# **Code of Conduct**

| **Policy Number:** | POL-001 |
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| **Purpose:** | This Code of Conduct outlines the standards of behaviour expected of all leaders, congregation and guests |
| **Category:** | Administration |
| **Applicable to:** | Leaders, Congregation and Guests |
| **Related documents:** | * One Life Church Taree Code of Conduct * One Life Church Taree Constitution * ACC Safer Church Guidelines * ACC Child Protection Policy |
| **Policy Statement:** | Our Code of Conduct is a commitment to a safe emotional and physical environment, an expectation of our Child Protection Policy and a commitment to providing appropriate duty of care, including health and safety considerations.  Our lives are on display and are subject to public scrutiny and as such, these standards of behaviour should apply not only to our church, but also our personal lives. |
| **Approved by:** | Senior Pastors and Board of Elders |
| **Document change control** | V:001 29/07/2019 |

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## **Standard One – Servant Hearted**

We are servants of Christ, who should endeavour to become servant leaders as modelled by

Jesus ([John 13:3-14](http://thekingsbible.com/Bible/43/13)). [The Kings Bible:<http://thekingsbible.com/Bible/43/13> ]

The misuse of authority can be a particular temptation when being given a position of trust and power and is to be avoided.

## **Standard Two – Behaviour**

* These are expectations of behaviour for all leaders, congregation and guests of One Life Church Taree
* Act in the best interests of those we serve.
* Do not be abusive in any way toward others spiritually, emotionally, physically or sexually, including domestic and family violence.
* Communicate with integrity. Idle talk or rumour, especially about the personal or private affairs of others is to be avoided.
* Avoid the use of offensive language e.g. swear words, sexual connotations and racial or religious slurs.
* Exercise caution with all potentially addictive behaviours and/or harmful substances. Drunkenness is never acceptable.
* Refrain from using any illicit substances.
* Use caution when initiating or receiving physical contact with those we serve, including gestures of comfort, as such gestures can be unwanted or misinterpreted.
* Act with sexual integrity. Sex is a gift from God and integral to human nature. All inappropriate sexual behaviour is forbidden e.g. sex outside marriage. Sexual innuendo and harassment of a sexual nature are always inappropriate.
* Report concerns of abuse according to ACC Safer Church Guidelines.
* Treat all program participants fairly and in accordance with One Life Church Taree policies, guidelines and positions papers.
* Be accountable and use electronic communication wisely.
* Acknowledge when out of your depth and/or do not possess the required skill set in difficult pastoral situations, such as helping a victim of abuse or a person who needs professional counselling, and seek help from a Senior Pastors or Senior Key Leaders.
* Do not take property belonging to others, including intellectual property, which is copyright.
* Be open to correction and humble enough to modify behaviours so as to not discredit the gospel.

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## **Standard Three – Financial Matters**

Have integrity in your financial dealings and comply with One Life Church Taree Financial Transparency Policy. Do not seek financial gain from your role within the church.

The financial responsibility of the church is to be a wise steward of the resources God has entrusted to this fellowship. Ultimately, the church is responsible to God in the stewardship of its funds. If a financial conflict arises, the instruction in Matthew 18 should be followed as a guiding principle.

## **Standard Four – Confidentiality**

Trust is essential in serving the church. Confidential information must not be disclosed and must be treated with the utmost care.

One Life Church Taree Privacy Policy is aligned to this Standard.

Exceptions to maintaining confidentiality include:

* When disclosure is required by law
* Abuse notifications whether required by law or not
* When there are concerns for the safety of the person or others; and
* When information is in the public domain.

Disclosure is a serious matter and the assistance of a Senior Pastors or Senior Key Leaders is to be sought.

## **Standard Five – Commitment to Team Ministry**

Embrace the vision, values and mission of One Life Church Taree and continue to develop ministry skills through a variety of means, including team meetings.

Be accountable to your team, support each other and protect each other’s integrity.

## **Implementation of this Code of Conduct**

Any breach of this code involving a criminal offence may lead to a report being made to the relevant authorities.

Any breach relating to the harm, or risk of harm, of a child or young person will be dealt with under the ACC Child Protection Policy. A copy of this policy should be provided to any person who has a direct role with a child or young person.

Any other breach will be considered in the light of the best interest of the person involved and those we serve and may result in the person being stood down either temporarily or otherwise.

## **Review details**

One Life Church Taree will occasionally update this statement to reflect the association and customer feedback. One Life Church Taree encourages you to periodically review this statement to be informed of updates to our Code of Conduct.

This policy was adopted by One Life Church Taree on 29/07/2019