly state that every staff member, officer, board member and volunteer have a ministerial duty that is coupled with their position and that duty should be in agreement with the scriptures, doctrines, statement of belief and policies of Bethel.

Bethel's mission statement of "Making and Maturing Disciples of Christ to Minister" requires the necessity of preaching, teaching, supervising and providing a moral example of members and non-members alike. Therefore, it is important that all staff members, leadership and volunteers cultivate and transmit shared ideals and beliefs in order to produce a religious environment that propagates Bethel's beliefs.

In order to project the shared beliefs and ideals and to fulfill its mission, Bethel has to place its faith in the work of its ministers, officers, employees and volunteers. For this reason Bethel exercises complete control over the selection of those who will fill these positions and personify its beliefs. These beliefs, ideals and policies are outlined in Bethel's Statement of Belief, Constitution and Bylaws, Property and Facility Use Policy, Bethel Lutheran School Policy Manual, School Parent Information sheet, New Student Information sheet, Bethel Lutheran Parent Handbook, Bethel Lutheran School Athletic Handbook.

In order to provide for an environment of cooperation and cohesiveness, Bethel insists that employment or volunteering is contingent upon agreement and compliance with Bethel's Statement of Belief, Constitution and Bylaws, employee handbooks, Mission Statement, religious beliefs, School parent documents and organizational policies. If disagreement or non-compliance is found, then Matthew 18 will be used as a guide for volunteer grievances and, in addition, for employees, Bethel Lutheran's Employee Handbook (Section 6) and Bethel Lutheran School's Policy Manual (Section 3) will be used as a guide for resolution or potential termination.

In order to provide an environment of mutual understanding, Bethel wishes that all employees, officers, board members and volunteers acknowledge the intent of this document by signing the statement below.

*I have received, read and fully understand all of Bethel's policies and I have also received, reviewed and agree to adhere to Bethel's Statement of Belief and other doctrinal documents and whole-heartedly subscribe to the principles inherent therein. I will work diligently to maintain and strengthen Bethel and its members and will reflect the values of Bethel.*

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Signature and date

