

Steinbach Bible College Inc. Affirmation of Lifestyle Statement

NOTE: Employee refers to a person hired and who has signed the full employment contract of which this appendix is a part of. All applicants will be expected to sign this again if hired by Steinbach Bible College Inc.

Steinbach Bible College (SBC) is commissioned by participating constituents to provide Christian education from an Evangelical Anabaptist perspective. SBC commits themselves to be guided by the mission statements and confessions of faith of the churches and Conferences they serve. Just as SBC affirms the Association of Biblical Higher Education and Evangelical Fellowship of Canada statements of faith, so all staff signs an affirmation of the SBC Statement of Faith.

The Statements of Faith of each constituent Conference articulates a set of beliefs that guide the social and moral life of its congregations and employees, and calls for ethical behavior, as understood by each within the context of their faith tradition. This requires that in its programs and relationships SBC will operate in accordance with the teachings of the Bible, as interpreted and understood by the constituency they serve.

Persons employed by SBC will profess a personal faith in Christ as Savior and Lord; be an active member in a local church; and support the purpose and objectives of SBC.

The Anabaptist concept of the church and its ministries places strong emphasis on mutual accountability. SBC has a strong commitment of accountability to the church constituency they serve. Their employees are seen as serving the church constituency within the context of the SBC mandates, and as assisting the respective Constituent churches and conferences in fulfilling their biblical mission. Participation in sectarian and cult practices are therefore regarded as incompatible with the Christian faith. Employees of SBC are expected to identify with the mission and theology of the conferences they serve, and abide by the ethical standards established by SBC.

Persons employed at SBC strive to speak the truth in love and present themselves with integrity in regard to abilities, views, faith and discipleship. They bring to the work setting an attitude and conduct of mutual support, respect, and in case of conflict, reconciliation. They protect the privacy of students and donors, hold in confidence all information acquired from them; and disclose information only according to policy as required in the normal process of the work of the college.

They will not allow outside or personal interest to jeopardize or interfere with their professional judgment, independence or competence in performing their duties; be diligent in the performance of the services and functions undertaken at SBC and endeavor to exemplify and promote excellence in all professional activities.

Persons employed at SBC consider life to be sacred and the family to be fundamental.

Accordingly, persons employed at SBC deem the following behavior as contrary to the Evangelical Anabaptist understanding of the Christian faith: extra marital relationships, pre-marital sexual relationships, reading or viewing of pornographic material, homosexual relationships and activity, sexual assault or harassment, or any activity that erodes SBC articulation of the Christian faith.

Persons employed at SBC recognize their role as examples to the students and the constituency. They recognize that constituent views, practices and understanding of Scripture vary regarding social practice as to food, drink and social activity. However, as a campus community, they will refrain from the use of tobacco or illicit drugs, and though abstinence is preferred, will refrain from unhealthy consumption of alcoholic beverages. They will further refrain from the unhealthy consumption of food and be discerning in their choice of entertainment.

Violation of the *Lifestyle Affirmation Statement* will be regarded as incompatible with the goals and objectives of SBC and considered as just cause for dismissal. The interpretation of the Administration and Board will be regarded as the official SBC position.

This statement was adopted by the Steinbach Christian Schools Board of Directors June 6, 2005.