
Be diligent in exercising ministry

- Take reasonable steps to ensure the safety and welfare of those in your care
- reporting any concerns for the welfare of those in your care to the PLT, one of our safe ministry supervisors or to relevant civil authorities
- Consider carefully the choice of activities, ensuring adequate supervision along with age, gender, ability and cultural appropriateness.
- Ensure that when working with those under 18 years of age, that there are sufficient adults present, ie., minimum of one adult leader to ten children and having a buddy system in place (never alone with one child).
- Ensure that any junior leaders (under 18) are not given sole responsibility to supervise other minors, and to be under supervision of adults in the same general proximity
- Ensure individual or small group ministry occurs in a public place or location with open visibility
- Provide clear and fair behavioural expectations, and do not use any form of corporal punishment
- Ensure the content of any media used is suitable and appropriate for the age of those in your care
- Be welcoming and affirming of all those you are ministering to, avoiding any favouritism or any 'special' relationships with those under your care.
- Physical contact with those you are ministering to should be minimal, non-intimate, respecting their boundaries, except in cases of physical danger or emergency

When the Code is broken

1. Occasional/minor violations
Everyone sins and can be forgiven (1 John 1:8-9). When this happens in an area that is not a breach of civil or criminal law, simply cease the conduct. If this is difficult, the person should see their team leader about receiving help. In some cases it may be necessary to step a person aside from their duties whilst this takes place. Deal with such matters confidentially.
2. Unknown violations
Not all leaders will understand 'unacceptable' behaviours. Even after explaining the code of conduct some may be unaware they are exhibiting unacceptable behaviours. Leaders need to be open to correction and humble enough to modify behaviours so as not to discredit the Gospel. As above, stepping a person aside from their duties may be necessary.
3. Repeated violations
There are breaches that are not a breach of civil or criminal laws. Where a leader has been made aware of their behaviour and yet continues to exhibit the behaviour:
 - a) The ministry leader or PLT meets with the person and has behaviour review meetings, where the behaviour changes required are identified and monitored (maximum of 3 meetings)
 - b) If the behaviour continues, stepping aside is appropriate at this point, and the behaviour should be addressed by the PLT.
 - c) If the behaviour/s continues beyond this meeting, then respectfully, and upholding confidentially, the person will be stood down for a set period. They will be offered help in changing their behaviour via counselling if they are willing .
NB: Written notes of all meetings to be carefully taken and a copy given to all parties.
4. Breaches of the law or allegations of abuse
Allegations of abuse or serious misconduct are to be responded to according to the Safe Ministry Policy.

BCC Ministry Code of Conduct

BCC MINISTRY CODE OF CONDUCT

Baranduda Community Church seeks to make disciples of Jesus Christ, through ministries involving teaching, mentoring, fellowship, discussion, worship and prayer. To be involved in ministry is a privilege and position of great responsibility

Those who carry out our ministries are selected because they demonstrate a gifting by the Holy Spirit and the local church leadership is able and willing to provide affirmation of their suitability and delegate authority for them to carry out their ministry.

Ministry is provided within a trust based relationship that should not be abusive.

Abuse occurs when language or action bullies, threatens, belittles, humiliates, or causes unnecessary offence, or trauma.

People who attend BCC need to be confident that they will be cared for, nurtured and encouraged as they grow in their faith, and, at the same time, protected from physical, mental, emotional or spiritual harm.

This code provides a clear set of behaviours to define what is acceptable and what is unacceptable conduct for leaders and ministers in our Christian ministry. Your conduct in your position of ministry will be evaluated according to this code.

Maintain a healthy relationship with God

We can Maintain a healthy relationship with God by:

Joining regularly in the life and ministry of the Church.

Studying the Scriptures both in private and in groups.

Praying regularly in private and in fellowship with and for the people and ministry of the Church.

Giving of your time and resources to the work of the Church, as an expression of your gratitude to God.

Who to contact for more information or assistance:

Your primary contact will be your ministry area leader.

For all questions, concerns or reports relating to misconduct, please contact a BCC Safe Ministry Supervisor:

1. Phil Terrell 0448 208 000
2. Glenda Taylor 0439582382

Minister with integrity

We serve others in the context of healthy relationships.

- Loving and caring for your family, paying attention to the effect of ministry on them.
- Treating others with respect; exercise any authority delegated to you respectfully.
- Displaying behaviours and attitudes that are above reproach when interacting with others.
- Be sensitive and respectful towards family and cultural traditions different from your own.
- Avoiding language that may be misunderstood or that bullies, threatens, belittles, humiliates, or causes unnecessary offence or embarrassment.
- Treating all personal information with sensitivity and with confidentiality - disclosing all concerns to the PLT.
- Being a team player; co-operating and always working in with other ministry leaders.
- Exercise discretion and appropriateness when considering, viewing or using restricted material
- Dress modestly and appropriately as a role model to others
- Exercise integrity in use of all media and intellectual property, including print, recorded, and on-line.
- Make alternative arrangements for pastoral ministry if you begin to develop a romantic relationship with any person you are ministering to.
- Not engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse or spiritual abuse of any person, including your family.
- Not act violently or intentionally provoke violence
- Be responsible in our use of addictive substances and services
- Not use any prohibited substance
- Act with sexual purity.
- Act with financial integrity, having in place systems for accountability and transparency in financial matters related to your area of ministry
- Disclose to the church leadership if you are or have been investigated for any criminal offences.