



1105 N. Lakewood Avenue · Ocoee, FL · 34761 · 407-656-6314

Code of Christian Conduct

Light Christian Academy, together with its preschool department Lil' Lights Preschool, operates as a ministry of Ocoee Church of God. Light Christian Academy is dedicated to the spiritual, mental, social, and physical development of children in grades K3-12th. The school's mission is to help each child cultivate a personal relationship with God through faith in Jesus Christ, to instruct children in godly and moral conduct that will help them become wise and mature adults, and to provide a strong foundation of knowledge in a Biblical worldview that will prepare students for the future.

Because Light Christian Academy is a Christian ministry in belief, mission, teaching, and practice, all employees and volunteers are expected to have a saving faith through belief in Jesus Christ as Lord and Savior, have a deepening relationship with God through the study of God's Word and the practice of Christian disciplines, and maintain a Christian lifestyle and testimony that is glorifying to God. The following areas outline the beliefs of Light Christian Academy and Ocoee Church of God and corresponding areas of practical commitment. All individuals employed by and/or volunteering at Light Christian Academy must be in harmony with the following items of faith and practice as a condition of employment or volunteer service at Light Christian Academy.

Statement of Faith

As a Christian ministry of Ocoee Church of God, Light Christian Academy holds to the Church of God Declaration of Faith which is listed below:

We Believe:

1. In the verbal inspiration of the Bible.
2. In one God eternally existing in three persons; namely, the Father, Son, and Holy Ghost.
3. That Jesus Christ is the only begotten Son of the Father, conceived of the Holy Ghost and born of the Virgin Mary. That Jesus was crucified, buried, and raised from the dead. That He ascended to heaven and is today at the right hand of the Father as our Intercessor.
4. That all have sinned and come short of the glory of God and that repentance is commanded of God for all and necessary for forgiveness of sins.
5. That justification, regeneration, and the new birth are wrought by faith in the blood of Jesus Christ.
6. In sanctification subsequent to the new birth, through faith in the blood of Christ; through the Word, and by the Holy Ghost.
7. Holiness to be God's standard of living for His people.
8. In the baptism of the Holy Ghost subsequent to a clean heart.
9. In speaking with other tongues as the Spirit gives utterance and that it is the initial evidence of the baptism of the Holy Ghost.
10. In water baptism by immersion, and all who repent should be baptized in the name of the Father, and of the Son, and of the Holy Ghost.
11. Divine healing is provided for all in the atonement.
12. In the Lord's Supper and washing of the saint's feet.
13. In the pre-millennial second coming of Jesus. First, to resurrect the righteous and to catch away the living saints to Him in the air. Second, to reign on the earth a thousand years.
14. In bodily resurrection, eternal life for the righteous, and eternal punishment for the wicked.

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Light Christian Academy's faith, doctrine, practice, policy, and discipline, the Lead/Senior Pastor of Ocoee Church of God is Light Christian Academy's final interpretive authority on the Bible's meaning and application.

While Light Christian Academy recognizes that there are many different denominations and traditions in the Christian religion, employees and volunteers must not hold to or teach principles of faith that are in discord with the above declarations.

Statement on Marriage, Gender, and Sexuality

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen 1:26-27.) Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen 2:18-25.) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor 6:18; 7:2-5; Heb 13:4.) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 15:18-20; 1 Cor 6:9-10.)

We believe that in order to preserve the function and integrity of Light Christian Academy as a Christian school and as a ministry of the local Body of Christ, and to provide a biblical role model to the students of Light Christian Academy and the community, it is imperative that all persons employed by Light Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt 5:16; Phil 2:14-16; 1 Thess 5:22.)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11.) We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Light Christian Academy.

Statement on the Sanctity of Human Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps 139.)

Statement of Christian Testimony

All employees and/or volunteers of Light Christian Academy are expected to maintain a positive Christian testimony while at the school and in their homes and communities. This includes, but is not limited to, the following points:

- *Church Attendance* (Hebrews 10:25): Employees/volunteers are expected to regularly attend and support a local, Bible-believing church
- *Alcohol Use/Substance Abuse* (Ephesians 5:18; 1 Corinthians 6:12; 2 Peter 2:19): Employees/volunteers are expected to abstain from the use of alcoholic beverages and/or illicit drugs.
- *Treatment of Others* (Ephesians 4:25-28; Ephesians 4:31-32; Luke 6:31; John 15:12): As Christians, employees/volunteers are expected to treat others with love, respect, and kindness; harassment and bullying will not be tolerated.
- *Social Media Use* (Ephesians 4:29): Social media is a valuable ministry tool; however, employees/volunteers are expected to be careful not to post any statement, picture, link, or other communication that would be against the faith, practice, or teaching of Light Christian Academy, that would be harmful to the school, or that would be damaging to the individual's Christian testimony.
- *Ministry Mindset* (1 Corinthians 10:31; Colossians 3:17; Philippians 2): Employees/volunteers are expected to treat daily tasks, routine work and social interactions, and even unplanned interruptions as opportunities to glorify God.
- *Submission to Authority* (Romans 13:1-5): Employees/volunteers are expected to maintain a positive attitude of submission toward those with authority over them in the place of employment, in the home, in the church, and in the community.
- *Grievances* (Matthew 18:15-17): In the event of any disputes or differences with others—including parents, fellow workers, and administration—employees/volunteers are to attempt to resolve the conflict by utilizing the biblical teachings found in Matthew 18:15-17.

Employment or volunteer service at Light Christian Academy is not merely a job; it is a channel of Christian ministry. Agreement with the above statements is necessary for the unity of the school and the advancement of the mission of Light Christian Academy. Employees and volunteers not acting in agreement with this Code are subject to disciplinary action, up to and including termination.

I, _____, have read and agree with the Light Christian Academy Code of Christian Conduct and all the statements included therein. I understand that I may be subject to disciplinary action up to and including termination for failing to abide by or act in agreement with this code.

Employee Signature

Date Signed