



Code of Conduct - Volunteers 16 years and Over

Scope

The *Code of Conduct* applies to all Volunteers aged 16 years and over

The Code of Conduct should be read in conjunction with the *Safe Church Policy Statements* and:

- *Procedure for Staff and Volunteers*
 - *Procedure for Responding to Child Protection Concerns*
 - *Procedure for Handling Complaints against Staff and Volunteers*
 - *Procedure for Conflict Resolution*
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1. Volunteers are encouraged to:-

- Study and reflect on God and His word, the Bible, and share His message of salvation with others, understanding that only out of maintaining and growing a relationship with God is someone able to minister to others.
- Join regularly in the life and ministry of the Church
- Pray regularly with and for the people and ministry of MBC.
- Support the Pastors, Leadership Council and ministry leaders of MBC and never actively or intentionally seek to undermine their position in the church or community.
- Nurture healthy relationships with others that promote respect, warmth and understanding.
- Support MBC being a Safe Space for children, young people and vulnerable adults attending, including upholding Safe Church practices in all MBC ministries.
- Be a team player and accountable to others in the team, always phoning if unavoidably unavailable for a team activity.
- Value the work of all MBC ministries and work in partnership with them.
- Liaise with the Pastoral team and/or Safe Church Team about any needs / issues / pastoral support that may come to light in regard to children / young people / families / vulnerable adults.
- Acknowledge when I am out of my depth, 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 the Safe Church Team or a Pastor.

2. Volunteers Commit to:

- a) uphold, support and abide by the *Safe Church Policy*;
- b) respond to reasonable directions from the person with responsibility for the ministry I am involved in;
- c) communicate with integrity, including wise and accountable use of electronic communication, including in accordance with *Guidelines for Activities with Children and Young People*
- d) not knowingly make false, misleading, or deceptive statements;
- e) not engage in bullying, harassment, emotional abuse, spiritual abuse, physical abuse, sexual abuse, of any person including my own family;
- f) not act violently or intentionally provoke violence;
- g) upholding confidentiality; not disclosing any confidential information without the consent of the person providing the information (the exception being where there is a legal obligation);
- h) report concerns about misconduct and/or abuse according to the Church's *Safe Church Policy* and relevant procedures;
- i) disclose all relevant information as part of completing the *Screening Check Questionnaire* if I have not already done so;
- j) disclose to the Church Leadership if I am investigated for any criminal offences or have any knowledge of serious unlawful activity within the church context.
- k) Seeks to live in accordance with Biblical principles as interpreted by Baptist Churches of NSW & ACT

I understand if there is a complaint against me relating to a breach of this Code of Conduct:

- a) and it is a plausible complaint relating to Child Sexual Abuse or Sexual Misconduct involving a child, the Church may ask me to step aside from my duties while the complaint is being considered; and/or
- b) if the complaint relates to serious misconduct and/or abuse (including Child Sexual Abuse) it will be reported to relevant government authorities in accordance with relevant legal requirements; and/or
- c) I agree to participate in any process initiated under *the Procedure for Resolving Conflict, Procedure for Handling Complaints against Staff and Volunteers* and/or *Procedure for Responding to Child Protection Concerns* and agree to be bound by the outcomes of any such process, which may include termination of my employment/engagement as a staff member or volunteer with the Church.

I, _____ have read, and agree to be bound by and uphold, the Volunteer Code of Conduct.

Signature

Date

NOTE: the Volunteer should receive a copy of this *Code of Conduct* and the Church should retain the signed and dated copy of the *Code of Conduct* for at least 45 years.