

Southern Nazarene University Faith and Life Covenant

Our mission is to make Christ-like disciples through higher education in Christ-centered community.

In order to be fully aligned with our mission and the Church of the Nazarene, of which we are a part, every employee – whether faculty, administration or staff – is expected to represent the University in a manner consistent with the Articles of Faith, the Covenant of Christian Character, and the Covenant of Christian Conduct found in the current official *Manual* of the Church of the Nazarene¹ and support the values and guidelines reflected in same.

The following values, in part, represent characteristics and qualities we expect University employees to personally honor and affirm with one another, our students and our larger campus community. For further clarification and description, please refer to the sections of the *Manual* referenced in this Faith and Life Covenant, which have been provided to you.

We value the worth and dignity of all people. We strive to be a responsive community where all members are respected, valued and appreciated. We believe all people are made in the image of God and a diverse community valuing the contributions of every person is essential to SNU and the Kingdom of God. Therefore, abstaining from racism of any kind, discrimination, hate speech, bullying of any kind, or a public disregard for any individual or group is expected. Loving others as ourselves is our goal, so treating all others with value, respect, compassion, cultural humility and responsiveness is expected. (See Appendix, Current Moral and Social Issues, §§ 915, 917; Covenant of Christian Conduct § 28.3; Genesis 1:27; 9:6; James 3:9).

We value honesty and integrity (see Covenant of Christian Character §21.2(6) concerning dishonesty and bearing false witness; Leviticus 19:11; Romans 12:17; 1 Corinthians 6:7-8).

We value the use of positive, wholesome, and edifying language; whether in person or through social media or other forms of written communication (see Covenant of Christian Character §21.2(1) concerning taking the name of God in vain, §21.2(5) concerning gossiping, slandering and spreading surmises injurious to the good names of others; Exodus 20:7; Leviticus 19:12; 2 Corinthians 12:20; Galatians 5:15; Ephesians 4:31-32; James 3:5-18, 5:12; 1 Peter 3:9-10).

We value exemplary personal behavior and self-control; therefore, we commit to avoid habits or practices known to be destructive of physical and mental well-being or that are detrimental both to the individual and to others (see Covenant of Christian Character §21.2(4); Covenant of Christian Conduct §29 concerning entertainments subversive of the Christian ethic; lotteries and other forms of gambling; forms of dancing that detract from spiritual growth and break down proper moral inhibitions and reserve; use of alcoholic beverages and tobacco; and unprescribed use, misuse, or abuse of drugs ; Proverbs 20:1; 23:1-3; Hosea 4:10-11; Habakkuk 2:5; Romans 12:1-2; 14:15-21; 15:1-2; 1 Corinthians 3:16-17; 6:9-12, 19-20; 10:31-33; 9:24-27; 2 Corinthians 7:1; Galatians 5:13-14, 21; Ephesians 5:18; 1 John 2:15-17).

We endeavor to practice the ethic of the New Testament as it bears upon human sexuality and to address issues related to human sexuality by placing them within the larger framework of biblical principles that provide guidance for moral decision making. We value the sanctity of marriage between one man and one woman (Matthew 19:5), and in accordance with the doctrines of the Church of the Nazarene, we commit to limit our expression of the gift of human sexuality to the covenant relationship of heterosexual marriage (see Covenant of Christian Character §21.2(3) concerning premarital, extramarital, or same-sex relations; Covenant of Christian Conduct §30 concerning marriage, §32 concerning human sexuality; Genesis 1:27; Exodus 20:14; Leviticus 18:22; Matthew 5:27-32; Romans 1:26-27; 1 Corinthians 6:9-11; Galatians 5:19; 1 Thessalonians 4:3-7; 1 Timothy 1:8-10).

We value the sanctity of human life, including the child not yet born (see Covenant of Christian Conduct §31 concerning induced abortion, genetic engineering and gene therapy, human embryonic stem cell research, human cloning, euthanasia (including physician assisted suicide), and allowing to die (withdrawing or not originating artificial life support systems); Genesis 2:7, 9:6; Exodus 20:13; 21:12-16, 22-25; Job 31:15; Psalms 22:9; 139:13, 31-26; Isaiah 44:2, 24; 49:5; Jeremiah 1:5; Luke 1:15, 23-25, 36-45; Acts 17:25).

We value discernment and wise decision-making; therefore, we commit to use prudent judgment in avoiding environments and activities that could detract from spiritual growth or dishonor God (see Covenant of Christian Character §21.2(8) concerning music, literature and entertainments that dishonor God; Covenant of Christian Conduct §29.1 concerning entertainments that are subversive of the Christian ethic; Romans 14:7-13; 1 Corinthians 10:31-33; 2 Corinthians 6:14-17; Ephesians 5:1-18; Philippians 4:8-9; 1 Peter 1:13-17; 2 Peter 1:3-11; James 4:4).

We value our faith community and the Christian practices of corporate worship, biblical teaching, prayer and fellowship, which may include expressing our commitment to Christ and to each other through regular University chapel and church attendance, mutual encouragement, support and accountability (see Covenant of Christian Character §§21.1(4), (7) concerning being helpful to those who are also of the faith, attending faithfully the ordinances of God and the means of grace, including the public worship of God, the ministry of the Word, searching the Scriptures and meditating thereon, and family and private devotions; Hebrews 10:25; Acts 2:42; Acts 17:11; 2 Timothy 2:15; 3:14-16; Deuteronomy 6:6-7; Matthew 6:6).

By joining the Southern Nazarene University community, we covenant to live a lifestyle that aspires to reflect Christian values. Recognizing that not every individual holds the same degree of conviction on each expectation expressed in this covenant, we as a community commit to respecting the underlying principles and will endeavor to work and live within the parameters of this covenant. We understand that those who act outside of these parameters may be subject to review for actions that are contrary to these expectations.

I have read and understand the Articles of Faith, the Covenant of Christian Character, and the Covenant of Christian Conduct in the *Manual* of the Church of the Nazarene. I commit to respect and honor the values contained therein and in this Faith and Life Covenant.

Employee Signature

(Print Name)

Date

¹ See Church of the Nazarene *Manual*, Part II, Church Constitution, Articles of Faith; Part II, Church Constitution, The Church, Article V, The Covenant of Christian Character; Part III, The Covenant of Christian Conduct.