

# HARMONY IN THE WORK FORCE

Authority is always delegated from above. Power always flows from the lower to the higher authority. The link between these two dynamic forces is submission to authority. Indeed, submission is the Flow of Power. Anyone in leadership is powerless to accomplish his task without the cooperation and submission of those to whom he delegates.

The Pastor is powerless to perform the assignment delegated to him by Jesus Christ until he is supported by a staff of “Helps and Governments.” Each member of this team of workers must be submitted to the authority above them, for only then is the power to achieve a vision flowing back to its source. Those who are “doing their own thing” are contra-constructive. A double-minded man never receives from God.

There is a difference between submission and obedience. It is possible for someone to obey without submitting. This person does what you say, but in the presence of other workers verbalizes and manifests attitudes that destroy and infect the entire group. God hates anyone who sows discord among the brethren (Proverbs 6:16-19). Such a person is called a “rebel” in the Bible and has evidenced the abundance of his or her heart by the words of the mouth. According to Titus 3:10, such men should be admonished once or twice and then removed.

On the other hand, true Christian leadership (authority) will bring maturity (Col. 1:28), and through proper discipleship, produce a harvest of the “peaceable fruit of righteousness” (Heb. 12:7-11). The authority is given by the Lord to build His church and not to destroy (2 Cor. 10:8).

Therefore, the following Code of Ethics is to be the guidelines for all workers at The Church of Grace and Peace, expecting more from whom much (authority) is given:

- Live honorable and Christ-exemplifying lives of moral integrity and biblical ethics.
- Be dedicated to serving, rather than being served; washing feet, rather than having our feet washed; honoring others, rather than seeking honor for self – always counting others better than self.
- Be kind and forgiving, honest and trustworthy in all relationships.
- Be cheerful, prompt and reliable in carrying out assignments and responsibilities.

- Hold one another in high esteem – keeping confidences and refusing to speak evil of each other, even to our friends.
- Be cooperative and constructive in all work undertaken.
- Be fair and considerate in our treatment of each other and all other persons, regardless of worldly status.
- Be law-abiding in all our activities, and to abide by the Spirit of Christ, when law and conscience are in conflict.
- Accomplish all tasks with excellence. Take initiative.
- Be economical in utilizing church resources – remembering each penny has been given sacrificially by others to God.
- Dedicate ourselves in our words, deeds and finances to the church as our primary expression of corporate service to God.
- Dress nicely and pay attention to personal grooming, especially when in a visible position, as a representative of the King and His church.
- Cheerfully submit to our spiritual and managerial authorities, yet never hesitate to speak the truth in love to one another regardless of status or rank in the church structure. Be teachable. Be loving.
- Graciously step down from leadership rather than be disloyal to our spiritual authorities.

Living lives of truth and grace requires hard work, personal sacrifice, courage and difficult choices. Consultation between leaders and supervisors will sometimes be necessary to determine a proper course of action. Integrity and ethics sometimes require us to forego certain programs, goals and/or personal opportunities. However, in God's economy, both the kingdom and we, will be better served when we do what is right, rather than what is expedient.

**I have read “Harmony in the Work Force,” and agree to abide by the standards that have been set by my leaders.**

Name (printed): \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_