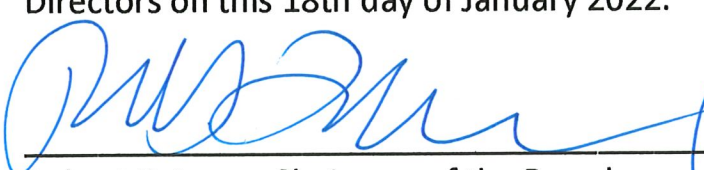
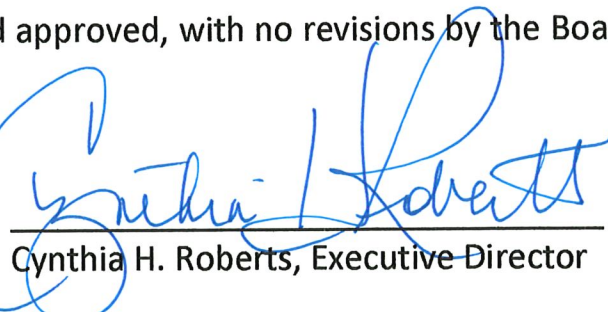


***Life Options Clinic***  
**Statement of Faith**

- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood.
- We believe in God the Father whose creation reveals His unparalleled power and whose love extends to every person even before each is born.
- We believe that human beings are created in God's image, but because of human sin against God, that image was defaced and fellowship with God was broken.
- We believe that God demonstrated His love for lost and sinful humanity, in that while we were yet sinners, Christ died for us. We believe that the Holy Spirit convicts us of sin and leads us to experience God's salvation through faith in Jesus Christ as Savior and Lord, who alone reconciles us to God and who is restoring God's image in us.
- We believe that the Bible is the inspired, infallible, and uniquely authoritative Word of God, and our guide in faith and life.
- We believe that there is only one God who is eternally existent in three persons...Father, Son, and Holy Spirit.
- We believe in Christ's resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
- We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
- We believe in the ongoing ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
- We believe in the resurrection of both the saved and the lost; they that are saved unto eternal life with God, and they that are lost unto judgment and separation from God.
- We believe in the spiritual unity of believers in our Lord Jesus Christ.
- We believe in the sanctity of human life as set forth in the Scriptures.

This Statement of Faith has been reviewed and approved, with no revisions by the Board of Directors on this 18th day of January 2022.

  
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Robert K. Lowe, Chairman of the Board

  
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Cynthia H. Roberts, Executive Director

*Life Options Clinic*  
Statement of Vision, Mission, Principles, and Values

**Vision Statement**

We envision a culture where men and women faced with any pregnancy decision will be transformed through the Gospel of Jesus Christ and empowered to choose life for their unborn children and abundant life for their families. In this culture, our vision is to make abortion unnecessary for all those we serve.

**Mission Statement**

Life Options Clinic (LOC) is an outreach ministry of local churches that exists to serve others in Christ's name and demonstrate His grace and unconditional love to the community. By offering counsel to those considering abortion, advocating for a biblical understanding of marriage and sex, focusing on women's health and education, and providing healing for post-abortive trauma and unplanned pregnancy, the LOC offers these services in a manner consistent with biblical truth and love.

**Principles of Service**

1. Services promote life-affirming choices for pregnancy and sexuality.
2. Services are presented in a loving, caring, nonjudgmental manner.
3. Services are presented to people of all races, cultures and creeds.
4. Services are confidential.
5. Services promote abstinence as the positive life choice for unmarried persons.

**Values**

1. The Sanctity of every human life
2. Chastity (abstinence outside of marriage; faithfulness within marriage)
3. Family
4. Personal responsibility
5. Self-help
6. The dignity of work
7. Knowledge and wisdom
8. Community
9. Church
10. Prayer

This statement of Vision, Mission, Principles, and Values has been reviewed and approved, without revision by the Board of Directors on this 18<sup>th</sup> day of January 2022.

  
Robert K. Lowe, Chairman of the Board

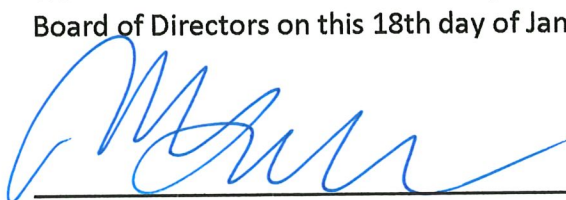
  
Cynthia H. Roberts, Executive Director



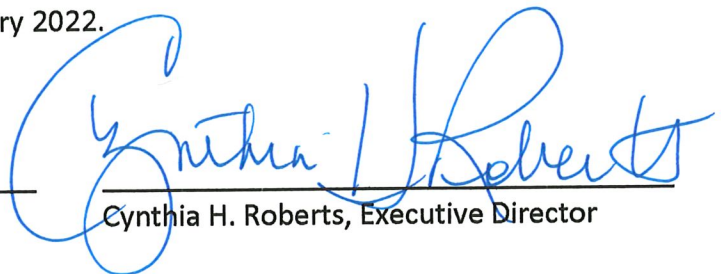
## Life Options Clinic Commitment of Care and Competence

1. Clients are served without regard to age, race, income, nationality, religious affiliation, disability or other arbitrary circumstances.
2. Clients are treated with kindness, compassion and in a caring manner.
3. Clients always receive honest and open answers.
4. Client pregnancy tests are distributed and administered in accordance with all applicable laws.
5. Client information is held in strict and absolute confidence. Releases and permissions are obtained appropriately. Client information is only disclosed as required by law and when necessary to protect the client or others against imminent harm.
6. Clients receive accurate information about pregnancy, fetal development, lifestyle issues, and related concerns.
7. We do not offer, recommend or refer for abortions, abortifacients, or contraceptives. We are committed to offering accurate information about related risks and procedures.
8. All of our advertising and communication are truthful and honest and accurately describe the services we offer.
9. We provide a safe environment by screening all volunteers and staff interacting with clients.
10. We are governed by a board of directors and operate in accordance with our articles of incorporation, by-laws, and stated purpose and mission.
11. We comply with applicable legal and regulatory requirements regarding employment, fundraising, financial management, taxation, and public disclosure, including the filing of all applicable government reports in a timely manner.
12. Medical services are provided in accordance with all applicable laws, and in accordance with pertinent medical standards, under the supervision and direction of a licensed physician.
13. All of our staff, board members, and volunteers receive appropriate training to uphold these standards.

This Commitment of Care and Competence Statement has been reviewed and approved by the Board of Directors on this 18th day of January 2022.



Robert K. Lowe, Chairman of the Board



Cynthia H. Roberts, Executive Director

**Life Options Clinic**  
**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 (Genesis 1:26-27). Rejection of one's biological sex is rejection of the image of God within that person.
- We believe that the term "marriage" has only one meaning: the uniting of one biological man and one biological woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18-25). We believe that God intends sexual intimacy to occur only between a biological man and a biological woman who are married to each other (I Corinthians 6:18; 7:2-5; Hebrews 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a biological man and a biological 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 (Matthew 15:18-20; I Corinthians 6:9-10).
- We believe that in order to preserve the function and integrity of Life Options Clinic (LOC) as part of the local Body of Christ, and to provide a biblical role model to LOC's members and the community, it is imperative that all persons employed by LOC in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender and Sexuality (Matthew 5:16; Philippians 2:14-16; I Thessalonians 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; Romans 10:9-10; I Corinthians 6:9-11)
- We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:18-31; 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 Life Options Clinic.

This Statement on Marriage, Gender, and Sexuality has been reviewed and approved, without revision by the Board of Directors on this 18th day of January 2022.

  
Robert K. Lowe, Chairman of the Board

  
Cynthia H. Roberts, Executive Director

# Life Options Clinic Policy for Clinic Personnel Moral Conduct

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Life Options Clinic (LOC) is a Care Net affiliate. Care Net affiliated pregnancy centers seek to operate according to the highest standards of integrity. We have incorporated as a religious organization, thereby explicitly identifying ourselves as protected under the First Amendment to the U.S. Constitution.<sup>1</sup>

The purpose of this document is to clarify Life Options Clinic's expectations of conduct for individuals considering employment with Life Options Clinic and for its current employees. This policy is also relevant for volunteers who serve as representatives of the center to clients and/or the general public.

## *Amendments and Modifications*

The guidelines below may be modified, substituted, replaced, or changed by Life Options Clinic at any time for any reason.

## POLICY

Life Options Clinic seeks to be an organization that is "Christian" in every sense of the word; therefore, all staff represent Life Options Clinic—and more importantly, the Gospel of Jesus Christ—in their work as well as in their private lives. Life Options Clinic exists as a fellowship of Christians across a wide variety of denominations and church traditions whose staff members sign a common Statement of Faith. While Life Options Clinic offers its help to people in need, regardless of their religious beliefs, employees cannot separate who they are from what they do and seek to work in a manner that draws people to Christ. Words clarify the meaning of our deeds, deeds verify the integrity of our words about Jesus Christ, and signs are the acts of God in the midst of what we do and speak.

Through all of life, in word and deed, Life Options Clinic staff must be committed to glorifying God and witnessing to His love in the person of His Son Jesus Christ. We seek to value and honor our staff and abide by biblically-sound standards that bring honor to God and one another. We desire to model behavior that is consistent with our Christian commitment and witness, calling others to a life-changing commitment in the name of Christ.

It is impossible for Life Options Clinic to identify every form of behavior that we understand the Bible defines as acceptable or unacceptable to our God. Therefore, we have provided the following guidelines. Our hope is that these guidelines will help clarify expectations and assist candidates/employees in deciding whether or not Life Options Clinic is the right place for them to serve the Lord.

## *Guidelines and Standards*

### **1. How can I know what Life Options Clinic considers “biblically-sound standards” and behavior “consistent with our Christian commitment and witness”?**

Life Options Clinic acknowledges that “all have sinned and fall short of the glory of God and are justified freely by His grace through the redemption that came by Christ Jesus.” (Romans 3:23-24) Life Options Clinic is not looking for “perfect” human beings, but repentant followers of Jesus. Indeed, when we sin, we must repent and turn from our sin because ongoing and unrepentant sin is not acceptable to God. We recognize that singling out certain behaviors as unacceptable requires drawing a line based on the determination of whether that particular behavior is disruptive in the workplace, reflects poorly on the name of Christ or Life Options Clinic’s reputations, distracts us from our core mission, compromises the safety of oneself or others, or is likely to be offensive or off-putting to our donors and/or ministry partners. Christians may sincerely reach different conclusions on some behaviors; but for this private organization, the Board of Directors and chief executive of Life Options Clinic discern and establish the standards to be upheld by employees. Rather than trying to itemize behavioral “dos and don’ts,” personnel should consider the following Biblical guidelines:²

- A. *Does this behavior, wherever engaged in, glorify God? Does it cause others to praise your Heavenly Father? Is it worthy of Jesus Christ?*** [See Matthew 5:16; Colossians 1:9-12; I Corinthians 10:31-11:1; Ephesians 4:22-24]
- B. *Does it build up other Christians and encourage love and good deeds?*** [See Hebrews 10:23-25; Ephesians 4:1-3; 15-16; Ephesians 5:3-4; Colossians 3:15-17]
- C. *Is it loving?*** [See John 13:34-35; Ephesians 5:1-2; Galatians 5:13]
- D. *Does it advance truth and truthfulness?*** [See I John 1:5-7; 3:18; Ephesians 4:25; 2 Timothy 2:15]
- E. *Is it good stewardship, i.e., a responsible way to use God-given time, talent, and resources?*** [See I Peter 4:10; Ephesians 2:10; Colossians 3:23-24]
- F. *Is this behavior consistent with the teachings of scripture?*** [See Philippians 1:27; Titus 2:11-12; Galatians 5:22-25; Romans 13:13-14; Matthew 19:4-5; Proverbs 26:20; I Corinthians 6:9-10; 6:12-13; 17-19; Philippians 4:8]

### **2. Does Life Options Clinic have the right to have such standards that address my behavior outside of, as well as during, my work hours?**

Yes, it does, under decades of well-established law. A church or religious association, such as Life Options Clinic has the right to consider religious criteria in employment matters, according to judicial interpretations of the religious freedom guarantee in the First Amendment to the U.S. Constitution as well as a number of federal statutes (including the Civil Rights Act of 1964). This includes the right to set and apply to job applicants and employees’ standards of conduct that are based on sincere religious belief.

### **3. Do LOC’s standards apply to my private relationships or conduct outside of the workplace?**

Yes. We are Christian 24/7, not just while we are in the office. While Life Options Clinic seeks to respect the privacy of its employees, one’s life away from work is an important component of one’s witness as a Christian. As a Christian organization, Life Options Clinic expects biblically-faithful conduct both inside and outside the workplace. Such employee conduct reinforces the center’s core mission, instead of distracting from it.



We expect employees to conduct themselves honorably in their private lives. Any behavior inside or outside the workplace which becomes disruptive in the workplace, reflects poorly on the name of Christ or Life Options Clinic's reputation, distracts from our core mission, compromises the safety of oneself or others, or is likely to be offensive or off-putting to our donors and/or ministry partners, may be grounds for discipline or dismissal.

Examples of these behaviors include, but are not limited to:

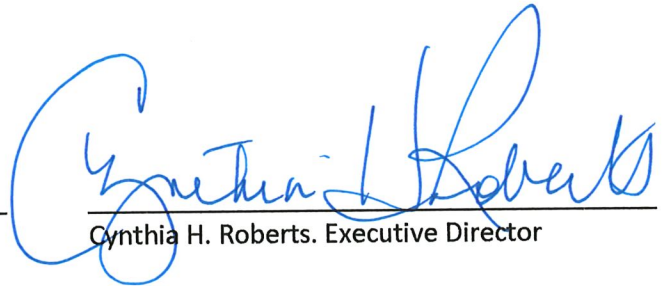
- substance or alcohol over-use or abuse;
- harassment of any type;
- child or spousal abuse or neglect;
- theft, fraud, embezzlement, corruption, bribery, misappropriations, or inappropriate removal or possession of property belonging to Life Options Clinic, a co-worker, or a vendor;
- sexual conduct outside the biblical covenant of marriage between a man and a woman;
- malicious gossip;
- physical aggression: fighting or threatening violence; etc.

Life Options Clinic expects that all individuals who accept an offer of employment with Life Options Clinic will try to the best of their abilities to conduct themselves according to these expectations. Life Options Clinic reserves the right to define acceptable conduct for Life Options Clinic staff and to end the employment of an individual who fails to comply with these expectations.

This Policy for Clinic Personnel Moral Conduct has been approved by the Board of Directors this 18<sup>th</sup> day of January 2022.



Robert K. Lowe, Board Chairman



Cynthia H. Roberts, Executive Director

## ATTACHMENT I

### SCRIPTURE QUOTES

#### A. DOES IT GLORIFY GOD? DOES IT CAUSE OTHERS TO PRAISE YOUR HEAVENLY FATHER? IS IT WORTHY OF JESUS CHRIST?

- Matthew 5:16: *"In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven."*
- Colossians 1:9-12: *"We continually ask God to fill you with the knowledge of his will through all the wisdom and understanding that the Spirit gives, so that you may live a life worthy of the Lord and please Him in every way: bearing fruit in every good work, growing in the knowledge of God, being strengthened with all power according to his glorious might so that you may have great endurance and patience, and giving joyful thanks to the Father, who has qualified you to share in the inheritance of his people in the kingdom of light."*
- 1 Corinthians 10:31-11:1: *"So whether you eat or drink or whatever you do, do it all for the glory of God. Do not cause anyone to stumble, whether Jews, Greeks, or the church of God—even as I try to please everybody in every way. For I am not seeking my own good, but the good of many, so that they may be saved. Follow my example, as I follow the example of Christ."*
- Ephesians 4:22-24: *You were taught, with regard to your former way of life, to put off your old self, which is being corrupted by its deceitful desires; to be made new in the attitude of your minds; and to put on the new self, created to be like God in true righteousness and holiness."*

#### B. DOES IT BUILD UP OTHER CHRISTIANS AND ENCOURAGE LOVE AND GOOD DEEDS?

- Hebrews 10:23-25: *"Let us hold unswervingly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching."*
- Ephesians 4:1-3; 15-16: *"...I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace." "...speaking the truth in love, we will in all things grow up into Him who is the head, that is, Christ. From Him the whole body, joined and held together by every supporting ligament, grows, and builds itself up in love, as each part does its work."*
- Ephesians 5:3-4: *"But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for the Lord's people. Nor should there be obscenity, foolish talk, or coarse joking, which are out of place, but rather thanksgiving."*
- Colossians 3:15-17: *"Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts. And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him."*



### C. IS IT LOVING?

- John 13:34-35: *"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another."*
- Ephesians 5:12: *"Follow God's example, therefore, as dearly loved children and walk in the way of love, just as Christ loved us and gave himself up for us as a fragrant offering and sacrifice to God."*
- Galatians 5:13: *"You, my brothers and sisters, were called to be free. But do not use your freedom to indulge the sinful nature; rather, serve one another humbly in love."*

### D. DOES IT ADVANCE TRUTH AND TRUTHFULNESS?

- 1 John 3:18: *"Dear children, let us not love with words or tongue but with actions and in truth."*
- Ephesians 4:25: *"Therefore each of you must put off falsehood and speak truthfully to your neighbor, for we are all members of one body."*
- 2 Timothy 2:15: *"Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth."*
- 1 John 1:5-7: *"This is the message we have heard from Him and declare to you: God is light; in Him there is no darkness at all. If we claim to have fellowship with Him and yet walk in the darkness, we lie and do not live out the truth. But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus, his Son, purifies us from all sin."*

### E. IS IT GOOD STEWARDSHIP (i.e., A RESPONSIBLE WAY TO USE GOD-GIVEN TIME, TALENT AND TREASURE/RESOURCES?)

- 1 Peter 4:10: *"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."*
- Ephesians 2:10: *"For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do."*
- Colossians 3:23-24: *"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving."*

### F. IS THIS BEHAVIOR CONSISTENT WITH THE TEACHINGS OF SCRIPTURE?

- Philippians 1:27: *"Whatever happens, as citizens of heaven live in a manner worthy of the gospel of Christ. Then, whether I come and see you or only hear about you in my absence, I will know that you stand firm in the one Spirit, striving together with one accord for the faith of the gospel."*
- Titus 2:11-12: *"For the grace of God has appeared that offers salvation to all people. It teaches us to say 'No' to ungodliness and worldly passions, and to live self-controlled, upright and godly lives in this present age."*

- Galatians 5:22-25: *“But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. Those who belong to Christ Jesus have crucified the sinful nature with its passions and desires. Since we live by the Spirit, let us keep in step with the Spirit.”*
- Romans 13:13-14: *“Let us behave decently, as in the daytime, not in carousing and drunkenness, not in sexual immorality and debauchery, not in dissension and jealousy. Rather, clothe yourselves with the Lord Jesus Christ, and do not think about how to gratify the desires of the sinful nature.”*
- Matthew 19:4-5: *“Haven’t you read,” he replied, “that at the beginning the Creator, ‘made them male and female,’ and said, ‘For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh’?”*
- Proverbs 26:20: *“Without wood a fire goes out; without a gossip a quarrel dies down.”*
- I Corinthians 6:9-10; 6:12-13; 17-19: *“Do you not know that the wicked will not inherit the kingdom of God? Do not be deceived; neither the sexually immoral nor idolaters nor adulterers nor male prostitutes nor homosexual offenders...will inherit the kingdom of God. ‘I have the right to do anything,’ you say—but not everything is beneficial. ‘I have the right to do anything’—but I will not be mastered by anything. You say, ‘Food for the stomach and the stomach for food, and God will destroy them both.’ The body, however, is not meant for sexual immorality but for the Lord, and the Lord for the body. But whoever is united with the Lord is one with Him in spirit. Flee from sexual immorality. All other sins people commit are outside their bodies, but those who sin sexually sin against their own bodies. Do you not know that your bodies are temples of the Holy Spirit, who is in you, whom you have received from God? You are not your own...”*
- Philippians 4:8: *“Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things.”*

*Unless otherwise noted, Scripture is quoted from New International Version.*