

EVERYDAY

ALL FOR ONE

LIFESTYLE AGREEMENT

For those that carry leadership roles at EVERYDAY, there is a higher call to live above reproach. We believe that it is in the community's best interest that specific leaders fulfill and abide by the EVERYDAY Lifestyle Agreement. By choosing to represent EVERYDAY, you are committing to live in accordance with these statements (not intended to be an exhaustive list).

LEADERSHIP

- I place a high value on assuming the best of others
- I am a champion of people and avoid gossip and subtle slander
- I set the bar high in carrying culture
- I value constructive feedback and see it as an opportunity to grow

HEALTHY SOUL

- I am an open book - nothing is hidden. Accountability is an aid, not a hindrance, to my sanctification
- I demonstrate a lifestyle of self-control over sin propensities that I was born with or have developed over time
- I seek help when I find myself struggling with personal sin or unhealthy patterns
- I refrain from using profane language or inappropriate joking
- I exercise self-control and avoid having outbursts of anger
- I am slow to take offense and quick to forgive
- I take sexual purity seriously, abstaining from the use of pornography and avoiding any situation that might lead to inappropriate physical, verbal, emotional, or electronic activity with anyone other than my spouse
- I understand EVERYDAY's position on sexuality, gender, and marriage (as stated in the What We Believe document) and commit to living in accordance with their position
- I believe that marriage is a covenant established by God, joining one biologically born man and one biologically born woman, and commit to supporting this stance as I lead others
- I avoid the appearance of evil when posting on social media

HEALTHY SOUL

- I understand that my first place of ministry is my home
- I hold my marriage as a high priority and seek to cultivate oneness with my spouse and unity in my home
- I disciple my children and love them with gentleness and empathy
- I am mindful of my financial health and am accountable to my spouse

SUBSTANCES

- I refrain from illicit drug consumption
- I refrain from excessive alcohol use (publicly and privately)
- If alcohol or drugs are a temptation, or if there is a propensity for addiction, I am open with my staff oversight and am willing to receive help and accountability in pursuing wholeness



EVERYDAY

ALL FOR ONE

LIFESTYLE AGREEMENT

POLICIES

HARASSMENT POLICY

EVERYDAY is committed to providing an environment that is free from discrimination and harassment of any kind. All leaders must avoid harassing, offensive, and/or inappropriate behavior and are responsible for helping to ensure that our church environment is free from such behavior.

Prohibited harassment includes harassment on the basis of an applicable protected class status, including sex, race, color, national origin, disability, age, marital status, struggle with sexual orientation, or same-sex attraction.

Leaders must report any allegations of harassment or offensive behavior. If you experience or witness offensive conduct at EVERYDAY, you should report it immediately to your pastoral staff.

EVERYDAY will investigate all complaints as appropriate and will endeavor to deal with such matters discreetly, expeditiously, and in a professional manner. Leaders who are determined by EVERYDAY to have engaged in harassment or other behavior prohibited by this policy will be subject to appropriate discipline, up to and including discharge from their position.

SEXUAL HARASSMENT

One form of prohibited harassment is sexual harassment. EVERYDAY will not tolerate any sexually harassing or offensive sexually-oriented conduct by any leader. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- It is explicitly or implicitly communicated that your role is contingent upon complying with such behavior
- Compliance or rejection of such behavior is used as a basis for serving or leadership decisions affecting such individual
- Such behavior interferes with an individual's role or creates an intimidating, hostile, or offensive environment

Anyone who engages in sexual harassment will be subject to discipline, up to and including discharge from their position.

CONFIDENTIALITY

Team members may receive information about EVERYDAY, its employees, Owners, contractors, or attendees that is confidential in nature. This may include, but is not limited to, financial activities, compensation and benefits, giving records, business plans, and leadership decisions. To honor the privacy of individuals who disclose private information in a ministry context, team members will not communicate such information in any way to a third party, and will not use such information in any way that is not directly connected to the duties and responsibilities of their role. If we observe a team member sharing confidential information, and if there is reasonable suspicion of abuse or neglect, we will report the information to local authorities.



EVERYDAY

ALL FOR ONE

LIFESTYLE AGREEMENT

POLICIES

WHISTLEBLOWER

A whistleblower is an Owner at EVERYDAY who reports an activity that they, in good faith, consider illegal, dishonest, or a breach in policies. Team members are encouraged to disclose any wrongdoing that may adversely impact EVERYDAY, the ministry's attendees, employees, or the public at large. EVERYDAY will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse Ownership action or threats of physical harm. The right of a whistleblower to protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated. Please report any wrongdoing to a pastoral staff member.

DISCLAIMER

- While it will always be our desire to minister to you if you are struggling with lifestyle choices, we must reserve the right to suspend or dissolve your role in ministry if we believe that your lifestyle choices cannot be reconciled with EVERYDAY's doctrine and teachings. If EVERYDAY determines you are unrepentant and unwilling to receive help or correct your behavior, we will take steps towards discipline in accordance with our bylaws
- Owners are encouraged to be forthright with EVERYDAY staff in their questions, concerns, and violations of this policy

By signing this document, you affirm that you have read and understand the above terms and agree to bind yourself to them, and to live in accordance with EVERYDAY's doctrine and biblical standards for believers as long as you serve at and/or represent EVERYDAY.