



MORAL POLICY - (Revised: 10/30/15)

POLICY STATEMENT

Focus on the Family has always advocated and adhered to the highest standards of ethical and moral conduct, as reflected in its mission statement:

To cooperate with the Holy Spirit in sharing the Gospel of Jesus Christ with as many people as possible by nurturing and defending families worldwide.

Focus on the Family has a compelling interest in maintaining the biblical foundation and moral integrity of the ministry. Accordingly, it has adopted a Statement of Faith, Six Pillars, and the Campaign for Righteousness. It has also taken strong public positions regarding righteous living and moral behavior. In doing so, Focus on the Family has acknowledged and affirmed the significance of biblical standards concerning the character and conduct qualifications for its employees (I Timothy 3:1-13), including the avoidance of conduct which will bring criticism and condemnation to the body of Christ. As 1 Thessalonians 5:22 states, "Avoid every kind of evil."

As an employee of Focus on the Family, you have taken upon yourself the fearful and solemn prerogative of assisting the ministry to instruct others in matters of morality and family life. In so doing, each employee becomes accountable to a higher standard of conduct and fidelity than is required by most employers. As James writes in James 3:1, "Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly." In addition, Paul tells Timothy in Timothy 2:15, "Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth." The credibility of the ministry and the viability of the message of Focus on the Family are dependent upon the conformability of each employee to the behaviors and principles we proclaim.

Moreover, ECFA's *Seven Standards of Responsible Stewardship* states, "In several of his letters, the Apostle Paul stresses the importance of being beyond reproach and behaving in such a way as to avoid even the appearance of wrong-doing. He tells us that we need to be circumspect to those outside the Church. The reason Paul most often gives is that we must not give Satan any opportunity to destroy the reputation of Christ. Arguably, and in an eternal sense, it may be true that the business of ministries and churches is of concern to God and not to others judging from the outside. However, Scripture is also very clear about our need to be open, honest, and above reproach as we wrestle with the issues of life before Christ's return. As the Apostle Paul said, "For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of men. (2 Corinthians 8:21)."

As an employee of Focus on the Family, you are a representative of the ministry in both your work life and your private life. Consequently, you must always be sensitive to how others see you from a biblical, spiritual, and ethical point of view – twenty-four hours a day, seven days a week. Titus 2:7-8 says, "In everything set them an example by doing what is good. In your teaching, show integrity, seriousness and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us." Each employee must live a life demonstrating a committed relationship with God and a shared belief in biblical standards and the principles that guide the ministry's work. Employee behavior which falls short compromises the ministry's message and will not be tolerated. Proverbs 25:26 says, "Like a muddied spring or a polluted well is a righteous man who gives way to the wicked." Thus every employee, in every position, is required to abide by the moral behavior standards set forth in this policy.

MORAL BEHAVIOR STANDARDS

Any act which is inconsistent with biblical standards of moral conduct constitutes immoral behavior. Acts of immorality are inconsistent with the behavior required of employees, and this is true whether the activity occurs on or off the job. If there is any doubt about the appropriateness of a particular activity, an employee should bring the question to the attention of his or her supervisor, who will seek clarification and guidance as necessary from the Department of Ministry Values and Human Resources. Examples of immoral behavior include, but are not limited to, sexual relationships outside of marriage¹, non-biblical divorce², homosexual acts³, pornography⁴, transgender identity or expressions⁵, theft⁶, lying⁷, drunkenness, illegal or improper use of drugs (including the improper use of prescription medications and illegal substances), recreational drug use (including marijuana and similar psychoactive substances, even when it's legal)⁸, spouse or child abuse⁹, and unjustified acts of violence¹⁰, and the use of Abortifacients¹¹ Other behavior that violates biblical standards of moral conduct also constitutes an act of immorality.

¹ Ex. 20:14; 1 Cor. 6:18

² Mal. 2:16

³ Rom. 1:25-27

⁴ Matt 5:28

⁵ Gen. 1:27

⁶ Ex. 20:15

⁷ Pro. 12:22

⁸ Pro. 20:1; Eph. 5:18

⁹ Eph. 5:28-29; Col. 3:21

¹⁰ Pro. 15:15 and 3:31

¹¹ Psalm 139:13,15