



# Code of Christian Conduct and Teacher Expectations

Speak Truth Cafe believes it is important to maintain the highest standards of biblical conduct by our support staff, leaders, teachers and volunteers. We are foremost a Christian organization, committed to the advancement of Christian principles, our *Code of Christian Conduct* and *Teacher Expectations* reflects these principles.

Our Core Beliefs are the basis for all of our conduct and expectations. These beliefs are published on our web site and included here for your reference.

## Speak Truth Cafe's Core Beliefs

Speak Truth Cafe affirms core Protestant theological principles, sometimes referred to as the "five solas." These are reflected in the following Core Beliefs.

1. **We believe** that the scriptures of the Bible alone are the inspired, infallible, sufficient Word of God and the final authority for faith and practice.
2. **We believe** in one God, Creator and Sustainer of the universe, Who is eternally existent in three persons: the Father, Son, and Holy Spirit.
3. **We believe** in the Deity of Jesus Christ, His virgin birth, sinless life, His death to pay the penalty for everyone's sins, His bodily resurrection, and His exaltation at God's right hand.
4. **We believe** that all have sinned and are therefore guilty before God and are under His condemnation.
5. **We believe** that sinners are justified by grace alone, through faith alone in Christ alone—not by human merit, religious works, rituals, or any other mediator. If we repent and trust in Jesus' death and resurrection, our sins are fully forgiven, we are declared righteous before God, and we are restored into a right relationship with Him.
6. **We believe** that forgiveness of sins and eternal life is found only through Jesus Christ.
7. **We believe** that all who by faith receive Jesus Christ are born again of the Holy Spirit, therefore children of God and that the Holy Spirit dwells within every believer to enlighten, guide, and enable the believer in life, testimony, and service.
8. **We believe** in the resurrection of the just and unjust, the everlasting blessedness of the saved in Glory and the everlasting punishment of the lost in hell.
9. **We believe** that all believers are called to a holy lifestyle separated from all worldly and sinful practices and alliances.
10. **We believe** that every person is uniquely created in the image of God and formed by God, so we hold to the sanctity and dignity of all human life.

Our daily Christian conduct, especially with regards to ministry, is defined in the following section, which includes many scriptural references which define that conduct.

#### Code of Christian Conduct

1. I agree with the Speak Truth Cafe's Core Beliefs (see above), and accept without verbal or mental reservations its statement of core beliefs.
2. I agree that, as part of the qualifications for this position, I am a "born-again" Christian who knows Jesus Christ as Savior and Lord (John 3:3, 1 Peter 1:23).
3. I agree to manifest by daily example the highest Christian virtue serving as a Christian role model (1 Timothy 4:12) both in and out of my interactions with the Speak Truth Cafe to all persons I come into contact with (Luke 6:40).
4. I agree to be a role model in judgment, dignity, respect, and Christian living. (Col. 3:17, Titus 2:7-8, 1 Thess. 2:10, 1 Thess. 5:18, 22-23, and James 3:17-18).
5. I agree to accept Speak Truth Cafe's interpretation of Biblical standards for my sexual behavior. That any sexual misconduct -- including, but not limited to -- premarital, extramarital, or homosexual activity; sexual harassment; use or viewing of pornographic material or websites; and sexual abuse is forbidden. I agree that such behaviors are grounds for immediate dismissal.
6. I also agree that the unique roles of the male and female are clearly defined in Scripture, and that Romans 1:24-32 declares the homosexual lifestyle as incompatible with Scripture (Romans 12:1-2, 1 Cor. 6:9-20; Ephesians 4:1-11, 5:3-5; 1 Thessalonians 4:3-8; 1 Timothy 4:12; 2 Timothy 2:19-22; 1 Peter 1: 15-16, 2:15-17; 1 John 3:1-3). In addition, God has created us uniquely as either male or female and any attempt to redefine people as a gender other than what God created is counter to biblical teaching.
7. I agree to attempt to resolve differences with others by following the biblical pattern given in Matthew 18:15-17.
8. I accept without verbal or mental reservations Speak Truth Cafe's *Code of Christian Conduct* and am committed to upholding it in all ways in my personal and public life.

Speak Truth Cafe has also defined several areas of conduct we judge to be unacceptable. These are listed below.

#### Unacceptable Conduct

I understand that I may be discharged or otherwise removed from ministry or voluntary service for violating this *Code of Conduct*. Examples of specific activities that would be considered justification for immediate removal include, but are not limited to:

1. Inappropriately disclosing confidential student information.
2. Stealing Speak Truth Cafe, Inc. intellectual property.
3. Willful violation or disregard of any established security policy or guidelines.
4. Professional or personal misconduct that is detrimental to the rights or safety of volunteers, teachers and students.
5. Behavior indicating abuse of alcohol or controlled substances, either illegal or prescribed, or possession of illegal substances.
6. Personal conduct of a verbally or physically abusive nature, arguing and/or fighting with volunteers, teachers, any type of violent behavior, or any unlawful discrimination or harassment.
7. Indictment or conviction of a felony.
8. Sexual misconduct in violation of biblical principles listed in the Code of Christian Conduct (see above), or those that are in violation of federal, state or local law.
9. Adding to the Core Beliefs. Our mission is the core evangelical gospel, not other doctrinal positions or denominational teachings.

### Teacher Expectations

As a teacher with Speak Truth Cafe, I commit to the following expectations in order to serve my students well and faithfully represent this ministry:

1. Complete all required training videos and sessions before teaching my first class.
2. Be available for 8 weeks to consistently meet with my students for at least one hour per class session.
3. Check in with my students using the prescribed methods (WhatsApp, etc.) at least once per week between class sessions.
4. Complete a teacher check-in with the Speak Truth Cafe team after Lesson 7 before continuing to a new module or new student assignment.
5. Consider joining Speak Truth Cafe throughout the month in community prayer meetings.

### Acknowledgement

By signing and dating this document below:

- I acknowledge that I have received, read, and understand the content of this document.
- I understand that failure to comply with this Code of Christian Conduct and Teacher Expectations could result in disciplinary action up to and including termination of voluntary service.
- I release Speak Truth Cafe and its volunteers and staff, both collectively and individually, from any and all past, present, future, known and unknown liability for damages by my interactions on behalf of Speak Truth Cafe.

Signature	Date
Printed Name	