

EMPLOYEE STANDARDS

Introduction

Moody Bible Institute is a community of caring Christians dedicated to helping one another grow toward Christian maturity. We are part of the larger Christian community and we represent an institution committed to the training of Christian workers and to the spreading of the Word of God. We seek to cultivate attitudes and conduct that are consistent with Scripture, striving for Christ-likeness in lifestyle and the conduct of our ministry.

Our community and witness require mutual understanding. Our voluntary association involves mutual submission and consideration.

The Scriptures encourage us to pursue a course of conduct that is free from both lawlessness and legalism. Rules are not in themselves a test of spirituality.

A spiritual person will submit to God's word and to God's established authority. He or she will live in love and self-control in the community in which God allows him or her to live and serve.

The Bible clearly states some precepts and principles as absolutes in moral and ethical behavior. In other areas where legitimate differences of opinion exist, the Bible provides guidelines for behavior.

As members of the MBI Christian community, we each commit ourselves to live Christ-honoring lives. Employment at MBI presupposes that each employee has committed his or her life to Jesus Christ for salvation and for Christian service. A lifestyle in accordance with biblical principles is essential to demonstrate that commitment to fellow employees, to MBI students, and to the outside world. Scripture clearly indicates "that whatsoever you do in word or deed, do all in the name of the Lord Jesus" (Col. 3:17).

II. Biblical Absolutes

By biblical absolutes, MBI means those unchanging scriptural truths about God, His creation, and truths that He has established. Rooted in His character and law, these truths are universal, unchanged by time, circumstances, culture, or human interpretation.

Included in the absolutes are certain commands or requirements of the Bible about moral living. Because we desire that the life of Christ be manifested in the Institute community, it is expected that every direct command of God for the believer will be obeyed. To love other Christians, do good to all men, be filled with the Holy Spirit, obey the Word of God and trust God for personal needs are illustrative of some of the positive commands of Scripture (Gal. 5:16-23; Eph. 5:18-21; Col. 3:3,5-17; I Thess. 5:12-22).

The Bible also forbids practices such as stealing, drunkenness, gossip, gluttony, dishonesty, occult involvement, murder, profanity, premarital sex, adultery, and homosexual behavior. In addition, attitudes such as lust, thanklessness, pride, hatred, rebelliousness, and jealousy are equally displeasing to God.

These biblical precepts are to govern our lives at and away from the work place, manifesting the life of Christ in our conduct and attitudes, expressing joy and abundant living. Jesus Christ said, "I am come that they might have life, and that they might have it more abundantly" (John 10:10).

III. Community Standards

At MBI, we are committed to maintaining a lifestyle based on biblical principles. These principles are abiding general truths deduced from Scripture that guide us in our thoughts and actions. Therefore, we have established some moderate standards to govern the lifestyle of our community. While we realize that these may not totally reflect the personal preferences of each employee, they enable our community to function in harmony and under the Lordship of Christ.

Therefore, we prohibit gambling, the use of non-medicinal drugs, social dancing, tobacco in any form, consumption of alcoholic beverages, sexually explicit material, and similar practices that are not consistent with MBI community standards. Applying principles of modesty and appropriateness, we employ a moderate dress code.

We expect membership in and regular attendance at worship services of a conservative, evangelical local church and other spiritual activities on Sunday to make it a special day of renewal set apart from other activities of the week. In all things, we desire to live balanced Christian lives, avoiding that which is offensive, divisive, or legalistic, not flaunting our liberty in Christ.

IV. *Individual Discretion*

By individual discretion we mean that each believer, though free to follow a biblically informed conscience in some practices, must in love and consideration adapt behavior to benefit others and the community. The application of some biblical principles governing Christians living in community is an administrative prerogative at MBI, and others are left for individual application.

For instance, while the principle stands that we all need fellowship with God in Bible study and prayer, the specific time, place, and method for personal devotions are an individual choice. Employees also have the responsibility to apply these principles to their own life situations, such as choosing a church to attend or in developing friendships.

The entertainment industry often promotes values and products that are contrary to Scripture. Profanity, excessive violence, illicit sex, inappropriate lifestyles and other forms of aberrant behavior not only dominate entertainment themes but are portrayed as desirable. On the other hand God's Word instructs believers to be committed to whatever is "true,...honorable,...right,... pure,... lovely and of good repute, if there is any excellence and if anything worthy of praise, let your mind dwell on these things" (Phil. 4:8). Therefore, employees of the Moody Bible Institute should avoid any form of entertainment or activity that does not promote values consistent with biblical principles of righteousness and personal purity.

While a person is an employee of the Moody Bible Institute, we expect personal behavior that is manifested in a consistent Christian testimony thereby furthering the effective witness of this Christian community. Each employee is responsible to exercise discretion with reference to reading materials, visual entertainment, choices of music, concerts and attendance at places of entertainment. An employee is never justified in violating these standards for the sake of exposure to a particular form of media even in pursuit of so-called relevance. Employees should be guided by the overriding principle that the freedom of the Christian goes hand in hand with individual responsibility to Christ and fellow believers. "For you were called to freedom, brothers; only do not turn your freedom into an opportunity for the flesh, but through love serve one another" (Gal. 5:13, NASB).

V. *Administrative Procedures*

Certain rules and guidelines are necessary for the proper functioning of a community that may not apply to individuals. Since we are committed to honor Christ and to love one another, employees of the Institute freely assume certain regulations governing personal behavior. In addition to those stated above, others are stated in the following sections.