

# LUCEP LEADERSHIP GENERAL CODE OF CONDUCT & PENALTIES

## Introduction

The Lukomona Christ Exchange Program (LuCEP) organization is dedicated to spreading the Gospel of Jesus Christ, empowering Christian leaders, and fostering global evangelism. In order to maintain the integrity of our mission, every *inducted leader within LuCEP* is expected to abide by this *General Code of Conduct & Penalties*. These standards ensure accountability, faithfulness, and unity within our leadership body.

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## 1. Core Values of Leadership Conduct

### 1.1 Integrity & Accountability

- Leaders must demonstrate honesty, truthfulness, and accountability in all aspects of ministry and personal life.
- No leader should misuse their position for personal, financial, or political gain.
- Leaders must avoid conflicts of interest that could compromise their responsibilities to LuCEP.

### 1.2 Respect & Unity

- Every leader must embody humility, love, and respect in all relationships.
- Discrimination, harassment, gossip, and divisive behavior will not be tolerated.
- Leaders are called to foster peace and unity in the Body of Christ.

### 1.3 Commitment to Evangelism & Discipleship

- Leaders are expected to be active in evangelism, discipleship, mentorship, and outreach.
- Leaders should model a Christ-centered lifestyle that encourages others in faith.

### 1.4 Confidentiality & Stewardship

- Sensitive information entrusted to leaders must remain confidential.
- All financial, material, and spiritual resources must be managed with transparency, responsibility, and accountability.

## 2. Penalties for Misconduct

Violations of this code will result in disciplinary action according to the gravity of the offense. Disciplinary measures include:

1. **Verbal Warning** – for minor first-time misconduct.
2. **Written Reprimand** – documented warning for repeated or moderate misconduct.
3. **Suspension** – temporary removal from leadership duties until restoration measures are met.
4. **Permanent Dismissal** – immediate removal for grave offenses such as:
  - Moral failure (adultery, abuse, etc.).
  - Divisive conduct that threatens the unity of the body.
  - Persistent disobedience to LuCEP leadership or biblical principles.
  - Financial mismanagement or fraud.

## 3. Dismissal Procedures for an Ailing LuCEP Leader

LuCEP acknowledges that some leaders may face moral, spiritual, or personal struggles that impact their service. The dismissal of such a leader must be done with **wisdom, love, and biblical fairness**.

### 3.1 Identification of Concern

- Concerns may arise from observable misconduct, complaints, or inability to fulfill responsibilities.
- A confidential review is conducted by the LuCEP Executive Board.

### 3.2 Pastoral Care & Restoration Attempts

- Before dismissal, the leader is given the opportunity for spiritual counseling, mentorship, and correction.
- A plan for healing, prayer, and accountability may be put in place.

### 3.3 Formal Review

- If the leader fails to respond to restoration efforts, the case is formally reviewed by a disciplinary committee.
- Evidence, testimonies, and reports are carefully considered.

### 3.4 Right to Respond

- The leader in question has the right to present their side, explain circumstances, and appeal to higher leadership.

### 3.5 Final Decision

- If dismissal is determined, it is communicated in writing and explained clearly.
- The leader is encouraged to continue in personal spiritual recovery, even if no longer serving in LuCEP leadership.

### 3.6 Restoration After Dismissal

- LuCEP believes in redemption and forgiveness. A dismissed leader may be reconsidered for future service after a period of demonstrated repentance, accountability, and healing.

## 4. Declaration of Understanding

*“I have read all the above, I have understood and I agree to abide by the rules.”*

Leaders's Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



LUKOMONA CHRIST EXCHANGE PROGRAM(LuCEP) GERMANY FOUNDATION  
Beethovenstrasse 24, 25337 Elmshorn  
Lange Reihe 47, 20099 Hamburg  
Handynummer: 01522 1557736  
E-Mail: mail@central-international-university.org

LuCEP is a partner of Central International University (CIU) Germany for Help-Study Programs in Zambia and Africa  
*'The fruit of the righteous is a tree of life, and whoever wins souls is wise.' – Proverbs 11:30"*