

Exhibit E to the Affidavit of Delwin Vriend, sworn
January 30, 1992, memo dated January 14, 1991

THE KING'S COLLEGE

DATE: January 14, 1991
MEMO TO: Faculty and Staff
FROM: Henk Van Andel
SUBJECT: Board's position statement on homosexuality

This is Exhibit "E" referred to in the
Affidavit of

DELWIN VRIEND

Sworn before me this 30 day
of JANUARY 1992

Victor P. Leginsky

A Commissioner for Oaths in and for
the Province of Alberta

VICTOR P. LEGINSKY
BARRISTER & SOLICITOR

In view of the public discussion regarding homosexuality and how this affects employment at the College, the Board of Governors, at its meeting of January 11, 1991, adopted the following interpretive statement reflecting its current position on the matter. The statement has the endorsement of the Senate.

The King's College Statement of Faith declares that "the context for education at the College is a specifically Christian world-and-life view, that is, a view that is informed by the Bible, the authoritative Word of God, as confessed by the early church and in the creeds of the Protestant Reformation."

We interpret the Bible's message regarding human sexuality to be that differentiation of the sexes is normative for human sexual activity as part of the intended creation. The Bible repeatedly endorses heterosexuality as the norm in creation. The Bible also prohibits homosexual activity in both the Old and New Testament and describes it as a distortion of the creation order.

We recognize that homosexual orientation (i.e. sexual attraction to a person of the same sex) is a condition which may not be of a person's own choosing, and as such may not be blameworthy. However, people are responsible for the way they act. Homosexual conduct, like heterosexual conduct, involves choices and is to be evaluated in light of the Bible's teachings regarding sexual conduct.

Thus homosexual practice (i.e. sexual activity with a person of the same sex), and the promotion of homosexual practice as an acceptable alternative to a normative heterosexual relationship, are considered to be contrary to the College's Statement of Faith and inconsistent with its mission.

The College will continue to demonstrate love and compassion to any employee whose conduct appears to breach Biblical norms. Recognizing the healing power of Christ's redemption, the College will explore possibilities of restoration.

If, however, the continued conduct of an employee is judged to be inconsistent with the aims of the College, and to bring into disrepute the work of the College, such an employee may be asked to resign.