



CHILDREN'S MINISTRY

Adopted by the Church Elders: 21st March 2024

PURPOSE

The Church aims to honour God and care for people through our ministries. We want to be intentional about establishing a welcoming, safe and respectful culture and atmosphere for our Basso Church community where people are treated with respect and dignity and are nurtured in their relationship with God.

We acknowledge that children, youth and vulnerable people have a right to be safe and to feel safe within our Church ministries and activities.

To this end, we are committed to hold ourselves to a standard of responsible and ethical behaviour in how we conduct ourselves and our ministries.

Through this Code of Conduct, we seek to hold out the biblical call to godliness, care for others, and faithfulness in service. It is not intended to replace biblical instruction for godly behaviour, but to clarify expected behaviours for those working in Children's Ministry at Basso Church.

SCOPE

For office staff and volunteers aged 16 and over, involved in Children's Ministry at Basso Church (which includes any activity or program where any of the participants are under 18 and not accompanied by parents or carers authorised by the parents).

The Code of Conduct should be read in conjunction with the Basso Church *Church Safe Policy and Procedures* and the relevant Children's Ministry handbook.

ENCOURAGEMENT

Staff and Volunteers are encouraged to nurture their relationship with God and others through:

- Seeking to grow in our love and knowledge of our God and our saviour Jesus Christ, through regular times of study and reflection on the Bible.
- Praying for the children who participate in the ministries we are involved in.

COMMITMENT

We commit ourselves to:

1. Conduct myself at all times in a manner that honours God, and His Church, where the children in my care can see I am living out the faith I profess.
2. Treat every person and child in a godly manner, acting with respect, love, grace, and truthfulness, irrespective of their race, culture, gender, abilities, religion or status. In this way, I will aim to treat everyone fairly and equitably, without discrimination.
3. Uphold, support and abide by the *Basso Church Safe Policy and Procedures* and the relevant handbook for the Children's Ministry I'm involved in.
4. Be a team player. I will endeavour to achieve this through cooperating and working well with my team, responding to reasonable direction from those in ministry leadership, and treating everyone on my team respectfully, equally and without prejudice.
5. Be accountable. This includes reliably carrying out what I have said I will do and listening well to constructive feedback.
6. Have an awareness of when I am out of my depth or beyond my skill set (e.g., helping a child who needs professional counselling), and seek out a Safe Ministry Representative, ministry leader or Elder for support and direction.



7. Have open, respectful communication in how I speak and listen to others within my team, to the children in my ministry area and to the children's parents/carers.
8. Not communicate in ways that are likely to humiliate, ridicule, embarrass, harass, frighten, or distress a child (either verbally, through my actions or through the use of electronic devices).
9. Not act aggressively or intentionally provoke aggression (verbal or physical).
10. Self-assess my behaviour, actions, language, and interactions with children.
11. Take responsibility for ensuring I am accountable and do not place myself in positions where there is a risk of allegations being made. I will ensure that another adult is present when I am working in the proximity of children.
12. I understand that children and youth have a right to feel safe and be heard, and to participate in the decisions that affect them. This includes the child's right to raise matters of concern and point out attitudes or behaviour they do not like.
13. I will not take photographs of children or youth, unless I have been directed to be the designated photographer for the Children's Ministry/activity I'm involved in.
14. I will not seek to mentor or disciple a child or youth unless I have been directed to by my Ministry Leader or church Eldership.
I understand that any mentoring or discipleship of children or youth is to be undertaken by someone of the same sex, in an open environment (i.e. not a closed room).
15. I will not seek to contact or spend time with any child that I meet within my Children's Ministry, outside of the ministry activities/program. *For Youth Group leaders:* I will follow the communication guidelines set out in the ministry handbook, for contacting children/youth involved in Youth Group.
16. Act with sexual purity and express my sexuality in healthy, biblical, and God-honouring ways.
17. Uphold confidentiality; non-disclosure to anyone of information that is either confidential or puts someone in a bad light without the consent of the person it relates to. *The exception is where there is a legal obligation or duty of care issues, then seek out the Safe Ministry Representative, your ministry leader or an Elder, for direction.*
18. Disclose all relevant information as part of the screening process for staff/volunteers involved in Children's Ministry (including the Volunteer Application Form) and will inform a member of the ministry staff team of Basso Church of any changes in relevant information.
19. Report concerns about misconduct and/or abuse according to the *Basso Church Safe Church Policy and Procedures*.
20. Actively promote a safe environment, where abuse, bullying or harassment is neither tolerated nor allowed to take place. This includes abuse, bullying or harassment that is physical, emotional, spiritual, or sexual in nature, towards any person.

As part of my involvement with Children's Ministry at Basso Church, I commit myself to uphold the Code of Conduct outlined above, and seek to live out these values in all areas of my life. If there is a complaint against me relating to a breach of this Code of Conduct, I agree to participate with and submit to the Church Elders in their dealing of the breach, which may include revoking my position within Children's Ministry at Church.

Name: _____

Signature: _____

Date: _____

Bible references: Matthew 18:2-7; Mark 10:13-16; Colossians 1:9-10; Colossians 3:12-17; Ephesians 4:1-6, 1 Thessalonians 5:12-15