



STAFF AND MINISTRY LEADERS

Adopted by the Church Elders: 30th November 2023

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.

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 expectations within ministry at Basso Church.

SCOPE

For office staff, Church Leadership (Elders/Deacons) and key ministry leaders aged 18 and above.

The Code of Conduct should be read in conjunction with the Basso Church *Church Safe Policy and Procedures*.

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, through regular times of study and reflection on the Bible, in private and with the people of our Church.
- Praying privately and together, with and for the people and ministries of our Church.
- Loving and caring for our families and being aware of the impact our work/ministry may have on them.
- Active participation in the life and ministry of the Church.

COMMITMENT

We commit ourselves to:

1. Conduct ourselves at all times in a manner that honours God, and His Church.
2. Treat others in a godly manner, acting with respect, love, grace, and truthfulness, irrespective of their race, 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.
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. Provide each other with the information and resources necessary to fulfil our roles.



7. Have an awareness of when I am out of my depth or beyond my skill set (e.g., helping a person who needs professional counselling), and seek out a Safe Ministry Representative, ministry leader or Elder for support and direction.
8. Have open, respectful communication, where we are willing to share our reflections, concerns and ideas with each other with integrity and gentleness in how we both speak and listen.
9. Act with sexual purity and express my sexuality in healthy, biblical and God-honouring ways.
10. Act with financial integrity, by dealing with ministry finances in an accountable and transparent way.
11. Uphold confidentiality; non-disclosure to anyone (including spouse) 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.*
12. Be responsible in the use of substances that may be addictive (e.g., prescription drugs) and not using any prohibited substances.
13. Not knowingly make false, misleading, or deceptive statements.
14. Not take or use property belonging to others or the Church without express consent, including intellectual property (copyright).
15. Not act aggressively or intentionally provoke aggression (verbal or physical).
16. Disclose to the Church Leadership if I am (or have been) investigated for any criminal offences or have any knowledge of serious unlawful activity within the church context.
17. 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, including my own family.

*As part of the Basso Church ministry team, 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 as a staff member or volunteer within the Church.*

Name: _____

Signature: _____

Date:

Bible references:

Colossians 1:9-10; Colossians 3:12-17; 1 Timothy 3:1-13; Ephesians 4:1-6, 1 Thessalonians 5:12-15