



E-2. CODE OF CONDUCT FOR SPIRITUAL LEADERS OF E.M.I.

Spiritual Leaders are here defined as including Mission Directors, Pastors, and Church Ministry heads. As ambassadors of Christ our conduct and conversations should align with the following principles:

1. Pursue Integrity (I Chron. 29:17)

- Exalt Christ, not self.
- Be honest, avoiding exaggeration or overpromising.
- Exercise patience, not volatility.
- Show diligence, not laziness.
- Maintain sexual purity and abstain from any form of sexual harassment.

2. Be Trustworthy

a. In Leadership

- Model trustworthiness and develop it in others.
- Use power and influence prudently and humbly.
- Demonstrate a commitment to the well-being of the entire team.
- Keep promises.

b. With Information

- Guard confidences carefully, except when disclosure is necessary to prevent harm or required by law.
- Recognize that all information collected on members and guests, including mailing lists, are the property of EMI Taiwan and EMI Global and may not be taken upon leaving.

c. With People

- Refrain from spiritual manipulation or abuse, as it is grounds for dismissal.
- Seek to draw people to Christ, not yourself, and to membership in the local church plant, not your church.
- Never engage in counseling situations alone.

3. Embrace Accountability (1 Peter 5:2-3)

a. In finances

- Adhere to Accepted Accounting Practices and undergo regular audits.



- Ensure that all funds are used for their intended purposes.
- Refrain from accepting inappropriate or excessive personal gifts, whether financial or property-related, while carrying out your responsibilities within EMI. Familiarize yourself with your country's legal restrictions concerning gifts received by individuals associated with non-profit organizations.

b. In ministry

- Ensure clarity in authority structures, communications, position descriptions, and grievance policies.
- Model accountability at the highest organizational levels.

c. In the EMI Family of Churches

- Comply with EMI's Policies and Procedures, standards, and expectations, including regular reports.

4. Promote Relationship (Romans 12:10)

a. With The EMI Family of Churches

- Refrain from treating any EMI church or pastor as competition.
- Avoid speaking disparagingly about their ministry.
- Respect and encourage fellow ministers in our shared goal of bringing people to salvation and into the body of the church.

b. With EMI Global

- Support EMI Global in its efforts to expand the kingdom of God.
- Love, support, and cooperate with EMI's vision and mission, acknowledging its contributions to your life, ministry, and church.

c. With My Leaders

- Be supportive and loyal to your Mission Director, Pastor, and fellow team members.
- Refrain from criticizing or undermining their ministry.

d. Dating Relationships

- If you are a single Pastor or Mission Director follow the guidelines in appendix E2-4d with regards to dating a member of the local church.

Signature

Date

