

# Bowral Church of Christ



## CODE OF CONDUCT 13

**Reference:** 013A - Code of Conduct

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**Policy Title:** [13. CODE OF CONDUCT](#)

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**Approved By:** Leadership Team

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### Introduction

We minister out of a loving relationship with God who first loved us and who calls us to love.

*"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another."  
John 13: 34-35 (NIV)*

This Code of Conduct is therefore an expression of that relationship and is not a set of laws to be added to grace, but rather, expressions of our love towards each other and the people to whom and with whom we minister. It outlines appropriate standards of behaviour which Bowral Church of Christ "the church" expects from all leaders, staff and volunteers.

### 13.1 The purpose of this Code is to:

- Affirm the values that guide our ministry
- Guide our conduct and actions in Christian Leadership
- Protect people who participate in our activities from harm
- Enable leaders to be accountable
- Promote and foster trust within the church and the community

The Code of Conduct is not an exhaustive document. It should act as a guide to the principles that help inform staff, leaders and volunteers about what is appropriate.

### 13.2 Upholding or Breaching this Code of Conduct

All leaders, staff and volunteers are responsible for promoting the safety and wellbeing of all those participating in church activities and must adhere to this Code.

All leaders, staff and volunteers must report any concerns or breaches of this code to:

Pastor: ..... Email: [pastor@bowralchurchofchrist.org.au](mailto:pastor@bowralchurchofchrist.org.au)  
or one of the Elders of Bowral Church of Christ

Church members and visitors also have the right to report a breach of this Code.

Breaches of this Code of Conduct will be dealt with according to the church's Breach Policy (11). Any concerns relating to child abuse should first be dealt with in accordance with our Child Protection Policy (2) and Child Safety Reporting Procedure (6).

### **13.3 Commitment to Safety**

The church is committed to being a safe place for all people.

We believe we have a biblical mandate to care for and minister to all people, particularly vulnerable people, as well as a duty of care, legislated by both federal and state governments, to provide a safe environment for all people whilst they are on this site or involved in any activity either on this site or externally. We believe all people, including children, have equal rights to this protection. We believe all people, including children, have the right to be respected and valued as well as feel emotionally, physically and spiritually safe at all times.

Providing a safe environment is integral to our mission of growing people in discipleship of Jesus and in their relationships to one another. We actively work to create a culture of safety and employ transparency, accountability and risk management practices to prevent harm from occurring.

The church has a zero-tolerance policy for any type of abuse and will report all allegations and concerns for the safety of vulnerable people to the appropriate authority.

### **13.4 As a staff member, leader or volunteer at Bowral Church of Christ, I pledge to:**

#### **13.4.1 Conduct myself in a manner that is consistent with the values of the church.**

*But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law.  
Galatians 5:22-23 (NIV)*

##### **13.4.1.1 Among other things, this means I will:**

- *Commit to my spiritual growth through regular prayer, bible reading and quiet time with God*
- *Attend church services regularly*
- *Comply with all relevant legislation, including refraining from using prohibited substances*
- *Comply with all relevant church policies*
- *Maintain the highest standards of confidentiality, only sharing sensitive information according to church policies and when someone needs to know*
- *Remain open to correction and humble enough to modify behaviours so as not to discredit the gospel.*

#### **13.4.2 Conduct myself in a manner appropriate to the positional power I have as a representative of the church.**

*"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another."  
John 13: 34-35 (NIV)*

##### **13.4.2.1 Among other things, this means I will:**

- *act in the best interests of the church and avoid conflicts of interest*
- *be accountable and transparent in my actions, words, and conduct*
- *take measures to proactively communicate any information that would benefit others and improve the church or work experience*
- *encourage open communication between all people and allow people to participate in the decisions that affect them*

- *endeavour to exercise wisdom, good judgment and common sense when dealing with others and making decisions*
- *look for ways to improve operational processes and systems that affect the church experience*

**13.4.2.2 I will not:**

- *Seek personal advantage or financial gain from my position, other than in wages, recognised reimbursements, allowances, and deductions*
- *Take property belonging to others, including intellectual property (copyright)*
- *Knowingly make false, misleading or deceptive statements*

**13.4.3 Steward church resources in a way that supports the Church's vision.**

*Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ.*

*Philippians 1:27a (NIV)*

*For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of man.*

*2 Corinthians 8:21 (NIV)*

**13.4.3.1 Among other things, this means I will:**

- *act with financial integrity*
- *only use Church internet and related equipment to facilitate the exchange of information consistent with the mission, vision and purpose of the church*
- *exercise good time management*
- *hold leadership accountable to budgets and spending guidelines*

**13.4.4 Provide a welcoming, inclusive, and safe church environment for all people.**

*He has shown you, O mortal, what is good. And what does the Lord require of you?*

*To act justly and to love mercy and to walk humbly with your God.*

*Micah 6:8 (NIV)*

**13.4.4.1 Among other things, this means I will:**

- *Treat all people with respect regardless of race, colour, gender, language, religion, sexual orientation, age, political or other opinion, nationality, ethnic or social origin, culture, disability, birth, socio-economic or other status*
- *Respect cultural differences*
- *Ensure any contact I have with children, young people and vulnerable adults is appropriate and within the parameters of the program/event/ministry and conforms to the safety policies of the church*
- *Follow up and report any concerns of child harm or abuse in accordance with the Child Safety Reporting Procedure (6)*
- *Immediately disclose to the Safety Contact Person all charges, convictions, and allegations made against me (if any)*
- *Challenge unacceptable behaviour by others and report breaches of this Code of Conduct.*

**13.4.4.2 I will not:**

- *Engage in bullying, verbal abuse, emotional abuse, harassment, physical abuse, sexual abuse or spiritual abuse of any person or any behaviour that is intended to shame, humiliate, belittle, or degrade others*
- *Condone or participate in behaviour that is illegal, unsafe, or abusive or act in a way that*

*can be perceived as threatening or intrusive*

- *Act in a way that shows unfair and differential treatment of people*
- *Use inappropriate, offensive, harassing, abusive, sexually provocative, demeaning, culturally inappropriate or discriminatory language*
- *Use any computer, mobile phone, video, camera, or any other device to exploit or harass anyone*
- *Allow allegations, disclosures or reasonable concerns about abuse to go unreported*
- *Do things of a personal nature that a child or vulnerable adult can do for him/herself, such as assistance with toileting or changing clothes.*
- *Conduct a sexual relationship with any person under my care or supervision including all recipients of ministry*
- *Seek to contact, or spend time with, any child or young person that I meet in my role as a representative of the church outside of the designated times and activities set for performing my role*
- *Make inappropriate promises to children and young people, particularly in relation to confidentiality*

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**13.5 CONSENT**

I understand the above Code of Conduct and I agree to uphold the standards of behaviour described in it. I understand that disciplinary measures and legal steps may be taken by the Church if I am found to be in breach of the Code of Conduct. This will include reporting to the relevant authorities.

**Name:**

**Signature:**

**Date:**

**Witness:**

**Signature:**

**Date:**

Policy approved by (name and position): *Ray Sheppard (Elder) on behalf of the BCoC leadership team*

Signed: .....

Date: 27 October 2025

Review due: 27 October 2028