



CODE OF CONDUCT



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This Code of Conduct outlines ministry appropriate boundaries, rather than assuming that people know the boundaries. It applies to all church leaders/workers - both volunteer and paid.

As the leaders of this church we acknowledge that everyone who attends our churches needs to be confident that they will be cared for, nurtured and encouraged as they grow and at the same time, protected from spiritual, physical, & emotional harm.

Therefore we commit to the following ministry standards:

1. We serve out of a relationship with God by:
 - . joining regularly in the life and ministry of the Church.
 - . studying the Scriptures in private and in groups.
 - . praying regularly in private and in fellowship with and for the people and ministry of the Church.
 - . giving of our time and finances to the work of the Church, as an expression of our gratitude to God.
2. We serve others in the context of healthy relationships by:
 - . loving and caring for our families; paying attention to the effect of service on them.
 - . treating others with respect; teach and exercise authority respectfully.
 - . upholding confidentiality; do not disclose to anyone (including spouse), any confidential information without the consent of the person providing the information. (There is an exception where there is a legal obligation or a duty of care issue.)
 - . being a team player; cooperating with other officers and department leaders; there will be areas that overlap, and someone else may have the advice that you need.
 - . using words that build up; do not ridicule or embarrass people.
 - . avoiding ongoing counselling of people with whom we have pastoral (ministry) relationships.
 - . making alternative arrangements for pastoral ministry for any person with whom we develop an appropriate romantic relationship.
3. As Christian Leaders we will:
 - . be accountable to our team, watch out for each other and protect each other's integrity, e.g. never alone with one child or vulnerable adult.
 - . act in the best interests of those we serve.
 - . treat every program participant equally, 'no favourites'.
 - . communicate with integrity, including accountable and wise use of electronic communication,
 - . commit to following our church guidelines for electronic communication.
 - . acknowledge when we are out of our depth, 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 supervisor or denominational leader.
 - . not take property belonging to others, including intellectual property (copyright).
 - . not knowingly making false, misleading, deceptive, or defamatory statements.
 - . not engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse, sexual misconduct, sexual grooming or spiritual abuse of any person, including your own family.
 - . not act violently or intentionally provoke violence when engaged in civil disobedience.
 - . be responsible in our use of prescription medications and medical services.
 - . abstain from the use of alcohol, tobacco, caffeine and prohibited substances.
 - . act with sexual purity. Sexuality is a gift from God. We will express our sexuality in healthy, consensual and God-directed ways. All romantic and/or physical interactions will be in harmony with the highest standards of Biblical morality.
 - . act with financial integrity, including having accountable and transparent systems in place for financial matters.
 - . not seek personal advantage or financial gain from your position, other than in wages, recognised allowances and deductions.
 - . disclose to the church leadership if we are being or have been investigated for any criminal offences or have any knowledge of serious criminal activity.
 - . not use or publish photos or videos of a child on church property or at church activities/events without church authorisation and parental/guardian consent (see Form CS5).

For further details on the implementation of this Code of Conduct and the associated forms for use, please refer to the ChurchSafe Manual 2016 on hand at your local church. This Code of Conduct is taken from Chapter 4 of the ChurchSafe Manual 2016.
