



SHEPHERD

Leading people to follow Jesus

SHEPHERD TEAM CODE OF CONDUCT

Technically, every member of our Shepherd family (and even those who have not signed on the dotted line but participate actively in our ministry as winter guests or committed friends) is a volunteer in our organization. Our Shepherd Board of Directors requires me as Senior Pastor to ensure that our volunteers are yearly apprised of an expected Code of Conduct that outlines attitudes, behaviors and practices that are expected or prohibited by our congregation's governing documents. These documents are our Shepherd Constitution, our Shepherd By-Laws, and the Policy Manual of our Board of Directors, especially the two sections pertaining to our congregational ends or desired outcomes and the executive limitations the Board has placed upon my leadership activities (and by extension the work of the staff and our volunteers). Beyond these documents, our staff is held to the higher standard of a Personnel Policy Manual which is available upon request as a separate document, as well.

While voluminous, you have a right and I have an obligation to have these documents and by them appreciate the code of conduct we live by as a part of Christ's Church and representatives of the Gospel and just plain wise people with kind hearts and the best of intentions.

As a staff team we do our best to make sure that 95% of these expectations are constantly monitored and there is virtually no likelihood of you as a volunteer violating them. That said, I would ask you to particularly consider the Statement of Faith contained on our website. It is demanding of our loyalty and serves as a North Star for our teaching and leadership. While all of us as fallen human beings may struggle with various parts of that statement, including the extended expression of our congregational understanding of sexuality and marriage, I encourage you to make good faith efforts to "keep the faith" of the Bible while at the same time continuing in the constant "wrestle" which is faith in this world until the next world comes.

Finally, if you ever suspect any improper activities on the part of Shepherd's Staff (including me as your Senior Pastor) or Volunteers, you may make an anonymous report by entering Shepherd's identification number online at safeline.com or texting/calling the company at 1-855-662-SAFE. Shepherd's ID Number is: 5425611234. Posters containing this as well as additional information about Safe Hotline are posted at both campuses.

If you have questions, please do not hesitate to contact me directly.

Warmly,
Pastor Scott Seidler