



**Baptist Churches**  
of NSW & ACT

# Code of Conduct

<b>Version</b> Version 1	<b>Prepared by:</b> Jonathan Bradford	<b>Approved by:</b> Assembly Council and Finance, Audit and Risk Committee Sept 2020	<b>Next review date</b> January 2022
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This policy is available on our SharePoint Resources

Policies will be reviewed annually but remain valid until replaced

## 1. Purpose

The *Code of Conduct* sets out the following:

- commitments of staff, volunteers and representatives
- minimum behavioural standards and appropriate boundaries required of staff, volunteers and representatives;
- steps to be taken in the event of a potential breach of this Code.

The *Code of Conduct* seeks to reflect the biblical call to godliness and faithfulness in ministry, but it is not intended as a replacement for the Bible as a fundamental guide for faith and practice.

## 2. Scope

This *Code of Conduct* applies to all staff, volunteers and other representatives of the Association and its Affiliated Ministries.

**Volunteers** include but not limited to members and attendees of Councils, committees and taskforces

**Other representatives** include but are not limited to

- Authorised Special Religious Education Teachers;
- Nominated volunteers in Simple Churches that are affiliated with the Simple Church Network; and
- nominated volunteers in any Newstart church plant for which the Association has agreed to provide governance oversight.

Accredited and Recognised ministers do not fall under the scope of this *Code of Conduct*, unless they also fulfill one or more of the staff, volunteer or other representative roles identified above. All Accredited and Recognised ministers are required to abide by the Baptist Churches of NSW & ACT *Code of Ethics and Conduct*.

The Code of Conduct should be read in conjunction with the

- *Procedure for Recruitment and Training*
- *Procedure for Responding to Child Protection Concerns*
- *Procedure for Handling Complaints*
- *Procedure for Resolving Grievances and Conflict*
- *Safe Ministry Policy*

### 3. Staff, Volunteers and Representatives are encouraged to:

Nurture their own relationship with God:

- commit to ongoing discipleship, prayer and study/reflection on the Scriptures;
- join regularly in the life and ministry of an affiliated Baptist (or other Christian) church;

Nurture healthy relationships:

- develop and grow authentic relationships through transparency, accountability and appropriate boundaries;
- demonstrate kindness, respect and care for others; honour diversity of expression and promote shared beliefs and values.

### 4. Staff, Volunteers and Representatives commit to:

As a staff member/volunteer/representative of the Association, I commit to:

- a) respect and support the Basic Doctrines, Vision and Core Values of the Association (see Appendix);
- b) perform my duties with skill, honesty, care and diligence, including:
  - maintaining a high standard of integrity and professionalism;
  - complying with reasonable directions from my ministry/team leader;
- c) communicate with integrity, including:
  - wise and accountable use of electronic communication, in accordance with Association policies, procedures and guidelines;
  - not knowingly make false, misleading, or deceptive statements;
- d) demonstrate fairness, courtesy and sensitivity in dealing with others, including:
  - not engaging in harassment or bullying;
  - not engaging in emotional abuse, spiritual abuse, physical abuse, sexual abuse, of any person including my own family;
  - respectful conduct in meetings;
  - not acting in a violent manner or intentionally provoking violence;
  - avoiding apparent conflict of interests, promptly disclosing to my ministry/team leader anything that may constitute a conflict of interest;
  - upholding confidentiality (except where there is a legal obligation of disclosure);
  - giving due consideration to any power imbalances in relationships;
- e) uphold, support and abide by the *Safe Ministry Policy*; including:
  - engaging in healthy conflict resolution in accordance with the *Procedure for Resolving Grievances and Conflict*;
  - reporting any concerns and/or knowledge about misconduct, abuse, reportable conduct or serious unlawful activity according to the *Safe Ministry Policy* and relevant procedures;
  - disclosing to my ministry/team leader if I am investigated for any criminal offences, reportable conduct or other allegations of misconduct;
- f) uphold appropriate biblical and behavioural standards; including:
  - not using any prohibited substance;
  - being responsible in my use of substances that may be addictive (e.g. prescriptions, alcohol);

- expressing sexual intimacy only within a marriage relationship (where marriage has the same meaning as in the Marriage Rites of the Baptist Union of Australia i.e./ the union between a man and a woman to the exclusion of all others voluntarily entered into for life);
- ensuring that interpersonal, and particularly romantic, interactions are meaningfully consensual;
- recognising that it is inappropriate to access any type of pornographic material and, if I struggle with this addiction, seeking professional help;
- acting with financial integrity;
- not seeking personal advantage or financial gain from our position (other than in wages, recognised allowances and deductions);
- being responsible and scrupulous in the proper use of the organisation's information, funds, equipment and facilities; and
- not taking or using property belonging to others without express consent, including intellectual property (copyright).

**5. I understand that 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, the Association may require 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 Grievances and Conflict*, *Procedure for Handling Complaints* 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, volunteer or representative with the Association.

**6. If I am also bound by the Baptist Churches of NSW & ACT Code of Ethics and Conduct, I:**

- a) 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*; and
- b) (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 against Accredited and Recognised Ministers*.

I, \_\_\_\_\_  
[Full Name]

Have read, and agree to be bound by and uphold, the *Code of Conduct*

Signature

Date

# APPENDIX

## Basic Doctrines of the Association

Schedule 1 of the *Baptist Union Incorporation Act (1919)* sets out the following doctrines as the basis upon which the Association is founded:

- (a) The sinfulness of man
- (b) The Deity of Jesus Christ
- (c) His atonement for the sin of man
- (d) The need of the Holy Spirit for conversion
- (e) The divine inspiration of the Scripture
- (f) The resurrection of the dead
- (g) Rewards and punishment in a future state
- (h) The baptism of believers only by immersion.

<https://legislation.nsw.gov.au/~view/act/1919/bui/>

## Vision of the Association

The Association's Gen1K goal "to become a movement of 1000 Healthy Churches by 2050" has informed the development of four vision pictures:

### Healthy Churches/Community

We see a movement of transforming, healthy communities

- Embracing faith and risk in a life of authentic discipleship
- Transforming lives in the power of Christ
- A culture of disciple-making being normal and expected
- Diverse in expression and ministry yet united in purpose, values and foundational beliefs

### Leadership

We see a movement raising and empowering Kingdom-focused leadership. A culture of leadership development across our movement

- Ample mature leadership to allow our churches, groups and new ministries to flourish
- Healthy pastors and leaders serving our churches and groups with sustained vitality
- Leaders equipped and supported for their roles in the broader community

### Mission

We see an extraordinary mission shaped movement of God across our churches and affiliated groups

- Proclaiming and demonstrating Christ's love in holistic, culturally appropriate global engagement
- Growing faster than population growth to a movement of 1000 healthy churches in a generation
- Support and involvement in church planting and pioneering work being normal
- Mutual support and partnership between our churches, the Association of Churches and its affiliated groups

## Justice

We see a movement impacting our society, culture and world

- Cultivating significant positive societal change
- Asserting a prophetic voice, bringing Kingdom values into the public square
- Advocating for and aiding the vulnerable, voiceless and oppressed

<https://nswactbaptists.org.au/vision>

## Core Values of the Association

Section 6 of the Baptist Churches of NSW & ACT Constitution provides that the core values of the Association include a common life that is:

- (a) **Christ centred**
  - (i) enjoying a dynamic relationship with Jesus
  - (ii) relying on the Bible as foundational to shaping our understanding of Christ, our faith and the world
  - (iii) being led and empowered by the Spirit of Christ to live a life of worship
  - (iv) believing God is able to do more than we ask or imagine.
- (b) **Mission shaped**
  - (i) committed to the announcement and demonstration of the universal reign of God through Christ
  - (ii) motivated by love for God and others
  - (iii) seeing people, communities and societies transformed
  - (iv) biasing our resources toward mission, both locally and globally.
- (c) **Relationally committed**
  - (i) serving each other and working together, honouring the varied expressions of our faith and practice and our cultural diversity
  - (ii) actively promoting healthy unity through mutual collaboration, transparency and accountability
  - (iii) prioritising authentic relationships over programs and structures
  - (iv) honouring marriage as an institution created by God as the foundation for a lifelong faithful union of a man and a woman
  - (v) actively working to establish and maintain just relationships and systems in our churches, communities and world.
- (d) **People empowering**
  - (i) nurturing a disciple making culture that encourages, shapes and releases every person to glorify God in all of their life
  - (ii) investing strategically in the identification, development and empowerment of leaders
  - (iii) respecting our heritage whilst championing further innovation.
- (e) **Partnership oriented**
  - (i) recognising and celebrating God at work both within and beyond our movement
  - (ii) partnering with like-minded bodies in the mission of God both locally and globally
  - (iii) evidenced by mutual respect, healthy dialogue, and where appropriate resource sharing and the development of common goals.

<https://nswactbaptists.org.au/wp-content/uploads/2018/08/BA-Constitution-1.4.17.pdf>