



Menai  
Baptist Church

## Code of Conduct – For Pastoral Staff and Leadership Council

### **Scope**

The Code of Conduct applies to all Pastoral Staff and Leadership Council Members

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. As a member of Staff and/or the Leadership Team, I commit to:-**

- God and His word, the Bible, and to sharing His message of salvation with others. I understand that only out of maintaining and growing my own relationship with God, am I able to minister to others. Therefore, I will seek to walk and live “in step with the Holy Spirit”.
- The Pastors, Leadership Council, and fellow leaders of Menai Baptist Church. I commit to support them in the role God has called them to, modelling what it means to have godly relationships by the way I relate to those in leadership around me. I will never actively or intentionally seek to undermine their position in the church or community.
- Join regularly in the life and ministry of the Church.
- Prayer. I will seek to pray regularly for MBC and the ministries in which I am involved.
- Supporting a Safe Space for children, young people and vulnerable adults attending, including upholding Safe Church practices in all MBC ministries.
- Being accountable to my team and be a team player.
- All MBC ministries, valuing and working in partnership with them.
- Treating others with respect and treating every program participant fairly and equitably.
- Love and care for my family (including paying attention to the effect of ministry on them)
- Being available for team meetings and phoning when I am unavoidably unavailable.

- Liaising with the Pastoral team and/or Safe Church Team about any needs / issues / pastoral support that I may become aware of with 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. With regard to the Safe Church Policy, Pastoral Staff and Leadership Council Members commit to:**

- uphold, support and abide by the *Safe Church Policy*;
- respond to reasonable directions from the person with responsibility for the ministry I am involved in;
- communicate with integrity, including wise and accountable use of electronic communication, including in accordance with *Guidelines for Activities with Children and Young People*
- not knowingly make false, misleading, or deceptive statements;
- not engage in bullying, harassment, emotional abuse, spiritual abuse, physical abuse, sexual abuse, of any person including my own family;
- not act violently or intentionally provoke violence;
- 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);
- report concerns about misconduct and/or abuse according to the Church's *Safe Church Policy* and relevant procedures;
- disclose all relevant information as part of completing the *Screening Check Questionnaire* if I have not already done so;
- 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.
- act with sexual purity, meaning I will:
  - express my sexuality in healthy and God directed ways;
  - restrict sexual intimacy to the confines of the marriage relationship
    - (where marriage has the same meaning as in the Marriage Rites of the Baptist Union of Australia ie 'the union between a man and a woman to the exclusion of all others, voluntarily entered into for life');
    - (if an individual is unwilling or unable to commit to this requirement, church leaders may choose to endorse them as a volunteer for non-leadership roles)
  - recognize that it is inappropriate to access any type of pornographic material and, if I struggle with this addiction, I will seek professional help;
  - ensure that romantic interactions are meaningfully consensual
  - give consideration to any power imbalances in intimate relationships.
- act with financial integrity, including:
  - having accountable and transparent systems in place for financial matters.

- not seeking personal advantage or financial gain from our position (other than in wages, recognised allowances and deductions).
- m) not take or use property belonging to others without express consent, including intellectual property (copyright);
- n) not use any prohibited substance and be responsible in my use of substances that may be addictive (eg. prescriptions, alcohol);
- o) avoid ongoing counselling of people with whom I have pastoral relationships; and
- p) make alternative arrangements for pastoral ministry for any person with whom I may develop a romantic or intimate relationship.

**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.

**If I am a Pastoral Staff member, I:**

- a) agree to uphold and be bound by the Baptist Churches of NSW & ACT *Code of Ethics and Conduct*;
- b) understand that a breach of the Baptist Churches of NSW & ACT *Code of Ethics and Conduct* will be considered a breach of this *Code of Conduct*;
- c) (if I am an Accredited or Recognised Minister) agree to participate in, and be bound by the outcomes of, any process initiated under the Baptist Churches of NSW & ACT *Procedures for Handling Allegations*.

I \_\_\_\_\_ have read and agree to be bound by and uphold the Staff and Leadership Code of Conduct

Signature \_\_\_\_\_ Date \_\_\_\_\_

**NOTE: the Pastoral Staff member or Leadership Council Member 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.**