

Staff Code of Conduct

In his letter to the church in Colossae, the Apostle Paul writes, *"We continually ask God to fill you with the knowledge of his will through all the wisdom and understanding that the Spirit gives, so that you may live a life worthy of the Lord and please him in every way: bearing fruit in every good work, growing in the knowledge of God, being strengthened with all power according to his glorious might so that you may have great endurance and patience, and giving joyful thanks to the Father, who has qualified you to share in the inheritance of his holy people in the kingdom of light."* Colossians 1:9-12 (NIV)

This too is our prayer for Staff of Salt Church and particularly for those who have been placed in positions of leadership. Leadership of God's people is a privilege that comes with great responsibility. Leadership is also often hard and demanding personally. In praying for and desiring that our leaders live lives worthy of the Lord and pleasing to him in every way, it is appropriate as a church to set out expectations of what that looks like for our leaders.

1.0 PURPOSE OF THIS CODE OF CONDUCT

To set clear expectations within Salt Church regarding appropriate behaviour and conduct so that it is consistent with the Bible. In its present form the Code of Conduct is meant for Salt Church staff. Our express aim is to encourage our leaders to live lives worthy of the Lord and please him in every way and thus uphold the public reputation of Jesus, his gospel and church.

This Code of Conduct does not attempt to describe the totality of the behaviour of those in Christian ministry, but rather applies Biblical principles to particular issues relating to the nature of their ministry in a denominational and church setting. The Bible makes it clear that behaviours such as murder, adultery, theft etc. are unacceptable to God. This Code of Conduct does not address matters such as these and presupposes godly behaviour required of all Christian people as per Paul's lists in Galatians 5:14-26; Ephesians 4:25-32; or Colossians 3:5-9.

Salt Church may amend or vary this Code of Conduct, at its discretion, from time to time. We are aware of the need to specify this at a later date.

2.0 SCOPE

This Code of Conduct applies to all Salt Church staff members which includes all employees of Salt Church and any volunteers appointed to the staff team. It does not apply to volunteer leaders.

3.0 RESPONSIBILITIES

All Salt Church ministry employees and church representatives should be familiar with this Code of Conduct. If you are unclear as to what the Code of Conduct means or how it might apply to you, you should consult the lead pastor of Salt Church for clarification.

4.0 THE CODE OF CONDUCT

WE MINISTER OUT OF A HEALTHY RELATIONSHIP WITH GOD

- 4.1. I WILL TAKE CARE TO KEEP SPIRITUALLY HEALTHY BY:
- Joining regularly in the life and ministry of the church.
 - Studying the Scriptures regularly in private and in groups.
 - Praying regularly in private and in fellowship.
 - Regularly repenting and confessing sin.
 - Seeking to continually grow in my love and knowledge of God.
 - Upholding the Statement of Beliefs stated in the constitution.
 - Promoting the Mission of the Association.

WE SERVE OTHERS IN THE CONTEXT OF HEALTHY RELATIONSHIPS

- 4.2. I WILL TAKE CARE TO KEEP PHYSICALLY, EMOTIONALLY AND MENTALLY HEALTHY BY:
- Being aware that to minister effectively for the long term I need to care for myself. This includes consideration for: recreation and rest, including appropriately using my allocated allowance of annual leave, and exercise.

4.3. WITH MY FAMILY I WILL:

- Carefully attend to the responsibilities of love and leadership that I have to my spouse (if married), children (if any) and wider family. I recognise the priority of these relationships over all others, save that with God himself.
- Pay attention to the effect of my ministry on my family relationships and thoughtfully manage any negative impacts.

4.4. WITH MINISTRY COLLEAGUES I WILL:

- Rightly honour those who work in fellowship with me in the ministry of the gospel.
- Be aware of the positional power that I may hold within the staff team and take care to avoid any abuse or manipulation of those I lead or supervise. I will not engage in any behaviour that involves the misuse of power, including but not limited to bullying, emotional abuse, harassment, physical abuse, sexual abuse, sexual harassment or spiritual abuse. I will work hard at creating a culture where this is clearly not tolerated, and will take action to deal with such behaviour should it become evident.
- Seek to ensure that arrogance, belligerence, quick-temper, malice, envy, or slander do not mark my relationships with, or conversations about, ministry colleagues, whether in my own church or in wider Christian networks.
- Seek to resolve disagreements with other staff members or ministry colleagues through personal contact firstly – with all gentleness - and then, should resolution not be reached this way, through the complaints policy, depending upon the context.
- Be a team player, cooperating with other ministry leaders.
- Be accountable to my team, watching out for others and protecting each other's integrity.

- Submit to the relevant leaders in the leadership structure.

4.5. IN PASTORAL RELATIONSHIPS I WILL:

- Be aware of the positional power that is associated with a ministry/pastoral role and take care to avoid any abuse or manipulation of those I lead. I will not engage in any behaviour that involves the misuse of power, including but not limited to bullying, emotional abuse, harassment, physical abuse, sexual abuse, sexual harassment or spiritual abuse. I will work hard at creating a culture where this is clearly not tolerated, and will take action to deal with such behaviour should it become evident.
- Treat others with respect - teaching and exercising authority respectfully.
- Minister impartially to all, irrespective of their financial means, race, gender or disability.
- Value confidentiality, only disclosing information where necessary: where there is a legal obligation, duty of care or so the pastoral team can effectively love and lead someone for example.
- Be careful with my words, using words that build up, neither ridiculing nor embarrassing people.
- In the event of a church member disclosing that they have been abused in childhood or more recently, or are at risk of suffering or harm, I will offer appropriate care and advice, referring them to other professionals as needed.
- If I become aware of any reportable criminal offence, I will report it to the relevant civil authorities in accordance with the applicable Commonwealth, State or Territory laws.

4.6. WITH THE OPPOSITE SEX, OR THOSE I FEEL ATTRACTED TO, I WILL:

- Maintain sexual purity and ensuring my behaviour doesn't bring disrepute on the gospel and the work of Salt Church.
- Model relationships that are above reproach in both appearance and reality.
- Be aware of the potential for inappropriate emotional or romantic involvement, and especially with those for whom I have pastoral responsibility. I will avoid behaviour and situations that may nurture this type of relationship (Special care needs to be given to home visits, travelling companions in cars, private meetings and visibility and accessibility in offices).
- To maintain online integrity I will install accountability software on my electronic devices.
- Pray for the integrity of the Salt Church staff.

4.7. IN REGARD TO CHILDREN & VULNERABLE PEOPLE I WILL:

- Ensure I have a current Working With Children Check or the equivalent in my state or territory.
- Adhere to the Salt Church Safe Ministry policy and procedures.

4.8. IN REGARD TO ALCOHOL AND DRUGS I WILL:

- be responsible in my handling of alcohol.

- If I drink it will be modestly. I won't get drunk and will avoid leading others into sin or behaviour that might bring the name of Christ and Salt Church into disrepute.
- not lead in and will be cautious about drinking alcohol at any church related events conscious that many in the community struggle with alcohol. If in doubt I won't drink alcohol at these events.
- Never take prohibited substances.

4.9. IN REGARD TO MONEY I WILL:

- Be content with what I have, guard against greed and not participate in gambling.
- Not seek personal advantage or financial gain from my position, other than in wages, recognised allowances and deductions.
- Avoid handling collection money or other church funds, but when it is necessary to ensure another person is with me.
- Take great care in receiving gifts from church members that arise by virtue of my role as a minister of the Gospel. Any gift of value greater than \$50 will be discussed with the admin committee.
- With regard to honoraria/payment for ministry work, weddings, preaching etc in addition to my ministry wages and allowances, all such remuneration, apart from costs, will be transferred to Salt Church.
- Take proper care to be a faithful steward of my finances and to fulfil any obligations with regard to taxation and Centrelink matters.
- Be honest and accurate in reporting the financial situation of my church wherever appropriate.

4.10. IN REGARD TO THE LAW I WILL:

- Obey the law, in so far as that law is not contrary to the Bible and does not unjustly prohibit the expression of faith in Christ.
- Disclose to the Salt Church lead pastor if I am being investigated for, or charged with, any criminal offence.

4.11. IN REGARD TO THE WIDER COMMUNITY/SOCIETY I WILL:

- Seek to be in good standing with neighbours and the community at large, as much as it is up to me.

I WILL ALSO:

- Abide by all Salt church policies
- Seek maturity, continual professional development, supervision, training and working towards goals in areas of personal weaknesses.
- Dress modestly and with decency.
- Refrain from being violent or abusive in all relationships

- Avoid viewing or possessing pornographic, violent, abusive or other restricted material. Where this material is a problem, I affirm as of first importance honesty and openness and resolve to take practical initiatives. I commit to seeking appropriate accountability with staff peers or supervisors, seek counselling where needed, and to make responsible use, for example, of any internet filtering mechanisms that may help.
- Make a member of the Salt Church staff, Administration Committee, Review Panel or another trusted and mature Christian a protective ally for support, accountability and integrity.
- Say and do everything in the name of the Lord Jesus, giving thanks to God the Father through him.

4.12. BREACHES TO THIS CODE OF CONDUCT

All Salt Church ministry staff members are responsible for:

- meeting the expectations set out in this Code of Conduct; and
- ensuring behaviour inconsistent with this Code is not tolerated or covered up.

If you are aware of serious or persistent breaches of this Code of Conduct, this should be reported to an appropriate person in accordance with the Salt Church complaints policy.

The process of dealing with breaches of this code of conduct and possible disciplinary measures is outlined in the Salt Church Complaints Policy.

A. Review

This Policy shall be reviewed every two (2) years.

B. Document Properties

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C. Revision History

Revision	Date	Author	Summary of Changes
1	14/02/2022	G Wood	Entire document revised
2	21/11/2022	N Irvine	Entire document revised based on input from current staff team and current Admin Committee members