



HOUSTON'S FIRST

BAPTIST CHURCH

Code of Integrity

Understanding that all personal conduct by employees, whether good or bad, reflects on both Houston's First Baptist Church and the Lord Jesus Christ, all staff members are expected to manifest the highest examples of judgment, respect, and Christian living.

HFBC staff members are expected to faithfully attend the services of a local evangelical Christian church and to cheerfully tithe of their income to support its ministries. If the job description allows, staff members may choose to belong to a church other than HFBC, but may be required periodically to present documentation of attendance and giving records.

HFBC staff members are expected to maintain financial integrity in their personal lives.

HFBC staff members are expected to abstain from the use of:

- Alcoholic beverages
- Tobacco
- Drugs other than prescription or over-the-counter medications
- Pornography
- Profane or vulgar language

HFBC staff members are expected to maintain the highest levels of sexual purity, recognizing that sexual activity is acceptable only within the confines of a marriage relationship. In order to maintain integrity in this area, the following guidelines apply:

- Outside of the office, married staff members should never be alone with a member of the opposite sex other than their spouse, and single staff members should only be alone with a member of the opposite sex if in a dating situation. This includes visits at residences, restaurants or other meeting places, and riding in automobiles.
- Inside the office, ministry or business-related meetings where a staff member is alone with a member of the opposite sex should be open-door meetings. If confidentiality issues require a closed door, the meeting place must have an unobstructed window view through the door.
- Staff members should never counsel with a member of the opposite sex without another person present.*
- Staff members should never discuss detailed sexual problems with a member of the opposite sex.*
- Staff members should not discuss any personal marriage problems with a member of the opposite sex other than their spouse.*
- If a meeting is in any way questionable, it should be held in a common area of the church or include two or more staff members.
- Staff members should never show affection that could be questioned.
- Staff members should use caution when answering cards, letters, emails and voice messages from members of the opposite sex.

**Exceptions are made for staff members employed by the Counseling Center and for other staff members who are clients of the Counseling Center.*

HFBC staff members are expected to pray for the integrity of their fellow workers.

“But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God’s holy people.” Ephesians 5:3 (NIV)