

CEA EMPLOYER MEMBER RESOURCE

Statement of Faith and Religious Purpose

A template policy for Christian-owned businesses to adopt in their Code of Regulations, Operating Agreement, or corporate governing documents.

Article XI Template | Last Updated: 2025



Important Notice

This template Statement of Faith and Religious Purpose is intended as a **sample only**. It is not intended as legal advice, and it may or may not reflect the compliance issues relevant to your state, locality, or organization.

Any Statement of Faith or Religious Purpose policy should be reviewed by your **legal counsel** for compliance with federal and state laws and regulations, and should be modified to suit your organization's specific religious convictions, governing structure, and operational practices.

The Christian Employers Alliance provides this document as a member resource to help Christian employers understand the type of language that may support a claim of religious identity in their governing documents. CEA makes no warranty, express or implied, as to the legal sufficiency of this template.

CEA Member Benefit: CEA Employer members may contact CEA for referrals to legal counsel experienced in religious employer protections.

Why This Document Matters

A Statement of Faith and Religious Purpose formally establishes your company's Christian identity in its governing documents. This is not merely a mission statement — it is a legal record of the sincere religious beliefs that shape how your business operates.

WHY IT HELPS LEGALLY

Courts and regulators look for objective evidence that a business is operated consistently with religious conviction. A Statement of Faith adopted in your Code of Regulations or Operating Agreement is contemporaneous evidence that predates any future dispute.

WHERE TO ADOPT IT

Corporations typically add this as a new Article to their Code of Regulations or Bylaws. LLCs may add it to their Operating Agreement. The Action by Unanimous Consent template (available separately in your CEA member portal) provides a companion document for adoption by shareholders.

CONSISTENCY IS KEY

Once adopted, your business decisions and policies should be consistent with the convictions expressed in this document. Your employee handbook, hiring practices, and service offerings should all reflect the same faith commitments.

STATEMENT OF FAITH AND RELIGIOUS PURPOSE

[To be incorporated into the Company Code of Regulations, new ARTICLE XI]

Whereas the majority Shareholders are, and have been since the founding of the Company, followers of Christ, believing that their Christian faith requires them to live in accordance with the Scriptures in every aspect of their lives, including in the ownership and operation of the Company and any other businesses they may own. Based on the truth claims and moral foundation of Biblical Christianity, the majority Shareholders and Directors of the Company hold the following core religious beliefs regarding marriage, gender, and sanctity of human life:

MARRIAGE

Every person is created in the image of God, and human sexuality reflects that image in terms of intimate love, communication, fellowship, and subordination of the self. God's Word makes use of the marriage relationship as the supreme metaphor for His relationship with His covenant people. Therefore, God's plan for human sexuality is that it is to be expressed only in a monogamous, lifelong relationship between one man and one woman within the framework of marriage. This is the only relationship that is divinely designed for the birth and rearing of children and is a union made in the sight of God. "Marriage," therefore, can only have one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture.

Genesis 1:27-28; 2:18, 20, 23-24; Isaiah 54:4-8; 62:5b; Jeremiah 3:14; Ezekiel 16; Hosea 2; Malachi 2:14; Matthew 19:4-6; Mark 10:9; Ephesians 5:23-32; Hebrews 13:4; Revelation 19:7-8

GENDER

God has wonderfully and immutably created each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. A person's rejection of his or her biological sex is a rejection of the image of God reflected in that person.

Genesis 1:26-27

SANCTITY OF HUMAN LIFE

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. Every follower of Christ is therefore called to defend, protect, and value all human life, beginning at conception.

Psalms 139

Whereas further, the majority Shareholders and Directors of the Company have resolved to perform their Company duties, obligations, and responsibilities, and carry out their Company activities, in furtherance of and consistent with these religious beliefs, and have therefore adopted the following Statement of Faith and Religious Purpose which have been and are made a part of these Regulations:

Articles of Faith and Religious Purpose

- A** Jesus Christ requires that all His followers strive to live their lives in a manner that is consistent with the precepts and doctrines of their faith, including but not limited to those referenced above, which are grounded solely in the Bible.
- B** The majority Shareholders and Directors therefore seek to operate the Company in accordance with the principles of their faith and strive to make all business decisions according to Biblical principles.
- C** The Company exists to bring glory to God and share His truth with its employees, customers, community, and others by serving them according to principles that honor and glorify God.
- D** The Company wants its service to the community to bear witness to faith in Christ and also Christ's Lordship. Therefore, as the Company engages with its customers, suppliers, strategic partners, and others, it intentionally communicates messages that promote aspects of these beliefs, or at least messages that do not violate those beliefs. For this reason, the Company reserves the right to decline a request for services that would require it to directly or indirectly promote a message that violates these beliefs.
- E** The majority Shareholders and Directors and the Company shall prioritize the above religious, ethical, and moral principles regardless of the impact on profit.

Additional purposes of the Company are to engage in any businesses, enterprises or activities permitted of corporations under the laws of the State of **[INSERT STATE]**.

SIGNATURE BLOCK — ADAPT AS REQUIRED

[Name], [Title] — Majority Shareholder

[Name], [Title] — Majority Shareholder

Date

How to Use This Template

1

Engage Legal Counsel

Have an attorney experienced in religious employer law review and customize this template for your state and corporate structure before adoption.

2

Customize for Your Entity

Replace all bracketed placeholders. Add or remove articles to accurately reflect your company's sincere religious beliefs and operational practices.

3

Adopt by Corporate Action

Use the companion "Action by Unanimous Consent" template (available in your CEA member portal) to formally adopt this Article into your governing documents.

4

Maintain Consistently

Ensure your handbook, hiring, and service policies align with this statement. Consistency between your stated convictions and actual practices is essential for legal protection.

CHRISTIAN EMPLOYERS ALLIANCE

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