

The North American Mission Board Code of Conduct and Covenant of Support

For All Staff and Endorsed Missionaries/Chaplains

NAMB is an entity of the Southern Baptist Convention (SBC), whose messengers over the years have adopted resolutions on a variety of subjects. These range from broad concepts of freedom of religion and the separation of church and state to matters of morality and personal conduct. **NAMB views every staff position or role as ministerial, as we are commissioned to be ambassadors of Jesus Christ and serve all Southern Baptist churches in reaching North America with the gospel.** Our personal lifestyles as NAMB team members may be subject to more scrutiny than if we were employed by or affiliated with a non-religious, for-profit organization. We will be expected to abide by guidance given to individuals/churches by the SBC and/or NAMB leaders. If your personal lifestyle or behavior could cause embarrassment to NAMB or, in the judgment of the President's Office, impacts your effectiveness, you may be subject to disciplinary action up to and including termination of employment or endorsement, even though your work at NAMB may be otherwise satisfactory.

Lifestyle and Behavior Expectations

Public Conduct and Discourse: *We will represent Christ, NAMB, and our ministry honorably in public and online. We will practice self-control, modesty, and charity in public and online (Colossians 3:17; 2 Corinthians 5:20; James 3). As NAMB, Send Network, and Send Relief staff, missionaries, and chaplains, we recognize that our actions, in public and online, reflect on Christ and our ministry. Therefore, we will do everything out of love for our neighbors and the building up of other believers.*

- I will live and lead above reproach, conducting myself in a way that reflects positively on Christ, the North American Mission Board, and our ministry.
- I will conduct myself in a manner that supports NAMB's core values: *Whatever It Takes, Do More with Less, Respect Our Partners, and Love Our Missionaries and Chaplains.*
- I will conduct myself in a manner that supports NAMB's strategic direction to *Stay in Our Lane*, focusing on NAMB's primary ministry assignments as approved by the Southern Baptist Convention.
- I am an active, tithing member of record in good standing in the below church:

Church Name:

Church Address:

SBC or CNBC: Yes No

If no, please list your church denomination:

Alcohol/Illegal Drugs/Controlled Substances: *We recognize that Scripture speaks clearly about drunkenness (Proverbs 23:31-35; Proverbs 26:9; 1 Corinthians 5:11; 1 Corinthians 6:9-11; Ephesians 5:18) and excess drinking (Isaiah 29:9; Isaiah 5:11). We recognize that Scripture does not forbid all consumption of alcohol, but as Christian ministry staff, missionaries, and chaplains, out of respect for our partners, we will align our lifestyle and leadership with Paul's teaching to the Corinthians...*

"All things are lawful," but not all things are helpful. "All things are lawful," but not all things build up. Let no one seek his own good, but the good of his neighbor.

1 Corinthians 10:23-24

“We put no obstacle in anyone’s way, so that no fault may be found with our ministry...”

2 Corinthians 6:3

Due to the caution given in Scripture, destruction caused by the abuse of alcohol, drugs, and other mind-altering substances and to guard our example as employees and representatives of a Christian organization, we adhere to the following:

- *I will abstain from consuming alcohol as a beverage.*
- *I will abstain from involvement with or use of illegal drugs, controlled substances, recreational use of marijuana, or other mind-altering substances.*

Sexual Purity: *We will follow Scripture on matters related to sexual purity. This means we will not view pornography, heeding the warnings of Scripture regarding lust and impurity (1 Corinthians 6:18-20). We will also live faithfully in singleness in accord with Scripture, or through faithfulness in Christian marriage (which is a holy union between one naturally born man and one naturally born woman). We will live wisely in situations with the opposite sex, seeking to maintain holiness and honor, for the good of ourselves, the other individual, and the name of Christ (1 Peter 5:8).*

- *I will not use or have any involvement with pornography.*
- *I will not show affection that could be questioned.*
- *I will abstain from sexual conduct outside of a marriage covenant, which is biblically designed and defined as a relationship between one naturally born man and one naturally born woman.*
- *I will be careful in answering cards, letters, text messages, social media messages, and emails from the opposite sex.*
- *If married, other than my spouse or another family member, I will not be at a residence alone, have a meal alone or be in a car alone with the opposite sex.*

Stewardship and Financial Integrity: *We will be good stewards of the resources entrusted to us. This includes our bodies, practicing self-control regarding food (Proverbs 25:28), and having a good rhythm of work, rest, and exercise (1 Timothy 4:12-16). Additionally, this stewardship includes finances, both personally and professionally Psalm 24:1; Proverbs 3:9). We will encourage others to do the same.*

- *I will maintain personal financial integrity.*
- *I will pray for the integrity of other missionaries and staff members.*
- *I will comply with all NAMB policies and procedures and will maintain and use NAMB assets only for authorized ministry and business purposes.*
- *I will not misuse or misappropriate any NAMB data, business records, financial resources, equipment, technology, or other NAMB assets (collectively, “NAMB Assets”) and will maintain and use NAMB Assets only for authorized ministry and business purposes.*

Statement of Faith: *The North American Mission Board joins with other Southern Baptists in adopting the Baptist Faith and Message as its statement of faith. I have read and agree with the current edition of The Baptist Faith and Message.*

If you disagree with the statement above, please explain below:

Acknowledgment and Covenant of Support

In accountability to the North American Mission Board and Southern Baptists, I covenant to carry out my responsibilities in accordance with and not contrary to this Code of Conduct and the current edition of the Baptist Faith and Message, as adopted by the Southern Baptist Convention. If employed, I acknowledge that I have received and had the opportunity to fully review the most current version of the NAMB Employee Handbook, and I agree to fully comply with all policies, procedures, and management guidelines, as they may be amended from time to time.