

Statement of Faith and Religious Purpose

1. The owners of VisionLynk are followers of Jesus Christ.
2. The owners believe that 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, which are grounded solely in the Bible.
3. The owners therefore seek to operate VisionLynk in accordance with the principles of their faith and strive to make all business decisions according to Biblical principles.
4. In light of the owners' faith VisionLynk exists to bring glory to God and share His truth with its employees, customers, and community by serving them according to principles that honor and glorify Him.
5. To this end, VisionLynk seeks to fulfill Jesus' command to love our neighbors as ourselves and to do unto others as we would have done unto us by serving our customers with love and excellence.
6. VisionLynk wants its service to the community to bear witness to its owners' faith in Christ, and also to Christ's Lordship over its owners' lives. As a business with creative and expressive aspects, VisionLynk seeks to support the communication of messages which promote its Owners' beliefs, and to refrain from promoting messages which are contrary to those beliefs.
7. The owners of VisionLynk will seek to prioritize these religious, ethical, and moral principles regardless of the impact on profit.

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 babies in the womb, 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. (Psalm 139.)

General Policy Statement on Company Expression

VisionLynk engages in its own expression through many of the services it provides. In so doing, VisionLynk intentionally expresses public messages that promote aspects of its owners' Christian faith, or at least that do not violate those beliefs. For this reason, reserves the right to deny a request for services that would require it to engage in or host expression that violates its owners' religious beliefs. The Company does not intend to knowingly provide its services to those whose activities and/or values are openly hostile to the Company's Statement of Faith.

Policy Statement on the Message a Wedding-Related Service Communicates

The owners of VisionLynk believe that marriage is a holy institution that reflects the relationship between Jesus Christ and His church (Ephesians 5:21-32). The wedding ceremony itself pictures the joining together of the church with Christ for eternity (Revelation 19:7). Accordingly, the owners of VisionLynk believe that, regardless of the intent of the couple, a wedding between a man and a woman whose gender identity was determined at birth communicates a sacred message about the relationship between Jesus Christ and the church, and those who facilitate the wedding participate in communicating that message. For this reason, VisionLynk reserves the right to decline a request for services that would express or facilitate messages which undermine these Biblical values.

Customer Relations Policy for Expressive Businesses

The owners of VisionLynk operate the business according to the principles of their faith. Each employee must review and understand the owners' Statement of Faith and Religious Purpose. In keeping with those principles, employees must treat every person with compassion, kindness, respect, and dignity while at work.

If a customer requests a service that would or might involve expressing a message contrary to the owners' statement of faith, then employee must politely defer an answer until he or she has consulted with the owners or their designee. If instructed to decline the service, the employee must explain that the requested service would communicate a message that VisionLynk is unwilling to express.

Each employee must verify in writing that they have reviewed this policy and agree to follow it.

Personnel Policy for Christian Service Businesses

The owners of VisionLynk operate the business according to the principles of their faith. Each employee must review and understand the owners' Statement of Faith and Religious Purpose. In keeping with those principles, employees must treat every person with compassion, kindness, respect, and dignity.

Consistent with the religious purposes of VisionLynk, employees who interact with the public as part of their job description should be prepared to counsel customers on Biblically-based resources and hopefully will be sufficiently conversant with the Gospel message to evangelize to unbelievers. Accordingly, employees who interact with the public must sign a statement that they agree with the Company's Statement of Faith and Religious Purpose.