**ASSEMBLIES OF GOD U.S. MISSIONS[1]**
**STANDARDS OF CONDUCT FOR MISSIONS WORKERS**

## I. PREAMBLE.

As persons with whom AGUSM has entered into an independent contractor relationship with to provide services and to represent AGUSM in various capacities in AGUSM's missional work throughout the United States and its territories, missions workers of all categories, including without limitation, fully-appointed career missions workers, career associates, missions associates, missions interns, RV volunteers and work accounts (each, an **" AGUSM Missions Worker"**), are expected to uphold the highest standards of Christian conduct so that AGUSM's Kingdom work is not impeded.

Because of its specifically Christian calling, the scriptural mandates relating to believers being persons of good report and of maintaining an unimpeachable Christian witness, as well as AGUSM's sincerely and deeply held religious beliefs and convictions, including without limitation, those summarized in the Statement of Fundamental Truths and Position Papers of the General Council of the Assemblies of God, of which AGUSM is a division, AGUSM's standards for conduct apply to all AGUSM Missions Workers.

Unfortunately, there may be times when AGUSM Missions Workers will fall short of biblical standards or the principles and values that govern AGUSM's mission, ministries, or operations (collectively **"Improper Conduct"**). For the sake of clarity for AGUSM Missions Workers and to guide them during the time of their association with AGUSM, this document is designed to explain AGUSM's general standards for Christian conduct in the specific and unique context of those who serve as AGUSM Missions Workers.

## II. IMPROPER CONDUCT.

Scripture provides ample guidance regarding Christ's expectations for His followers. Based on AGUSM's understanding of the scriptural testimony and on AGUSM's sincerely and deeply held religious beliefs and convictions, examples of Improper Conduct include, but are not limited to:

1. Sexual misconduct, other moral turpitude, or other conduct that leads to loss of Christian testimony;
2. Substance abuse;
3. Harassment (sexual and otherwise), other physically, verbally, or emotionally abusive behavior, or unlawful discrimination;
4. Health and safety violations;
5. A contentious, non-cooperative spirit or other failure to submit to proper authority and

---

[1] Assemblies of God U.S. Missions (**" AGUSM"**) and the General Council of the Assemblies of God (the **"GC"**) are, together with their respective subsidiaries and affiliates, the officers, directors, employees, licensees, servants, staff, volunteers, independent contractors, other agents or representatives of any of the foregoing, or any one or more of them, referred to collectively in this document as the **" AGUSM-GC Parties."**

leadership;

6. Failure to properly manage mission funds, including, without limitation:

   (a) Embezzlement or inappropriate or unauthorized use of mission funds;

   (b) Failure to maintain adequate records regarding the use of mission funds, failure to account for or to provide required and accurate reports relating to the use of mission funds, or deliberate falsification of financial reports or documents; or

   (c) Any other financial mismanagement of any kind.

7. Theft, fraud, criminal activity, failure to comply with civil laws, vandalism, sabotage, or any unethical or dishonest behavior of any kind;

8. General incompetence in the ministry or other failure by an AGUSM Missions Worker to comply with his or her responsibilities;

9. Any other conduct by the AGUSM Missions Worker that jeopardizes in any way whatsoever his or her continuing ability, or the continuing ability of any other missions worker (whether or not appointed by AGUSM), to provide the services that the person in question was assigned by AGUSM to provide;

10. The AGUSM Missions Worker's engagement in conduct (including the Missions Worker's words, acts, or deeds) that reflects, or that could reasonably be anticipated to reflect, negatively, as determined by AGUSM leadership, upon the reputation of any of the AGUSM-GC Parties, or that subjects, or could reasonably be anticipated to subject, any of the AGUSM-GC Parties to public disrepute, contempt, scandal, or ridicule;

11. Retaliation by an AGUSM Missions Worker or GCAG employee against a complainant or witness for making a Report in good faith under these Standards of Conduct;

12. Making a Report in bad faith under these Standards of Conduct;

13. Failure to conform to the standards and principles set forth in Article IX of the Bylaws of the GC (the **"GC Bylaws"**) relating to Doctrines and Practices Disapproved;

14. Loss of ministerial credentials with the GC[2] or any other disciplinary action taken by the GC or by any investigating District against the AGUSM Missions Worker or by any other organization that would also be considered grounds for disciplinary action if the AGUSM Missions Worker held credentials with the GC;

15. Conduct that might jeopardize the non-profit tax-exempt status of any of the AGUSM-GC Parties pursuant to Section 501(c)(3) of the Internal Revenue Code; or

16. Any conduct otherwise unbecoming of an AGUSM Missions Worker as a representative of Christ, of any of the AGUSM-GC Parties, or of the sincerely and deeply held religious beliefs and convictions of the AGUSM-GC Parties.

---

[2] If an AGUSM Missions Worker's GC ministerial credentials are terminated, then their AGUSM Missions Worker's missions assignment, services, and status shall automatically terminate and any appeal is governed by the GC Constitution and Bylaws rather than by the procedures set forth in these Standards of Conduct.

The foregoing list is not intended to be exhaustive and only comprises some examples of behavior that might constitute Improper Conduct.

## III. REPORTING & NON-RETALIATION.

To protect the integrity of the ministry and the cause of Christ, AGUSM is committed to the promotion of an environment in which AGUSM Missions Workers are held to the highest Standards of Conduct. As such, AGUSM encourages AGUSM Missions Workers to report promptly all concerns of potentially Improper Conduct (each, a **"Report"**):

1. Although alleged Improper Conduct may come to AGUSM's attention in many ways, any person submitting a Report (a **"Reporter"**) should do so in writing unless doing so is impossible or impractical under the circumstances. AGUSM has established a dedicated confidential email as the primary method through which Reports may be made: AGUSMconcerns@ag.org.

2. Reports shall be treated as confidential consistent with the relevant provisions of these Standards of Conduct.

3. Retaliation by an AGUSM Missions Worker or GCAG employee against a Reporter for submitting a good faith Report or against a witness for participating in an Investigation pursuant to these Standards of Conduct is a serious violation of the Standards of Conduct and constitutes Improper Conduct. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

4. Reports made in bad faith may constitute Improper Conduct and will be promptly investigated and addressed.

5. A Reporter is not guaranteed to receive the results or outcome of any investigation of any Report (each, an **"Investigation"**) or any action taken as a result of the Report.

## IV. COOPERATION WITH DISTRICT

1. Upon receipt of a report of Improper Conduct for a non-credentialed AGUSM Missions Worker that would be considered a disciplinable offense in Article X of the GC Bylaws for a credentialed minister, the Administration Director of Operations will inform the district where the AGUSM Missions Worker is serving and inform them of the report of Improper Conduct. The Administration Director of Operations will keep the district informed as to the progress of the Investigation.

2. If upon receipt of a Report or during the course of any AGUSM Investigation, the Administration Director of Operations determines that potential Improper Conduct could constitute cause for disciplinary action under Art. X, Sec. 3 of the GC's Bylaws against an AGUSM Missions Worker who holds a GC ministerial credential (a **"Credentialed AGUSM Worker"**), then:

   (a) The Administration Director of Operations shall report the potential Improper Conduct and provide a copy of the Report to the relevant District pursuant to Art. X, Sections 4 and 5 of the GC's Bylaws;

   (b) The relevant District may then proceed, consistent with the GC Constitution and Bylaws, the District Constitution and Bylaws, and their

own established processes to investigate the allegations of the Report as they deem necessary (the **"District Investigation"**);

(c) Any District conducting any District Investigation will have concurrent but independent jurisdiction with AGUSM regarding the investigation of any supposed Improper Conduct by a Credentialed AGUSM Worker and any District Investigation may commence and continue concurrently with any Investigation being conducted by AGUSM according to these guidelines.

**PROVIDED, HOWEVER,** that neither the District nor AGUSM will be bound by the investigation, conclusions, or policies of the other and each retains the right to exercise its investigation and disposition or enforcement authority independently according to the relevant processes and procedures applicable to the District or to AGUSM, as the case may be.

(d) The Administration Director of Operations shall remain in contact with the investigating District to determine the progress and results of the District Investigation; and

(e) If the District Investigation concludes before the conclusion of the Investigation by AGUSM and results in the loss of credentials by the Credentialed AGUSM Worker, then the Credentialed AGUSM Worker's assignment, services, and status with AGUSM will automatically terminate and any appeal of said loss of credentials (the **"District Appeal")** is governed by the GC Constitution and Bylaws rather than by the procedures set forth herein. **PROVIDED, HOWEVER,** that notwithstanding the foregoing, AGUSM may if it deems appropriate, continue its Investigation during the pendency of or after the resolution of any such District Appeal and any appeal of the results of AGUSM's Investigation that is not implicated by the District Appeal will be governed by the procedures set forth herein.

## V. CONSEQUENCES OF IMPROPER CONDUCT.

If after appropriate investigation, an AGUSM Missions Worker is found to have engaged in Improper Conduct, then AGUSM may take one of the following actions (each, a **"Consequence"**):

1. Terminate the AGUSM Missions Worker's missions assignment or services immediately and without further action; or

2. In keeping with its deeply and sincerely held religious belief and conviction that Christ wants His Church to exemplify His own redemptive nature,[3] elect to allow the AGUSM

[3] Judgment is to be rendered in love with forgiveness as the hallmark and redemption as the goal (Matt. 18:15, 21-22; 2 Cor. 2:6-8; Gal. 6:1-2; James 2:12-13).

Missions Worker an opportunity to preserve his or her missions assignment or service with AGUSM:

(a) By complying with such redemptive and/or corrective conditions that AGUSM deems appropriate under the circumstances; or

(b) By AGUSM taking any other action that AGUSM deems appropriate under the circumstances.[4]

## VI. THE INVESTIGATIVE & RESOLUTION PROCESS.

AGUSM is committed to a complete review of all relevant facts and circumstances and to the preservation of the dignity and overall health and safety of all persons involved when there is a claim that an AGUSM Missions Worker may have engaged in Improper Conduct, and, if so, then what the consequences of such Improper Conduct should be.

### A. The Investigative Process.

1. Regardless of how a Report is brought to AGUSM's attention, AGUSM shall investigate all good faith allegations of Improper Conduct.[5]

2. The primary person responsible for any Investigation will be the **Administration Director of Operations** and all Reports of which AGUSM becomes aware will be delivered to the Administration Director of Operations for resolution according to these guidelines. In the event the Report is against the Administration Director of Operations, then the Executive Director of AGUSM will be the primary person responsible for Investigation of any Report and all references to an Administration Director of Operations in these guidelines will be deemed to refer to the Executive Director of AGUSM.

3. Upon becoming aware of a Report, the Administration Director of Operations will notify the Executive Director of U.S. Missions and the supervising National Director unless the report is against the supervising National Director, in which case he/she will not be notified. The Administration Director of Operations may, at his or her election: (a) direct a third party to conduct an independent investigation; (b) conduct an investigation with one or more other persons who meet the criteria for an AGUSM Designee below; or (c) assign two or more

---

[4] **NOTE:** It is only AGUSM's deeply and sincerely held religious beliefs and convictions, including without limitation, the desire that an AGUSM Missions Worker would be redeemed and restored to a right place before God and that those affected by any Improper Conduct would also find healing and peace, that might result in a Consequence that is not immediate termination of the AGUSM Missions Worker's missions assignment. It is for the same reason that any Investigation and any decision regarding allegedly Improper Conduct is to be conducted, in its entirety, within the ecclesial structure and based on principles arising from AGUSM's deeply and sincerely held religious beliefs and convictions (judgment among Christians is to be carried out within the Body of Christ, not by civil courts (Matt. 5:25; 1 Cor. 6:1-8); the leadership of the Church is authorized to exercise judgment over believers (Matt. 16:19, 18:18; John 20:23; Acts 15:6, 28, 16:4; Heb. 13:17)).

[5] Sinful behavior is to be confronted and exposed (Proverbs 28:23; Matt. 18:15-17; Luke 17:3; Eph. 5:11; 1 Tim. 5:20; 2 Tim. 4:2; Titus 2:15).

appropriate persons at AGUSM or other appropriate persons holding ordination credentials with the GC to conduct the Investigation. The Administration Director of Operations may ask the Administrator of U.S. Missions to assist where policy and protocol questions arise. Persons selected by the Administration Director of Operations are referred to collectively as **"AGUSM Designees"** and each separately as an **"AGUSM Designee."** Any AGUSM Designee should, among other things, be a person of demonstrated Christian spiritual maturity and of good report and who possesses such other skills determined by the Administration Director of Operations to be relevant to the subject matter and nature of any Investigation.

4. An Investigation may include whatever elements the AGUSM Designees believe are relevant to complete the Investigation in a thorough manner that is designed to preserve the dignity, honor, and spiritual, emotional, and physical health and safety of all AGUSM Missions Workers.[6] Such elements may include, but are not limited to, interviews and document review. The AGUSM Designees shall contemporaneously document their investigative steps.

5. During the pendency of any Investigation, the U.S. Missions Executive Committee (USMEC) may restrict or suspend the AGUSM Missions Worker's assignment with AGUSM according to such terms as the U.S. Missions Executive Committee deems appropriate.

6. Upon completing the Investigation, the AGUSM Designees should deliver to the Administration Director of Operations a written **"Investigation Summary"** describing:

   (a) The allegations prompting the Report;

   (b) How the Investigation was conducted, including the names of any persons interviewed and identifying any documents reviewed;

   (c) The AGUSM Designees' conclusion regarding whether or not there are sufficient grounds to conclude that the AGUSM Worker in question engaged in Improper Conduct; and

   (d) All other facts and information the AGUSM Designees deem relevant within the scope of the Investigation.

**B. Final Disposition by the Executive Committee.**

1. If upon receiving the Investigation Summary, the Administration Director of Operations believes that sufficient grounds exist to conclude that the AGUSM Missions Worker in question engaged in Improper Conduct, then the Supervising National Director shall notify the AGUSM Missions Worker in question that:

   (a) The Supervising National Director has concluded that the AGUSM Missions Worker in question engaged in Improper Conduct and the Consequence that the Supervising National Director believes is appropriate

[6] Revenge must not motivate correction (Proverbs 24:29; Matt. 5:40; Lev. 19:18; Rom. 12:17-19).

under the circumstances; and

(b) The Supervising National Director in conjunction with the Administration Director of Operations will be presenting the matter and his or her recommendation to the AGUSM Executive Committee (the **"Executive Committee"**) for final resolution.

2. For all matters submitted to the Executive Committee for final resolution:

(a) The Executive Committee may, as an ecclesial body, take such action and impose such Consequence it believes are appropriate under the circumstances; and

(b) The Supervising National Director shall notify the AGUSM Missions Worker in question of the action taken by the Executive Committee (the **"USMEC Determination"**).

**C. Appeal to U.S. Missions Committee of Appeals**

1. Within thirty (30) days of receipt of the USMEC Determination, the AGUSM Missions Worker in question (the **"Appellant"**) may submit to the Supervising National Director a request to appeal (the **"Appeal"**) the USMEC Determination to the U.S. Missions Committee of Appeals ("Committee of Appeals").

2. Upon receipt of the Appeal, the Supervising National Director shall notify the U.S. Missions Executive Committee, which shall then forward the Appeal, together with all relevant reports and other materials, to the Committee of Appeals.

3. Upon receipt of the Appeal, the Committee of Appeals may, among other things:

(a) Deny the Appeal if the Committee of Appeals determines that:

(1) The Appellant did not submit its Appeal by the applicable deadline;

(2) In the Appeal, the Appellant has stated insufficient grounds for an appeal;

(3) Upon review of the Appeal and all relevant reports and other materials forwarded by the Executive Committee, the Committee of Appeals determines the Executive Committee has adequately investigated the Report and that the USMEC Determination is proper; or

(4) There are other grounds for denial of the Appeal.

(b) Grant the appeal in whole or in part if the Committee of Appeals determines, after a review of the Appeal and all relevant reports and other materials forwarded by the Executive Committee, that the USMEC Determination is incorrect or should be amended, in which case the Committee of Appeals may:

(1) Overrule and set aside the USMEC Determination in its entirety; or

(2) Modify and amend the USMEC Determination in such ways and on such terms as the Committee of Appeals determines are appropriate;

or

(c) If the Committee of Appeals believes that the record it has received is insufficient to make a proper determination regarding the Appeal, then remand the case back to the Executive Committee with specific requests and questions for the Executive Committee to cause to be investigated, after which investigation:

(1) The Executive Committee shall prepare and submit to the Committee of Appeals for its review the results of the additional investigation (the **"Supplemental Investigation Report"**); and

(2) The Committee of Appeals shall review the Supplemental Investigation Report together with the original Appeal and all relevant reports and other materials originally forwarded by the Executive Committee and dispose of the appeal in accordance with the guidelines of Sections 3(a), (b), and (d) of this document; or

(d) Take such other actions that it determines to be appropriate under the circumstances.

4. The Committee of Appeals shall notify the Appellant of the Committee of Appeals disposition of the Appeal.

**D. General Provisions.**

1. The Report, identity of the Reporter, identity and testimony of interviewees, Investigation Summary, Supplemental Investigation Reports, and any other minutes, files, reports, summaries, notes, or other documents or materials prepared for the Administration Director of Operations, for the Executive Committee, for the Committee of Appeals, or for any other person necessary for compliance with these guidelines (the **"Report Receiving Parties"**) during the course of, in connection with, or related in any way to the Investigation or to the subject matter of the Investigation are prepared and intended to be for the Report Receiving Parties only and are not intended to, and should not, be shared with any person other than the Report Receiving Parties and such other persons whom the Executive Committee deems appropriate.

2. AGUSM and the Committee of Appeals shall use their best efforts to keep all information and documents gathered in the course of any Investigation confidential.[7] Despite this general commitment to confidentiality, during the course of and to conduct properly any Investigation, AGUSM or the Committee of Appeals may be required to share certain confidential information with, among others, witnesses, interviewees, others with relevant knowledge, AGUSM personnel, other members of the Committee of Appeals, or other similarly situated people, or if required by law or court order or for reasons outside AGUSM's or the Committee of Appeals' control or for some other reason not currently contemplated.

[7] It is specifically forbidden to spread gossip or slander or to betray confidences (Ex. 23:1; Lev. 19:16; Proverbs 6:19; 11:13; 16:28; 20:19; Rom. 1:30; 1 Cor. 6:10; 2 Cor. 12:20; Titus 2:3).

3. AGUSM shall maintain all Investigation files for a period of no less than seven (7) years from the later to occur of the date: (a) of the USMEC Determination; or (b) of the final disposition of any Appeal to the Committee of Appeals.

4. AGUSM will aim to conduct and conclude all Investigations as expeditiously as reasonably possible under the circumstances, without compromising the thoroughness of the Investigation.

5. For all determinations, decisions, approvals, withholdings of approval, or any other actions whatsoever required or permitted to be made or taken by any person under the provisions of these guidelines:

   (a) The person in question may make or take such determinations, decisions, approvals, withholdings of approval, or any other actions whatsoever in the exercise of his, her, or its sole and unfettered discretion; and

   (b) Except as otherwise specifically referring to another person, all such determinations, decisions, approvals, withholdings of approval, or any other actions whatsoever required or permitted to be made or taken by AGUSM under the provisions of this document are intended and will be deemed to refer to the Executive Committee.

6. Subject only to the provisions of Section V(C) above, all determinations, decisions, approvals, withholdings of approval, or any other actions whatsoever required or permitted to be made or taken by the Executive Committee will be final and not subject to any further review or appeal.

7. All determinations, decisions, approvals, withholdings of approval, or any other actions whatsoever required or permitted to be made or taken by the Committee of Appeals in accordance with the provisions of Section V(C) above will be final and not subject to any further review or appeal.