

Faith and Conduct

Overview

Young Life of Canada is a Christian mission, loving teenagers in their world, encouraging them to know Jesus Christ. Our actions flow from our desire to lift up Christ, reach more kids, and care for our people.

As God's people, we have been called to the highest standards of conduct; we allow our very being to be subject to the Lord of Life.¹ In our work with Young Life and in our private lives, Young Life staff and volunteers shall pursue and cultivate a shared understanding of the biblical standard of morality for the purpose of communicating the Gospel to teenagers.

The purpose of this policy is to establish a shared understanding of proper conduct built on the guiding principles defined by our Statement of Faith, the biblical standard and our community standard.

Guidelines

Flowing from the precepts of our shared Statement of Faith, we look to Holy Scripture to define the standard of morality by which we live. In carrying out our mission, Young Life staff and volunteers serve together in the context of community and in doing so, cultivate standards that further refine our biblical understanding of how we should live.

Young Life expects individual maturity dedicated to pleasing God from its community, not mere conformity to superimposed standards. Staff and volunteers must therefore exercise good judgment and refrain from actions that fail to live up to a biblical standard of morality or to our own community standards.

We are serious about sin. We understand that sin hampers our ability to reach kids. Young people look to us for leadership and the example set by every staff and volunteer is of utmost importance. We occupy a position of trust with kids entrusted to our care, with donors and with the communities in which we serve. We shall act at all times to preserve the integrity of the mission to which God has called us.

Details

Regional Directors are responsible to hold accountable those staff whose conduct or behaviour is inconsistent with the intent of this policy. Area Directors shall do the same for area staff and volunteers.

Appropriate conduct includes but is not limited to:

- Living out Young Life's mission to love teenagers in their world and encourage them to know Jesus Christ
- Adhering to a biblical standard of morality
- Adhering to Young Life's community standards

¹ Love the Lord your God and keep his requirements, his decrees, his laws and his commands always. (Deuteronomy 10:1) See also Micah 6:8, Matthew 22:36-40, Mark 12:28-31, and Philippians 1:9-11.

- Adhering to Young Life's policies
- Adhering to federal and provincial law
- Maintaining appropriate boundaries in our relationships
- Performing our jobs competently
- Treating teenagers, volunteers and fellow staff members with courtesy and respect

Unacceptable conduct includes but is not limited to:

- Turning away from one's Christian faith as outlined in our Statement of Faith
- Crossing inappropriate relational boundaries
- Willful disregard for safety
- Willful neglect or mishandling of Young Life property or finances
- Harassing, threatening, intimidating or coercing any person at any time
- Spreading malicious gossip or rumors
- Insubordination
- Failure to protect confidential information
- Unsafe driving, especially when volunteers or teenagers are present
- Participating in fighting or physical acts of violence

Staff and volunteers who violate the standards of conduct described in this policy may be subject to discipline up to and including termination.

Additional Information

Related Documents

Plan to Protect
Sexual Conduct policy
Harassment and Bullying policy
Workplace Violence policy
Confidentiality policy
Finance policies

If you have questions, comments or suggestions regarding this policy, please contact the Vice President, Human Resources at the National Service Centre.

Affirmation:

I have read, understand and agree with the *Faith and Conduct* policy outlined above.

Name (print)

Date

Signature

Position/Area