



## SC024 - VOLUNTEER CODE OF CONDUCT

Codes of Conduct are a part of our Church's commitment to safe emotional and physical environments, providing appropriate duty of care, including health and safety considerations.

This **Volunteer Workers Code of Conduct** contains the expected standards of behaviour for all *volunteers* at church and applies to all our volunteers whether in teams or on rosters.

Volunteering in church life is a highly valued and important part of service to the church. As a volunteer worker your life is on display and is subject to public scrutiny and as such these standards of behavior should apply not only to your church life but also your personal life.

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### 1. SERVANT HEARTED

Volunteers are servants of Christ, who should endeavour to become servant leaders as modelled by Jesus (John 13:3-14). The misuse of authority can be a particular temptation when being given a position of trust and power at church, this is not acceptable behaviour for a volunteer.

### 2. BEHAVIOUR

Volunteers at our church:

- will act in the best interests of those we serve.
- must not be abusive in any way toward others, spiritually, emotionally, physically or sexually, including domestic and family violence.
- will avoid the use of offensive language (e.g. swear words, sexual connotations, and racial or religious slurs).

- will exercise caution with all potentially addictive behaviours and/or harmful substances. Drunkenness is never acceptable behaviour for a volunteer.
- will not use any illicit substances.
- will use caution when initiating or receiving physical contact with those we serve, including gestures of comfort as such gestures can be unwanted or misinterpreted.
- will act with sexual integrity. Sex is a gift from God and integral to human nature. All inappropriate sexual behaviour is forbidden (e.g. sex outside of marriage). Sexual innuendo and harassment of a sexual nature are always inappropriate.
- will report their concerns of abuse or children at risk of harm.
- will treat all people in our church fairly and in accordance with church policies and guidelines.

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*Acknowledgement – this Volunteers Code was written in consultation with SMR P/L, which was originally developed for the ACC movement and adapted for use in C3 church*



- will communicate with integrity, including accountable and wise use of electronic communication.
- will acknowledge when they are out of their 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 church leader.
- will not take property belonging to others, including intellectual property (copyright).

### 3. FINANCIAL MATTERS

Volunteers are encouraged to have integrity in their financial dealings. Volunteers must not seek financial gain from their church role.

### 4. CONFIDENTIALITY

Trust is essential in serving the church. Confidential information must not be disclosed and must be treated with the utmost care. Exceptions include when disclosure is required by law, abuse notifications whether required by law or not, there are concerns for the safety of the person or others, or when the information is in the public domain.

Disclosure is a serious matter and the assistance of a supervisor or your Pastor should be sought.

### 5. TEAM MINISTRY

Volunteers:

- will embrace the vision, values, and mission of the Church, and continue to develop ministry skills through a variety of means including team meetings.
- are accountable to team, watch out for each other and protect each other's integrity.

### IMPLEMENTATION OF THIS CODE OF CONDUCT

Any breach of this code involving a criminal offence shall lead to a report being made to the relevant authorities.

Any breaches relating to the harm, or risk of harm of a child or young person will be dealt with according to church procedure.

Any other breach will be considered in the light of the best interests of the volunteer and those we serve and may result in the volunteer being stood down either temporarily or otherwise.

Breaches deemed serious misconduct (those which are subject to a state based Reportable Conduct Scheme where applicable, or breaches which if proven on balance to have occurred would result in disciplinary action against the volunteer) may result in workplace investigation according to the principles of natural justice.

Volunteer workers need to be open to correction and humble enough to modify behaviours so as to not discredit the gospel.