

**Responsibilities of Community Membership for Employees of Columbia Bible College**

August 11, 2005

Columbia Bible College is a Christian college, committed to preparing students for lives of discipleship, service, and ministry in the contemporary world. In partnership with, and accountable to two supporting conferences (viz., Mennonite Church BC and the BC Conference of MB Churches), Columbia seeks to equip and affirm students for various ministries of nurture, service, education, and evangelism in the church and society. In pursuit of this goal, the College seeks to promote and maintain an atmosphere of community consistent with our profession of Christian faith--one that is conducive to the growth and development of disciples of Jesus Christ.

It is the expectation of the College that employees, in particular, will be guided by Biblical values concerning personal holiness, respect, responsibility, integrity, and grace. These values emerge from our commitments to love God with all our being and to love our neighbours as ourselves. The Anabaptist-Mennonite tradition emphasizes a commitment to righteousness, practicing justice, helping those in need, forgiving others, seeking forgiveness, and balancing personal freedom with a loving regard for others.

While employees of Columbia Bible College may have a variety of personal views on lifestyle issues, it is expected that they will agree to live by the responsibilities of community membership. Individuals who cannot with integrity commit themselves to these expectations should not accept an invitation for employment. Violations of these standards are regarded as a serious breach of integrity within the community.

All employees are expected to strive towards healthy and positive relationships in the work environment as well as in their family and church life. As a result, they will seek to demonstrate unselfish love, forgiveness, honesty, respect for the rights and property of others, and equal treatment of genders. They will model a commitment to active church participation.

All employees also commit themselves to refrain from harmful discrimination, sexual harassment, acts of violence, occult activity, and abusive or demeaning language. Employees agree to uphold the laws of our nation, as long as these laws do not conflict with Christian discipleship.

Employees at Columbia seek to live by God's plan for a healthy human sexuality that places sexual relationships within a covenantal marriage context. As a result, employees reject all threats to this plan such as sexual relationships outside marriage, homosexual relationships, and pornography. Married employees commit themselves to maintaining and building a healthy and godly marriage and to making every reasonable effort to avoid broken relationships and divorce.

Employees at Columbia commit themselves to the non-use of alcohol, and tobacco on Columbia's campus, as well avoiding the abuse of alcohol while off campus.

When employees are found to be living in contradiction to the standards outlined in this statement, the college's first response will be to deal with the situation in a redemptive manner and is committed to working with the employee to voluntarily and if necessary, with the assistance of counseling, restore consistency in their lives.

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Signature

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Date